

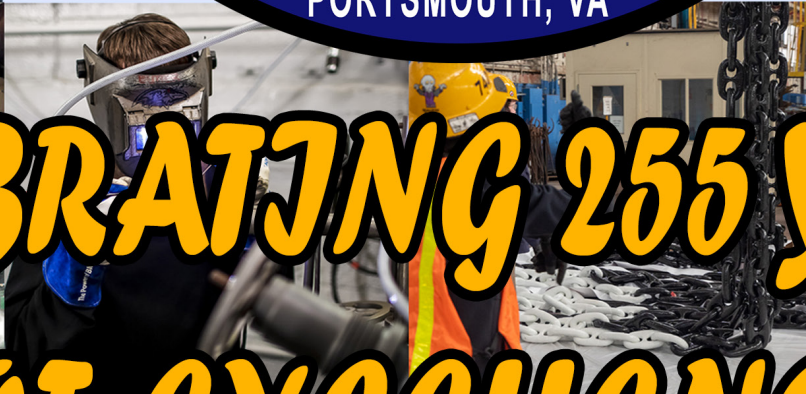
NORFOLK NAVAL SHIPYARD WELCOMES NEW JOURNEYMEN IN ANNUAL APPRENTICE GRADUATION

# SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

November 2022



# CELEBRATING 255 YEARS OF EXCELLENCE







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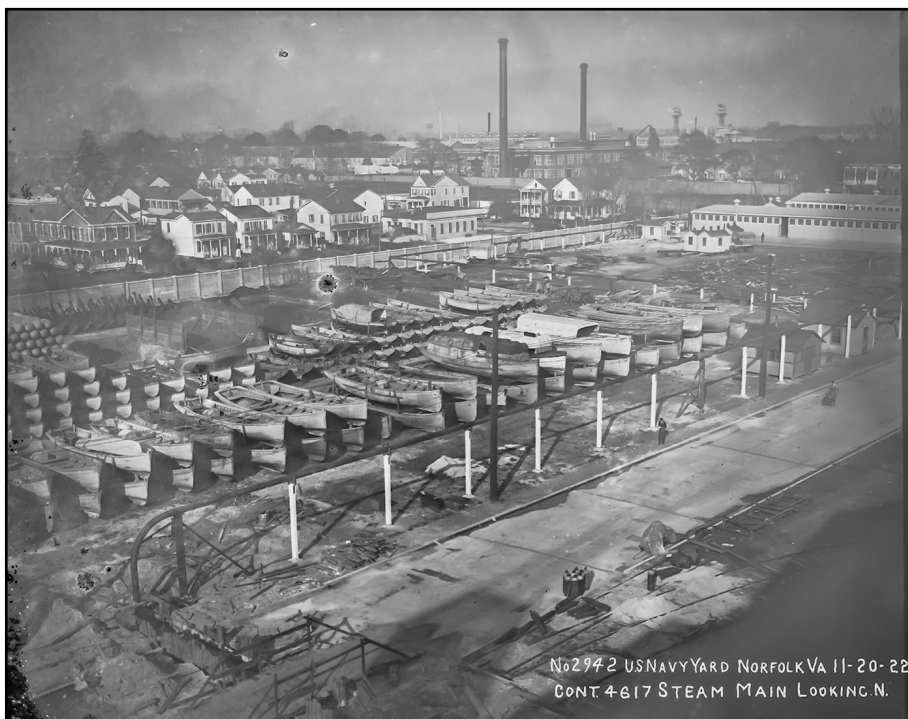
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# SHIPYARD TRIVIA

BY MARCUS W. ROBBINS • SHIPYARD HISTORIAN



The north end 10" steam line celebrates a century of existence in basically the same configuration coming out of the old Power Plant Building 174 and proceeding to the east. Although the old boat yard was eventually cleared and Building 236 was later constructed, we walk everyday over a removable large block utility tunnel in that area. Also, it is interesting to view the underground steam line loop at a much smaller Gate 10 entrance and then observe the hangers built along the 1830 brick wall proceeding north towards the Officer Quarters. As evidenced by these photos not much has changed with an efficient layout from 100 years ago.



## From the Commander, Capt. Dianna Wolfson:



### What Can Be Achieved Today in America's Shipyard—Don't Give Up The Shift!

Hello, America's Shipyard! What an amazing event we had a couple weeks back with our annual Apprentice Graduation and Awards Ceremony honoring 176 graduates across 21 shipyard trades. For this edition of Commander's Comments, I wanted to share my remarks to the graduates with all of you because so much of it applies to all our team members in regards to the importance of our work and how we can be successful as ONE TEAM:

"In life, we often worry about how uncertain the future is, but today we get a look into our shipyard's future, and—spoiler alert!—it looks a lot like you graduates. That's because you are the very ones who will lead America's Shipyard and keep our Navy sailing well into the 21st century.

