

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

February 2025



**Norfolk Naval Shipyard Welcomes
USS Dwight D. Eisenhower (CVN 69)
for Planned Incremental Availability**



COMMANDER'S CORNER

From the desk of Capt. Jip Mosman



Team NNSY,
Happy 2025! We've kicked off another year here at America's Shipyard, and we've got a lot of exciting things happening on the horizon. We've already welcomed USS Dwight D. Eisenhower (CVN 69) in January

to our waterfront for its FY25 Planned Incremental Availability (PIA). And we've got a lot more projects coming down the pipe, including the completion of USS Toledo (SSN-769) FY21 EOH Availability, the tow of ex-MTS Sam Rayburn, USS Montpelier's (SSN-765) complete rip-out, the completion of USS John Warner's (SSN-785) cold ops, and more.

Our goals for this new year are all centered on improving the way we do business and providing you, our shipyard workforce, with whatever is needed for you to get the job done efficiently and safely. We're working to establish 14 additional Point of Use Consumable Hubs across our waterfront. In addition, we're issuing individual toolkits to Shops 11, 17, 38, 41, 64, and 71, with even more coming soon to fit the needs of our employees. We're deploying digital crew boards to all supervisors to better align the work being done. We're also establishing a partnership with Tidewater Community College for Facilities Maintenance Mechanics Training

which will bring lots of great learning and opportunities to build our skillsets going forward. We've also put in a lot of work into our People Experience Team to improve recruitment and hiring processes across the board, helping to strengthen that pipeline from the initial interviews to having folks on the deckplate. These are just a taste of what we've got planned, and I'm looking forward to joining you all in another great year here at NNSY!

Stay tuned for more shipyard teambuilding events coming so we can celebrate our ongoing wins together. Thank you all for your continued support in our mission to service the Nation's fleet.

Press Forward Team!


Capt. Jip Mosman
Commander,
Norfolk Naval Shipyard



IT'S HERE!!!

GET YOUR COPY TODAY!!!

**The Special Edition Service to the Fleet 2025
Calendar is now available!**

**Reach out to NNSY_PAO@us.navy.mil for your copy
or for copies for your department today!**

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www.dvidshub.net/unit/NNSY

GEMBAS FOR THE WIN

- As a result of lessons learned from EX-SAM RAYBURN (MTS-635) Inactivation, MARF DLA Project was approved to execute an early start in June 2024 ahead of the scheduled start availability in November 2024. In June, the team got to work removing interferences and installing test equipment. The MARF Overhaul Project and Code 2340 saw an opportunity to execute system drains nine months earlier than scheduled, and the overhaul team and NEPD conducted twice a week meetings to get technical work documents, set priorities and successfully complete the drains in the proposed timeframe. This achievement was fully executed remotely at the KSO Site in NY, a DOE Site with major hurdles and requirements unlike those at NNSY. This is a huge win and the MARF Project is off to a great start, meeting all approved milestone dates to this point. The team is currently on-track to meet the milestone March 25, 2025.

To:

NNSY Employees



From:

Norfolk Naval Shipyard



CHECK OUT THE NNSY LINKTREE TODAY!



Congratulations to Kirsten Forrester who was recognized as Norfolk Naval Shipyard's Department Security Coordinator of the Year for 2024. (Photo by NNSY Photographer Megan Price)



Congratulations to Norfolk Naval Shipyard's newest First Level Supervisor High Velocity (1LSHV) graduates, who were celebrated for their achievements Dec. 10, 2024! Individuals are selected for 1LSHV within their first year of attaining the position of First Level Supervisor, which provides a mix of leadership development methods including classroom learning, on-the-job shadowing and team participation. (Photo by FCA1 Megan Price)



We may have turned to the 2025 calendar, but Shop 06 is not yet done adding to their safety flag collection for 2024! Congratulations to NNSY's Facilities and Equipment Maintenance Shop (Shop 06), winner of the September 2024 Safety Flag—their fourth flag for the year! Shipyard Commander Captain Jip Mosman congratulated shop members and presented the flag Jan. 8. The shop had no injuries or lost workdays for the month. Through a focus on safer facilities and equipment, as well as improved work practices and modeling shipyard C.O.R.E. (Care, Ownership, Respect and Excellence) values, Shop 06 is continuing to set the standard for shop safety at NNSY. "Congratulations and phenomenal work on this earning this award!" said Mosman. "It takes all 10,000-plus of us to meet our mission. You can see in the news what's happening in the world and how things are changing. Each one of us contributes to the defense and support of our Nation. Thank you and I look forward to a great 2025!" At the event, Joseph Stevens, Curtis Fennell, Cody Tucker and Nino Cloyd were recognized with individual certificates of appreciation for their efforts in contributing to a safer workplace. (Photos by GSM1 Christian Bautista.)





