


January - February 2021 | Vol. 9 Issue 1

# Coastal **COMPASS**

THE FORCE BEHIND THE FLEET



2020  
NSWC PCD  
VIRTUAL  
**ANNUAL  
AWARDS**

**PLUS  
NAVSEA  
CAMPAIGN  
PLAN 3.0**



NSWC Panama City Division  
Ensuring Warfighting Dominance in the Littoral Battlespace

# Coastal COMPASS

THE FORCE BEHIND THE FLEET

January - February 2021 | Vol. 9 Issue 1



**Capt. David Back, USN**  
Commanding Officer



**Dr. Peter Adair, SES**  
Technical Director

## About the Publication

The *Coastal Compass* is published bimonthly by the Naval Surface Warfare Center Panama City Division (NSWC PCD) and is an authorized medium for news of general interest about employees of NSWC PCD and their work.

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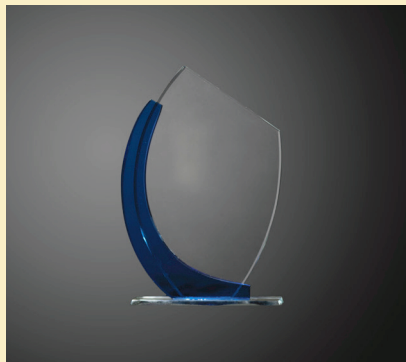
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## On the Cover



Due to the Coronavirus pandemic, the Annual Awards ceremony was pre-recorded with segments of the award recipients constructed into a final show.

US Navy Photo by  
Anthony Powers

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# View from the BRIDGE



**Dr. Peter Adair, SES**  
Technical Director

“Congratulations to our Annual Awards recipients. I look forward to what 2021 holds for our command.”

– **Dr. Peter Adair, SES**  
Technical Director

## NSWC PCD Team,

As we begin 2021 with renewed hope for a better year, it is important to focus on our core values and take a deep dive into many of the projects and processes here at NSWC PCD. Over the last several months, I have seen the great work within our technical and business departments who continue to deliver capabilities enabling us to provide direct fleet support for our Nation's warfighters.

The work we do is aligned with the NAVSEA Campaign Plan 3.0 mission priorities and our core values. NAVSEA Mission Priority number one is Deliver Combat Power: On-Time Delivery of Combat-Ready Ships, Submarines, and Systems. While I know we're not delivering ships or submarines, the NSWC PCD's core value of commitment does support the delivery of systems vital to those platforms. Despite the pandemic-related challenges, we have persistently executed projects and ensured all systems are fully-tested and completed, and combined with our commitment to quality assurance, are reliable, capable, and combat-ready when delivered to the fleet.

Our efforts continue and we recently recognized some of the incredible individuals and teams at NSWC PCD as we presented our Annual Awards as a reflection of that great work. All of the nominees contributed great work towards the success of this command and U.S. Navy and I would like to personally thank you for all you have done. Though COVID-19 has presented us with unprecedented challenges, each of you have adapted well and your work ethic has not wavered.

Congratulations to our Annual Awards recipients. I look forward to what 2021 holds for our command.

**Dr. Peter Adair, SES**  
NSWC PCD Technical Director







<b>CODE 02</b>	Olivia Farr	023
	Kathleen Stewart	022
	Samantha B. Story	023
<b>CODE 10</b>	Kyle Boesch	102
	Sherri Bowins	1013
	Jennifer Jensen	1071
	Julian Stovall	1051
<b>CODE A</b>	Dustin Pilcher	A21
	Joseph Timbang	A23
<b>CODE E</b>	Jonathan Blue	E12
	Chase Graham	E43
	Aaron Nicholas	E34
	Leanna Tribaldos	E26
	Rayfield Velazquez	E43

## CIVILIAN LENGTH *of* SERVICE

40	CLINTON ILES OWEN LEE III
35	GREGGORY SIMMONS
30	SCOTT BOYCE DAVID FUHRMAN GEORGE GILMAN TODD HOLLAND JAMES MORRIS MICHAEL UZARSKI
25	MICHAEL BOBROSKI SCOTT LOWERY
20	KATHERINE BRACKETT BRIAN COPPOLA DOUGLAS HEATH JAMES FULTON HELBERTH ORTIZ TIEN TRAN
15	LAWRENCE BERTOLDI DALE HUSSUNG JR. PEDRO LOPEZ STANLEY SWIESS
10	RICHARD BYERS AMANDA DAVIS ROLAND DEALE STEVEN MARTIN CHARLES SELF SHIN-MIIN TZUOO
05	JESSE ARDONNE MICHAEL LANGFORD KATHERINE MAPP MARK MENKE DAVID PASLEY MICHAEL ST PIERRE



2020

# ANNUAL *Awards*

NSWC PANAMA CITY DIVISION

Ensuring Warfighting Dominance  
in the Littoral Battlespace

# NSWC PCD VIRTUALLY RECOGNIZED 2020 ANNUAL *Awards* RECIPIENTS



By Cierra Burch, NSWC PCD Public Affairs

—PANAMA CITY, Fla.— Each year, the Commanding Officer (CO) and Technical Director (TD) of the Naval Surface Warfare Center Panama City Division (NSWC PCD) host an annual awards ceremony recognizing the command's exceptional personnel. Despite trials faced due to the COVID-19 pandemic, NSWC PCD is continuing to host the annual ceremony, only virtually this year.