You fix ships. That's an obvious statement, but not one many people get to hear. That's because regardless of your trade, you bring very unique and valuable skills to our ONE TEAM in America's Shipyard. You should be proud that you fix ships—and not just repairing them, but modernizing and inactivating them as well. You should be proud not only because you have a special skillset, but also given the kinds of ships under our care. Because we don't work on ferries or cruise ships—we service warships that protect our Nation, our loved ones, our very way of life.

Whether it's a submarine like USS Toledo (SSN 769), or a carrier like USS Dwight D. Eisenhower (CVN 69), completing projects in our shipyard takes an Olympic level of commitment,

continual enforcing of standards and a total team effort so those ships can get back to sea where they belong. It takes a focus not on what we can't do, but rather on what we can do—a mindset that instead of making excuses, continually managing all that's achievable today. You have already seen from your time in the apprentice program that setbacks are a fact of life in our business—it's up to us whether they temporarily delay us or permanently define us. Whether through fixing the problem yourself or elevating it to a supervisor for resolution, we can find a way to yes. If you remember one thing from what I say here today, I hope it's this—Don't Give Up The Shift! How you respond today might make the difference for the future of our Navy and Nation.

That's because the threats our country faces are real, and they are growing. We have countries who wish us ill; we have other navies working to become as strong as ours. We can't let that happen—and we won't let that happen, by bringing our best selves to work every day to unleash on our ONE MISSION to repair, modernize and inactivate our Navy's warships and training platforms. In addition to your abilities, your ideas are needed as well. Being on the front lines in doing the work provides you great understanding of our biggest problems to go get after as leaders. We're reliant on your feedback—the Get Real that lights the way to our Get Better. When you keep working with that "fix or elevate" perspective, together, as ONE TEAM, we will get across the goal line.

It takes our project teams, production shops and all the individuals within them—you—understanding that nothing we do is ever done in isolation; your part supports the greater whole, every day, in every phase of a work evolution. Everything we do has a ripple effect. One work stoppage resulting in losing an hour in a schedule might not sound like much initially, but ship maintenance can be like a challenging game of Tetris. Our accomplishments disappear, down the river in our case, while the problems pile up. And for us, when those problems accumulate, they can result in delivering a ship back to the

Fleet weeks or months behind schedule, which impacts Navy deployments, our Sailors who serve, and their families. So always look to the next goal in front of you—what needs to be accomplished tomorrow? How will that position us for success next week? How will next week influence next month? You own your area of responsibility, and not just me but our entire Navy is relying on you to shoulder that responsibility with purpose and pride. Don't Give Up The Shift!

As a vital member of our ONE TEAM in America's Shipyard, thank you for your daily commitment to deliver your competence and craftsmanship to maintain and modernize our Navy. I know a mindset of "Don't Give Up The Shift" takes discipline, responsibility, integrity and patience. It takes a continual focus on what can be achieved today—that way, hour 7 or hour 8 of a shift is just as productive and key to our success as hour 2 or 3. Show discipline in your work, own it with responsibility, exhibit integrity in all you do, and have the patience to value the perspectives and inputs of your teammates, building the shipyard culture we're all proud to be a part of.

Together, we will reach our shipyard vision to deliver on time, every time, everywhere to protect America. You are on the front line for delivering our Nation's naval presence throughout the world, protecting our interests and keeping America and its allies safe. Don't just hold the line, advance it. By serving Norfolk Naval Shipyard, we effectively serve our families, our community, our Navy and our Nation."

**Capt. Dianna Wolfson**  
Commander,  
Norfolk Naval Shipyard



# Norfolk Naval Shipyard



*Celebrates*



VETERANS DAY  
HONORING ALL WHO SERVED

November 11



ONE MISSION • ONE TEAM







## MOVING UP THE RANKS

Norfolk Naval Shipyard (NNSY) was awarded the Sustained Corporate Support for STEM Education Award during the Second Annual Mission Critical STEM Education Awards Dinner Oct. 6 at the Renaissance Portsmouth-Norfolk Waterfront Hotel. Hosted by Starbase Victory, Inc., the event recognized supporters for their collaborative efforts in amplifying STEM in the Portsmouth community. NNSY Operations Officer Capt. Lawrence Brandon was the keynote speaker for the event and accepted the award on the shipyard's behalf.

"At Norfolk Naval Shipyard we have a lot of complex and demanding work. It takes an exceptionally talented and dedicated workforce to do it, and we need a steady pipeline of those workers coming in as we prepare for our next 255 years of service," said Capt. Brandon at the event. "Programs such as STARBASE are such an important opportunity to help open that pipeline."

