

**CODE 1211 NON-NUCLEAR SUBMARINE BUSINESS OFFICE SUPERVISOR DOREKA PORTER-
WRIGHT IS THIS MONTH'S SHIPYARD SPOTLIGHT!**

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

June 2022

A close-up, profile shot of a sailor in a white uniform. He is wearing a white sailor's cap and has a focused expression. His uniform sleeve features a black patch with the words 'NORFOLK NAVAL SHIPYARD' in white. He is holding a folded American flag with both hands. A thick black rope with a brass shackle is visible in the foreground, partially obscuring the flag. The background is a blurred brick wall.

**HONORING OUR FALLEN: NORFOLK
NAVAL SHIPYARD HOLDS ANNUAL
MEMORIAL DAY FALL-IN FOR COLORS**

**CONNECTED THROUGH SERVICE: NNSY EMPLOYEES SHARE LINK IN EFFORTS THAT SAVED
THE LIVES OF AMERICAN SOLDIERS**



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NNSY DISCIPLINARY CORNER

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

6 Letters of Cautions: (supervisor) Conduct; misusing government resources to change ETA times. (non-supervisor) Conduct; misusing government resources to change ETA times. Attendance; excessive absences, leaving assigned duty station during work hours, and unprofessional conduct.

4 Letter of Reprimands: (non-supervisor) Conduct; disrespectful conduct towards a supervisor. Attendance; unauthorized absence. Performance; careless performance of duties.

1 Removal: (non-supervisor) Intoxicant;

Testing positive on a random drug test.

1 Resignation: (non-supervisor) Attendance; unexcused tardiness and unauthorized absences.

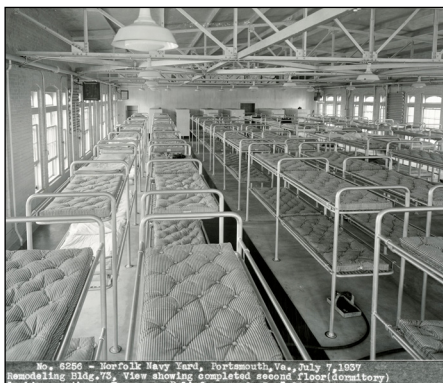
6 Suspensions: (supervisor) Conduct; conduct unbecoming a supervisor, making racial and offensive Facebook post. (non-supervisor) Conduct; disrespectful conduct, use of insulting, abusive, or obscene language. Attendance; leaving assigned job and shipyard premises during duty hours. Security; being in possession of a camera cell phone in CIA. Performance; Sleeping on duty.

SHIPYARD TRIVIA

BY MARCUS W. ROBBINS • SHIPYARD HISTORIAN



Mo. 6256 - Norfolk Navy Yard - January 6, 1937
Remodeling of Building 73
View looking North
Bureau of Naval Affairs U.S. Navy



Mo. 6256 - Norfolk Navy Yard, Portsmouth, Va., July 7, 1937
Remodeling Bldg. 73. View showing completed second floor (dormitory)
Bureau of Naval Affairs U.S. Navy



Did you know that for a period of approximately ten years (1937-1947) that Building 73 was an enlisted Sailor dormitory? Named after Captain John D. Sloat, Commandant from January 19, 1848 till February 17, 1851, his name lived on over the main northern entrance as "Sloat Hall." A beneficiary of the depression era Public Works funding this structure was transposed from an industrial tool support and storage facility by major interior alterations creating a full galley kitchen, chow hall and lounge on the first floor and outfitting a full bunkroom on the 2nd floor.



A Vector Change Up in America's Shipyard

Hello, America's Shipyard! May was quite the exciting month for us, having our NAVSEA Program Review followed by our NAVSEA Inspector General (IG) Command Inspection which covered a full two weeks.

Between the multiple evaluations, reviews and inspections we've already had in 2022, we've been fortunate for all the valuable independent looks in how we're improving our culture, supporting delivery of "on time, every time" through NSS-SY and maintaining work compliance. Something the NAVSEA 04/08 Evaluation Team specifically noted during their March visit was the "vector change up" in America's Shipyard. What a vector change up means is we're on an upward trend thanks to the focus on our people and getting better in our business.

Crucial to a vector are direction and speed. Our NAVSEA Program Review validated we're still moving in the right direction, and in the outbrief I discussed ways we're working to improve faster. Now we need to center on our behaviors and being guided by the right mindset, leveraging our upward trend as an organization and documenting best practices so we can replicate what right looks like. We must now be calculated in our efforts moving forward, investing energy in coaching and learning, and communicating most effectively across our workforce. As ONE TEAM, we must possess a Systems Thinking mindset of how issues related to IT, paper, material, and QA support all have a bearing on our ability to deliver first-time quality and meeting our ONE MISSION. And most importantly, we can write it all down as much as we want, thinking in terms of effectively documenting a process, but that means nothing without a constant focus on the people behind the processes.

That's because as a valued member of America's Shipyard, you are the Force Behind the Fleet! You are the one driving the results, enabling us to deliver "on time, every time." Whether it's a wrench or a 3D printer, a tool is nothing without the actions of our capable and committed people. I think back to all we've already achieved together, and the good news with that is winning is

contagious! Together we're building an understanding that we have tremendous power and pride in our abilities and achievements—that as the Force Behind the Fleet, we're a force to be reckoned with!

Being that force requires us to successfully navigate change and challenge. 2022 has already challenged us in unexpected ways with world events impacting maintenance schedules and emergent work, including USS HARRY S TRUMAN's (CVN 75) deployment extension. While unexpected opportunities for success can be exciting, they are demanding. We know we must quickly plan and coordinate our workforce to effectively execute our workload. What that comes down to is our ability to pivot in America's Shipyard when presented with change and challenge.

Organizational success is dependent on the ability to adapt to change. Change has been our hallmark since 1767. Over the centuries, we've evolved from building wooden sailing ships to steam ships and today, we proudly service the newest classes of Navy ships, including the Ford Class carrier and Virginia Class submarines, with their array of advanced technologies. As military and global advantages shift, on an economic and technological scale, we must keep pace.

As part of "Get Real, Get Better," we must acknowledge when it comes to our individual ability to change, resistance and uncertainty are impediments. I recognize change is difficult, at any age or at any point in one's career. We get comfortable doing things a certain way, and we might get to the point where doing something differently seems more intimidating than exciting. But as I reflect on my most rewarding times, so many of those experiences had challenges filled with uncertainty. I learned so much about myself and grew so much, tapping into skills I scarcely knew existed and building a great spirit of resilience. It takes courage each day to face uncertainty. We all have that innate power.