ELECTRICAL SAFETY



Death or injury can occur from an

ELECTRICAL SHOCK

PERFORM A VISUAL INSPECTION OF ALL ELECTRICAL EQUIPMENT BEFORE STARTING WORK

- ★ Look for defects such as loose parts, damaged casings/housings, damaged/ripped/torn insulation, missing prongs/pins, etc.
- ★ Portable Electrical Tools/Equipment that are required to have inspection stickers should be taken out of service if sticker is missing or out of date.
- ★ Do not use damaged electrical equipment.
- ★ Report Damaged Electrical Equipment/Cables per requirements stated on the Electrical Shock/Damaged Cables/Equipment Response Card.





Shipyard Commander Captain Jip Mosman recognized members of NAVFAC Public Works Department Portsmouth and supporting contractor Dec. 11 for urgent repair and replacement of a pier freshwater line needed for an upcoming CNO availability. The contractor began repairs within a day of contract award and was able to complete the job in less than four weeks. Honored members included Jason Ambrose, Mike Harrison, Dylan Lukes, Conner Morris, Jason Pilcher, George Powell and Will Spry. (Photo by Shelby West, NNSY Photographer)



Shipyard Commander Captain Jip Mosman met with members of the North Suffolk Rotary Club Dec. 20 to discuss Norfolk Naval Shipyard's (NNSY) strategic importance to the Nation and value to the community as one of the largest employers in Hampton Roads. Mosman discussed quality of work life improvements for employees in 2024 including issuance of individual toolkits and changing the personal electronic device (PED) policy to allow camera-enabled cell phones into the industrial area. He also shared successes supporting the shipyard's mission this year including the on-time delivery of USS George H.W. Bush (CVN 77) in Nov. 2024. "Through huge wins like Bush, we've been meeting our commitments, which has been absolutely wonderful. Everything we do today at Norfolk Naval Shipyard is to send the ships back out and get more players on the field," said Mosman. (Photos by Kristi Britt, NNSY Public Affairs Specialist)

THANKS FOR GIVING BLOOD IN 2024

We wanted to take a moment to say thank you to everyone who participated in one of the Norfolk Naval Shipyard Armed Forces Blood Drives held throughout 2024. We had more than 180 donors provide blood that could be used within our community.

The 2025 drive dates are as follows. Each drive will be held from 8:30 a.m. to 1 p.m. in the Bldg. 1500 lobby:
Feb. 19-20, Apr. 24-25, June 25-26, Aug. 27-28, and Oct. 29-30

For more information, please reach out to Briana Darden at briana.d.darden.civ@us.navy.mil or visit www.health.mil/militaryblood/.

Ever think about getting involved in NNSY outreach and didn't know **how**?

Below are some FAQs for getting involved!



1. I want to get involved in NNSY Outreach. Who can I contact?

A - Erica Miranda is the Outreach Lead for Norfolk Naval Shipyard. Please email her at erica.s.miranda2.civ@us.navy.mil or the NNSY Community Connectors at NNSY_Community_Connectors@us.navy.mil.

2. Is there a MS Teams group with a calendar of upcoming events?

A - Yes, the MS Teams group is NNSY Community Connectors. Please email NNSY_Community_Connectors@us.navy.mil if you would like to join.

3. Can I get paid OT/COMP if I work events off duty?

A - This is dependent on supervisory approval, as well as time allowed for events during normal working hours.

4. Are all events after work or are some during work?

A - Events can range from during the work day, to after work, to weekends. Please make sure you are getting your supervisor's approval if it's during a work day.

If there are any other questions, comments, or concerns, please feel free to email Erica Miranda or NNSY Community Connectors.

Connecting with our Community

Norfolk Naval Shipyard (NNSY) gives back to the Hampton Roads community in an empowering way. If you are interested in participating in future outreach events, please contact Erica Miranda at erica.s.miranda2.civ@us.navy.mil.

Thanksgiving Drive at Waters Middle School



NNSY assisted families at Waters Middle School for their registered Thanksgiving meal drive Nov. 21, 2024. Meals included canned goods, turkey, a box of fruit, a turkey pan, aluminum foil and brownie/cake mix.