NNSY has been heavily active in STEM activities, and has been supporter of STARBASE Victory for 20 years – helping to set up facilities for learning, and developing students within the community. Even when challenged with the pandemic and the shift to virtual learning, the shipyard helped teachers with a variety of projects so Portsmouth students could continue their education. In the last year, NNSY has supported five STARBASE summer camps with help from the shipyard's People Development Team and STEM Employee Resource Group. (Photo by Robert Fogel)



## CONGRATULATIONS 1LS GRADUATES

Congratulations to the latest First Level Supervisor High Velocity (1LSVS) Graduates, who celebrated their graduation Sept. 21, 2022. (Photos by Shelby West, NNSY Photographer)

Have an idea for a story to feature in an upcoming Service to the Fleet? Want to recognize one of your fellow shipyarders as the next Shipyard Spotlight? Want us to advertise an upcoming event? Email the NNSY Public Affairs Office today at [NNSY\\_PAO@us.navy.mil](mailto:NNSY_PAO@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. All blood drives are held in the Bldg. 1500 Lobby from 8:30 a.m. to 12:30 p.m.

- December 13

Walk-ins are welcome! Appointments can be made at <https://www.militarydonor.com/>. For more information, please contact Melanie Prescott at [melanie.prescott@navy.mil](mailto:melanie.prescott@navy.mil) or go to <https://www.militaryblood.dod.mil/>.

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

The Combined Federal Campaign season is up and running. While all employees should be encouraged to contribute, one essential feature of the campaign is that all contributions are voluntary. Supervisors should not solicit employees to contribute nor should they inquire whether an employee chose to participate or not. Lists of who did and who didn't contribute should not be developed. Supervisors shouldn't set 100 percent participation goals in their organizations. And, as usual, contractor employees should never be asked to contribute. If you have any questions, please contact the Shipyard Office of Counsel (Code 107) at 757-396-8625.



## STRIKE ZONE GRAND REOPENING

Norfolk Naval Shipyard MWR held a ribbon cutting ceremony for the grand reopening of the newly refurbished Strike Zone Bowling and Community Center at Scott Center Annex Sept. 23, 2022. The center is now open Friday through Sundays from 12 until 8 p.m. (Photos by Shelby West, NNSY Photographer)

## SMART TRAINING CONDUCTED VIA WAYPOINTS

At the start of FY23, all Department of the Navy (DON) mandatory and required training shall be completed, documented, and tracked in Waypoints - transitioning from Automated Training Management System (ATMS) and Total Workforce Management System (TWMS). Trainings will be available in early 2023 for all users and will be able to be found under the "Learner Home" tab. Reminder that shipyard employees can access Waypoints at <https://don.csod.com/>. For users who do not have a computer account, local activities will have computer based training labs or classroom training sessions will be made available. For more information, contact [NNSYWaypointsDivisionAdmins@us.navy.mil](mailto:NNSYWaypointsDivisionAdmins@us.navy.mil).

Weekly Waypoints update meetings are held every Wednesday at 9 to 10 a.m. via Microsoft Teams. For more information or to sign up for a future session, contact Shelly Simpson at [shelly.a.simpson2.civ@us.navy.mil](mailto:shelly.a.simpson2.civ@us.navy.mil) or email [NNSYWaypointsDivisionAdmins@us.navy.mil](mailto:NNSYWaypointsDivisionAdmins@us.navy.mil).





## PINK OUT DAY

The Norfolk Naval Shipyard (NNSY) Federal Women's Program (FWP) recently held Pink Out Day Oct. 20, inviting the workforce to wear pink in honor of Breast Cancer Awareness Month. (Photo by Danny DeAngelis, NNSY Photographer)



## TOYS FOR TOTS KICKOFF

The Norfolk Naval Shipyard (NNSY) Veteran Employee Readiness Group (VET-ERG) recently kicked off their Toys for Tots campaign at the shipyard. Interested participants can drop off toys at various box locations across NNSY, Scott Center Annex, and Naval Station Norfolk until Dec. 8. Contact the VET-ERG Officer Group at [NNSY\\_VET-ERG\\_Officers@us.navy.mil](mailto:NNSY_VET-ERG_Officers@us.navy.mil) for more information. (Photo by Shelby West, NNSY Photographer)



# CPO PINNING 2022



Congratulations to the new Chiefs who were recognized in the CPO Pinning Ceremony Oct. 21. The traditional U.S. Navy Chief Petty Officer pinning ceremony recognizes the most significant promotion of a Navy Sailor's career.

Check out the NNSY Facebook page for the full set of photos from the event. (Photos by Danny DeAngelis, NNSY Photographer)





# Norfolk Naval Shipyard Welcomes New Journeymen in Annual Apprentices Graduation

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST  
PHOTOS BY SHELBY WEST AND DANNY DEANGELIS • NNSY PHOTOGRAPHERS



Friends and family gathered Oct. 14 at Scott Center Annex to celebrate the achievements of the graduates of the Norfolk Naval Shipyard (NNSY) Apprentices Program.