Changes like those brought about by Naval Sustainment System—Shipyards (NSS-SY) impact you personally. That's

why it needs your investment—your purpose as an employee, pride as an individual and patriotism as an American contribute to that investment. We started this year having workforce discussions about NSS-SY to build your understanding. While understanding is important, you show your support and commitment by taking it a step further through your investment. The Get Real: more than 50 percent of change initiatives result in either failure or unsatisfactory results. The Get Better: An organized and efficient approach to embracing change across all working levels is imperative to our success. You need valuable and continuous information about our ongoing efforts in NSS-SY to help build your investment.

I know there are employees who cling to the idea of this being another “flavor of the month” and waiting this out to revert to the old ways. I’m here to tell you it’s not a flavor of the month, but a foundation for our future. Don’t be one of the “tearing down forces” our NAVSEA Evaluation Team referred to during their visit. Not only is this not going away; by failing to embrace it we are doing a disservice to our families, Navy and Nation. It’s crucial to our ability to deliver warships “on time, every time.” The threats to America are real and growing. As a proud member of America’s Shipyard, stand up and say “not on my watch.” Own your work and make every day—every hour—count in helping deliver that ship back to Fleet on time!

As we enter June, I hope many of you will be taking opportunities in the coming weeks to enjoy some rest and relaxation with your loved ones. Remember, with the increased risks during the summer months, both on and off the job, stay mindful of your surroundings and practice Operational Risk Management. Let’s make it a great summer! #wegothis



Capt. Dianna Wolfson
Commander,
Norfolk Naval Shipyard

CAREER COUNSELOR UPDATES: HAS YOUR ACTIVE IDP BEEN ACCOUNTED FOR IN ATMS?

Norfolk Naval Shipyard currently aims to have 80 percent of all shipyard employees established with an active IDP by June 2022. All active IDPs must be accounted for in ATMS. Help represent your code and take control of your career development today by creating your IDP and following the steps to ensure it's approved and active on ATMS under C900CU-IDPTRK (responsibility of each code's authorized ATMS accessors). For more information contact NNSY Career Counselors at NNSY_WFD@navy.mil or for an appointment fill out a Client Intake Form by visiting our Sharepoint site at <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/SitePages/Home.aspx>.





HONORING OUR FALLEN: NORFOLK NAVAL SHIPYARD HOLDS ANNUAL MEMORIAL DAY FALL- IN FOR COLORS

STORY BY KRISTI BRITT •
PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST •
NNSY PHOTOGRAPHER

Every year in May, our Nation comes together in an annual observance of Memorial Day in remembrance of the service members who sacrificed their lives in service to the United States Armed Forces. Norfolk Naval Shipyard's (NNSY) Veteran Employee Readiness Group (VET-ERG) led the charge in honoring the fallen and bringing the workforce together, holding the annual Memorial Day Fall-In for Colors May 25.

"The final Monday in May is officially recognized as the day we honor our fallen service members – our heroes who died in the line of duty or due to injuries sustained while defending our Nation," said VET-ERG President Josh Wannemacher. "The ones who paid the cost for our Nation's continued freedom."

Gold Star Family Member and VET-ERG member Glenn Branchaud was invited to join the flag detail in raising colors during the ceremony. "Glenn, his wife Lisa, and their family experienced the tragic loss of twin sons, Sergeant Jason Thomas Chavis who was a Transportation Non-Commissions Officer in the United States Army, and Specialist Justin Allen Chavis, an Infantry Team Member in the United States Army. In 2011, Jason succumbed to his injuries he sustained during his deployment to Iraq and in 2016, Justin also passed away due to his service-connected injuries while deployed," said Wannemacher. "It's important that we understand that it is a shared cost as well – shared by the family members who think of their loved ones who are no longer with us on more than just the final Monday in May."

"It's important to remember those devoted heroes who lost their lives in defense of our Nation and honor those who had the discipline to willingly sacrifice their lives to protect their families, their community, and our country," said NNSY Shipyard Commander Capt. Dianna Wolfson. "They had the responsibility to shoulder this burden with purpose and pride. They had the integrity to do what is right and honor their commitments to their dying breath."

She continued, "It feels particularly important to pause and reflect on that sacrifice today when we see democracy under attack in our world. Today we are facing ever growing and increasingly visible threats,



from both China and Russia, which is why we must make every effort within America's Shipyard to reach our vision to deliver on time, every time, everywhere to protect America. We must ensure our service members are deployed on assets that are unsurpassed in readiness, lethality and survivability. As ONE TEAM, our mission is to ensure our Navy members can do theirs, to their fullest capability."

The guest speaker for the event was Commander Frank Gasperetti, NNSY's Production Resource Officer (Code 900) who shared a story of his fallen friend, Lt. Col. Geoff Hollopeter of the U.S. Marine Corps. "During my 2020 deployment, I got some really tough news that after surviving many battles overseas, my friend Geoff had suddenly passed away from a heart attack," said Cmdr. Gasperetti. "He loved being a Marine: he was leadership at its best, he was devoted to his wife Michelle, and although he liked to call himself a dumb Marine knuckledragger, he went on to study physics and astronomical science. I learned a lot from Geoff and he made an imprint on me on what an officer should be. We would talk about leadership, what it meant to lead with humility, how important integrity is and why it matters. He told me often to never forget, the enlisted service member knows more about the job than I ever will, it is my job to make it easier for them to do their job. He was driven to be the best model Marine officer."

He continued, "Geoff's death left an unfillable hole in the hearts of his family, his community and all those he touched. His friendships, his bravery and his commitment to duty will never be lost. I must continue to share stories of Geoff as we as a Nation must continue to share the stories of our fallen to

Continued on next page





remember what they sacrificed for the rest of us. Not many people decide for themselves to put their lives on the line to protect our freedom, defend our Constitution, and to volunteer to serve, knowing that death may be the outcome and for over a million military members, they made that ultimate sacrifice since the Revolutionary War. What we can do today, every day, is to ensure that those who make this choice and make the ultimate sacrifice can rest knowing they served with the thanks of grateful citizens and knowing that they will not be forgotten."

The VET-ERG and Federal Managers Association (FMA) held a wreath dedication during the ceremony as well as crafted a symbolic Battlefield Cross out of personal effects of shipyard veterans to represent their fallen brothers and

sisters. In addition, there were musical performances from the U.S. Fleet Forces Band including "Taps" as well as a rendition of "Amazing Grace" by bagpiper Tom Metz, a retired Lt. Col. from the United States Army. The Navy Region Mid-Atlantic (NRMA) Honor Guard provided a 21-gun salute to honor the fallen.

"As we take the time to reflect on our fallen, I want us to remember those as well with invisible wounds," said Wannemacher. "As we work to build a better culture, I ask everyone to be attentive to those around you and to understand the resources available to our employees so they can have the best care possible to heal. Taking those first steps can be difficult but I ask you to be open and seek help where you can, and to look out for one another so we all have the support we need to overcome."