In November 2020, the nomination call went out to the entire command encouraging the workforce to submit nominations for the annual CO/TD awards. As in years past, any government civilian or military member could nominate someone as long as it was submitted through their chain of command for approval. This year, 72 nominations of teams and individuals across 12 award categories were received. Though there are only 15 award recipients, Capt. David Back, NSWC PCD CO recognized the dedication and performance of everyone nominated.

"We recognized our colleagues who gave their time and talents to make NSWC PCD a great place to work," said Back. "We recognized colleagues who went above and beyond expectations and succeeded in ways not previously thought possible."

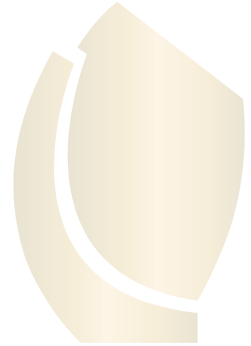
The annual awards ceremony was pre-recorded and digitally enhanced to prioritize safety following COVID-19 protocol and risk mitigation, including social distancing and mask wearing. Recipients were photographed individually and the NSWC PCD's visual information team composited the team photographs. Each individual was independently recorded to respect social distancing protocol, and the video was digitally enhanced to mimic a formal awards ceremony. The awards ceremony premiered January 27th on Facebook, YouTube, and internal streaming platforms.

Dr. Peter Adair, NSWC PCD TD, thanked the nominees and personnel involved in the success of the command in 2020 despite unprecedented challenges faced.

"Your work has contributed to the success of this command and U.S. Navy and we thank you for all you have done," said Adair. "Though COVID-19 presented us with unprecedented challenges, each of you adapted well and your work ethic never wavered."

Of the 15 award recipients, there are ten individuals and five teams awarded.

# Individual Award Recipients



EXEMPLARY  
LEADERSHIP

Rachael Robinson



COLLABORATION  
EXCELLENCE

Dr. Cameron Matthews



TECHNICAL  
EXCELLENCE

Leonard Maxwell



EXCEPTIONAL  
TECHNICAL SUPPORT

Jessica Haig



NEW PROFESSIONAL  
EXCEPTIONAL ACHIEVEMENT

Emily Keihn



OUTSTANDING  
ORGANIZATIONAL SUPPORT

Leslie O'Brien



OUTSTANDING  
ORGANIZATIONAL SUPPORT

Komal Patel



OUTSTANDING  
ORGANIZATIONAL SUPPORT

David Neet



**DR. DAVID P. SKINNER**  
OUTSTANDING SCIENTIFIC  
& ENGINEERING AWARD

Dr. Robert Cole

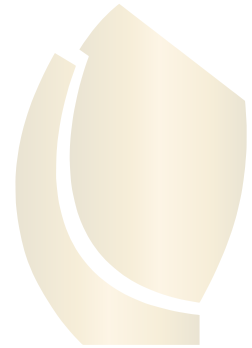


HALL OF FAME  
PRESENTED TO

**STEPHEN HUDSON**

For his long and distinguished career in support of developing data collection for the intelligence community. Stephen transformed a niche group into a significant organization with numerous projects delivering vital strategic intelligence in support of our country's security. He is considered a subject matter expert in the field of data collection by a number of intelligence organizations and his opinions were routinely sought and highly valued. After retirement, Stephen was acquired for two different terms as a retired annuitant. The group Stephen managed provided a large amount of funding and the organization was a part of every department. Stephen's greatest effect was in the area of professional development and mentoring. He single handedly built the next generation of leaders within the Naval Surface Warfare Center Panama City Division intelligence collection community. For the long-term effects of being an innovative engineer, extraordinary manager, unparalleled leader, and gifted mentor, Stephen is the 2020 Hall of Fame Award recipient.