Thanksgiving Event at New Gosport

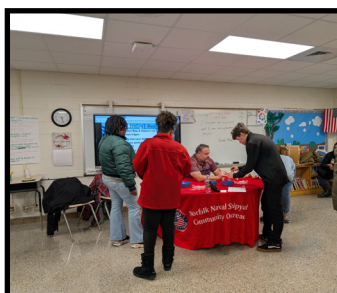


NNSY assisted in an outreach event at New Gosport Nov. 21, 2024, inviting military families to engage in Thanksgiving crafts.



Sparrow Intermediate STEAM Night

Engagements never stop! NNSY STEAM and Outreach participants participated with Sparrow Intermediate School for their STEAM Night Dec. 3, 2024. Participants guided the students and parents through two STEAM activities as well as providing information on NNSY and upcoming job fairs.



Churchland High First Robotics Team

NNSY partnered with STARBASE Victory to review Churchland High School's First Robotics Team Dec. 5, 2024, to aid in prepping for their upcoming competitions.



NNSY STEAM Days with Landstown and First Colonial



NNSY shops and codes came together to host two STEAM Days, with Landstown High School Dec. 6, 2024, and with First Colonial High School Dec. 13, 2024. The teams set up booths, capturing work responsibilities and different career paths at shipyard. Students learned about different trades, the apprenticeship and helper-to-worker program, as well as how to apply. The students were also given a window tour of the waterfront.



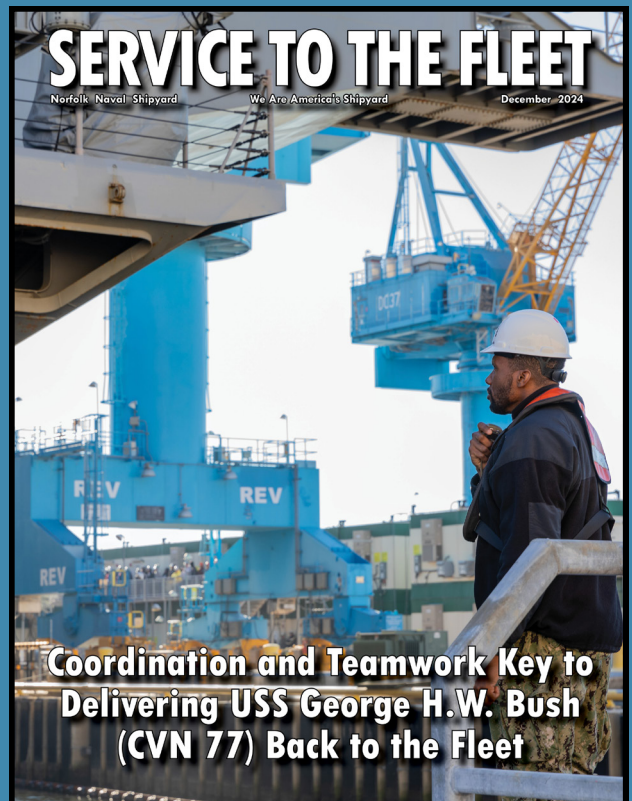
STEM Night at Portsmouth Public Schools

In collaboration with other organizations, NNSY participated in STEM night hosted by Portsmouth Public Schools (PPS) Dec. 12, 2024. At this engagement, PPS families toured the different stations and learned about NNSY, our different career paths and engaged in some hands-on activities related to our work.

NNSY

SERVICE TO THE FLEET

We Need You!



Coordination and Teamwork Key to Delivering USS George H.W. Bush (CVN 77) Back to the Fleet

Do you have any story ideas? Upcoming events? Shipyard spotlight nominations, etc.? We want to hear from you!

Contact NNSY PAO:
NNSY_PAO@us.navy.mil



Norfolk Naval Shipyard welcomes USS Dwight D. Eisenhower for Planned Incremental Availability

**STORY BY MICHAEL BRAYSHAW • NNSY DEPUTY PUBLIC AFFAIRS OFFICER
PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER**

Norfolk Naval Shipyard (NNSY) welcomed USS Dwight D. Eisenhower (CVN 69) Jan. 8 in advance of its Planned Incremental Availability (PIA).

A PIA is a scheduled period in which an aircraft carrier undergoes extensive maintenance and repairs and/or modernization to meet future operational demands. Jobs during a PIA can include a wide array of overhauls, repairs and inspections to the carrier's systems.

As one of the nation's four public shipyards, NNSY focuses on generating fleet readiness and supporting the Chief of Naval Operation's Navigation Plan (NAVPLAN) objective of putting "more ready players on the field," those being combat-ready platforms.