The City of Portsmouth held its 138th Annual Memorial Day Parade May 30, one of the oldest Memorial Day events in the country. Norfolk Naval Shipyard (NNSY) joined in this year's festivities with Shipyard Commander, Capt. Dianna Wolfson, as Grand Marshal for the parade. In addition, members of the shipyard's Veteran Employee Readiness Group (VET-ERG), other volunteers, and shipyard Sailors marched alongside the USS Alabama float – joining thousands of participants from the Portsmouth community in honoring the men and women who gave the ultimate sacrifice for our nation. (Photos by Danny DeAngelis, NNSY Photographer)



CONNECTED THROUGH SERVICE: NNSY EMPLOYEES SHARE LINK IN EFFORTS THAT SAVED THE LIVES OF AMERICAN SOLDIERS

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



Pictured: Norfolk Naval Shipyard's Code 930 Zone Manager Anthony Britton and Code 300 Quality Advocate Michelle Lappin.

In early 2006, Michelle Lappin was an Army Reservist deployed overseas, her unit's primary mission to transfer fuel and rations from base to base. In route to their destination, she was a passenger on one of the two-person trucks when she noted other vehicles begin to swerve ahead of them. "And then all of a sudden, there was a fireball right in front of our faces," Lappin shared, recalling the day a 60 millimeter round improvised explosive device (IED) hidden under a sandbag along their route had remote detonated as they were passing by.

This incident thankfully had minimal injuries, one of two such incidents she'd faced during her time of deployment. Lappin credits that a huge factor in how their lives were saved were greatly in part to the armor placed on the trucks. In 2015, now a civilian and working at Norfolk Naval Shipyard (NNSY), she soon learned that America's Shipyard actually played a huge part in getting those trucks armored and ready in 2005.

"It was so special to find out that this shipyard played a part in saving my life and so many other lives in their efforts," said Lappin. "And I always wondered if I would get to meet some of the members who worked on those trucks."

Fast forward to early 2022, where now Operations Department (Code 300) Quality Advocate Lappin joined fellow members of the NNSY Chapter 3 of the Federal Managers Association (FMA) for the national convention in Washington, D.C. During the Day on the Hill event, members had a chance to speak with staffers of congress on the challenges of not getting appropriate funding in time. Lappin stepped forward to share her personal story to help bring perspective to the issue – and that's when it clicked for Code 930 Zone Manager Anthony Britton – they shared a connection.

Born into a military family, Britton had joined the Navy himself at an early age. He was stationed on USS Coral Sea (CV 43) which was being serviced at America's Shipyard during his time and he immediately fell in love with what would eventually become his home yard as a civilian. He was discharged from the Navy in September 1987 and was stepping through the gates as an employee of NNSY in October that same year, joining the reservists as well in order to keep servicing the mission to protect our nation.

"In 2005, NNSY was asked to go overseas and assist in getting trucks armored and ready to go," said Britton. "I was itching to join the efforts and when I got over there, I didn't want to leave. Seeing the work we were doing directly affected our soldiers was such a great experience for me and the teams from the shipyard that went over there. I always knew that the work we did was important but we never really got to make that connection firsthand before. And then I heard Mrs. Lappin begin to speak at the convention and I immediately knew she was one of the soldiers we helped make a difference for. I spoke up and shared my story alongside hers and by the end of it; there wasn't a dry eye left in the room."

"Unbeknownst to anyone, I was sitting at that very table with someone whose efforts directly affected my time in the service – whose efforts were instrumental in keeping us alive," said Lappin. "I can't say for certain that my specific vehicle was handled by the NNSY teams but their connections and efforts helped saved millions of lives, including my own. Being able to learn of this connection and be able to say thank you in person was so special to me."

"It really highlights the importance of doing our job right and serving the mission each day," said Britton. "What we are doing here at America's Shipyard saves lives and you never know who you may support in what you're doing."

Lappin added, "You never know the impact of what you do and how it affects the person next to you, leading you, or being led by you. With everything we do, there are impacts and connections being made and we're in this together to serve our Fleet and our nation. I never thought I would get to meet someone who played a part in saving my life and yet here we are. And I'm going to continue to meet with fellow shipyarders who also played a part in armoring our vehicles and thanking them in person as well. For anyone who I haven't gotten to meet or speak with, thank you for all you've done and continue to do for our nation. Your efforts are truly appreciated."



In these photos provided by Michelle Lappin, these are tactical vehicles and trailers she worked on during her time in deployment. These vehicles were types that were fitted with armor by Norfolk Naval Shipyard in 2005.



SHIPYARD SPOTLIGHT: DOREKA PORTER- WRIGHT

**STORY BY KRISTI BRITT •
PUBLIC AFFAIRS SPECIALIST**

**PHOTOS BY SHELBY WEST •
NNSY PHOTOGRAPHER**

At a table surrounded by her team, Code 1211 Non-Nuclear Submarine Business Office Supervisor Doreka Porter-Wright broke into song, the 1997 hit single “For You I Will” by Monica filling the room. Smiles spread across their faces as she serenaded, “I will cross the ocean for you. I will go and bring you the moon. I will be your hero, your strength, anything you need.” To this group, this was more than just a chorus – it was an anthem highlighting exactly how Porter-Wright dedicates each day to her team, ensuring they have the support they needed to help service the fleet.

Porter-Wright has been with Norfolk Naval Shipyard (NNSY) since she was 18 years old and fresh out of high school. She admitted she was scared when she first entered the workplace, being surrounded by the hustle and bustle of the industrial environment and unsure if she would be able to keep up. Despite that fear, she continued to step forward – and was able to not only make a place for herself at America’s Shipyard through 21 years of experience, her journey eventually led her to where she is now with Code 1211 and her team of 11 where they manage the submarine availabilities from planning to departure - maintaining the budget, mandays, material and more.

“I’ve been in the position for two years and I have the pleasure of having the best team at NNSY,” said Porter-Wright. “We have a diverse team of different ages, backgrounds, knowledge and abilities coming together to provide their own perspective of what we can do to best serve our mission. They are critical thinkers, self-motivated, and not afraid to ask questions or make mistakes. They aren’t afraid to be vulnerable with me – they know that if they ever need anything, they can come to me and I know that I can be vulnerable with them as well. We can come in every day and have fun doing our jobs and doing it well.”

She continued, “I value each of them at work and as people – some may say I have an emotional



attachment to my team, but how can I not? I think having that attachment to them is what helps me be a better leader. To me, supervising and leading people is not a one size fits all – I lead them based on who they are, based on their abilities, based on what I know they can do even though they may think they can't do it. Sometimes I have to make tough decisions and pull people out of their comfort zone because they don't think they can do it. I see so much in my team and I hope I can inspire them the same way they inspire me each and every day."