The 176 graduates, representing 21 trades across the shipyard, have completed a four-year training program, which includes academics, trade theory, and on-the-job experience. Upon graduation, the apprentices will receive a Technician Career Studies Certificate and will be converted to the journeymen level of their trade.

"In life, we often worry about how uncertain the future is, but today we get a look into our shipyard's future," said Shipyard Commander Capt. Dianna Wolfson. "That's because you graduates are the very ones who will lead America's Shipyard and keep our Navy sailing well into the 21st century. Regardless of your trade, you bring very unique and valuable skills to our ONE TEAM in America's Shipyard in working towards fixing ships. You should be proud that you fix ships—and not just repairing them, but modernizing and inactivating them as well. You should be proud not only because you have a special skillset, but also given the kinds of ships under our care. Because we don't work on ferries or cruise ships—we service warships that protect our Nation, our loved ones, our very way of life."

She continued, "As a vital member of our ONE TEAM in America's Shipyard, thank you for your daily commitment to deliver your competence and craftsmanship to maintain and modernize our Navy. I know a mindset of 'Don't Give Up The Shift' takes discipline, responsibility, integrity and patience. It takes a continual focus on what can be achieved today. Show discipline in your work, own it with responsibility, exhibit integrity in all you do, and have the patience to value the perspectives and inputs of your teammates, building the shipyard culture we're all proud to be a part of. Together, we will reach our shipyard vision to deliver on time, every time, everywhere to protect America. You are on the front line for

delivering our Nation's naval presence throughout the world, protecting our interests and keeping America and its allies safe. Don't just hold the line, advance it. By serving Norfolk Naval Shipyard, we effectively serve our families, our community, our Navy and our Nation."

The NNSY Apprentices Program Class of 2022 valedictorian was Linda Matthews, a Shop 31 Inside Machinist. A 2012 graduate of Lakeland High School, Matthews completed the program with a 3.942 GPA, which earned her an early promotion. "When people ask me if I like working at the shipyard, I can honestly say this is the best job I've ever had. I've had the opportunity to grow in a career and as a person. Above all, I feel like my work matters."

Matthews continued, "Even though we have now completed our four year apprenticeship, we must be cautious not to become overconfident. This is a dangerous work environment where safety is paramount and complacency is the enemy of safety. One miscalculation could change the quality of your life forever. The most sobering part of the work we do here is knowing that we determine whether other people live or die. There is no room for error. We must demand perfection from ourselves and those around us. Today we call ourselves mechanics – we can no longer hide behind the title of apprentice. We must accept the responsibility that comes with our journeyman's card. Whether you want to be the best mechanic you can be, or you aspire to be a superintendent – from here we will go on to be the next leaders of America's Shipyard."

This year marks the 109th anniversary of NNSY's Apprentices Program, one of the most historic and honored apprentice programs in the nation. The program has been recognized by the U.S. Department of Labor, in partnership with the Secretary's Advisory Committee on Apprenticeship (ACA), as a 21st Century Registered Apprenticeship Trailblazer and Innovator.









## SHIPYARD SPOTLIGHT: MEG MCINTOSH

**STORY BY MICHAEL BRAYSHAW • DEPUTY PUBLIC AFFAIRS OFFICER**  
**PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER**

Whether it's in her previous position as Accounts Payable Supervisor or new responsibility as a Comptroller Department (Code 600) Management Analyst, Meg McIntosh approaches every day with pride for Norfolk Naval Shipyard (NNSY) and passion for teamwork.

That One Mission - One Team mindset is particularly important given McIntosh's reach and responsibility of processing payments to vendors, contractors and other businesses providing goods and services to the command. The accounts payable team also processes miscellaneous payment vouchers for shipyard employee college courses, safety shoe reimbursements, federal and state fees, legal settlements and more.

"I love helping people and leaving things better than how I found them," said McIntosh. "Even though I am in a support code, those on the waterfront cannot perform their job without employees and material. Work stoppages are caused when vendors do not receive payment for their invoices. Shipyard employees should feel valued and appreciated, which is why our team should have employee payment vouchers processed in a timely manner. And I'm nothing without my team! You should treat your employees the way you want to be treated."

She's long had an appreciation for NNSY and its people. One could say the roots of the McIntosh family tree run deep through shipyard concrete. Her parents Norm and Kathy both made lifelong careers at NNSY, with her father always advocating "accomplishment of the mission and welfare of the people" as a leader's biggest priorities. McIntosh's brothers are both currently at the shipyard, with Norm an Assistant Chief Test Engineer in Code 246, and Cody as Shop 31 apprentice turned Code 300 Zone Manager. McIntosh's grandfather, grandfather's brother, great uncle, and Aunt Dot also worked at NNSY. Her Great Uncle Jim met his wife Kitty at the shipyard during World War II. Even outside her family, her best friend's father served on a shipyard Tiger Team. "Friends and family who worked here always had so much pride and dedication

for the shipyard and their jobs, and it definitely impacted me growing up," said McIntosh.

