

**DON'T MISS: NNSY CELEBRATES MLK DAY**

# **SERVICE TO THE FLEET**

Norfolk Naval Shipyard

We Are America's Shipyard

February 2020



## **A JOB WELD DONE**

**Code 926 Welder Jarrett Thompson Shines Bright  
at America's Shipyard**

**NNSY REVAMPS NEW EMPLOYEE ORIENTATION IN 2020**



# IN THIS ISSUE

## Features:

**3** APPLY TODAY FOR THE NNSY APPRENTICESHIP PROGRAM

**4** FROM THE COMMANDER: CAPT. KAI TORKELSON

**5** FROM THE BRIDGE: VADM THOMAS MOORE

**6** AFRICAN AMERICAN-ERG HOSTS ANNUAL MLK CELEBRATION

**10** EYE ON INNOVATION: A LOOK BACK AT 2019

**11** NORFOLK NAVAL SHIPYARD BREAKS GROUND ON RENOVATION OF DRY DOCK 4

**12** NEW EXECUTIVE DIRECTOR ARRIVES AT NNSY

**14** NNSY ESTABLISHES 2020 GOALS WITH NEW CAMPAIGN PLAN

**16** A "NEO" BRIGHT FUTURE: THE GLOWING PROMISE OF THE REVAMPED NEW EMPLOYEE ORIENTATION

**17** NNSY GETS A SURGE OF CONFIDENCE WITH SURGEMAIN

**18** SHIPYARD SPOTLIGHTS: JARRETT THOMPSON AND DONNY MARSHALL

**22** AFRICAN AMERICAN EMPLOYEE RESOURCE GROUP

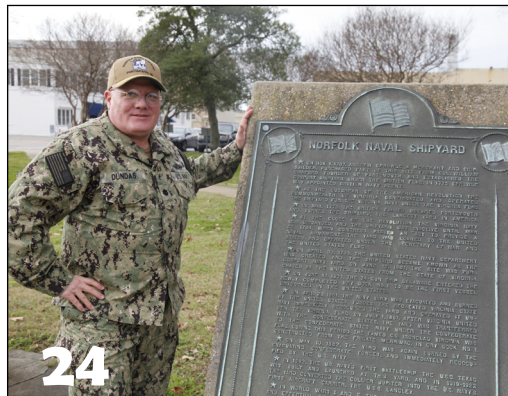
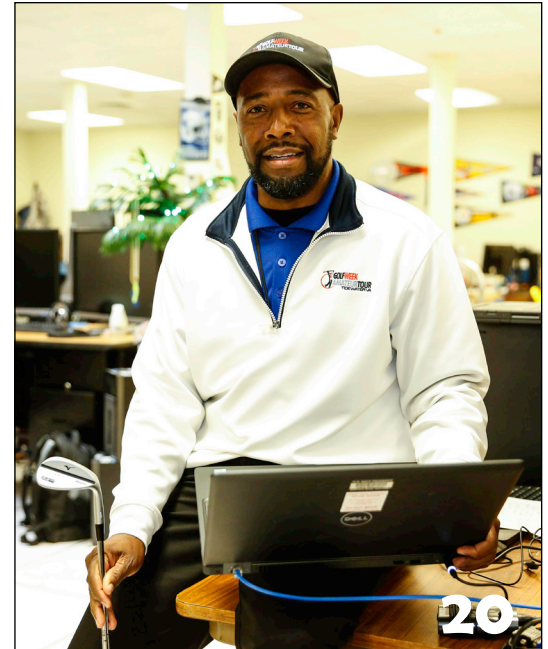
**24** TRUCKIN' WITH CHAPLAIN DUNDAS

**25** NNSY WINS SILVER RATING FOR NURSING MOTHER-FRIENDLY WORKPLACE

**26** YOU ASKED, WE ANSWERED!

**28** JUDICIAL CASE: PEDESTRIAN VS. DRIVER

**30** NAVY MATERIAL ACCOUNTABILITY CAMPAIGN





## From the Commander, Capt. Kai O. Torkelson:

# Our 2020 Commitments in America's Shipyard



I hope everyone had a wonderful holiday season as we welcomed not only a new year, but a new decade! In lieu of the January issue of Service to the Fleet, a command 2020 calendar was issued capturing a lot of our great work in America's Shipyard during the past year, so make sure to pick yours up if you haven't already. On the subject of great work, I repeat the recognition of the people who worked straight through the holidays on several key emergent and critical path jobs. Thank you to everyone who provided those critical contributions helping to ensure Fleet readiness. Again, it is my honor and privilege to work with you as the most dedicated workforce at America's Shipyard.

With February here, we observe African American History Month and honor the countless African Americans who have made powerful and permanent contributions in our country and throughout our society. I thank the African American Employee Resource Group and everyone who attended and supported our tribute to Dr. Martin Luther King, Jr. last month. It was a wonderful tribute, and a great reminder of how Dr. King put purpose above self, framed by the persistent question of "how can I help others?"

Also, now that we're in February, it's time to assess and recommit to our 2020 resolutions. When I thought of my own resolutions for the new year, they centered on thinking differently, challenging assumptions, taking targeted risk and no longer doing things that add no value. While not new concepts, they deserve renewed energy and a commitment to make a visible, measurable positive change. In

2020, I encourage all of you to consider how you can use our C.O.R.E. values throughout your day, every day. As an example, we have committed to our stakeholders, U.S. Fleet Forces Command and Naval Sea Systems Command, that we will significantly improve Balanced Command Plan, Productive Capacity, and People Development this year at NNSY. We addressed these topics in our Jan. 21 lunchtime panel discussion in the Command Briefing Room; if you missed that, there's an article in this issue of Service to the Fleet detailing these priorities. You'll see a lot more information coming out about these focus areas in the coming weeks and months!

The value of Care, in developing others in support of the common mission and extending trust and opportunities for all to develop to their full potential, comes through most strongly in Productive Capacity and People Development. The value of Ownership, in approaching every problem as an opportunity to learn, improve, innovate and teach, comes through strongest in our Balanced Command Plan. The value of Respect, in valuing the person in front of us, is the foundation necessary for trust and the sinew of high performing teams to accomplish our goals. Also, think of how respect can be demonstrated with everyone, both on and off the job. People under stress often react differently than normal and that can manifest itself on the job at times—seek to understand why and always listen, approaching situations with humanity and humility.

I was asked a great question during a recent engagement I had at new employee orientation. The employee asked about the challenges ahead for the Navy and NNSY in 2020. After discussing many of the challenges in our great power competition across the globe, I spoke of my enthusiasm for the year ahead. There are many challenges we can seize as opportunities to possess a "fleet forward" mindset in meeting NAVSEA's top goal of on-time delivery of ships and submarines. While our 2020 commitments are too many to list here, the biggest ones include undocking USS San Francisco (SSN 711) and USS George H.W. Bush (CVN 77), completing USS Wyoming's (SSBN 742) Engineered Refueling

Overhaul, refueling the nuclear training unit in Ballston Spa, New York, and starting and completing the availability for USS Harry S Truman (CVN 75). While I mentioned Kesselring, we're doing a lot of other vital work off-site, from right across the river in Norfolk, to as far away as Japan, and up and down the East Coast, including Philadelphia, Charleston, and Kings Bay.

We have our NNSY Cultural Team working to improve our behaviors from the inside out, and from the top down we have the highest levels of naval leadership supporting the drive to innovation and leveraging high velocity learning. The conditions have been set for America's Shipyard to achieve excellence in repair and modernization of ships and submarines—with superior quality and reliable delivery. We are having success in many areas, including 100 percent on-time delivery so far this fiscal year in our Intermediate-level submarine and carrier work. The Naval Foundry and Propeller Center (NFPC) just successfully poured the prototype for the first Columbia Class rotor. At 228,000 pounds, this pouring marked the largest nickel-aluminum-bronze casting in U.S. history, and was the culmination of a multi-year effort involving thousands of individuals from several organizations and using new foundry equipment. Many of our recent accomplishments point to how our influence and impact on the fleet spans thousands of miles and decades into the future.

In the weeks following the tragedies at Pearl Harbor Naval Shipyard and Naval Air Station Pensacola, Navy leadership has been putting a lot of focus on workforce well-being. Know that if you need someone to talk to, the Navy's comprehensive Civilian Employee Assistance Program (DONCEAP) provides services that are voluntary, confidential, and offered to you and your family members as a no-cost benefit from the Department of the Navy. Confidential short-term counseling can be in person or via telephone, concerning emotional well-being and mental health, and many other issues. You can call 844-366-2327 and speak to a DONCEAP representative 24 hours a day, seven days a week. You can also

## VADM Thomas Moore: From the Bridge

visit <https://donceap.foh.psc.gov> for more information. You can also reach out to NNSY's new Command Chaplain, Commander Steven Dundas, at [steven.dundas@navy.mil](mailto:steven.dundas@navy.mil) or (757) 418-4002. Welcome aboard Chaps, we look forward to working with you during your time at America's Shipyard!

Our new Chief of Naval Operations, Admiral Mike Gilday, has spoken about building a Culture of Excellence throughout the Navy, which we have actively been working to build at NNSY. He has challenged us by saying, "Aiming to simply avoid doing the wrong thing is too low a bar; we will actively pursue the things that are right." This year, push yourself to pursue those things that are right. We all know there will occasionally be setbacks; the crucial steps in overcoming them is by first deciding to do the right things, and then devoting our energies to seeing them through. Know that you are a crucial member in the high-performing team comprising the America's Shipyard workforce. Together, we can make 2020 the best year yet at Norfolk Naval Shipyard!

As always, if you have any question or comments please send them directly to me or to our feedback e-mail, [nnsy\\_feedback.fct@navy.mil](mailto:nnsy_feedback.fct@navy.mil).



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



In December I discussed our position in the Great Power Competition, and this month I want to focus on the Shipyard Infrastructure Optimization Program, known as SIOP. SIOP is a 20-year plan dedicated to transforming our four naval shipyards into safe, efficient, and modern facilities. Your shipyard has been in existence longer than our great nation. It was designed and laid out to build ships powered by the wind and coal. SIOP is our opportunity to rethink the infrastructure of our shipyards to improve workflow, modernize our capital equipment, and execute the dry dock modernization needed to maintain both our current and future Navy. As the only public shipyard on the east coast able to dry dock an aircraft carrier, and given your co-location with the largest Fleet concentration in the Navy, we are dedicated to delivering on our promise to deliver a 21st Century Shipyard to support our amazing women and men who keep our ships in the fight.