When she first came into the position, Porter-Wright noticed the diverse team she was expected to lead and wanted to find a way to get a fundamental understanding of the tools needed to operate cohesively and proficiently together. She researched the contractor CACI and reached out to see if they could come out to not only help out Code 1211 but to help her be a better leader for her team. "One of the most important things we learned from CACI was emotional intelligence,

understanding people and meeting them where they are at in not just their work but also as a person so we can have healthy conversations and improve as a team," said Porter-Wright. "They came up with exercises to help us foster team building and also provided everyone with any individual coaching they wanted to pursue. They helped us organize our tools, and see things from different perspectives."

When asked to share a little about Porter-Wright as a leader, her team was unanimous in saying she was meant for the role.

"I've been here for about eight years and before Doreka was my manager, I felt like I came to work, did what I had to do, and then left for the day," said Shanell Mark-Cooke, Business Agent for the USS Montpelier (SSN 765) Project. "But with her, we're much more of a family. We work together, hang out together, have conversations, do team building – whatever we can as a unit. She's also very crafty so there's always something at our desk or in our cubicle that makes us feel more valued. I feel it

Continued on next page



Above: Doreka Porter-Wright has been the Code 1211 Non-Nuclear Submarine Business Office Supervisor for two years and credits her team as being the best at NNSY and one of her biggest inspirations. "I value each of them at work and as people – some may say I have an emotional attachment to my team, but how can I not? I think having that attachment to them is what helps me be a better leader."

Left: Code 1211 Non-Nuclear Submarine Business Office Supervisor Doreka Porter-Wright with her husband, Submarine Preservation Manager Walter Wright.

helps us work better because it truly feels like she cares about us. We see her working hard and doing her best for us and we want to do our best for her as well."

Syreena Valentine-Williams, Cost Advocate for the USS John Warner (SSN 785) Project, came to the shipyard one year ago from the education field. She said, "This is the first time I've ever felt so supported from a supervisor. The shipyard is new to me so any time I have a question, Doreka and the team are right there to answer. We're always working well together but I don't think that would be possible without a leader demonstrating and modeling that for us to follow through. She celebrates us, invests in us – coming from education, that's important because it's how you get people to buy into you as a person. She engages with each and every one of us according to our personalities and that takes time and effort – you can't just do that with walking in and saying 'good morning' – she spends time with us every morning, asks us how we're doing, what we're working on. That makes us want to work for her, have her back, and whatever she asks us for, we're going to do it for her – we got her back, she's got ours. I never felt like a new employee with Doreka, I felt like I belonged here since day one."

Ashley Whitfield, Business Agent for the USS John Warner (SSN 785), added, "Doreka is so deserving and works hard every day to bring her best self to the job. Even when sometimes she

doesn't know the answer, she's going to go find that answer – or she's going to say 'honestly I don't know but we're going to figure it out together.' I've been here going on twelve years – I've been every level – apprentice, mechanic, work leader, supervisor, trades manager – nowhere along that line did I have a supervisor that cares as much as Doreka does about the people and the job. When it comes to leadership, there isn't anyone else I would want to walk behind. When we talk about building a better culture, our C.O.R.E. values, the pillars that hold our shipyard together – look no further than this team and Doreka. We have a leader who believes in it and makes sure we carry it out in everything we do."

"My perspective as a leader is it is important for me to be in front of my team so that I can remove any barriers in their way before they even get there," said Porter-Wright. "I always want to see what's ahead of them, predict and gauge any barriers, and remove what I can so they don't have to face them. Not all barriers can be removed but I want to be able to see them and say 'Hey, here's what's ahead of you – so before you get overwhelmed let's go ahead and address it now.' Whatever is in the way, we can overcome it together. My team always has me in the court."

Porter-Wright is known not only for her dedication and hard work to her team within Code 1211, but also to the shipyard at large. She is constantly looking for ways to give back to NNSY,



Doreka Porter-Wright credited her family as a big inspirations for how she takes on each day with a smile, ready and willing to lend a hand. From left to right: Chloe (5), Claudia (15), her husband Walter (46), Jordan (21), Tajah (24), and Mya (20).

including hosting Random Acts of Kindness Day where she and her team purchased and passed out breakfast to the workforce, feeding nearly 200 people. In addition, she encouraged others to practice random acts of kindness, including providing compliments to others, holding the door open, and aiding someone in need without being asked. “We wanted to do something from the heart,” said Porter-Wright. “If we can just impact someone’s day in a positive way, it matters. You never know what a person is going through and if we can all just help make one person’s day, it goes a long way.”

Porter-Wright is also the Champion of the Individuals with Disabilities Employee Resource Group (IWD-ERG), a role that is near and dear to her heart. “I was on social media one day and saw this campaign that said people are not punchlines. That hit home for me,” she said. “My daughter has autism and there are so many instances where unfortunately people don’t seem to understand invisible disabilities. We as a world don’t fully understand those with invisible disabilities, their coping mechanisms, sensory issues, and more – I don’t really think it’s intentional, just a lack of awareness. I’m the type