# Team Award Recipients



## OUTSTANDING TEAM ACHIEVEMENT AWARD

### Mine Countermeasures Mission Package Test and Evaluation Team



Erin Cotton, Le'Derick Smedley, Jason Newton, Bruce Potemken, Nate Waldstein, Logan McCall, Gabriel Perez-Figuerola, Russ Wilson, Mike Sullivan, and Robert Gilardi

*Not pictured:*  
Amanda Elkins, Douglas Guardino, Jeffrey Blankenship, Jonathan Shiver, and Shin Miin A. Tzuoo

### Pre-Vent Team



Dr. Andrew Schicho, Dr. Greg Murphy, Dr. Christopher Musto, Jason Scott, Michael Kirke, Gavin Taylor, Dustin Bride, Jesse Waymire, Holly Gardner, Bill Ramey

*Not pictured:*  
Greg Holbrook

## OUTSTANDING INNOVATION

### EX28 Team



Brian Toole, Jacob Cornman,  
Dylan Gouletas, Anthony Bleichner,  
Jonas Hudson, Al Porteus, and  
Frank Crane

*Not pictured:*  
Kirk Vanzandt

## OUTSTANDING FLEET SUPPORT

### DJC2 VSE ISEA Team



Kevin Wooten, Zachary Hartley,  
Michael Barrenechea,  
Wendy Najacque,  
John (Trey) Christmas III,  
James (Jim) Nelson, and  
Manuel (Manny) Rodriguez

## OUTSTANDING PROGRAM SUCCESS

### CDM Team



Marty Richardson, Stephen Hoyer,  
Tony Simpson, John Sojdehei,  
Matt Warrell, Jim Keith,  
Donnie Kiper, Austin Schwarz,  
Matt Naughton, Jordan Bolduc,  
Phillip Cederstrom, Steve Crowley,  
and Raymond Myers

*Not pictured:*  
Steve Akin

# Patents

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METHODS AND SYSTEMS FOR AUTOMATED  
MISSION AREA SEGMENTATION

*John Hyland  
Cheryl Smith*

---

METHOD AND SYSTEM FOR PERFORMING  
MAGNETIC ANOMALY SENSING

*Emily Mount  
Neil Claussen*

---

REFILLABLE GAS TANK WITH  
PNEUMATIC VALVE CONTROLLER

*Jacob Cornman  
Brian Toole\*  
Kirk Vanzandt*

---

MAGNETIC ANOMALY SENSING SYSTEM USING  
TWO TRIAXIAL MAGNETOMETER SENSORS

*Roy Wiegert  
Kurt Giardina*

---

BREATHING-AIR TANK PRESSURE  
TRACKING SYSTEM

*Brian Wentworth\*, Dennis Gallagher,  
Richard Manley, William Hughes,  
Bryan (Tien) Le\**

---

MARINE BIODEGRADABLE  
COMPOSITION FOR 3D PRINTING

*Joshua Kogot\*, Matthew Kincer\*,  
April Hirsch\**

---

CLEARANCE-MEASURING  
BREAK-AWAY PINTLE HITCH

*James Sovel*

---

GAS TEMPERATURE REDUCING  
SYSTEM FOR REGULATING  
DELIVERY OF A HIGH-PRESSURE GAS

*Jacob Cornman  
Brian Toole  
Kirk Vanzandt*

---

AUTOMATIC VEHICLE DEPTH  
REGULATION SYSTEM

*Bryan Reynoso\**

---

HEAD UP SYSTEM FOR  
UNDERWATER FACE PLATE

*Allie Williams\*, Richard Manley,  
Brian Wentworth, Dennis Gallagher,  
William Hughes*

---

\* new inventees inducted into the Inventors Society



## AWARD WINNERS

*Lynn Sokoloski*

Navy Civilian Service Meritorious Medal  
Navy Civilian Service Commendation Medal

## UPCOMING AWARDS

2/10 Department of Navy (DoN) Information Management-Information Technology Excellence

2/11 Dr. Etter Top Navy Scientists & Engineers of the Year Awards

3/03 Electromagnetic Spectrum Workforce Excellence Awards

3/03 National Safety Council Rising Stars of Safety

3/08 American Mathematical Society Leroy P. Steele Prizes

3/08 Indiana University Distinguished Alumni Service Award

3/17 Association of Government Accountants Professional Development Training Awards of Distinction

4/14 Navy League Admiral Vern Clark & General James L. Jones Safety Awards

Quarterly- Nov/Feb/ May/Aug Department of Defense Science, Technology, Engineering, and Mathematics Education and Outreach Advocate of the Quarter

Continuous DoN Agility Awards (Formerly SECNAV Innovation Awards)



Dates provided are due dates for completed package(s) to be received.

Upcoming awards are regularly updated on:  
<https://wiki.navsea.navy.mil/display/PCD103/Awards>

\*Non-government agency award submissions now require approved public release documentation.