Perhaps surprisingly then, her initial dream, going back to being seven years old, was instead to become a firefighter, which she did for ten years prior to retiring on a service-connected disability. She joined NNSY in 2009 in the Cost Accounting Branch of Code 600 as a GS-03 Student Trainee. McIntosh credits her firefighting experience with instilling an appreciation for teamwork, having a sense of urgency, valuing safety and that "helping people and doing the job correctly are what matter." Since then she has put out the figurative fires in Code 600 as needed, which includes addressing invoicing questions and issues with stakeholders, attending meetings, updating metrics, preventing any work stoppages on the waterfront and developing her team. "Some people joke that I retired as a firefighter only to become one for the shipyard," she said.

"She is an incredible leader who truly cares about every one of her employees," said Katie Turner, formerly of the Accounts Payable team. "Her leadership skills, organization, teaching, empathy, compassion are just a few of her amazing traits. Most of all importance, is her work ethic and drive to complete tasks. She shows up every day with a mission to get the job done, and done correctly. Meg's professionalism is top notch with all co-workers, leadership, and stakeholders. She knows and understands the CORE values of this shipyard, and deserves recognition for her hard work every single day."

Crediting her empathy and compassion to her mother and sense of leadership responsibility from her father, McIntosh said her "my Dad taught me that you can delegate authority, but never responsibility. You are always responsible for the work no matter what. Do not blame others when issues arise, just go fix the problem. And do not ever ask your employee to do something that you would not do yourself. Know how to do the work, and the regulations that dictate your processes. Know your 'why.'"





From Left to Right: Management Analyst Meg McIntosh speaks with her team in the Comptroller Department (Code 600); McIntosh and her family Cody, CW5 Ret. Norman, Angel, Kathy, and Norm; McIntosh and her cousin Steve Riddick skydiving; McIntosh visiting Brussels; McIntosh horseback riding in Ireland.



## TWELVE THINGS YOU DIDN'T KNOW ABOUT *Meg McIntosh*

1. She has always had beagles as pets because they are very personable, loving, and loyal.
2. Her favorite books are the Bible and 1984.
3. She enjoys traveling internationally and domestically to new places. Her favorite place to visit so far has been Ireland. Some of her ancestors are from County Galway and it felt like home to her.
4. One thing she could never give up is her Christian faith.
5. Her favorite sports team is the 49ers, which has been her team since the days of Joe Montana, Jerry Rice, and Steve Young.
6. She has never been a fan of gnomes - something her family likes to hide and surprise her with as a practical joke.
7. One of her biggest pet peeves is slurping.
8. When asked how to describe herself in three words, McIntosh said: Christian, loyal, and competitive.
9. One of her favorite community service projects she worked is the prison ministry.
10. Her favorite music venue is The Boathouse in Norfolk, Va.
11. Her favorite flavor combination is peanut butter and chocolate.
12. When asked what is something people are obsessed with that she doesn't get, McIntosh stated celebrity gossip, social media, and keeping up with the Joneses.







# Our Yard History:

## Docking the Liner SS United States

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

The Liner SS United States was constructed at Newport News Shipbuilding and Drydock Company in the years of 1950-1952. As the flagship cruise liner of the nation, it boasted impressive statistics such as total bow length of 990 feet and a beam of 101.5 feet. Constructed at a cost of 78 million dollars the ship could produce an amazing 247,785 horsepower and was capable of exceeding 38 knots (44 MPH) so powerful it could outrun most battleships.

The U.S. Government worked in conjunction with the United States Lines to develop a "super ship" to be part Cold War weapon and part luxury ocean liner. The top-secret Pentagon project produced the fastest, safest and most advanced vessel ever constructed - the SS United States. The ship could be quickly converted into a troop carrier able to transport 15,000 military service members for 10,000 miles without refueling, and do it faster than any other ship before or since.

Due to its hidden military objective (though the SS United States was never ultimately employed for wartime purposes), the construction of the ship was shrouded in secrecy. The ship

was the first major liner to be built in a dry dock, away from prying eyes, and was unveiled to the public already in the water, ensuring its knife-like hull and propellers couldn't be studied by foreign enemies.

After its maiden voyage and record-breaking transit across the Atlantic in July of 1952 the vessel comes to Dry Dock #8 at the Norfolk Naval Shipyard by late November of 1952 to have the propellers pulled for inspection along with general hull observations conducted upon the top-secret underwater design.

This early work package must have held such importance that on November 19, 1952 we hold record that United States Lines, Inc. of New York, NY made a special deposit to the Disbursing Officer of the Norfolk Naval Shipyard in the amount of \$80,000 to cover the cost of said docking and supporting photography.