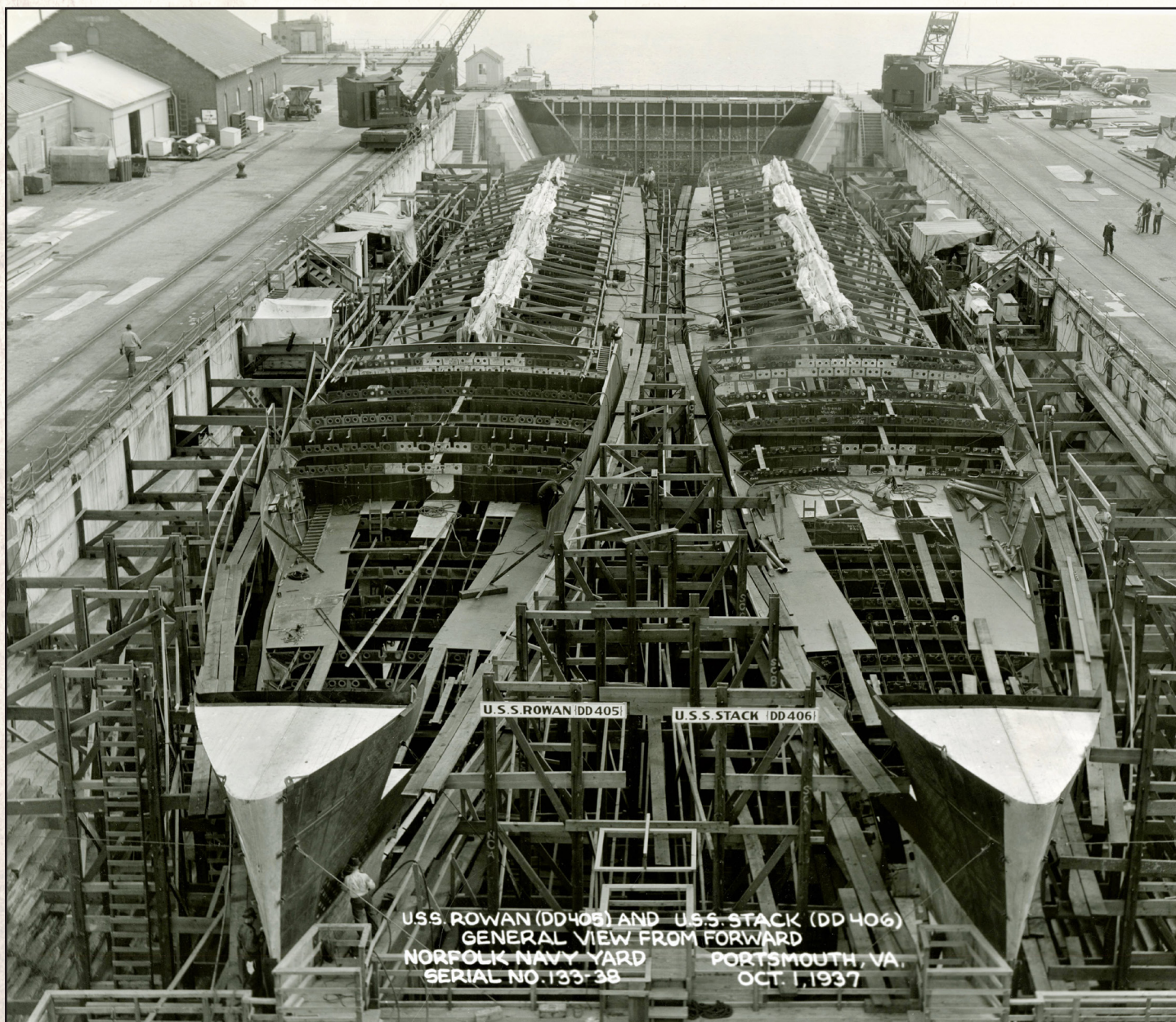
of person who wants to be part of the solution. I became the champion to help bring more awareness to the shipyard of our individuals with disabilities and what we can do to assist them. With awareness, I believe more people can recognize the signs of those with disabilities and reach those individuals on their level so they can communicate and better understand them. Our ERG is awesome and our president Daniel Freeh is someone who inspires and motivates me to do my best every day. We’re looking ahead at big things we can bring to the shipyard to help bring awareness to the forefront.”

Porter-Wright credited her family is a big inspiration for how she takes on each day with a smile, ready and willing to lend a hand. She has five children ranging in ages five to 24. Her husband, Walter Wright, is the Submarine Preservation Manager at NNSY. “He is the yin to my yang – he’s serious while I’m the joker of the household. He keeps me balanced and is always there to give me advice when I need it,” she said. “We both wake up blessed for the opportunity to work at a place that is contributing to protecting our Nation, keeping our kids and us safe each and every day.”

Our Yard History:

USS Rowan (DD 405)

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



USS Rowan DD 405 was the third ship named for Rear Admiral Steven C. Rowan who was no stranger to the Norfolk Navy Yard as he first commanded the steam-sloop Pawnee as it towed out the flagship of the Atlantic Fleet Cumberland all the while the torch was set to burn the Shipyard on April 20, 1861 by Union forces. In the year immediately following the conclusion of the Civil War, Rear Admiral Steven C. Rowan became the Commandant of our Shipyard, a position he held from August 7, 1866 until 15 August

1867.

Advancing well forward in time we also find the war footing in Europe is heating up rapidly in the late 1930s just before Hitler invaded Poland. In the same era our Norfolk Navy Yard began planning construction of four 1,500 ton destroyers, one of which is named in honor of Rear Admiral Rowan. These vessels are constructed keel up within the confines of our Dry Dock 2. Two at a time, twins Rowan (DD 405) and Stack (DD 406) are the first,

followed by another set of twins, Morris (DD 417) and Wainwright (DD 419).

The bare statistics and key dates for Rowan are as follows:

- Keel Laid - June 25, 1937
- Wet Launched - May 5, 1938
- Commissioned - September 23, 1939
- Completed - September 23, 1939
- Dollar Value, New Construction - \$4,510,244.92

I chose this particular ship to write about in the month of June for two reasons.

Foremost it is a notable number of years from what we consider the birth of a warship, Rowan's 85th anniversary and the simple fact that the keel laying ceremonies occurred on June 25, 1937.

Before there was steel setting in place for a keel within Dry Dock 2, a lot of pre-fabrication work took place within the Structural Shop, Building 163. It is interesting also to note at this time electric arc welding is quickly becoming cutting edge technology, yet the old fashioned method of hot rivets, especially along the keel for ultimate strength, is still the preferred method of attachment of major structural components.

Images of the honorary riveting gang in this case the heads of the various trade shops participating on June 25, 1937 mark the occasion of formal ship construction. By October 1, 1937 one can easily see Rowan and Stack side by side as open top hulls. It is in this fashion boilers and other equipment can be lifted by crane and set in place while the ship is being built upward and also before the ship is

totally closed in.

Another great American naval tradition is the role of a female sponsor to christen a vessel by breaking a bottle of champagne on its bow. Rowan on May 5, 1938, by flooding Dry Dock 2 to float launch, had the honor of Miss Elizabeth H. Rowan, the great-granddaughter of Rear Admiral Steven C. Rowan, to be the ship's sponsor.

By October 31, 1939 Rowan performed builders trials in the Chesapeake Bay and is ready for active duty. This Navy Yard has now delivered another fully functioning warship.

The following May 17, 1940 Rowan departs for duty in the Pacific. In May of 1941 the Rowan is transferred back to the Atlantic to conduct Neutrality Patrol to protect transatlantic convoys as America has not yet been drawn into what is to become World War II. For the next period of time (1942-1943), Rowan participates in convoy protection, then with the invasions of North Africa and Sicily before being lethally attacked while screening transports and freighters delivering supplies off of Italy. Rowan sank in less than a minute after being torpedoed taking 202 of her 273 officers and men with her on September 11, 1943.

Rowan (DD 405) earned five battle stars during World War II.



BRAVO ZULU, AMERICA'S SHIPYARD



Capt. Dianna Wolfson has handed out numerous BZ100 awards as Norfolk Naval Shipyard's Commander. The BZ100 awards are to recognize achievements and superior efforts. BZ stands for Bravo Zulu which is a traditional signal conveyed from one ship to another with flags that means "well done." To view or download your BZ100 photo, visit NNSY's Facebook page <https://www.facebook.com/norfolknavalshipyard1/>. Photos by Shelby West, NNSY Photographer and Troy Miller, Public Affairs Specialist

NNSY TRAINING OPPORTUNITIES

Next Generation (NEXTGEN) Program

The Next Generation (NextGen) is the first tier of the NAVSEA Leadership Continuum. Individuals will gain leadership skills through a blended course approach (classroom & online) which involves style-type assessment, experiential learning and individual development opportunities. The program goals are to prepare GS 7 through GS 11 employees for future management positions within NAVSEA and increase retention rate of entry level employees through leadership development.