NNSY has seen a number of recent wins tied to SIOP. On June 14, 2019, the renovated Waterfront Operations Support Facility (Building 1735) located near Pier 3 re-opened. On July 1, 2019, we broke ground on a new Production Training Facility that will host most of the training classes and shops for the entire shipyard. NNSY also completed installation of a Bridge Mill which replaces two obsolete and less effective machines to support aircraft carrier and submarine shaft, rudder, and fairwater plane work and a new computer

numerical control hydraulic ram designed to punch precise holes in steel. We also awarded a contract to build a new defueling and inactivation complex that will replace a 25-year old facility.

Infrastructure-wise, we started building a "digital twin" of your shipyard. The digital twin is an electronic record of every work item executed during an availability and it allows us to understand the workflow within NNSY and re-think where we place shops and facilities to reduce downtime and make you more productive. Building a digital twin is going to take several months, but in the end we will have a tool that will allow us to design and ultimately build a 21st Century shipyard.

We are in year two of a 20-year program. We've made progress, but there is a lot yet to accomplish. As we press forward, not only will this be a time of construction and optimization, it will also be an opportunity to innovate as we go, to put your ideas into practice and match the ever-changing requirements we face as time and technology advance. I want to hear what ideas and challenges those of you on the ground may have. The only way we can make this better for everyone is if everyone contributes, so please do not hesitate to email me at [NAVSEA\\_Feedback.fct@navy.mil](mailto:NAVSEA_Feedback.fct@navy.mil) or send a message to the NAVSEA Facebook page at [www.Facebook.com/NAVSEA](http://www.Facebook.com/NAVSEA), and you will get a reply.

Keep up the great work. I look forward to what the future holds for all of us.

R,  
Tom



## African American-ERG Hosts Annual MLK Celebration

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

The Norfolk Naval Shipyard (NNSY) African American Employment Resource Group (AA-ERG) hosted its annual Dr. Martin Luther King Jr. Celebration Jan. 16 to honor the life and accomplishments of the late civil rights leader.

Martin Luther King Jr. Day, celebrated on the third Monday of January, coincides with King's birthday. Known widely as a day of service, the theme observed each year is, "Remember. Celebrate. Act. A day on, not a day off." The day provides those with an opportunity to not only remember the impact Dr. King had on the world, but also an opportunity to service their community.

"Dr. King was a man who put purpose above self," said Shipyard Commander Capt. Kai Torkelson. "He gave his time and effort to make a change. And his legacy continues to live on to this day."

Torkelson continued, "We at America's Shipyard follow in King's footsteps to make lasting change. Every problem we face is an opportunity to make lasting change for the community, for the country, and for the world. We can serve others with our actions, our ambitions, and our drive. There is always work to be done and it

takes that desire and that dream to make it a reality."

Rev. Dr. Jacqueline Hardy-Harris was the guest speaker for the event. She spoke of King's dreams and efforts to bring equal rights to the forefront of America.

"King was more than a civil rights leader. He was a prophet for change," said Hardy-Harris. "He was not afraid to face what would test his faith. His efforts were catapulted in the national gaze. His non-violent campaigns were instrumental in the civil rights movement and ensuring equal rights in our country."

"King lived in constant danger for his dreams and actions. He was relentlessly harassed and jailed," she added. "Yet he persevered. He would not back down from the fight. Because he believed that what he did was right."

Hardy-Harris then shared how King inspired her personally. "When I was nine years old, I had a dream of being a police officer," she said. "There were no women on TV that were black and police officers and there were no black women on the police force. People would question my dream but I didn't care. I wanted to be a police



**From left to right:** Rev. Dr. Jacqueline Hardy-Harris spoke to the shipyard workforce during the annual Martin Luther King Jr. Celebration; Code 105's Brian Darden sings the national anthem; Shipyard Commander Capt. Kai Torkelson presented a plaque to Dr. Jacqueline Hardy-Harris, Reverend, for her presentation.

officer and help people. Just as King had a dream and fought to make it happen, so would I.”

She continued, “In 1981, I was the first African American female officer assigned to the Kendall District in Miami. Within a year, I was promoted to detective and worked undercover in vice, narcotics, robbery and homicide. It was dangerous work and there were many days where I was scared for my life. But I enjoyed my career because I was making a difference. I was fulfilling a dream I had since I was a little girl. It was my destiny. King said I could do whatever I put my mind to. So I accomplished what I set out to do.”

Torkelson said in closing, “At NNSY, our mission is any ship, any time, anywhere. Today’s message from Dr. Hardy-Harris is about turning dreams into reality and working to honor King’s legacy to guarantee equal rights and opportunities for all. In our command philosophy, we speak on the people being at the heart of our mission. We’re trying to build to our fullest potential as a high performing team that treats one another exceptionally well. By following that philosophy, we build on Care, Ownership, Respect, and Excellence –

C.O.R.E. King once said, ‘life’s most persistent and urgent question – what are you doing for others?’ I encourage each of you to think on those words. We are entrusted with continuing the legacy of King and do our part to make positive change.”

The NNSY AA-ERG’s goal is promoting economic opportunities, providing mechanisms for inclusion, and facilitating growth and advocacy by increasing knowledge and appreciation for the historical and cultural heritage of African Americans throughout NNSY and the surrounding communities.

The NNSY AA-ERG meets the third Thursday of every month in Bldg. M-1 from 1:30 to 3 p.m. All shipyard employees, Sailors, and tenants are invited to attend. For more information, please contact Mike Taylor at 967-3286 or email [Michael.Taylor7@navy.mil](mailto:Michael.Taylor7@navy.mil).



» **POSITIVE YARDAGE**

**Shooting for the Star at America's Shipyard**

Norfolk Naval Shipyard (NNSY) is reapplying to become a Voluntary Protection Program (VPP) Star Site in 2020. Being a certified VPP Star Site provides many benefits directly to our employees in helping to ensure our continued safety and health. The numbers tell the story: from 2004, when NNSY first began its journey to becoming a VPP Star Site, to 2018, when the shipyard voluntarily withdrew from the program, NNSY's injury rate was reduced by 54 percent! Since its withdrawal from the program to address areas of concern, NNSY has worked to improve in risk communication of occupational health issues and timely injury reporting to OSHA. But much work remains to be done. To again become a certified VPP Star Site, we need everyone's 'A game' in working safely and maintaining a safety culture throughout America's Shipyard. VPP works because it is a cooperative relationship between employees, unions, management and OSHA, and we need investment across all levels. You will see a lot more about VPP in the coming months, but in the meantime, do your part by ensuring safety in your work area and help NNSY "reach for the Star!" (Photo by Danny DeAngelis, Shipyard Photographer)



**Shop 38 Earns Oct. Safety Flag**

Congratulations to NNSY's Outside Machine Shop (Shop 38), winner of the Oct. 2019 Safety Flag! Shipyard Commander Capt. Kai Torkelson and safety leadership presented the flag and congratulated shop members Dec. 3. Shop 38 was recognized for overall improvements in safety performance and continuing to drive down injuries through supervisor, employee, and management involvement. This is Shop 38's first safety flag of 2019, breaking the Insulation Shop's (x. 57) hot streak of winning the flag for four consecutive months. (Photo by Tony Anderson, NNSY Photographer)



**Shop 98 Earns Nov. Safety Flag**

Congratulations to Shop 98 of NNSY's Lifting and Handling Department (Code 700), winner of the Nov. 2019 Safety Flag! Shipyard Commander Capt. Kai Torkelson presented the award and congratulated shop members Jan. 7. "This shop continues to promote safety on the waterfront and throughout Code 700," said Drew Strawbridge, Code 106 Safety Flag Coordinator. "Shop 98 is being recognized for overall improvements in safety performance and is continuing to drive down injuries through supervisor, employee, and management involvement." (Photo by Danny DeAngelis, NNSY Photographer)



# NOBODY GETS HURT TODAY!

Safety starts with YOU. YOU are NNSY's most vital asset.

## » GOOD-TO-KNOW

### Services Only Weekends

In order to allow our employees time off to rest, revitalize and enjoy family or non-work related activities, NNSY has established several services only weekends in accordance with our overtime management plan.

Upcoming services only weekends:

Feb. 15-17, March 21-22, April 11-12, May 9-10, May 23-25, June 20-21, July 4-5, Aug. 8-9, Sept. 5-7

### First Responder Survey

The Norfolk Naval Shipyard (NNSY) recently completed a Lean event evaluating shipyard capability to provide and maintain a number of personnel who are currently trained and qualified as a first aid responder, via the American Red Cross, American Heart Association or equivalent training course. The Safety, Health and Environmental Department (Code 106) is trying to determine who at NNSY is already qualified to provide first aid. This would ensure that the shipyard is capable of meeting the OSHA regulations to provide medical assistance to a severe injury within five minutes of

notification. You can assist by taking a few moments to answer these brief questions at <https://www.surveymonkey.com/r/QB7JT79>. Survey closes Feb. 14.

### Commander's Executive Fellows Program

Applications are being accepted for the Commander's Executive Fellows Program (CEFP) until Feb. 21, 2020. The CEFP is the senior leadership development program within NAVSEA, providing high achieving GS-13 through 15 (or equivalent) employees with a two-year opportunity to grow their career and broaden their horizons. Applications and specific questions about the application process are to be submitted to [NSSC\\_CEFPP.ct@navy.mil](mailto:NSSC_CEFPP.ct@navy.mil). Application information can also be found in Fusion or iNAVSEA at <https://navsea.navy.mil/hq/10a/cois/Leadership/CEFP/SitePages/Home.aspx>, or Wiki at <https://wiki.navsea.navy.mil/display/NCEFP/NAVSEA+CEFP+Program+Overview>.

### Naval Civilian Managers Association Scholarship Applications

All applications are due by Apr. 17. Applications are available on the NCMA home page, accessed via WebCentral/Organizations/Associations/NCMA.