## ANNUAL WEINGARTEN RIGHTS NOTICE

**Below is the language for the Annual Notification of "Weingarten Rights."**

5 USC 7114(a) provides that a representative of a labor organization that has exclusive recognition at an activity shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the activity in connection with an investigation if:

1. The employee reasonably believes that the examination may result in disciplinary action against the employee
2. The employee requests representation

# 2 NSWC PCD ENGINEERS WIN THE **BLACK ENGINEER** OF THE **YEAR AWARDS**

By Cierra Burch, NSWC PCD Public Affairs



**Sarah "Ashley" Catlin**

Deputy test lead of NSWC PCD's Joint Expeditionary Command and Control Program of Record, recently won the Black Engineer of the Year Awards, Science Spectrum Trailblazer Award in the Outstanding Achievement Awards category.



**Chinyere Ukazim "UK"**

In-Service Engineering Agent for Navy Nonlethal Effects at NSWC PCD, recently won the Black Engineer of the Year Awards, Modern-Day Technology Leader in the Outstanding Achievement Awards category.

PANAMA CITY, Fla. – Naval Surface Warfare Center Panama City Division (NSWC PCD) engineers, Sarah "Ashley" Catlin and Chinyere Ukazim "UK", were recently awarded Black Engineer of the Year Awards (BEYA) in the Outstanding Achievement Awards (OAA) category.

Catlin was selected to receive the BEYA OAA Science Spectrum Trailblazer award which recognizes minority men and women actively creating new paths for others in science, research, technology, and development. Recipients of this award distinguish themselves by constantly setting their sights higher, striving to innovate, and opening doors for others. Catlin is a senior test engineer, systems engineer, and human factor engineer at NSWC PCD. She is the test lead for the Joint Expeditionary Command and Control (JEXC2) Program of Record and her primary responsibility is to assist in managing, developing, and leading a team comprised of test directors, testers, and subject matter experts in hardware, software, and networking. Catlin has led multiple test and training events around the world in support of JEXC2 missions, has directed the majority of customer deliveries for the past two years, and is steadfast in reducing risk to the project and organization.

Catlin shares her excitement and honor to be a recipient of a BEYA award.

"Nine years ago I attended my first BEYA conference and I remember the admiration I had for those being honored and receiving awards," said Catlin. "I am both humbled and ecstatic to be on the same platform as the ones that I once admired. Additionally, I feel pride in knowing that my organization recognized my contributions and saw fit to nominate me for this award."

Ukazim was selected to receive the BEYA OAA Modern-Day Technology Leader award, which recognizes bright women and men who are shaping the future of engineering, science, and technology. Ukazim has utilized his technical skills as the In-Service Engineering Agent (ISEA) Lead for Navy Nonlethal Effects (NNLE). Ukazim has assisted on systems that

attempt to safely modify behavior and enhance response capabilities for the fleet operators. Under his leadership, the services provided by the NNLE ISEA ensures fleet operator concerns and problems are addressed promptly and accurately for the protection of those service members without the use of lethal force.

Additionally, Ukazim consistently gives back to his community in his country of birth in Nigeria. He and his four other relatives that migrated to the United States have identified and initiated community service projects within their home village in Nigeria. The projects have ranged widely from providing educational scholarships to initiating infrastructure improvements. He has provided students in need with scholarships to promote education where there is a lack of opportunities to obtain higher education.

Ukazim has also worked with local Nigerian civil engineers to design and fund road and drainage system improvements, making the village more accessible to the region, which improved transportation and commerce. Two of his most impactful projects that he has undertaken are the installation of a safe drinking water system and bringing electrical power to the village. These projects not only improved the quality of life and stability of those living in the village, but also inspire students to pursue science, technology, engineering, and mathematics (STEM) education and career fields.