Download and complete the application at <https://navsea.navy.deps.mil/hq/10a/cois/Leadership/NextGen/SitePages/Applications.aspx>.

For information regarding NextGen, FAQ's, calendar and the application package, visit the NextGen website: <https://navsea.navy.deps.mil/hq/10a/cois/Leadership/NextGen/SitePages/Home.aspx>

All applications will be vetted by an application panel.

Completed packages must be submitted to Shelly Simpson by 12 p.m. Friday, June 17, 2022. NOTE: Applications submitted past the due date and incomplete packages will not be considered.

For additional questions, please contact Shelly Simpson at shelly.a.simpson2.civ@us.navy.mil.

Journey Level Leadership (JLL) Program

Journey Level Leadership (JLL) is a one-year program for high performing, GS 11 thru GS 13/ equivalent civilian employees with three or more years of NAVSEA experience and demonstrated progressive leadership experience. In JLL, participants will expand their horizons and leadership potential with classroom instruction, networking, team building, an experiential 90-day rotation, and a capstone project pursuing an issue that aligns with the NAVSEA Campaign Plan. The program uses mentoring, professional assessments, and personalized feedback to maximize its impact.

Download and complete the application at <https://navsea.navy.deps.mil/hq/10a/cois/Leadership/JLL/SitePages/Applications.aspx>.

For information regarding JLL, FAQ's and the application package, visit the JLL website: <https://navsea.navy.deps.mil/hq/10a/cois/Leadership/JLL/SitePages/Home.aspx>

All applications will be vetted by an application panel.

Completed packages must be submitted to Shelly Simpson by 12 p.m. Friday, June 3, 2022. NOTE: Applications submitted past the due date and incomplete packages will not be considered.

For additional questions, please contact Shelly Simpson at shelly.a.simpson2.civ@us.navy.mil.



EMPLOYEE RESOURCE GROUPS ARE HERE TO SERVE

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



From Left to Right: African American Employee Resource Group chair Michael Taylor welcomes everyone one to the Dr. Martin Luther King, Jr., observance Jan. 13, 2022; The MAMAVA nursing pod is a peaceful place for nursing mothers. The idea to install a pod was first presented in an open forum hosted by the Federal Women's Program (FWP) and Code 985 for pregnant and nursing mothers employed at the shipyard.

Above: Members of the Veteran Employee Readiness Group joined Executive Officer Capt. Todd Nichols and Command Master Chief Gene Garland in the annual Flag Day turnover, presenting 217 U.S. Flags to Sturtevant Funeral Home Representative Robie Gardner on Flag Day, June 14, 2021.



Norfolk Naval Shipyard's (NNSY) Strategic Framework foundation is culture. It states "We are bound by mission, strengthened by diversity, and reinforced by culture. Our team's diverse backgrounds, perspectives, viewpoints, and skills are our greatest strength. Our culture will reinforce that strength by creating a more aware, inclusive, and empowered workforce. Culture is the foundation upon which the pillars stand, the vision is realized, and warships are successfully delivered."

Crucial to culture, Employee Resource Groups (ERG) were established long before the NNSY's Strategic Framework launched in April 2021. In many aspects, ERGs support NNSY's mission of repairing, modernizing, and inactivating Navy warships and training platforms.

"ERGs provide platforms for teaming, engagement and diverse inputs into our Strategic Framework," said NNSY's Culture Change Team Lead Antonne Smalls. "The existence and operations of ERGs here at NNSY epitomizes the command's appreciation for inclusive and equitable support needed to build a better culture."

The People Development Pillar is another aspect of the Strategic Framework that benefits from the various ERGs. "We as a shipyard need to develop our personnel in technical skills, leadership skills and character development," said Deputy People Development Pillar Lead John Veal. "This is where the ERGs come into play. Not only do they provide resources in those areas, but they also become mentors to guide the employee onto a successful path forward."

A misconception of ERGs is that each ERG only assists those who fit within the focus area of the group. "All ERGs are opened to everyone regardless of race, religion, gender and skill trade," said Science, Technology, Engineering and Mathematics (S.T.E.M.) Chairperson Erica Miranda. "You don't need to work in any of the fields that S.T.E.M. focuses on in order to be part of S.T.E.M. ERG. We have members whose job is in the communication field, training field, and business field."

ERGs do more than providing resources and hosting events for various heritage months. They go outside the gates to reach the community whether it be through the Toys for Tots program that the veterans lead each year, or the Back to School Drive lead by the Federal Women's Group (FWP), and other various community activities that go on outside the gates.

"Recently the S.T.E.M. ERG and FWP partnered in an event at Nauticus entitled 'Women in S.T.E.M.,'" said Miranda. "Women from the shipyard were able to share and inspire with the community of all ages what they do and their experiences at NNSY."

In order for ERGs to be successful, they need NNSY employees to get involved. Become a member of an ERG to help make a difference at America's Shipyard. See the following sidebar for a list of current ERGs and contacts here at NNSY.

Norfolk Naval Shipyard's Employee Resource Groups

African American ERG

- **Chairperson:** Michael Taylor
- **Contact Information:** michael.taylor144.civ@us.navy.mil

Federal Women's Program

- **Chairperson:** Aiya Williams
- **Contact Information:** aiya.l.williams.civ@us.navy.mil

Asian American & Pacific Islander American ERG

- **Chairperson:** Mary Donna Apuya
- **Contact Information:** marydonna.lieze.apuya.civ@us.navy.mil

LGBTQ+ ERG

- **Chairperson:** Ronisha "Ro" Ford
- **Contact Information:** ronisha.l.ford.civ@mail.mil

Native American Indian Heritage ERG

- **Chairperson:** Camille Brownell Sorenson
- **Contact Information:** camille.b.sorenson.civ@us.navy.mil

Individuals with Disabilities ERG

- **Chairperson:** Daniel Freeh
- **Contact Information:** daniel.freeh.civ@us.navy.mil

S.T.E.M. ERG

- **Chairperson:** Erica Miranda
- **Contact Information:** erica.s.miranda2.civ@us.navy.mil

Hispanic ERG

- **Chairperson:** Ivonne Jacome
- **Contact Information:** ivonne.jacome@navy.mil

Veterans ERG

- **Chairperson:** Josh Wannemacher
- **Contact Information:** joshua.m.wannemacher.civ@us.navy.mil

NOBODY GETS HURT T⊕DAY: SAFETY FIRST!