### National Association of Superintendents Scholarship Applications

All applications are due by Apr. 10. Applications require sponsorship from a NAS member. For more information, please email [NNSY\\_Superintendents\\_Assn@navy.mil](mailto:NNSY_Superintendents_Assn@navy.mil).

### Voluntary Leave Donor Program

The list of personnel in need of leave can be found on the PAO WebCentral Page. You can view it on WebCentral >Organizations >1160 >Lists >Employees Seeking Leave for personal or family emergencies.

## 2020 TRAINING OPPORTUNITIES

In an effort to provide NNSY employees information and education on beneficial Human Resources topics, FLTHRO will host informal Lunch and Learn training sessions throughout the year. Bring your lunch, FLTHRO will provide the education! All NNSY employees are welcome and encouraged to attend these informal sessions. FLTHRO has seating for 33 employees, and attendance is on a first-come, first-served basis.

All training sessions are held in Bldg. 15, 2nd Fl. Training Center. To reserve a seat, NNSY employees should send an email to [FLTHRO\\_TRAINING@navy.mil](mailto:FLTHRO_TRAINING@navy.mil) and specify what class and date for registration. A confirmation email will be sent to confirm the reservation. For more information, please contact Germaine Harris-Hardy at 396-2100.

### 9 - 11 A.M. (TRAINING FOR MANAGERS)

Feb. 11, May 19, Aug. 18 • Writing a Position Description

### 11:20 A.M. - NOON LUNCH & LEARNS:

Mar. 25, May 27, Jul. 22, Sept. 16 • Veterans 101

Feb. 19, May 6, Aug. 12 • Resume Writing

Apr. 28, Sept. 17 • Reasonable Accommodations

Feb. 26, Jun. 23 • Equal Employment Opportunity

Apr. 21, Jul. 28, Sept. 22 • Workers Compensation

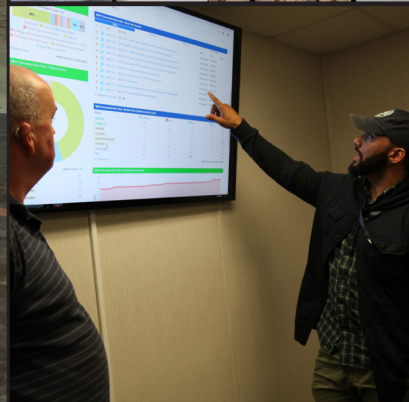
Mar. 17, Jun. 11 • Alternative Dispute Resolution (ADR)

### TWO SESSIONS - 8 TO 11 A.M., 12 TO 3 P.M.

Feb. 4, Apr. 7, Jul. 14 • Federal Employment Retirement System Training (FERS)

# NOVA INNOVATION

From July 2019 STTF - Production Machinery Mechanic Ethan Holland operates the TK-EVO Heavy Lifting Device using a remote-controlled device. Photo By Shelby West, NNYS Photographer.



Top to bottom, left to right: From Feb. 2019 STTF - Jamal Cotton from the NNSY T&I COP begins scanning the USS Wisconsin boiler room at Nauticus. Photo by Shelby West, NNSY Photographer; From Sept. 2019 STTF - Code 930 Machinist Apprentice Tim Holland fits the actuator body component in the new cold spray booth at NNSY. Photo by Shelby West, NNSY Photographer; From Nov. 2019 STTF - Ergonomics Program Manager James Musgrove fits a Code 900F employee with the Levitate Airframe exoskeleton suit. Photo by Shelby West, NNSY Photographer; From May 2019 STTF - The NNSY T&I Lab's Brendon Wilkins and Matthew Perkinson work on a 3-D printer. Photo by Shelby West, NNSY Photographer; From Mar. 2019 STTF - NNSY Global Administrator Mike Terrell shares how the NAVSEA iFUSION suite works with Project Administrator Bill Welch. Photo by Kristi Britt, Public Affairs Specialist; From July 2019 STTF - Computer Engineer Daniel Stith shows how the hands-free headset for the virtual reality simulator. Photo by Kristi Britt, Public Affairs Specialist.

At Norfolk Naval Shipyard (NNSY), it is important to incorporate the ideas of the workforce into the innovative processes and technologies of tomorrow. New equipment has been popping up throughout the waterfront, like the cold spray booth in Code 930 and the new TK-EVO Heavy Lifting Device. In addition, the NNSY Technology and Innovation (T&I) Lab hosts various technologies for research and use by the shipyard, including virtual reality, exoskeleton suits, robotics technology, laser scanning, additive manufacturing and more.

2019 was a huge year for innovation at NNSY and we're just getting started. Check out these stories from last year and stay tuned for more innovative stories throughout 2020. For more information on innovation, contact the NNSY T&I Lab at 396-7180 or email the REAL Ideas program at [NNSY\\_REALIdeas@navy.mil](mailto:NNSY_REALIdeas@navy.mil).



# NORFOLK NAVAL SHIPYARD BREAKS GROUND FOR \$200 MILLION RENOVATION OF HISTORIC DRY DOCK 4

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST | PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) held a groundbreaking for the renovation of its historic Dry Dock 4 Jan. 23.

This \$200 million renovation, spanning nearly three years, marks NNSY's biggest initiative yet in the realization of Naval Sea Systems Command's (NAVSEA) Shipyard Infrastructure Optimization Program (SIOP). SIOP is a 20-year, \$21 billion program dedicated to completely refurbishing the nation's four public shipyards by modernizing equipment, improving workflow and upgrading dry docks and facilities.

The Dry Dock 4 renovation will meet the Navy's needs for submarine overhaul during the 2020s and decades into the future, supporting Ohio, Virginia and Columbia-class boats.

"Today's groundbreaking will ensure this historic dry dock will continue to serve the Navy and nation for the future Navy, just as it has done for the last 100 years," said Assistant Secretary of the Navy (Research, Development and Acquisition) James Geurts. "The Navy continues to invest heavily in our naval shipyard workforce and supporting infrastructure to ensure we can continue to support the world's finest naval force now and into the future."

First opened in April 1919, Dry Dock 4 was the first of three dry docks built at NNSY during its World War I-era expansion. Approximately 1,012 feet long, 144-feet wide and 40-feet deep, it ranked among the largest concrete structures in the world when it opened. Notable ships that have graced the dock include USS Langley (CV-1), the nation's very first aircraft carrier; USS Texas (BB-35), a battleship that fought in both World Wars; the battleship USS Arizona (BB-39) that received its modernization at NNSY a decade prior to being destroyed in the attack on Pearl Harbor; and the British aircraft carrier HMS Illustrious, one of many Allied fleet repairs conducted at NNSY during World War II.

"If these walls could talk, they would tell a compelling story of vital service performed right here for the United States Navy in the past century," said Shipyard Commander Capt. Kai Torkelson. "Now, more than 100 years after it opened, we are upgrading the dock, not only so it can support the needs of the current Navy, but the Navy in the 2050s and 2060s, on all classes of submarines, both present and future."

During its renovation, two-and-a-half feet of concrete will

be replaced from the dry dock's floor, as well as two feet from the sidewalls. In addition to replacing the dry dock caisson, there will be a complete restoration of the pumpwell while upgrading all mechanical and electrical equipment. To complete the massive overhaul, approximately 2,300 linear feet of mechanical and electrical services in the dock area will be replaced.

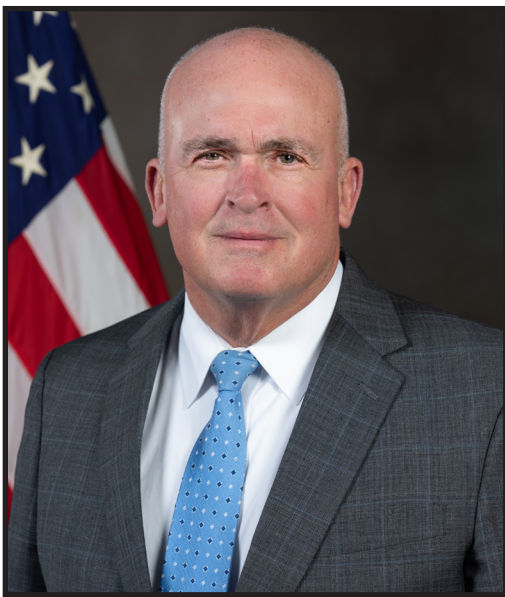
In addition to the dry dock renovation, NNSY will also be renovating the adjacent Buildings 261 and 1539, which house a storage area and repair shop, and their surrounding area. A separate \$26 million, two-and-a-half year project, the building renovations will provide new roofing, interior enhancements and other upgrades. In addition, the dock's Stiff Leg Derrick Crane, that is no longer in service, will be removed.

These projects continue determined efforts in America's Shipyard to modernize and streamline its work on Navy submarines. In June 2019, NNSY dedicated its Submarine Maintenance Facility, which consolidates submarine maintenance, production and support shops into a single facility adjacent to the shipyard's submarine drydocks and piers.

Discussing the importance of renovating NNSY to support both workforce capabilities and Navy needs, NAVSEA Commander, Vice Admiral Thomas Moore said, "Your shipyard has been in existence longer than our great nation. It was designed and laid out to build ships powered by the wind and coal. SIOP is our opportunity to rethink the infrastructure of our shipyards to improve workflow, modernize our capital equipment, and execute the dry dock modernization needed to maintain our current and future Navy. As the only public shipyard on the east coast able to dry dock an aircraft carrier, and given your co-location with the largest Fleet concentration in the Navy, we are dedicated to deliver a 21st Century Shipyard to support our amazing women and men who keep our ships in the fight."

NNSY, a field activity of Naval Sea Systems Command, is one of the oldest, largest and most multifaceted industrial facilities belonging to the U.S. Navy, specializing in repairing, overhauling and modernizing ships and submarines.

To view the Dry Dock 4 groundbreaking ceremony, visit <https://www.facebook.com/NorfolkNavalShipyard1/videos/728558724217791/>



# FRED MCKENNA: LEADERSHIP BY EXAMPLE NEW EXECUTIVE DIRECTOR ARRIVES AT NNSY READY TO PROVIDE VALUABLE CONTRIBUTIONS

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

With the new Code 1100, Norfolk Naval Shipyard (NNSY) gains a wealth of Navy experience and leadership.

Retired Navy Captain, Fred McKenna, became the new Code 1100 Executive Director in Dec. 2019.