The following images show this famous ship within our Dry Dock #8 during and after that important observation period once again attesting to NNSY's motto - "Any Ship, Any Time, Anywhere".







# Planning Foreign Travel – Steps You Need to Take Before Take Off

STORY BY KRISTI BRITT •  
PUBLIC AFFAIRS SPECIALIST

As we enter the holiday season, many are planning adventures across the globe, whether it be to visit family, see the world, or just catching some much needed rest and relaxation. As a member of the federal government, Norfolk Naval Shipyard (NNSY) employees are welcome to take foreign travel both for official business as well as for personal reasons; however, there are some steps all employees must take before they take off on their next adventure.

“If employees are looking to travel overseas, they must reach out to their Department Security Coordinator (DSC) prior to leaving to begin the process,” said NNSY Foreign Travel Manager Lisa Lafitte. Per DOD Directive 4500.54G Foreign Clearance Guide (FCG), this instruction governs what is required for government employees in order to be able to travel to a foreign country. More information is available at <https://www.fcg.pentagon.mil/fcg.cfm> on requirements for countries or COCOMs.

“The Foreign Travel Office acts as the liaison for the Geographic Combatant Commander (GCC) Clearance Office – and we help to ensure everyone is set and ready to go so that employees are taken care of before they travel. We handle these requests not only for NNSY but also for the Naval Foundry and Propeller Center (NFPC) in Philadelphia and Nuclear Regional Maintenance Department (NRMD) Kings Bay in Georgia,” said Lafitte. “Requirements are not going to be the same for each country. Some places require additional training and briefings while others do not. However, it’s important for all employees to report their travel to include itineraries to ensure they are able to travel to the areas in question and ensure that if anything happens while they are overseas, they are in the system and able to reach out to the COCOM to receive assistance. This includes having an updated Isolated Personnel Report (ISOPREP) and making sure all permissions are in place.”

If an employee travels overseas and misplaces their passport or an incident happens, reporting their travel and ensuring everything is in place so the COCOM can assist them as quickly as possible.

“Our team works hard to assist in these endeavors, working

with employees every step of the way to get them situated for their travel,” said Physical Security Branch Head Mike Morse. “It’s imperative that employees let their DSCs know as soon as possible, no later than 30 days in advance of the planned travel. Sometimes emergency services are needed and we’ll work with you in that regard; however, we need time to ensure all actions are completed and areas of interest are accessible for travel. There are some areas that are restricted access, which will require special permission from the SES as well as the COCOM overseas before travel can be authorized.”

Lafitte added, “The DSCs are the first lines of defense and an integral part in following the FCG and getting employees prepared. They can share the current status of countries with employees and go over everything the employee needs to complete prior to meeting with us. In addition, employees can visit [state.gov](https://state.gov) for additional information on country status for travel. The DSCs are also trained frequently on the local requirements as well as instructions across the Department of Defense (DoD) to ensure they have the tools available to assist you as needed.”

Timeliness is key to ensuring there are no hold-ups going into both official and personal travel. Once the reports are finalized ahead of time, everything is entered into the database to ensure employees are accounted for. If any changes occur to the itinerary, for example adding another location country to travel during your trip, please be sure to work with your DSC following your travel to update your itinerary.

“We want to make sure our employees are safe and secure during travel at all times,” said Morse. “If all the steps are completed, we’ll be able to get you to your destination as quickly as possible. Should anything occur, you’re set up and ready to get assistance with that COCOM. If you have any questions, please reach out to your DSC or the Physical Security and Antiterrorism Department (Code 1121) and we’ll do our best to assist.”

A list of DSCs for each department are located at <https://webcentral.nnsy.navy.mil/Departments/C1100/C1120/DSC/SitePages/Home.aspx>.





Norfolk Naval Shipyard

Celebrates

# Native American Heritage Month





# BRAVO ZULU, AMERICA'S SHIPYARD



*Congratulations to all our shipyard volunteers who supported the 2022 Oceana Air Show! Shipyard Commander Captain Dianna Wolfson recently recognized these volunteers with BZ100 awards and thanked them for increasing awareness about the shipyard and the many career fields available for STEM-minded students in the community. "Through your great involvement supporting events like these, we show our encouragement and that they can do it too!" said Wolfson. (Photo by Shelby West, NNSY Photographer)*



*Congratulations to our Fire and Emergency Services Response Team! Shipyard Commander Captain Dianna Wolfson recently recognized these team members with BZ100 awards and thanked them for continually improving the shipyard's ability to fight fires and safeguard our warships. "I couldn't be prouder of your response and focus, and I know it takes a tremendous amount of effort!" said Wolfson. (Photo by Shelby West, NNSY Photographer)*