When's it good to get zeroes? When it means no injuries or lost workdays for the month! Congratulations to NNSY's Shop 71 (Paint/Blast Shop), winner of the February 2022 Safety Flag! Deputy Shipyard Commander Captain Todd Nichols and NNSY Safety, Health and Environmental Director Jill Wild met with shop members April 19 to congratulate this achievement. Shop 71 emphasizes continuously following safe work practices, encouraging shop members to assess surroundings for safety deficiencies, and building a culture for employees to have ownership in their safety as part of the shipyard's ONE MISSION, ONE TEAM. During the ceremony, Norris Hoggard was personally recognized for his contributions to ensuring a safer workplace. Shop 71 was last awarded the NNSY Safety Flag in Feb. 2021. (Photos by Danny De Angelis, NNSY Photographer)



UPCOMING *EVENTS* at AMERICA'S SHIPYARD

MARK *your* CALENDAR

NOW - JUNE 9

VET-ERG U.S. FLAG COLLECTION

In honor of the annual celebration of Flag Day, the Norfolk Naval Shipyard Veterans Employee Readiness Group (VET-ERG) is collecting old or worn U.S. flags to be donated to Sturtevant Funeral Home. As part of the Retire Your Flag Program, the flags will be draped over fallen veterans at the time of cremation.

For more information or to schedule a donation, contact Nicholas Boyle at nicholas.e.boyle@us.navy.mil.

Learn more about the Retire Your Flag Program at <https://tinyurl.com/NNSY-Flags/>.

JUNE 3

CLEAN THE BAY DAY

St. Julien's Creek Annex, 8 to 11 a.m. • NNSY is looking for volunteers to join in this clean-up initiative. To learn more or to volunteer, please contact Hayley Becker at 757-335-9768 or hayley.c.becker@us.navy.mil.

JUNE 7

INDIVIDUAL DEVELOPMENT PLAN BRIEFING

Bldg. 1500 Command Briefing Room, 9:30 to 11:20 a.m. • NNSY is conducting an Individual Development Plan (IDP) briefing for all civilian personnel. In NNSY's effort to support workforce development and the revitalization of IDPs, the NNSY workforce development (WFD) career counselors will be explaining the purpose of an IDP, provide understanding of the six step IDP process, and share examples of IDP conversations. Seating availability is first come, first serve. For more information, contact the NNSY career counselors at NNSY_WFD@navy.mil or visit <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/Individual%20Development%20Plans%20IDP/Home.aspx>.

JUNE 7

HISPANIC ERG MONTHLY MEETING

Teleconference, 10 to 11 a.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Ivonne Jacome at ivonne.jacome@navy.mil.

JUNE 7

INDIVIDUALS WITH DISABILITIES (IWD) ERG MONTHLY MEETING

Teleconference, 1:30 to 2:30 p.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Daniel Freeh at daniel.freeh@us.navy.mil.

JUNE 7, 14, 21, AND 28

LGBTQ+ ERG MONTHLY MEETING

Teleconference, 2:30 to 3:30 p.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Ronisha Ford at ronisha.l.ford@us.navy.mil.

JUNE 8

FLTHRO TRAINING: ALTERNATIVE DISPUTE RESOLUTION

Teleconference, 11:20 a.m. to 12 p.m. • This course will provide an overview of the Alternative Dispute Resolution Program and services offered to help employees, supervisors and managers deal with conflict in the workplace. Register today by emailing germaine.harris@navy.mil.

JUNE 9

VETERANS ERG MONTHLY MEETING

Bldg. M-32, 1st Fl., VTC Conference Rm., 8 to 9 a.m. • To join virtually, call 301-909-7356 and use access code 40140625#. To learn more about the VET-ERG, email the VET-ERG Officer group at NNSY_Veterans@navy.mil.

JUNE 9

FEDERAL WOMEN'S PROGRAM MONTHLY MEETING

Teleconference, 3 to 4 p.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Aiya Williams at aiya.l.williams@us.navy.mil.

JUNE 11

NNSY JOB FAIR

Chesapeake Conference Center, 9 a.m. to 3 p.m. • NNSY will be hiring for various positions on site. Check out Page 15 for more information. Remember to bring multiple copies of your resume!

JUNE 13

ASIAN PACIFIC ERG MONTHLY MEETING

Teleconference, 11 a.m. to 12 p.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Donna Apuya at marydonnalieze.apuya@us.navy.mil.

us.navy.mil.

JUNE 14

CUSTOMER PROCUREMENT TRAINING

Dry Dock Club, 9 to 11 a.m. • This training is open to those who work with the contracting department and would like further knowledge on the subject of procurement packages. For more information and to schedule a training session, contact Brandi Monroe at brandi.n.monroe@us.navy.mil.

JUNE 16

AFRICAN AMERICAN ERG MONTHLY MEETING

Teleconference, 1:30 to 2:30 p.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Michael Taylor at michael.taylor144@us.navy.mil.

JUNE 17, 21

NAVY ICA PROGRAM ID CARD OFFICES CLOSED

Due to government mandated budget cuts, the Navy Identification Card Administration (ICA) program ID Card Offices will be closed for services on this date.

JUNE 18

STEM ERG MONTHLY MEETING

Teleconference, 10 to 11 a.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Erica Miranda at erica.s.miranda2@us.navy.mil.

JUNE 20

NATIVE AMERICAN HERITAGE ERG MONTHLY MEETING

Teleconference, 11 a.m. to 12 p.m. • Call in at 1-301-909-7356, access code is 40140687. For more information, contact Camille Sorenson at camille.b.sorenson@us.navy.mil.

JUNE 27

INDIVIDUAL DEVELOPMENT PLAN BRIEFING

Bldg. 1500 Command Briefing Room, 12 to 1:30 p.m. • For more information, contact the NNSY career counselors at NNSY_WFD@navy.mil or visit <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/Individual%20Development%20Plans%20IDP/Home.aspx>.

SIAM SERVICENOW IT REQUEST TO REPLACE ADP TOOL

STORY COURTESY OF CODE 109

This summer, in addition to self-service incident ticket reporting, Norfolk Naval Shipyard (NNSY) IT system users will be able to use Service Integration and Management (SIAM) ServiceNow's self-service functions to create and track requests from the IT Service Catalog, significantly streamlining the process and providing visibility to their requests. This new functionality replaces the ADP tool for making IT service and asset requests.

"Moving IT requests to SIAM ServiceNow allows employee self-service through the service catalog, offers a more robust approval and fulfillment process, and automated status updates helps ensure user expectations are met," said Rachael Peterson, Code 109.32 Branch Head who led the IT Request implementation.

With SIAM ServiceNow, NNSY users have complete transparency in the request process, from the time they submit the request until it is fulfilled or otherwise resolved. By using SIAM ServiceNow's Service Portal to make a request, users have greater visibility and access as they can chat directly with the fulfillment team to ask questions and provide information. Customers can also easily respond to Outlook notifications by replying directly to the email.

Peterson explained the new functionality has three benefits to the shipyard. "First, it delivers a modern, consumer-style experience through a familiar, easy to-use shopping cart checkout interface," she said. "Second, it improves service quality by replacing manual tasks with automated approval processes and workflows, reducing fulfillment delays. Finally, it increases end-user satisfaction by providing up-to-date status and notifications."