McKenna was raised in the Commonwealth of Virginia and the state of North Carolina. Growing up, he could be found playing his trumpet to the recordings by his favorite band, Chicago. His childhood dream was to play in a band like Chicago, however, this dream changed as he got older.

He attended the University of North Carolina at Greensboro where he played club football and lettered in swimming. Upon graduation, he sought advice from his father about joining the military. As an Army veteran of World War II, his recommendation was “Go Navy.”

After he graduated from Officer Candidate School as a surface warfare officer, he reported to his first command, USS Richard E. Byrd (DDG 23). This brought McKenna to NNSY for the first time as the ship was on the blocks in Dry Dock 4. At that time, the buildings near Trophy Park were Bachelors Officers Quarters, and then Ensign McKenna was assigned a room in Bldg. 14.

“My plan was to join the Navy, see the world and after three years I would get out and go to law school,” said McKenna. “However, once I was in the service, I couldn’t find the exit door as I was having a good bit of fun. The Navy proved to be what the slogan said: ‘it’s not just a job, but an adventure.’ I ended up making the Navy a career and served our nation for 27 years before retiring as a captain.”

McKenna served aboard six U.S. naval ships during his career. He was the commanding officer for the USS Samuel Eliot Morison (FFG 13), and also served on the USS Enterprise (CVN 65) Strike Group staff as the Carrier Strike Group Operations

Officer during Operation Enduring Freedom and Operation Iraqi Freedom.

“I also served at the Naval Academy, the Pentagon and various fleet headquarter staffs. What I gained from those experiences is the appreciation that the business end of fielding a fleet – the manning, equipping and maintaining of the fleet - is critical to the long term survivability of the nation. With the experience I gained, I can do my part to support the shipyard’s mission, which is returning ships and submarines back to the fleet on time and on budget.”

Over the past 11 years since his retirement, McKenna worked at Military Sealift Command (MSC) in a variety of leadership roles. He served as the Deputy Director for Government Operated Ships, where he oversaw the global type commander support of the Combat Logistics fleet and Service Support ships within the MSC fleet.

“It was in this position that I saw how commercial yards both here in the United States and in foreign countries from Croatia to Dubai to Vietnam operated. It was a real eye-opener.”

As Deputy Director for Total Force Manning, he oversaw the effective operation of all matters related to ashore staffing and afloat crewing of MSC ships worldwide. As MSC’s Director of Corporate Operations, McKenna became intimately involved in budgeting and the long-term financial requirements of fielding a fleet of 125 ships.

In his new position, McKenna is responsible for the areas of Security and Fire Prevention, Emergency Management, Diversity and Inclusion, Workforce Training and Development, Public Affairs and Audiovisual, Command Visit Protocol, and all executive administrative support to the shipyard commander.

“People wonder why I am taking on such a huge shift in employment at this point of my life and career,” said McKenna. “I accomplished pretty much everything I could at Military Sealift Command and I wanted to continue to challenge myself. I felt this was the perfect opportunity to do so. Plus, I still get to serve the U.S. Navy.”

Upon arrival, McKenna quickly learned

about NNSY’s C.O.R.E. (Care, Ownership, Respect, Excellence) values. He stated that this is a great credo for any kind of leader who wants to have a successful career.

“People really respond when they feel those above them care for them,” said McKenna. “Caring brings out the best in people. I feel that employers get an extra 10 percent of productivity from their employees if they feel cared for.”

Ownership was a concept that was put into perspective by McKenna’s first captain, who challenged him to take care of all his equipment and spaces as if caring for his own personal sports car, something that he put money into each payday. McKenna has followed that concept ever since.

When it comes to respect, McKenna believes that it needs to go both ways, up and down the chain of command.

“Looking people in the eye and being courteous is a great first step. Respect should go in every direction, but particularly it has to go down because you model that for other people,” said McKenna.

When McKenna was growing up, it was engrained in him that if you are going to do something, you need to give it your best and be excellent, otherwise, what’s the purpose?

“Now as I look back as an adult, I ask myself what makes me happy and feel like I did something with my life? It is those times when I pushed myself to be excellent and took on a challenge,” said McKenna. “The opportunity and ability to be excellent in your job is a gift. Excellence reflects care, ownership and respect. Everyone deserves the chance to be excellent.”

“I am excited to become part of the shipyard team,” said McKenna. “I am here to make shipyard employees successful at America’s Shipyard.”

# C-FRAM FRAUD SCHEME AWARENESS

## FEBRUARY: BRIBERY AND KICKBACKS

Acceptance of Something of Value in Exchange for Preferential Treatment

### DoD EXAMPLE

From March 2015 to May 2018, two U.S. Army Hawaii range operations managers at Schofield Barracks accepted more than \$100,000 in bribes from an employee of REK Associates, a federal contractor that sought and received business from the U.S. Army. In return, the government employees provided the contractor with sensitive, internal procurement information, and otherwise used his position to benefit the contractor in securing over \$19 million in Army contracts by recommending that the Army use specific contract vehicles that made it more likely that the underlying contracts would be awarded in their favor. All three individuals plead guilty as part of an ongoing investigation.

### DoN EXAMPLE

Between 2008 and 2014, Fernando Barroso Sr., the master scheduler for Naval Base Ventura County, received more than \$1.2 million in kickbacks. Barroso was responsible for approving purchases, service contracts, vendors, and vendor payments. In 2008, he entered into a scheme with Theodore Bauer, who operated three businesses with Navy contracts. Bauer bribed Barroso to approve fraudulent invoices in exchange for half the proceeds. Barroso also created a shell company to receive bribery payments and purchased majority interests in a company which received government maintenance contracts. Barroso plead guilty and the court sentenced him to 70 months in prison and ordered him to pay over \$1 million in restitution to Navy and the IRS.

## INDICATORS (RED FLAGS)

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



### LEARN MORE TODAY

Check out the C-FRAM site on WebCentral under C100CE for more information.

Need to report fraud? Contact the NNSY Hotline today at 757-396-7971 or [NNSY\\_IG\\_HOTLINE@navy.mil](mailto:NNSY_IG_HOTLINE@navy.mil).



# NNSY establishes 2020 goals with new campaign plan

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST

PHOTOS BY USS GEORGE H.W. BUSH PUBLIC AFFAIRS AND NNSY'S SHIPYARD INSTRUCTIONAL DESIGN CENTER

The biggest goals at Norfolk Naval Shipyard (NNSY) during 2020 are improving employee Quality of Work Life (QOWL) and increasing dependable mission delivery to support the warfighter. These goals are aligned with the NAVSEA Campaign Plan to Expand the Advantage 2.0, with NNSY at the forefront in meeting the NAVSEA mission to “design, build, deliver and maintain ships and systems on-time and at cost for the United States Navy.”

As viewed through the paradigm of the employee-developed C.O.R.E. values of Care, Ownership, Respect and Excellence, improving Quality of Work Life in America's Shipyard includes “developing people, decentralizing command, holding ourselves accountable for results, embracing diversity and inclusion, and ensuring a safe workplace for our workforce,” said Shipyard Commander Capt. Kai Torkelson.

In effort to develop a more unified approach to workforce development, more than 2,300 employees and production supervisors were surveyed, with feedback leading to implementation of a Fundamentals of People Development course. This new course has been provided to more than 100 supervisors since launching in July 2019, held in conjunction with First Level Supervisor High Velocity (1LSHV) training, and is being separately provided to those who had

already completed 1LSHV. The course includes instruction in right thinking, coaching and mentoring, civil treatment, overcoming barriers and effectively addressing poor performance.

Other important workforce training efforts in the past year have included Force Multiplier training, which emphasizes the importance of the shipyard mission during today's great power competition spanning the globe. NNSY has committed to providing 3,000 employees Force Multiplier training by the end of 2020. There was also the command-wide Team of Winners 2 training, which reinforced the C.O.R.E. values of employees being safe and empowered to express their concerns about potential hazards on the job. For shipyard leaders, Emotional Intelligence awareness training was provided on effectively and empathetically handling work relationships.

In improving dependable mission delivery, the Shipyard Leadership Team (SLT) has centered on three focus areas for 2020: clear implementation of a Balanced Command Plan, enhancing workforce efficiency to increase productive capacity, and improving staffing and development of NNSY employees.

The Balanced Command Plan helps to ensure resources are properly allocated and workload is managed across the shipyard. This will help meet the NAVSEA Campaign Plan declaration that ships



must be completed on-time, and with “the requisite capability, quality and safety” needed to support the demands of combatant commanders. “The Balanced Command Plan is managed as an integrated system that requires a collaborative team effort across NNSY departments, other shipyards and contractors to manage the health of the shipyard by actively maintaining a balance between workload, workforce and budget,” said Torkelson.

In the area of productive capacity, NNSY is working to increase the number of mechanics on the deckplates, and enhancing “bang for the buck” via employee development and training. Initiatives being implemented on this front include ensuring mechanics have all required resources at the ready to support nonstop execution of work, and reevaluating hiring plans in critical shops to attain the needed number of mechanics. NNSY has also begun skill-based training in the shops, providing a mix of classroom instruction and on-the-job training for specific skillsets. “As NNSY continues to work on proficiency of the workforce to increase productive capacity, the NNSY People Development Team and individual codes will work toward identifying new opportunities and improving existing ones for our people to learn and excel,” said Torkelson.

There are also plans to codify the staffing and development of

shipyard employees from recruitment to succession planning. NNSY has revamped and expanded its New Employee Orientation to six days, “showing our new employees how valued they are and exposing them to the opportunities their lifelong career at NNSY will provide them,” said Torkelson. Several actions are also being taken to strengthen performance management to enhance productivity, improving Individual Development Plans to ensure employee understanding of career paths, and leveraging leadership coaching across the shipyard to spur behavioral change and fully develop employees.

All these areas of improvement in combination with each other are intended to support both the current and future needs of NNSY. Torkelson challenged the NNSY workforce that “in our shops, in our departments, and across our organization, we need to identify the challenges that remain in front of us and attack them with vigor. The Chief of Naval Operations said we need a stronger, more capable and more innovative Navy in the 2020s, not the 2040s. Through the craftsmanship of our mechanics, the diversity of thought among our 11,000 employees, and the innovations we’ve been pursuing to bring out of the lab and onto the deckplates, we’re at the forefront in meeting that challenge.”