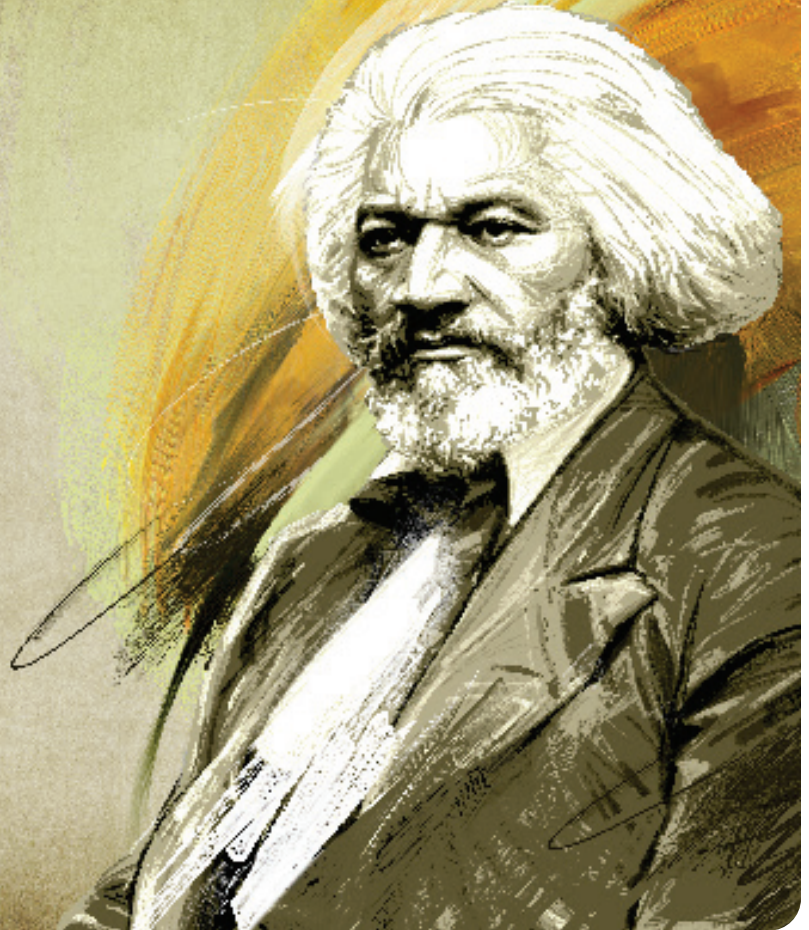
Ukazim continues to show his humility when receiving notification of his recognition.

"I felt honored and humbled about the nomination and the award. I never knew that something I am passionate about can bring this type of award and recognition," said Ukazim. "As an immigrant from a tiny village in Nigeria, this means anything is possible and the sky is the limit"

Catlin and Ukazim will be recognized during the 2021 BEYA STEM Virtual Conference held February 11-13 along with all of the other BEYA STEM award recipients. For more information, visit <https://intouch.ccgmag.com/mpage/beya-home> ■



CELEBRATE  
**BLACK  
HISTORY  
MONTH**



**RESPECT. PROTECT. EMPOWER.**

Sexual Assault Prevention & Response





## COMMANDER'S INTENT & CAMPAIGN PLAN 3.0 PREVIEW

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VADM William J. Galinis, NAVSEA Commander

Today, as a nation, we are in challenging times— engaged in a Great Power Competition, working through the ongoing pandemic, and engaged in a rigorous debate on equality for all. One thing remains unchanged however, and that is that the U.S. Navy protects America's interests at home and abroad by maintaining maritime superiority, deterring aggression, and providing humanitarian assistance. The cornerstone of our Navy's success is the Navy's ships and submarines. I will tell you, hands down, no other organization contributes more to advance our country's presence than NAVSEA.

My intent is to build on the foundation of Campaign Plan 2.0 and the work of the ONE NAVSEA team with a focus on executing our mission and ensure our team is postured for an unpredictable future. We will evolve our current efforts to reflect the progress we have made to further step up our game in supporting the requirements of the Department of the Navy. The NAVSEA Team has demonstrated over many years that we are top-rate problem-solvers and the best at what we do. My commitment is to help you succeed by removing barriers and ensuring you have the resources you need. Together we must be relentless in executing our mission and looking for ways to improve and stay the best!

Our strategic direction and vision to Expand the Advantage of our military over our adversaries is sound. The NAVSEA Mission "to design, build, deliver, and maintain ships, submarines, and systems reliably, on-time, and oncost for the United States Navy" underpins my priorities and aligns directly with the CNO's FRAGO 01/2019: A Design for Maintaining Maritime Superiority. Everything we do will align to the FRAGO and its focus on Warfighting, Warfighters, and the Future Navy.

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This Commander's Intent sets the framework for "NAVSEA Campaign Plan to Expand the Advantage 3.0", planned for release by the end of the calendar year.





# NAVSEA CAMPAIGN PLAN 3.0

## MISSION PRIORITIES

**1** Deliver Combat Power:  
On-Time Delivery Of  
Combat-Ready Ships,  
Submarines and Systems

**2** Transform Digital  
Capability

**3** Build a Team to Compete and Win

**MISSION  
STATEMENT:**  
Design, Build, Deliver  
and Maintain Ships,  
Submarines and  
Systems Reliably,  
On-Time and On-  
Cost for the United  
States Navy