# BRAVO ZULU, AMERICA'S SHIPYARD





***Congratulations to our Code 2320 members, recently recognized by Shipyard Commander Captain Dianna Wolfson with BZ100 awards for urgent special emphasis work supporting NRMD-Norfolk in service to the Fleet! “Thank you not just for your constant dedication working to get our get our submarines and aircraft carriers back out to sea, but also thank you for your creativity,” said Wolfson. “Because we often have to think creatively when attacking the problem. You are so appreciated and valued for what you do!” (Photo by Shelby West, NNSY Photographer)***



***Congratulations to our high-performing Defense Logistics Agency (DLA) teammates, recently recognized by Shipyard Commander Captain Dianna Wolfson with BZ100 awards for supporting NNSY’s material needs! “Thank you for your commitment and dedication!” said Wolfson. “Your commitment is so significant to get the JML [Job Material List] right—it takes a lot of teaching, mentoring and coaching.” (Photo by Shelby West, NNSY Photographer)***



***Congratulations to Vern Cortez, Program Manager for the Fleet Forces SharePoint Online database, recently recognized with a BZ100 award from Shipyard Commander Captain Dianna Wolfson! Responsible for managing the database for tracking recruitment and classification actions, Vern helps NNSY meet its operational requirements through ongoing hiring efforts while continuing to make system improvements all as part of the shipyard’s ONE MISSION-ONE TEAM mindset! Commending his efforts to support hiring, Wolfson said, “What you’ve done is amazing and directly ties to our ONE MISSION!” (Photo by Shelby West, NNSY Photographer)***





***Congratulations to Pascal Nkengla of NNSY's Office of Counsel, recently recognized with a BZ100 award from Shipyard Commander Captain Dianna Wolfson for his great work supporting several significant shipyard legal matters in the past month. "Thank you for putting in all the hours and effort!" said Wolfson. (Photo by Shelby West, NNSY Photographer)***



***Congratulations to the NAVFAC PWD Portsmouth team supporting repair of the shipyard's electrical distribution system, recently recognized with BZ100 awards from Shipyard Commander Captain Dianna Wolfson. "I've been very in tune with all your efforts, and know we're taking action because of them!" said Wolfson. "I'm invested in you, and thank you for being invested in us!" (Photo by Shelby West, NNSY Photographer)***



***Congratulations to MWR Director Chad Rickner, recently recognized with a BZ100 award for his efforts coordinating upgrades to the bowling center for its reopening last month! Wolfson thanked Rickner for these renovations that have helped modernize the bowling center and improve quality of life for Sailors and civilians using the facility. (Photo by Shelby West, NNSY Photographer)***





*Congratulations to the shipyard shop team recently supporting repair of a facility chiller, responding within 24 hours of the request to configure power supply and fabricate special fittings to support the needs of the building occupants. "You show how we go and get our jobs done when we commit to something!" Wolfson told the team. "That commitment has so much impact and ramifications on everything we do, so thank you!" (Photo by Shelby West, NNSY Photographer)*



*Congratulations to Matt Olson, NAVFAC Installation Archaeologist who was recently recognized with a BZ100 award by Shipyard Commander Captain Dianna Wolfson! Matt was recognized for outstanding efforts in supporting an accelerated project award and coordinating with the Virginia Department of Historic Resources. (Photo by Shelby West, NNSY Photographer)*

*Congratulations to Unaccompanied Housing Director Mat Calhoun, recently recognized with a BZ100 award from Shipyard Commander Captain Dianna Wolfson for providing emergency assistance during the early morning hours. "That was very heroic and I appreciate you!" said Wolfson. (Photo by Shelby West, NNSY Photographer)*





Norfolk Naval Shipyard  
*Celebrates*

# ***National Veteran's***

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# *and* ***Military Families***

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# ***Month***

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# Shipyard Employees Expand their Knowledge through the Availability Performance Manager Rotational Program

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST  
PHOTO COURTESY OF BRIAN HARRIS

For approximately 15 years, an individual from each of the four public shipyards is sent to Naval Sea Systems Command (NAVSEA) at the Washington Navy Yard for four months under the Availability Performance Manager (APM) Rotational Program to serve in the Naval Shipyard Product Delivery Division under the Industrial Operations Group in the Logistics, Maintenance and Industrial Operations Directorate.

“The purpose of the program is to gain knowledge and awareness on planning and execution projects from all four shipyards,” said Norfolk Naval Shipyard’s (NNSY) APM Rotational Program Coordinator Kenneth Sasser. “Those who are selected stay engaged with senior project leadership to see where they need help on resources, supplies, parts, equipment and contracts. They get opportunity to meet and brief with NAVSEA 04 senior leadership on expectations for mission delivery.”

The APMs work directly for NAVSEA 04X1 updating and tracking project performance. They prepare briefs each week that are sent in from projects to support the Horizon Review Board chaired by Deputy Commander, Logistics, Maintenance and Industrial Operations (NAVSEA 04), Naval Sea Systems Command, Rear Adm. Scott Brown. The APM receives taskers for research on past projects to make sure if there are ways to improve their sharing with project leadership.