# A "NEO" BRIGHT FUTURE: THE GLOWING PROMISE OF THE REVAMPED NEW EMPLOYEE ORIENTATION

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

The trial run of Norfolk Naval Shipyard's (NNSY) revamped New Employee Orientation (NEO) began Dec. 9. Developed by Administrative Services (Code 1102) Human Capital Program Manager Martrail Parker and Quality Assurance (Code 130S) Workforce Development Specialist Nicholas Boyle, this is the first of several trial runs to "find the best fit for new employees and senior leadership: a medium that works for everybody."

Parker assumed duties of the program after he graduated from the Executive Development Program (EDP) in Sept. 2019. Boyle later became involved with the project when QA Director (Code 130) George Fitzgerald approached him to incorporate aspects of his QA training for employees. "We found the training to be applicable and relevant for the new employees," Boyle said, "because it gave them the understanding of what quality means and how they are a part of that." Fitzgerald later became the sponsor for NEO and tasked Parker and Boyle on revamping the program together.

Their ultimate goal is to retain workers by improving the life-cycle of their careers, a process beginning "from the moment an employee is interviewed and receives a job offer, until they get promoted, and start their succession plan," Parker said. "We want to plant good seeds and help them grow," added Boyle.

To achieve their goal, there are several changes that Parker and Boyle want to make to NEO. For example, the program will be six

days long instead of two, so that the volume of information students are learning in one sitting is not as dense. Additionally, there will be a new question and answer session at the end of each day so the new employees can provide useful feedback to improve the program. This will also give students the chance to review the material they just learned. Additionally, Parker wants to reach out a few months after employees have started working at the shipyard to determine what information and services they have utilized, as well as to expand communication with the new hires.

Both leads also seek to remodel the human capital team to cultivate a good work environment. They plan to become involved in exit interviews to gather the data and find patterns that show what needs to be addressed. Parker believes that by doing this, resources will be saved and the shipyard's turnover rate will decrease, which will ultimately help get ships out on time.

Aligned with NNSY's C.O.R.E. values, the new format of NEO shows that the organization has taken ownership to provide a stronger focus on its workforce by providing employees with the basic information needed to succeed, and showing them that they will be respected and cared for by their NNSY community. As Boyle said, "it shows them why they are here and how they will support the mission, so that, as a team, we can strive for excellence."



**Photos Above:** Administrative Services (Code 1102) Human Capital Program Manager Martrail Parker and Quality Assurance (Code 130S) Workforce Development Specialist Nicholas Boyle are the masterminds behind the revamped New Employee Orientation Program; Shipyard Commander, Capt. Kai Torkelson speaks to the newest employees of Norfolk Naval Shipyard (NNSY) Dec. 9, 2019; Parker spends time during employee orientation speaking with attendees to get their feedback; the newest employees of NNSY join Capt. Kai Torkelson for a "shipyard selfie" in honor of their first day Dec. 9, 2019.



# NNSY GETS A SURGE OF CONFIDENCE WITH SURGEMAIN

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST AND DANNY DEANGELIS • NNSY PHOTOGRAPHERS

From helping fix the boiler on the USS Frank Cable (AS 40) way back in 2007 to keeping USS Dwight D. Eisenhower (CVN 69) on track for its upcoming deployment this past November, the Surge Maintenance (SurgeMain) program's history with Norfolk Naval Shipyard (NNSY) is a lengthy one that will continue to prove vital to the Fleet's success.

Introduced to NNSY in August 2006, the program was designed to help lighten the load where help was needed the most. Its mission is to "utilize reservists with the right skills and place them where they can provide maximum support to our naval shipyards," whether it be shipfitting, pipefitting, sheet metal work or other jobs on the waterfront.

In turn, the reservists are able to fulfill their annual training requirements within two weeks at NNSY. SurgeMain leaders also have weekly meetings with shop resource managers to plan three weeks ahead as to who is going to need the most help next and whether or not the Sailors are needed elsewhere.

Brand new Sailors who want to become part of the program must go through two years of training at either the SurgeMain schools in Southwest Regional Maintenance Centers in San Diego, CA or the Mid-Atlantic Regional Maintenance Center (MARMAC) in Norfolk, VA to qualify for the program depending on prior experience. By doing this, they have enough general knowledge to move onto the more specific training for any assignment.

In 2007, the program drew on a pool of approximately 600 trade-skilled reservists; according to SurgeMain Program Manager Lt. Cdr. Manny Sayoc and Yeoman First Class (YN1) Teryn McLean, the department now has 1,534 Sailors in constant rotation every week between shipyards—but that's not the only way it has evolved since then. "We've also expanded the support we do in to 15 shops and codes here at NNSY," Sayoc said, "as well as directly out of military vessels at sea."

The biggest achievement he and his SurgeMain personnel are most proud of is their recent work on Eisenhower. "With roughly a month's time and coordinated effort," Sayoc explained, "26 Sailors from 18 different SurgeMain units across the country served 365 man-days of maintenance support on the ship throughout November."

Naturally he gave the credit of the program's success to its people and its leadership. "As a matter of fact, a lot of communities, such as the aviation community, are looking to copy the model that SurgeMain has," he said. "Our top asset is our leadership who care about the SurgeMain Sailors."

As Sayoc explained, the Navy is leaning more towards making Sailors, both reserve and active, self-sufficient again by training them to be able to perform maintenance while they are still out to sea, as opposed to waiting to come back to one of the shipyards. This movement is already at work with the Navy Afloat Maintenance Training Strategy (NAMTS) program, as Fire Controlman Second Class (FC2) Jadelyn Akamine said. "It's not a focus," she said, "but it is something extra that we SurgeMain Sailors can jump on."

For more than 13 years now at NNSY, the reservists getting training in exchange for lending a helping hand is a mutual relationship that has proved beneficial for all parties involved and will continue to be so. To learn more about SurgeMain, please contact Lt. Cmdr. Manny Sayoc at [emmanuel.sayoc@navy.mil](mailto:emmanuel.sayoc@navy.mil).



**From Left to Right:** Shipyard Executive Officer Capt. Daniel Rossler speaks at a Surgemain meeting; NNSY Electrician Amanda Herron (Code 950) teaches ET2 (SW) Bonner Secrest (SurgeMain Norfolk) and EM2 Tyler Smith (SurgeMain Columbus) how to fix electric panels.



# A JOB WELD DONE

## SHIPYARD SPOTLIGHT: JARRETT THOMPSON

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

Small beads of sweat form on Jarrett Thompson's forehead underneath his welding helmet. His face is only inches away from a scorching welding torch that can reach over 10,000 degrees. He wears a long-sleeve shirt and bulky welding gloves to protect himself. Despite the conditions, he works efficiently with pinpoint precision, as he artistically melds metals together.

Thompson, a welder in Norfolk Naval Shipyard's (NNSY) Welding Shop (Code 926), has come to be known amongst his colleagues and supervisors for his high-quality work. His supervisor, Code 926 Trades Manager Jeremy Clark said, "When he shows up on the job, everybody's confidence goes up."

Thompson's high caliber of work has allowed his code to reach a milestone that is "outstanding and unheard of," according

to Code 926's Training Director James Anderson. Since December 2017, the code has maintained a zero percent reject rate on radiography tests.

### **The Man behind the Welding Mask**

You could say that welding is in Thompson's DNA. His father worked as a welder in Code 926 for 34 years before retiring. Having grown up in a shipyard family, he was familiar with the benefits of working at NNSY and decided to apply for the apprenticeship program in 2014. Thompson was immediately drawn to Code 926 despite having never welded. "The way my dad spoke about welding made me want to do it – he loved it. He was so passionate about both the science and the art of it. Since starting, I've fallen in love with it too," said Thompson.

Thompson was a natural welder and his skillset quickly gained the attention of his supervisors and Code 926's leadership. Surface Craft Director Jeff Griffin said Thompson's talents were instantly noticed. "When I was the trades manager, I patrolled the welding school for talent. I knew immediately, there was something special about this guy. He's lived up to every expectation. He is a special individual." Following in his father's footsteps, Thompson joined Code 926 and graduated the apprenticeship program in 2018.

**Above:** NNSY's Welder Jarrett Thompson says he loves welding because it is both an art form and an exact science.

His innate skills were honed by Thompson's strong work ethic. First as an apprentice and then as a journeyman, Thompson jumped at any opportunity to develop himself as a welder including taking on additional jobs. "I work a lot because I love to weld. But because I'm here, people know they can depend on me and then they give me the opportunity to go and do another job."

One of these opportunities was to join a fly-away team providing emergent fleet repairs. While Thompson said he couldn't choose a favorite project, he described the fly-away as the most exciting job he's worked on to date. "They fly you out and you get to land on the cables of a flight deck and then get launched back off. It's really awesome and something not many people get to do." Thompson said he was chosen for the job because "my supervisors knew that I would show up, be present, and do whatever it takes to get the job done."

A love of welding is not Thompson's only motivator for coming to work and doing an excellent job. "I'm very passionate about what we do at America's Shipyard. It is the shipyard's duty to provide the U.S. Navy with the resources and equipment to do their job. If we do our job right, they can come home safely to their family, just like I'm able to do every day because of their service and sacrifice." Thompson's family includes his wife Megan and their dog, named after another of his passions, Christmas.

#### A Bright Future Ahead

When asked about his future career goals, Thompson said he is open-minded and that he likes to take things one day and one weld at a time. But all of his supervisors agree that no matter what Thompson does at NNSY, he has a bright future ahead.

Code 926 Supervisor John Janssen said, "He is a go-getter with a can-do attitude and he will go far at America's Shipyard. By always being willing to help others on his team, he has been able to accomplish in five years at NNSY what some don't in their entire careers." Griffin said that Thompson's work and personality encapsulate the C.O.R.E. values and that he is and should be a role model for young apprentices. "He is the definition of what a welding mechanic should be because he cares, and he is willing to teach and learn."

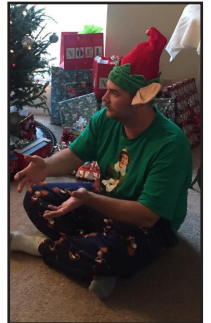
Thompson does have one goal and that is to be a part of a team that helps NNSY achieve excellence. "I think a lot of it starts with just doing the right thing. If you do it the right way the first time, it will always work out in the end. If I start by doing the right thing on a single personal level, it can cause ripple effects and help my shop succeed. That helps the whole shipyard achieve excellence."