## CORE PRINCIPLES

Affordability | Agility  
Technical Competence | Reliability

EXPAND THE ADVANTAGE

<https://wiki.navsea.navy.mil/display/PCDSP/>



# MISSION PRIORITIES

## 1 Deliver Combat Power: On-Time Delivery of Combat-Ready Ships, Submarines and Systems

### Focus Areas:

- **Planning:** Get the requirements and planning right up-front, drive stability in requirements, and establish accurate and executable plans/schedules
- **Workload/Resources Capacity Balance:** Ensure the balance of resources (people, facilities, funding) with anticipated workload
- **Material:** Improve supply chain performance and material forecasting and availability
- **Execution:** Be relentless on execution. Achieve on-time delivery, fully tested and complete, with the requisite quality to ensure reliable, capable and combat ready ships, submarines, and systems
- **Innovation:** Develop new capabilities in emerging technology areas that will be critical for the Fleet's future missions
- **Fire Safety Prevention, Detection and Response:** Establish a consistent and robust fire safety and protection posture across the Enterprise
- **Infrastructure:** Execute the Shipyard Infrastructure Optimization Program (SIOP) and develop a similar 30-year strategic plan for Regional Maintenance Center (RMC) and Warfare Center infrastructure with a focus on mission effectiveness, energy efficiency, weather resiliency and quality of life for the workforce
- **Information Technology (IT):** Ensure effective implementation of Logistics IT for Navy Maintenance, Repair and Overhaul (N-MRO)
- **Contracting:** Establish and implement contract strategies that balance risk, provide for stable & predictable workload, effective change management, and build constructive, accountable contractor relationships at all levels while decreasing cycle time to get contracts in place
- **Initiative Implementation:** Ensure rigorous follow-through of initiatives in execution on the waterfront

## 2 Transform Digital Capability

### Focus Areas:

- **Strengthen our cybersecurity efforts** by integrating cybersecurity into system design
- **Build on our digital engineering capability** through the integration of digital tools, data, processes, and infrastructure to improve engineering practices in design, manufacturing, maintenance, and operation enabling systems to reliably perform their mission at the lowest possible lifecycle cost
- **Advance our business processes** through adoption and implementation of digital tools to enhance our workforce experience, as well as technologies, processes, and data analytics to improve organizational capability and reimagine our business models with digital technology central to how we operate

## 3 Build a Team to Compete and Win

### Focus Areas:

- **Build and sustain technical and leadership competence** in all functional areas and at all levels
- **Develop, instill, and sustain a constructive culture and workplace environment** that maximizes mission success and employee fulfillment
- **Enhance our team through expanded partnerships** with industry and academia
- **Build a learning organization** through collaboration and teamwork across the NAVSEA Enterprise
- **Ensure fairness and equal opportunity** for advancement, mentoring, training, and all areas of professional development
- **Ensure succession planning utilizing workforce analytics** to anticipate future workforce requirements
- **Implement effective retention strategies** to affirm an attractive workplace culture to decrease turnover and maintain a diverse and high-performing workforce



# NSWC PCD HOSTS THE FIRST VIRTUAL JOURNEYMAN CAREER FAIR

By Katherine Mapp,  
NSWC PCD Public Affairs

PANAMA CITY, Fla. —The Naval Surface Warfare Center Panama City Division (NSWC PCD) hosted its first-ever virtual Journeyman Career Fair December 10.

Led by the NSWC PCD Human Resources (HR) Department's Recruitment Team, the career fair was designed to promote interest in Journeyman-level career opportunities and demonstrate NSWC PCD as an Employer of Choice by providing an interactive environment between qualified job seekers and hiring managers. In spite of restrictions due to the current COVID-19 pandemic, the HR Recruitment Team was able to leverage their networking capabilities to create a cross-command event designed to recruit talented personnel from all over the United States.

The event was facilitated by NSWC PCD's Recruitment and Student Programs' Coordinators, Kristen Campbell and Shauna Love-VonKnoblauch, and featured a panel of representatives from each of NSWC PCD's technical departments, including senior department personnel. The panel presented a brief command overview followed by virtual breakout sessions where participants interacted in round-table discussions on NSWC

PCD's core mission area subjects including mining and mine countermeasures, diving and life support, naval special warfare, and amphibious and expeditionary warfare. Additionally, hiring managers were on hand to conduct virtual interviews with top candidates.

"The virtual platform allowed us to stretch far beyond our normal reach to a wider audience with attendees from the Great Lakes all the way to California," said Campbell.

Last year, NSWC PCD's HR Department oversaw the recruitment for approximately 110 Journeyman-level billets, which exemplified the importance of being able to adapt to a virtual environment while still effectively engaging potential employees. With most states imposing social distancing and in-person gathering restrictions, the need to reimagine recruiting efforts is crucial to remaining relevant as a leading employer.

According to Love-VonKnoblauch, feedback on the virtual platform was positive.

"One attendee noted that he had attended many virtual hiring events hosted by various agencies and claimed this was the most thought-out and well-organized event he had attended," said Love-VonKnoblauch. ■



## JANUARY OUTINGS

A group of new professionals from the New Professional Network (NPN) visited Zoo World January 23. The NPN connects employees who have recently graduated from college and assists in providing a smooth transition into professional life at NSWC PCD. New Professionals find common interests and participate in networking social outings. Courtesy photos by Jackie Zbranek



**ZOO WORLD**



New Professionals gather and interact at the goat exhibit.