“I applied for this program to improve my professional and networking relationships with the NAVSEA community,” said Advanced Engineering and Planning Department (Code 222) Advanced Planning Manager Brian Harris, who recently completed his stint in the program. “I understood the repair and maintenance of ships and subs at NNSY, but I was never involved in the communication and the decisions between NAVSEA and NNSY. They talked about entities I would never been involved with unless I had a seat at the table. For instance I went to the Fleet Scheduling Conference and learned how NAVSEA schedules projects 15 years out for all four shipyards. I also learned what projects the other shipyards were working on, what obstacles they need to overcome and how they plan on getting past those barriers to get the ships back to the fleet

on time.”

“This is a great opportunity to get a chance to see how headquarters operate all four shipyards,” added Sasser. “The APM gets to see a different perspective on how the plan come together. It is a great opportunity for networking and getting the ability to have conversations with senior leadership.”

The APM Rotational Program is open to GS-12s and higher who have completed their Project Fundamentals Training. If interested or want to learn more about the program, send your resume to Kenneth Sasser at [kenneth.l.sasser.civ@us.navy.mil](mailto:kenneth.l.sasser.civ@us.navy.mil).





# Celebrating NNSY's Commitment to Naval Sustainment System--Shipyards



**Congratulations David Lassiter!** He was recently awarded the Navy Civilian Service Commendation Award for his professional achievement in the superior performance of his duties while assigned as the Action Officer to the Naval Sustainment System - Shipyards Infrastructure Pillar for Norfolk Naval Shipyard (NNSY) from July 2021 to September 2022.

Lassiter embraced his collateral role with high standards in leading a team of department level managers in all four Naval Shipyards, the NAVSEA Program Management Office PMO-5555, and with numerous contracting partners. He has performed exceptionally well in his leadership role with significant personal investment, energy and engagement, ensuring the Pillar achieved substantial progress as noted by a number of stakeholders.

Additionally, his actions resulted in the creation, training, and development of a standard method for capturing and reporting Industrial Process Equipment Maintenance data. This resulted in a measurable improvement in the percentage of critical, mission capable assets in the Machine Shop, with an increase from 79% to 96% machine availability. Lassiter's distinctive accomplishments and loyal devotion to duty reflected credit upon himself and were keeping with the highest traditions of the Department of the Navy.

(Photo by Shelby West, NNSY Photographer)



# CONGRATS IKE PROJECT TEAM



USS Dwight D. Eisenhower (CVN 69) Commanding Officer, Capt. Paul Campagna, and Norfolk Naval Shipyard (NNSY) Commanding Officer, Capt. Dianna Wolfson, thank NNSY employees who served on the “IKE” Project Team during the IKE’s FY21 Planned Incremental Availability, at Norfolk Naval Shipyard, Portsmouth, Va., on Nov. 2. (Photos by Shelby West, NNSY Photographer)





# C-FRAM FRAUD SCHEME AWARENESS

## NOVEMBER EDITION: BRIBERY AND KICKBACKS

Acceptance of Something of Value in Exchange for Preferential Treatment

### GOVERNMENT EXAMPLE

On April 15, 2022, Jennifer Strickland plead guilty to bribing a government official. From July 2018 to December 2019, she made cash payments to a GSA contracting official in order to receive a contracting award for construction and renovation of federal buildings in Eastern Virginia valued at more than \$1.3 million.

On June 17, 2022, GSA contracting official Charles Jones plead guilty of accepting the above bribes and additional contracting bribes. He awarded contracts to two construction companies over a period of four years, accepting more than \$450,000 in bribes.

Both Strickland and Jones face up to 15 years in prison for these crimes.

### DON EXAMPLE

Erik Martin was sentenced to 45 months in prison on June 29, 2021 for taking bribes in exchange for directing transportation contracts to Darrel Fitzpatrick, an Atlanta business man. Fitzpatrick wired or attempted to wire Martin over \$250,000 in at least four transactions in 2019 in the form of kickbacks.

Martin directed contracts worth over \$2 million to two different companies Fitzpatrick either managed or owned. The companies were bus brokerage companies that provided transportation to the United States Marine Corps Reserves.

Government authorities successfully forfeited approximately \$1 million of the criminal proceeds from accounts belonging to the defendants.

### INDICATORS (RED FLAGS)

Overly friendly interaction between government employee and contractor; questionable, undocumented, or frequent requests for change orders for a particular contractor; payment of unjustified high prices, purchase of unnecessary or inappropriate goods/services, or 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.



# NORFOLK NAVAL SHIPYARD

## HONORS



# WARRIOR CARE MONTH

The mission of the Warrior care website is to proactively support wounded, ill, and injured Service members in their recovery and reintegration or transition to civilian life.







Happy

Thanksgiving



*From*



Norfolk Naval Shipyard!