**Photos Above (Top to Bottom):** Welding is in Jarrett Thompson's blood. His dad was an NNSY welder for 34 years before retiring; when not working, Thompson enjoys spending time with his wife Megan. Thompson loves Christmas so much – he named his dog after the holiday! Norfolk Naval Shipyard Welder (Code 926) Jarrett Thompson, goes above and beyond in his service to the fleet.

## 10 THINGS YOU DIDN'T KNOW ABOUT

*Jarrett Thompson*

1. He **LOVES** Christmas time. In fact, he loves it so much that he and his wife named their dog Christmas.
2. His lucky number is 13. He met his wife on Friday the 13th and always asks to be seated at table 13 when going out to eat.
3. He loves to learn and enjoys reading, watching documentaries, and listening to podcasts.
4. His favorite football team is the Green Bay Packers.
5. His favorite color is green.
6. Before starting at NNSY, he worked as a pool boy for nine years.
7. He loves music.
8. The older he gets, the more he loves to meet new people.
9. He likes to cook.
10. He loves road trips - the longer the better!





PENDING IMAGE

GOLF WEEK  
AMATEUR TOUR  
TIDEWATER

9:04  
Wednesday, January 8

KVM TOP

# SHIPYARD SPOTLIGHT: DONNY MARSHALL AVID GOLFER HITS HOLE-IN-ONE WITH CUSTOMER SERVICE

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

Code 109.1 Special Project Manager Donny Marshall is no stranger when it comes to working hard and getting his hands dirty.

“I grew up in the small community of Medon, Tenn. My father was in construction and my mom’s side of the family were farmers. If I wasn’t picking cotton, I was working on houses with my dad,” said Marshall.

The youngest of four, Marshall joined the U.S. Navy to see the world. He had two requirements when it came to choosing what job he wanted in the Navy.

“I told the recruiter I want a job in air conditioning and not to get my hands dirty,” said Marshall.

He was offered the rate of radioman. His days were longer and harder than his time at boot camp. After nine years in the Navy, he got out and moved to Norfolk with his wife Doretha.

“I worked at the shipyard as a contractor for a few years before becoming part of the shipyard family as a civil servant in 2006,” said Marshall.

Marshall’s current job entails ensuring that all IT requirements are met for new facilities, renovated buildings and office moves.

“Donny brings a lot of energy, experience and professionalism to our team,” said Code 109.1 Technical Support Division Head, Gary LaFon II. “He is always there to take on those very unique IT projects to support NNSY and its mission.”

Marshall credits his family for instilling a strong work ethic in all he does. The Navy taught him how important it is to pay attention to detail. Combined, this makes him a valuable player at NNSY.

“Donny is consistently providing excellent customer service support relating to a multitude of cyber issues/services and projects within NNSY,” said LaFon. “His personnel management and leadership skills are outstanding. He is aligned with shipyard customers

and is always willing to lend a helping hand not only to Code 109 but also within the shipyard community.”

Marshall is faced with many challenges. One in particular is the ever changing technology.

“Technology is always changing and we have to ensure that it maintains a required security posture,” said Marshall. “The IT innovation team works with engineers to ensure they are given the proper equipment to accomplish their mission.”

Marshall enjoys his job because it affords him the opportunity to do something he loves - work with computers.

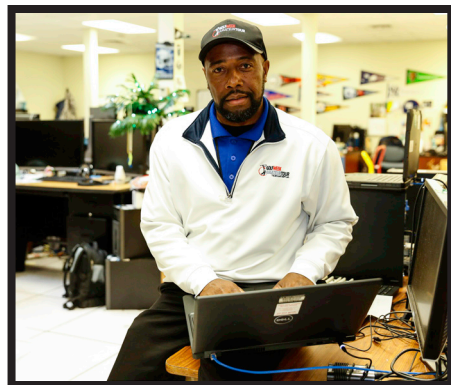
“Most people I grew up with took on jobs they weren’t fond of, but it was the only thing available,” said Marshall. “This is another reason I left my hometown, to find something that I could enjoy and excel at.”

Working with computers isn’t the only area where Marshall excels. He is an avid golfer.

“I’ve been golfing for several years on the Golfweek Amateur Tour and in 2018 I won the Service Master Regional Tournament, which was my first major golfing award,” said Marshall. “A total of 49 cities participate on the Golfweek Amateur Tour, so it felt real good to come home with a trophy.”

Whether it’s working with computers at NNSY or playing golf on his off time, he will continue to use and pass on the work ethics that were instilled in him growing up and during his time in the Navy.

“If you’re doing something you love, then you don’t have to work a day in your life,” said Marshall. “The best thing is I get to do one of my favorite things at NNSY with coworkers I consider as family.”



**From left to right:** Code 109.1 Special Project Manager Donny Marshall wins the Service Master Regional Golf Tournament in 2018; Marshall poses with his wife, Doretha, and mother-in-law, Bonnie; Marshall reenlisted in the U.S. Navy in 1984; Marshall conducts business on his laptop.

# ERG SPOTLIGHT: AFRICAN AMERICAN EMPLOYEE RESOURCE GROUP

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST, DANNY DEANGELIS, AND TONY ANDERSON • SHIPYARD PHOTOGRAPHERS

Norfolk Naval Shipyard's (NNSY) African American – Employee Resource Group (AA-ERG) is one of seven ERGs hosted NNSY. Its goal is to be a place where an employee can go to get resources to help better both the shipyard and employee.

“The name of the ERG can be misleading,” said AA-ERG’s Chair, Michael Taylor. “The AA-ERG is open to all races, creeds, religions and so forth.”

The AA-ERG hosts the annual Martin Luther King, Jr. celebration every January as well as a variety of events during February for African American History Month.

“This is a chance to remind everyone of the struggles and experiences that our ancestors went through,” said AA-ERG member, Ashley Chew. “Some people take for granted the freedom and opportunities that we have today.”

“We share the past so we can better ourselves in the future,” said Taylor. “We have to remember that we can’t change the past, but we can change the future.”

The AA-ERG helps to introduce people to opportunities. Members mentor and coach other shipyard employees so that they can reach their career and personal goals. They also

promote internal job opportunities.

“We’re also a group where one can come to discuss matters and to vent,” said Taylor. “It’s a chance to learn from each other and to provide and receive perspectives on any given situation.”

If employees are having challenges with a variety of shipyard matters, they have a place to go to find out what is the best action to take.

“The AA-ERG helps employees by showing them not every issue needs to go to the Equal Opportunity Office,” said Taylor. “There are other ways that an issue could be resolved and we provide the resources to show them the way.”

The AA-ERG also partners with NNSY’s other resource groups.

“Throughout the year we join forces with the other shipyard ERGs,” said Taylor. “Working with other groups like the Federal Women’s Program, Native American Heritage – ERG and the others gives us a chance to show that we are all on one team. We all have the same kind of issues.”

For more information on AA-ERG, please contact Michael Taylor at 967-3286, Michael.taylor7@navy.mil.

The AA-ERG will be hosting the following events in recognition of African American History Month:

Feb. 13, 2020, 11 a.m. – 12 p.m. Lunch & Learn, Voter’s Registration, CBR (Voter registration forms will be available)

Feb. 20, 2020, 11 a.m. – 12 p.m. African American History Celebration, Bldg. 163 High Bay

Feb. 27, 2020, 11 a.m. – 12 p.m. Open Mic “How did I make it?” with NAVSEA executive level leaders, Bldg. 163 High Bay



From left to right: Deputy Assistant Secretary for the Navy for Expeditionary Programs and Logistic Management, Jimmy D. Smith, Director of the Missile Defense Agency for the Office of the Secretary, John James, Jr. and Code 713’s industrial engineer, Michael Taylor, took part in NNSY’s African American history celebration; Code 1200N’s Nuclear Business Agent, Ciara Mason and Code 713’s industrial engineer, Michael Taylor, provided information about the African American – ERG during NNSY’s shipyard celebration; Norfolk Naval Shipyard Commander, Capt. Kai Torkelson and members from the African American – ERG provided a certificate of appreciation to Daybreak and Noon anchor of Channel 13 News Now’s Ashley Smith, who was the guest speaker at the Martin Luther King, Jr. ceremony.

# BLACK HISTORY MONTH



**HONORING THE PAST,  
SECURING THE FUTURE!**





# TRUCKIN' WITH CHAPLAIN DUNDAS

STORY AND PHOTO BY JASON SCARBOROUGH • PUBLIC AFFAIRS SPECIALIST

After nearly a decade, Norfolk Naval Shipyard (NNSY) has a Chaplain, Commander Steve Dundas. A man of faith and family, an enthusiast of movies and music, and a true history buff, Dundas is here and ready to serve NNSY. He has said several times, “To me it does not matter what your religion is, or is not, I am here to serve you, regardless of your status, active military, or civilian.” Dundas looks forward to becoming an asset by creating new and innovative ways to serve and support NNSY personnel.

A native of Stockton, Ca., Dundas has served in the military for more than 38 years. He was initially introduced to the Navy through the Naval Junior Reserve Officers Training Corps (NJROTC). This was also where he found his calling to help others. His career began when he enlisted in the National Guard. He later obtained his commission in the U.S. Army Medical Service Corps on active duty. Dundas then transferred back to the National Guard and attended the seminary and was later promoted to Major in the U.S. Army Reserve. He resigned his reserve commission to enter the U.S. Navy on active duty in Feb. 1999. Dundas likes to refer to his career by quoting the words of Jerry Garcia from the band Grateful Dead in their song; Truckin’: “What a long strange trip it’s been.”

In Dundas’s personal time he enjoys listening to various music from the 1960s, 70s, and 80s and has been to several concerts over the years. Some of those concerts include Simon and Garfunkel, Neil Diamond, Elton John, Jimmy Buffet, and Chicago with Earth, Wind, and Fire. His other hobbies include reading, writing,

bicycling, and power walking. He loves history and holds a master’s degree in military history. When the time comes to retire, Dundas would thoroughly enjoy being a full-time historian and possibly teaching philosophy and religion on the side. His family comes from a historic tradition of serving in the military that dates back to the American Revolution.