## ESCAPE ROOM



From left to right:

Back row: **Fiamma Fernandez, Josh Moehring, Maynor Pinell, Brunti Givens, Alex Kushma, Engrid Mastin**  
Front row: **Ben Hartman, Shelby Scotese, Muhibus Chaudhury, Alitza Martell**

# FY21 NSWC PCD MANDATORY TRAINING

Status	Course Title	Location	For Who	Due
<input type="checkbox"/>	ANTITERRORISM LEVEL I AWARENESS TRAINING	NeL	CIV/CON	1/31
<input type="checkbox"/>	COMBATting TRAFFICKING IN PERSONS (CTIP) GENERAL AWARENESS	NeL	CIV	1/31
<input type="checkbox"/>	COMBATING TRAFFICKING IN PERSONS (CTIP) FOR ACQUISITION AND CONTRACTING PROFESSIONALS COURSE	NeL	CONTRACTS SPEC (1102)/CORS	1/31
<input type="checkbox"/>	NCIS COUNTER-INTELLIGENCE & INSIDER THREAT AWARENESS AND REPORTING TRAINING	NeL	MIL/CIV/CON/LN	1/31
<input type="checkbox"/>	DON INITIAL AND ANNUAL ETHICS TRAINING V.3	TWMS	CIV	2/28
<input type="checkbox"/>	DOD CYBER AWARENESS CHALLENGE 2021	TWMS	MIL/CIV/CON	2/28
<input type="checkbox"/>	DON NO FEAR TRAINING	TWMS		2/28
<input type="checkbox"/>	UNCLE SAM'S OPSEC 3.0	TWMS	MIL/CIV/CON	2/28
<input type="checkbox"/>	NAVSEA ANNUAL SECURITY REFRESHER TRAINING	TWMS	MIL/CIV/CON	2/28
<input type="checkbox"/>	DEPARTMENT OF THE NAVY ANNUAL PRIVACY TRAINING	TWMS	CIV/CON	3/30
<input type="checkbox"/>	RECORDS MANAGEMENT IN THE DON: EVERYONE'S RESPONSIBILITY	TWMS	MIL/CIV/CON	3/30
<input type="checkbox"/>	DON SEXUAL ASSAULT PREVENTION AND RESPONSE- ONE TEAM- ONE FIGHT- RECOMMITTED	TWMS	CIV	3/30
<input type="checkbox"/>	WORKPLACE VIOLENCE PREVENTION	TWMS	CIV	3/30



# F.I.A.R.

## Financial Improvement & Audit Remediation

### TYPES OF AUDIT OPTIONS

#### Unqualified (Clean) Opinion

- Highest level of auditor confidence
- IPA able to access to all information in a timely manner
- Organization's information conforms with Generally Accepted Accounting Principles (GAAP)

#### Qualified Opinion

- Auditors were not able to fully satisfy themselves on all aspects of the financial statement presentation
- The "Except for..." opinion: Everything in this financial statement is good, except for...

#### Adverse Opinion

- A negative response that occurs only when the auditor finds the organization's records as a whole are uninformative
- Not in line with GAAP, or if the financial records have been falsified or are in other ways erroneous

#### Disclaimer of Opinion

- Reflects the auditors are unable to completely perform their work and the organization has difficulty providing specific information in a timely manner
- Rare that Independent Public Accounts (IPA)s issue Disclaimer of Opinion

Ernst & Young, LLP's annual audit again resulted in a Disclaimer of Opinion for fiscal year (FY) 20.

The Department of Navy Working Capital Fund continues to have unresolved accounting issues and material weaknesses in internal controls. Ernst & Young could not conclude whether the financial statements and related notes were presented fairly in accordance with generally accepted accounting principles. FY19 had thirteen material weaknesses cited, two of which have been downgraded, leaving eleven weaknesses for FY20. The goal of an independent financial audit is to obtain an unqualified opinion annually which is the highest level of auditor confidence, also known as a "clean" opinion.