NNSY Code 109, in collaboration with NAVSEA Digital Industrial Operations (DIO), began implementing SIAM ServiceNow in 2019 as a comprehensive and automated Information Technology Service Management (ITSM) solution designed to promote self-service and transparency between NNSY IT system users and IT support

providers. SIAM ServiceNow is a customized implementation of the ServiceNow platform at NNSY and part of a broader implementation of ServiceNow at all our nation's major shipyards.

Though the ADP tool will be turned off once IT requests go live in SIAM ServiceNow, any existing requests in ADP will be processed. In addition to allowing users to make IT requests from the NNSY Service Catalog, shipyard users have been using SIAM ServiceNow for creating incident (trouble) tickets for the IT Service Desk and browsing through the useful Knowledge Base for self-service troubleshooting and "how-to" resources for a variety of common issues.

All shipyard employees have a SIAM ServiceNow account. To log into SIAM ServiceNow (Use Chrome and your CAC's PIV Certificate), visit: <https://siam.ablndc.navy.mil>.

For more information on SIAM ServiceNow, visit the SIAM ServiceNow WebCentral Page.

NORFOLK NAVAL SHIPYARD

WE ARE HIRING!



**NNSY JOB FAIR SCHEDULE 9AM - 3PM AT THE CHESAPEAKE CONFERENCE CENTER
18 APRIL - 10 MAY - 11 JUNE - 23 JULY - 17 AUGUST - 21 SEPTEMBER - 12 OCTOBER**

UP TO \$5,000 SIGN ON BONUS

You may be eligible for a signing bonus up to \$5,000 at Norfolk Naval Shipyard for the below WG positions to support UIC Duty Station Locations: Portsmouth, VA; Charleston, SC; Kings Bay, GA; Philadelphia, PA.

TRADES HIRING

- Marine Machinery Mechanic, Helper and Trainee
- Machinist, Helper and Trainee
- Machine Tool Operator, Helper and Trainee
- Welder, Helper and Trainee
- Pipefitter, Helper and Trainee
- Electrician, Helper and Trainee
- High Voltage Electrical, Helper and Trainee
- A/C Equipment Mechanic, Helper and Trainee
- Shipfitter, Helper and Trainee
- Shipwright, Helper and Trainee
- Sheet Metal, Helper and Trainee
- Rigger, Helper and Trainee
- Heavy Mobile Equipment Mechanic, Helper and Trainee Material Handler

OUR MISSION

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

OUR VISION

We strive to achieve our ultimate goal-deliver on time, every time, everywhere to protect America.

BENEFITS

Norfolk Naval Shipyard is an equal opportunity employer and has full time job opportunities for production skill trades and more. All applicants must be a U.S. citizen and able to pass government pre-employment screening process in order to be eligible for Federal Employees Health Benefits; Dental and Vision Insurance; Annual and Sick Leave 4 hours EACH per pay period, (26 pay periods per year); Life Insurance; and Thrift Savings Plan coverage with government matching up to 3%.

— OSHE HONOR ROLL —

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



Congratulations to the April 2022 Recipients:

- Patrick Pierce - Code 741
- Bryan Dennis - Code 900F Work Leader
- Andra Shaw - Code 900F Supervisor
- Anthony Howell - Code 900F
- Dakota Miller - Code 900F
- Patricia Johnson - Code 900F
- Lois Barnes - Code 900F
- Tina Twine - Code 900F
- Darryl Freeney - Code 900F Safety Advocate
- Morris "Mo" Lee - Code 900F Maintenance and Tooling Director
- James Panikowski - Code 900F Tool Control Manager

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

— Stay Healthy! Keep Safe! Be Kind! —

Waypoints

The new enterprise learning management system (LMS) Waypoints is a Navy-branded Cloud-based commercial off-the-shelf (COTS) system that is scheduled to be implemented in FY22 through a partnership between Naval Air Systems Command (NAVAIR), Naval Sea Systems Command (NAVSEA), Naval Supply Systems Command (NAVSUP), the naval shipyards, and regional maintenance centers.

The full-service tool suite will serve as the "enterprise gateway" for employee learning, career planning, and individual development with innovative features that support and inform the full spectrum of talent management strategies. Waypoints will put control of learning management and career development into the hands of the employee.

Norfolk Naval Shipyard's (NNSY) Waypoints Implementation Team is currently working through the soft launch of the system which includes end user functionalities, LinkedIn Learning courses and online courses not associated with certifications. All NNSY employees will have the opportunity to log into Waypoints and be able to explore its different features, including testing out the online training features and functionalities. More information will become available as updates are continuing to be worked.

In addition, the NNSY Implementation Team is developing certification workshops and Teams discussions and walkthroughs of the system. Interested in joining a future session? Contact Shelly Simpson at shelly.a.simpson2.civ@us.navy.mil.

GIVE BLOOD SAVE LIVES

Norfolk Naval Shipyard is continuing its fight on the emergency blood shortage and we need your help to deliver blood supplies to those in need.

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

July 11 - 12
September 20 - 21
December 12 - 13

Appointments can be made at
<https://www.militarydonor.com/>

For more information, please contact Melanie Prescott at melanie.prescott@navy.mil or go to <https://www.militaryblood.dod.mil/>



C-FRAM FRAUD SCHEME AWARENESS

JUNE EDITION: DEFECTIVE PRICING

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

DOD EXAMPLE TRANSDIGM...BACK AT IT AGAIN!

Based on the December 13, 2021 Department of Defense Inspector General report, TransDigm, a commercial and military aircraft component designer and supplier, and Pentagon's largest spare-parts supplier, collected excess profits on 105 parts from January 2017 - June 2019, which in total earned \$20.8 million in excess profits. During the period in question, TransDigm was awarded DoD contracts totaling \$268.2 million, but the company wasn't required to provide cost information for over 95% of these deals, since they stayed below the then-threshold. According to testimony from former TransDigm employees, the company is perceived as the "cancer of the industry." Its aggressive pricing practices include acquiring subsidiaries that are sole-source providers of particular parts and then, once they have obtained monopoly status, jacking up the prices. The government has little recourse, as TransDigm not only controls a monopoly position but also strategically pursues contracts under the \$2 million threshold that would require it to provide cost data with the government. Two senior lawmakers have joined the Pentagon in pushing for TransDigm to pay \$20.8 million in voluntary refunds for the costs of spare parts that were deemed excessive by the Defense Department's inspector general. If this sounds familiar, TransDigm already made our fraud scheme of the month for pulling this very same scheme a few years ago. TransDigm voluntarily repaid more than \$16 million in excess profit on sole-source contracts highlighted in a 2019 inspector general report.

INDICATORS (RED FLAGS)

Excess profits on a specific contract, product line, or division. Apparent high prices compared to similar contracts, price lists, or industry levels.

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.