Now onboard NNSY, Dundas intends to walk about the shipyard to meet with people and generate a strong demand signal for what he can offer. He stated, “I’m most impressed with the diversity of the workforce and if you’re going to serve the people then you have to go where the people are and serve them.” He intends to utilize his strength of being a good listener, as well as his gift of having no judgement towards people to better serve the workforce.

Dundas will be looking to create informal gatherings where the workforce can discuss what’s going on in their lives in a relaxed atmosphere, hopefully creating an environment where people feel comfortable to discuss various topics or concerns. The challenge he foresees is simply not having enough time. If things go as planned Dundas will retire Aug. 1. Regardless of the challenges or situations, Dundas looks forward to serving the NNSY workforce. He said, “I will help anyone I can, and if I can’t, I will find the right person or the right resources that will help. I am not perfect, but I am transparent and I’m here to listen.”



# NNSY WINS SILVER RATING FOR NURSING MOTHER-FRIENDLY WORKPLACE

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST AND DANNY DEANGELIS • NNSY PHOTOGRAPHERS

Norfolk Naval Shipyard (NNSY) has been rated silver in the Virginia Breastfeeding Coalition's (VBC) first "Virginia Workplace Breastfeeding-Friendly Awards (VWBF)." The VWBF recognizes work places' ability to support breastfeeding employees.

Led by NNSY Federal Women's Program (FWP) Waterfront Ombudsmen Michelle Johnson and Danielle Smith, inspections and focus groups aimed at identifying new and better ways to serve NNSY's expecting and nursing mothers were held. "We wanted to figure out what locations are heavily used, how long it took for nursing mothers to pump, and if there was anything that could be improved," said FWP Vice President Aiya Williams. "Many of them were just looking for who to talk to for guidance."

After the FWP took this initiative, its Public Relations Chair Ashley Chew heard about the award through a breastfeeding support group on Facebook. In the light of NNSY's efforts to support its nursing employees, she and the FWP board applied for the award by answering questions based on the insights they gathered during their research. NNSY received notice it won within the month.

Since winning the award, the program has steadily made progress with the help of Facilities Personnel (Code 980) to enhance nursing rooms around the yard. FWP members are also working with Process Improvement (Code 100PI) to make information pertaining to women who are pregnant or nursing more centralized and accessible. The FWP hopes to earn gold in 2020. "We're only going to get better," Chew added.

According to the Association of State Public Health Nutritionists' website, every dollar invested in lactation support services saves three more dollars, including annual savings in healthcare and reduced absenteeism rates. Additionally, it increases employee retention, morale and loyalty. "At the end of the day, it's supporting your people," Williams said.

"This award is a result of the efforts made by NNSY to show its nursing employees—both current and potential—that we care," Chew added. "It is important that mothers do not feel like they have to choose between work and taking care of their children."



**Above:** FWP's Carlynn Lucas was one of the moderators for focus groups held within the shipyard regarding nursing stations throughout NNSY. **Below:** Some of the FWP's key board members with NNSY's certificate for receiving a silver rating: Waterfront Ombudsman Danielle Smith, Michelle Johnson, Public Relations Co-Chair Phyllis Scoggins, Public Relations Chair Ashley Chew, Vice President Aiya Williams, and President Carlynn Lucas.



# YOU ASKED, WE ANSWERED!

NNSY's Shipyard Leadership Team (SLT) has identified several topics where the workforce has questions and concerns. This new "You Asked, We Answered" feature will address those on a recurring basis. If you have any questions you would like to have answered in this forum, please e-mail [NFSH\\_NNSY\\_PAO@navy.mil](mailto:NFSH_NNSY_PAO@navy.mil).

**Q:**

What happened to The Brig reopening in January?

**A:**

Originally planned to be completed in January, the CMWR's new food service facility, The Gosport Café, will now open for business in Bldg. M-32 in late February once the installation of all needed equipment is complete. Formerly known as The Brig, it will feature a new menu, new look and new layout.

The café will feature self-serving stations for breakfasts and lunches, such as omelet and panini stations, and an expanded menu with freshly baked breads, fruit, salads and more.

**Q:**

*I recently saw CBD-infused pillows being sold at a store. Should NNSY employees be buying products like that?*

**A:**

Recent interest and the commercial availability of marijuana oils and products such as marijuana-infused food have prompted inquiries about their use and subsequent effect on urine drug test results for individuals who have used these products. Others have asked about the content of products labelled as "containing Cannabidiol (CBD)." Marijuana products, including CBD, are classified as Schedule I controlled substances under the Controlled Substances Act making them illegal under federal law. Many CBD oils and other marijuana-derived products are sold over the Internet or at dispensaries in states allowing marijuana use, either recreationally or medically. These products are not regulated by the Food and Drug Administration for content and may be contaminated by a host of cannabinoid chemicals, including THC (the primary psychoactive constituent of marijuana) and CBD. CBD products may contain other cannabinoids such as THC, therefore, use of CBD oils and marijuana-derived products may result in a positive urine drug test. If you test positive for marijuana in the federal workplace, you will be subject to the full range of consequences, including removal from federal service, regardless of state laws.

# NORFOLK NAVAL 2020 Spirit Days SHIPYARD

**SECOND FRIDAY OF EVERY MONTH**

**BLDG. 1500 | 10:00 a.m.**

**FEBRUARY 14: CUPID'S SPIRIT DAY**

Dress up for Valentine's Day by wearing white, pink, or red.

**MARCH 13: MARCH MADNESS DAY**

Represent your alma mater or favorite college.

**APRIL 10: WEAR YOUR PAJAMAS TO WORK DAY**

Stay comfy all day!  
Wear your (work appropriate) PJs to work.

**MAY 8: STAR WARS DAY**

Are you on the light or dark side of the force?  
Wear your Star Wars gear.

**JUNE 12: BLAST FROM THE PAST DAY**

Go back in time like Marty McFly! Wear clothing that represents a previous decade.

**JULY 10: MILITARY PRIDE DAY**

Show off your pride for our nation's military and veterans. Wear clothing that highlights your service or a branch of service important to you.

**AUGUST 14: SUPER HEROES VS. SUPER VILLAINS DAY**

Do you fight for good or evil? Wear your favorite super hero or villain costume. Please note: no masks or capes allowed.

**SEPTEMBER 11: PATRIOT DAY**

Never forget. Show your patriotism by wearing red, white, and blue.

**OCTOBER 9: WACKY TACKY DAY**

Inside out clothing, mix-matched socks. Anything goes on Wacky Tacky Day.

**NOVEMBER 13: NNSY PRIDE DAY**

Celebrate the 253rd birthday of NNSY. Show off your pride and wear your favorite shipyard clothing.

**DECEMBER 11: UGLY SWEATER DAY**

Get in the holiday spirit with ugly sweaters. The uglier the better with this one!

*Photos will be taken outside Bldg. 1500 at 10:00 a.m. on the second Friday of every month. A photographer will be available to take group shots as well as individual photos upon requests. Individuals and codes who cannot make it to the group shot can submit their photos to [NFSH\\_NNSY\\_PAO@navy.mil](mailto:NFSH_NNSY_PAO@navy.mil). Spirit Day photos will be included in the next month's edition of Service to the Fleet. All outfits must be appropriate. No masks or capes permitted.*

# JUDICIAL CASE: PEDESTRIAN VS. DRIVER

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

“All rise!” bellowed the bailiff. Those in the courtroom silenced their chatter and stood up. From the judge’s chamber came a short stature woman. She had a pair of chin flaps running up and down the front of her neck. Her hair, mostly gray with some evidence that it was once black, was cut around the ears and done up neatly. She proceeded to the judge’s bench and took her seat. Everyone else took theirs.

“Good morning ladies and gentlemen of the jury. I, Larry Stokes, esquire, will prove that my client, the pedestrian, was struck down by the defendant while crossing the street at a clearly marked pedestrian crosswalk. I will prove that the pedestrian had the right over the defendant. Thank you.” Stokes took his place at the plaintiff table next to his client.

A clean cut lady from the defendant’s table stood up. “Members of the jury. When a pedestrian gets hit by a car on a pedestrian crosswalk, it is automatically becomes the driver’s fault. This is not the case today. I will prove that the pedestrian is the one who was liable in this accident. Thank you.” Elaine Donovan took her seat next to her client.

“Plaintiff, you may present your first witness,” said the judge in a cold, firm voice.

“I call Lt. Col. Teddy Smith, Norfolk Naval Shipyard’s Chief of Police to the stand.”

Smith took the oath and sat down in the witness stand.

“Colonel, please tell us what you saw when you arrived at the scene of the accident,” said Stokes.

“I found the plaintiff lying on the crosswalk under the defendant’s vehicle,” replied Smith.

“Thank you, no more questions.”

Donovan walked over to Smith. “Colonel, to make it clear, the pedestrian owns the crosswalk, therefore able to walk out into the street whenever they want, correct?”

“That’s not true,” replied Smith. “When a pedestrian approaches a crosswalk, they must stop, look left, look right, look left again. If there are no cars coming, they then can cross the road. We see several times a day where pedestrians enter the crosswalk without looking first. They have to look and better yet, make eye contact with the driver.”

“Have you or your police force ever handed out

citations to pedestrians?” asked Donovan.

“Yes, we hand out citations to pedestrians if they fail to obey the pedestrian law as well as jay walking.”

“And the driver?”

“We give citations to drivers for reckless driving while approaching a crosswalk, speeding, not obeying traffic signs and other kinds of violations. I’d also like to add that drivers will be cited if caught texting or talking on their cellphone while driving.”

Are the drivers the only ones who can be cited for using their cell phone?” asked Donovan.

“We have cited pedestrians as well. It is against the law for a pedestrian to be texting or talking on their cellphone while using a crosswalk,” said Smith.

“Thank you Colonel, no further questions.”

“Next witness Mr. Stokes,” said the judge.

“I call Norfolk Naval Shipyard Safety Specialist (Code 106) Vincent Walker to the stand,” said Stokes. After the formalities, Walker took his place on the stand. Mr. Walker, how does NNSY help support the pedestrian?”