*"For the third year in a row, the audit has proven its tremendous value," said Deputy Secretary of Defense David Norquist. "As we continue reforming the department for greater affordability, the audit delivers returns that significantly outweigh its cost by improving business operations and enhancing the lethality of our warfighters."*



**The U.S. Navy in fiscal year (FY) 20.**

### FY21 Priorities

#### Working Capital Fund Inventory

Demonstrate accountability over inventory assets and improve oversight at both organic and vendor locations

#### Budget Execution

Improve the end-to-end budget process to include oversight of obligations and expenditures, timely recordation, and funds control

#### Fund Balance with Treasury

Sustain progress made to reduce suspense and statement of differences balances, and establish a standard Navy-wide reconciliation process to produce an auditable trial balance

#### Systems Consolidation

Continue to consolidate legacy financial accounting and feeder systems into Navy Enterprise Resource Planning, or ERP

#### Financial Reporting

Implement internal controls over estimates, accruals, and the reporting of asset balances



# NSWC PCD PERSONNEL SECURITY (PERSEC) BULLETIN

January - February 2021

## ADJUDICATIVE GUIDELINES

The Personnel Security Adjudicative process is a determination that an individual is an acceptable security risk for access to classified information.

The 13 Adjudicative Guidelines, A – M, of Security Executive Agent Directive 4 (SEAD 4) - National Security Adjudicative Guidelines, provide the concerns and conditions that are evaluated.

## GUIDELINE B – FOREIGN INFLUENCE

**Concern:** Foreign contacts and interests resulting in divided loyalties, manipulation, pressure or coercion.

### *Examples of Conditions to be Evaluated*

Contact or connections with a foreign person or business who is a citizen of or resident in a foreign country, including, but not limited to:

- Foreign family member, business or professional associate, friend, or other person creating a heightened risk of foreign exploitation
- Connections to a foreign person, group, government, or country that create a potential conflict of interest
- Shared living quarters with a person or persons, regardless of citizenship status, if that relationship creates a heightened risk of foreign inducement
- Substantial business, financial, or property interests in a foreign country that subject individual to a personal conflict of interest



## NSWC PCD DAWIA

Defense Acquisition  
Workforce Improvement Act

Monthly DAWIA Achievements: individuals who have completed their DAWIA Certification requirements in the last reporting period.

Mike Monroe, DAWIA Program Manager  
850-230-7913

George Albrecht  
Sunny Barton  
Mark Cucchi  
Michael Denny  
Rebecca Key  
Brandy Lewis  
Erik Lindman

David Miller  
Joseph Pennington  
Allison Price  
Matthew Reynolds  
James Skipper  
Annabelle Tiller

**Congrats to our employees for completing  
their DAWIA requirements.**

# SAFETY

Prepared by: Patrick Beacom, NSW PCD Safety Specialist



## 8 WORKPLACE SAFETY TIPS Every Employee Should Know

### 1 BE AWARE OF YOUR SURROUNDINGS

Every job site has inherent dangers, whether that is large, heavy machinery, conveyor belts, or even tripping over items in the office. The best way to keep yourself safe is to be aware of your surroundings.

### 2 KEEP CORRECT POSTURE

Whether you lift things regularly or sit at a desk, keeping correct posture avoids back problems, neck pain, and even carpal tunnel. When lifting things at work, be sure to keep your back straight and lift with your legs. If you think something might be too heavy, take a few extra seconds to find a partner to help. Your back is worth those extra few seconds.

### 3 TAKE REGULAR BREAKS

The Occupational Safety and Health Administration has put them in place for a reason: tired workers are the most prone to an incident. Take the breaks you are given on a regular schedule to keep yourself fresh, and try to schedule your more difficult tasks for the beginning of your shift when you are most alert.

### 4 NEVER TAKE SHORTCUTS

It is important to always use the correct tool and machine for a task and in accordance to its instructions. Shortcuts lead to injury and are not worth the small amount of time they might save you.

### 5 BE AWARE OF NEW SAFETY PROCEDURES

While your supervisor is responsible for providing and assigning the proper training for new machines or training updates, it is your responsibility to ensure you understand and can properly implement them before using any new machines.

### 6 KEEP EMERGENCY EXITS CLEAR

Never place anything in front of an emergency exit door, even if it is only for a few minutes. Always ensure pathways to equipment emergency shutoffs are clear in case something needs to be powered down immediately.

### 7 REPORT UNSAFE CONDITIONS

The only way to stop unsafe conditions from happening is to report them to supervisors as soon as possible. Your supervisor is legally obligated to provide all employees with a safe working environment, and will take care of any unsafe conditions, but they have to be aware of those conditions to do so.

### 8 ALWAYS WEAR PERSONAL PROTECTIVE EQUIPMENT

Make sure you are always wearing the personal protective equipment (PPE) provided to you by NSW PCD. From earplugs to a chemical suit, wearing the correct PPE for the job you are performing is another way to keep you safe from injury.

The safest work environments occur when employees, at all levels, work together to communicate and adhere to the safety standards set in place. A successful safety program is one that encourages employees to report unsafe situations and behaviors, and encourages safe practices throughout each and every work day.

**ALL EMPLOYEES SHOULD DO THEIR BEST TO UNDERSTAND  
& IMPLEMENT WORKPLACE SAFETY BEST PRACTICES.**





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Approved for public release**