“Naval Engineering Facilities Command (NAVFAC) ensures that there is proper lighting at each crosswalk,” said Walker. “Recently all the crosswalks were repainted between Gates 10 and 15. They also milled the pavement to redo the crosswalks around Dry Dock 8.”

“There is no reason why the driver shouldn’t see the pedestrian then,” said Stokes.

“That’s not true. Weather, time of day, the color of clothing that a pedestrian is wearing all factor in the visibility of the pedestrian. This is why it is paramount for both the pedestrian and driver take precaution at crosswalks,” said Walker.

“How can a pedestrian prevent from being hit on a crosswalk?” asked Stokes.

“One way is by adhering the advice that Jiminy Cricket gave sixty years ago. Stop. Look Listen. It’s simple to do, but so many people don’t do it.”

“How can a driver prevent hitting pedestrians?”

“They need to do the speed limit, expect the unexpected and keep a watchful eye when approaching crosswalks.”

“Thank you Mr. Walker, no more questions.”



“We have no questions for the witness at this time,” said Donovan.

“Your Honor, we rest our case,” said Stokes.

“Very well. Ms. Donovan, you may call your first witness,” said the judge.

“I call Detective Jonas Quinn to the stand.” The audience gasped. It was Detective Quinn who cracked down on the case of the electronic spillage and the case of the medical no show.

“Detective,” said Donovan. “Are crosswalks the only place where a pedestrian is at risk of being hit by a moving vehicle?”

“Not at all. There are many places around the shipyard where a pedestrian can be hit. For instance, parking lots. Pedestrians tend to walk in between cars while coming and going to work. There is a good chance that the driver won’t see them until it’s too late. A driver must not speed in a parking lot. Another fault I see happen a lot are drivers cutting through the parking lot and not using the established driving paths.”

“Is it just cars and trucks on the installation side of the house that pedestrians need to be aware of?”

“The Controlled Industrial Area (CIA) has pedestrian dangers as well. There are cranes, trains, JLGs, forklifts and other industrial equipment that could be a potential hazard to the pedestrian. Bottom line is that the pedestrian needs to keep their head on a swivel and the driver needs to expect the

unexpected. People are the shipyard’s biggest resource, and they should look out for one another. “

“Thank you detective, no more questions.” Donovan sat down.

“Detective, how severe can an accident between a driver and pedestrian be?” asked Stokes.

“Lt. Col. Smith can attest that a few years back on another Navy installation in the area, a pedestrian stepped onto a crosswalk without looking first. At the same time a driver was speeding and passed a car, not seeing the pedestrians,” said Quinn.

“What happened to the pedestrian?”

“The driver hit the pedestrian and he went through the windshield. The Navy lost one of its own that day. This loss could have been prevented if both the driver and pedestrian obeyed the law.”

“Thank you, no more questions.”

After closing arguments, the judge retired to her chamber while the jury went to deliberate.

The judge had seen cases like this quite often. The one thing of certainty was the driver was just as guilty as the pedestrian and the pedestrian was just as guilty as the driver. She hoped one day that both pedestrians and drivers learned that everybody had a shared ownership in safety and looking out for each other.

# NAVY MATERIAL ACCOUNTABILITY CAMPAIGN

STORY BY LCDR ORLANDO WHITE, SC, USN

What do parts made of un-obtain-ium, last widget ever made and material to repair Noah's Ark have in common? They can all be found somewhere on Norfolk Naval Shipyard (NNSY). Where can we find them? Does another project need the material? How do we get rid of it? One program sets out to answer these questions: the Navy Material Accountability Campaign (NMAC).

NMAC is executed in compliance with a Congressional mandate through the Secretary of the Navy (SECNAV). A SECNAV memorandum released Oct. 31, 2018 called for 100 percent accountability of inventory and Operating Materials and Supplies (OM&S) at all Navy Installations worldwide from the time of requisition to final use or disposal. The campaign is a coordinated effort to improve lethality by locating assets needed to maintain the fleet and support readiness. For example, FLC Jacksonville identified \$280 million of material, some of which filled \$2.9 million in outstanding requisitions including 30 Issue Priority Group 1 (IPG1) requisitions, typically associated with non-mission capable aircraft. Furthermore, the campaign aligns multiple organizations throughout the supply chain to redistribute assets or dispose of unwanted material. NNSY stands to see great benefits from decluttered and reclaimed space.

"We must be judicious custodians of taxpayer dollars. If we don't know what we have, we don't know what we need," says Code 800 Capt. Will Booth. Capt. Booth, Base Support Officer, is taking care of the campaign's execution with NNSY installations, approximately 40 tenant commands. Periodic inventory progress reports and certification of completion from each tenant are reported to Capt. Booth. Although the principles of NMAC are the same, reporting will differ slightly for the NNSY command.

NNSY command leaders for NMAC are Code 610.2's Beth Owens, Accountable Property Officer (APO) and Code 500's Capt. Mark Garrigus. Code 610.2, with the assistance of a small Inventory Execution Team (IET), is a great resource and will provide training and conduct spot checks similar to those independent auditors will after June 30, 2020. Inventory progress is monitored via biweekly reports to the APO. Owens is also looking for "good news stories" like the

dollar amount of inventory put back on the books and projects or units supported by uncontrolled material. Department heads, through Code 600, must submit a final certification of completion memo to Shipyard Commander Capt. Kai Torkelson. Code 500 will support by aiding in the identification of material and laying the foundation for inventory accountability once all material is documented. Material managers hold ownership of the hands-on inventory count from each code and shop, but success of the campaign lies with all 11,000 of us!

On a deeper level, NMAC serves as a catalyst to change Navy culture of mistrust for the supply system and inefficient use of public funds. Once items purchased with government funds are visible in an accountable property system of record (APSR, i.e. DPAS and MAT) we can reduce our reliance on gold piles and privately managed spreadsheets, simultaneously sharing material availability across the fleet. Properly recorded inventory would also bring us into compliance with Financial Improvement and Audit Readiness (FIAR) and show the public we respect every tax dollar granted to us.

The final phase of NMAC is sustained excellence demonstrated by fiscal discipline, execution of our material process and strict adherence to inventory management regulations. Starting with your next requisition, we must ensure all purchases made using government funds stress minimum quantity to fulfill requirement. At the completion of a job or an availability, all projects and shops must work with Engineering and Planning Department and the Supply Department to disposition unused or excess material. Controlling inventory also means managing material in accordance with various regulations including SECNAVINST 5200.44. At a minimum, material owners shall sustain an inventory plan to account for 100% of the inventory annually, complete floor-to-book inventories to accurately accounted for all material is in an APSR, adjust inventory in a timely manner and keep records for six years. With your support, we will be prepared for third party audits beginning July 1, 2020.

# CALL TO ACTION

- **SORT, SIMPLIFY AND SYSTEMATICALLY CLEAN** – Begin today! Clean up your workspace. For material usable on another project, add it to the correct APSR (MAT, DPAS, CAV-ORM, etc.). If material is unusable, properly dispose of it.

- **SHOW WITH PRIDE** – Welcome the NMAC IET into your space and show ownership.

- **WE MUST IDENTIFY-**

**General Equipment (GE) (>\$5,000):**

Acquired for \$5,000 and greater

Useful Life of 24 Months and greater

Not intended for Sale

- Shop Supplies, raw materials, parts, components

Does not become a component part of another piece of equipment when put into use.

Ships, Aircraft, tank, weapons, support equipment, office equipment, ADP equipment, vehicles and leased equipment.

- **OPERATING MATERIALS AND SUPPLIES (OM&S):**

Tangible property that is consumed in normal operations

OM&S is comprised of material such as replacement parts, components, assemblies

-Spare and repair parts

-Spare attachments to End Items, when not attached, that are interchangeable with other parts and not stand alone

End Items (e.g. bulldozer blades, towed sonar arrays, servers, routers or other commercial off-the-shelf IT material.)

- **DO NOT NEED TO CAPTURE:**

-Equipment acquired under \$5K

-Office furniture (chair, desk, file cabinet, monitors <50 inches, general office supplies, etc.)

-Kitchen appliances (refrigerators, microwaves, etc.)

-Temporary service material < \$5,000 staged on the pier or in a building (scaffolding, temp lights, etc.)

-Rented equipment (vehicles, compressors, generators, forklifts, etc.)

-Goods used in constructing buildings

Have an idea for a story for Service to the Fleet?

Want to nominate someone for Shipyard Spotlight?

Need to advertise an upcoming event?

Email the NNSY Public Affairs Office Today!

[nfsh\\_nnsy\\_pao@navy.mil](mailto:nfsh_nnsy_pao@navy.mil)



# Your life's journey—made easier

No matter where you are on your journey, there are times when a little help can go a long way. From checking off daily tasks to working on more complex issues, your program offers a variety of resources, tools and services available to you and your household members.

Your program is here to help you along the journey of life. No situation is too big or too small. When you and your household members need assistance, reach out anytime and we will help get you on the right path to meet your needs.

## Key features



- Provided at no cost
- Includes up to 6 counseling sessions
- Confidential service provided by a third party
- Available 24/7/365

## Core services

- *Counseling*—Counselors can provide support for challenges such as stress, anxiety, grief, relationship concerns and more.
- *Coaching*—When you have a goal to achieve, coaches help you create a plan of action and stay on track.
- *Online programs*—Self-guided, interactive programs help improve your emotional well-being for issues like depression and anxiety.

## Here's how to get started

Getting the help you need, when you need it, can result in you leading a happier, more productive life.

-  Give us a call and we will connect you with the right resource or professional.
-  Learn more about all of the services available at [MagellanAscend.com](https://MagellanAscend.com).

## Legal assistance, financial coaching & identity theft resolution

Expert consultation to help with your legal, financial and identity theft needs. Access a free online library with resources for identity theft resolution, budgeting, debt management, family law, wills and more.

## Work-life services

Save time and money on life's most important needs. Specialists provide expert guidance and personalized referrals to service providers including childcare, adult care, education, home improvement, consumer information, emergency preparedness and more.

## Senior care management

Caregiving can be demanding physically, emotionally and financially. This service will help assess and recommend the right care for your household member. Services include in-home assessments, facility reviews, post-hospitalization assessments and ongoing care coordination.

The DON CEAP  
**1-844-366-2327**  
**(1 844 DON CEAP)**

For TTY Users: 1-800-635-2883