The second of ten Nimitz-class nuclear-powered aircraft carriers, Dwight D. Eisenhower enters NNSY following the

successful on-time delivery of the USS George H.W. Bush (CVN 77) PIA in November 2024. Similar to the approach used on CVN 77, Eisenhower's project team adopted the model of getting the maximum amount of advance work accomplished while the carrier was located at Naval Station Norfolk.

Additionally, the NNSY team is leveraging the best practices attained from when the ship executed its previous PIA completed in late 2022. Following the availability, the ship went on to deploy to the Red Sea and receive the Combat Action Ribbon in 2024.

"IKE's phenomenal last deployment provided a clear demonstration that the work NNSY does is vital to ensuring our critical national assets are where they need to be, when they need to be there, and ready to execute the mission," said Shipyard Commander Captain Jip Mosman. "Building on



recent successes, I look forward to another timely Planned Incremental Availability. Press forward team!”

As unforeseen maintenance can challenge PIA schedules, the project team is prioritizing early identification of any unplanned work, and effectively managing workload with available shipyard workforce capacity.

“The project team is laser focused on the on-time delivery of IKE to support the Operational Commander and the CNO’s NAVPLAN,” said Project Superintendent Commander Jason Downs. “We built the right work package, we assembled the right team, and we’re ready to ‘stand on business!’”

NNSY’s mission to repair, modernize and inactivate Navy

warships and training platforms directly supports NAVSEA’s Strategic Framework and Line of Effort to generate readiness by ensuring maintenance, modernization and sustainment of ships, submarines and systems is completed on-time to maximize readiness and availability for fleet tasking.

For more information on NNSY and the other U.S. Naval Shipyards—Portsmouth Naval Shipyard, Puget Sound Naval Shipyard and Intermediate Maintenance Facility, and Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility—please visit <https://www.navsea.navy.mil/Home/Shipyards/>.



Norfolk Naval Shipyard's Lucas Cooper Honored as One of the Department of Labor Apprentices of the Year for 2024

STORY BY KRISTI BRITT •
NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY FCA1 MEGAN PRICE, DANNY
DEANGELIS AND GSM1 CHRISTIAN
BAUTISTA • NNSY PHOTOGRAPHERS

Five years ago, Lucas Cooper entered the gates of Norfolk Naval Shipyard (NNSY), a bundle of nerves and excitement as he took the next steps into what he hoped would be a lasting career servicing the Navy's fleet. He entered the apprenticeship as a Shop 99 Industrial Equipment Mechanic, excelling in his role and graduating the top of his class as valedictorian with a 3.952 GPA, granting himself an early promotion as a journeyman in the Dry Dock Section of America's Shipyard. Through his hard work and dedication to the shipyard mission, Cooper was recently nominated by his team for the Department of Labor (DOL) and Industry's Division of Registered Apprenticeship Outstanding Apprentice of the Year – being selected as one of three from NNSY to win the title for 2024.

His journey in the program began like many others, applying for the chance to learn a trade and begin building a career within the government. "Since my very first day stepping into the Dry Dock Club for orientation, I truly didn't know what to expect. Yet I've met some of my best friends through the program and have worked with some of the best mechanics





I've ever had the pleasure of meeting," said Cooper. Many of his family members had joined the ranks at NNSY over the years, Cooper learning of the Apprenticeship opportunity through an advertisement on the Facebook page. "It was one of the best decisions of my life to join the program. Getting to learn the tools of the trade like the engine lathes and milling machines within the shop, learning from my supervisors and work leaders as well as my coworkers on the floor, it's been an adventure. Our Apprenticeship Program is very good here at NNSY, giving us trade knowledge as well as teaching us how to manage our time and not let our work overtake us."

Cooper spends his days in the Dry Dock Section, working alongside his team of industrial equipment mechanics and high voltage electricians to manage all the dry docks, caissons, flood walls, diesel generators, and pump house facilities at NNSY. "We're a big family here at the shipyard," said Cooper. "Everyone is always willing to help, sharing their knowledge with one another so we can take it and apply it on the job ourselves. From there, we can continue that legacy by keeping that knowledge sharing alive for the next ones that join us."

Cooper was nominated for the award by his shop's Apprentice Supervisor Jonathan Burchett, who had witnessed his drive and determination since day one. "Lucas has always excelled in the work he accomplishes, going above and beyond in everything he does," said Burchett. "He puts out his best every time so there wasn't a doubt in mind that he was deserving of this recognition. He's truly an inspiration and I'm proud to have him on our team."

Cooper joined the ranks of others represented at a ceremony at the Hermitage Advanced Career Education Center Nov. 15, honored as an Outstanding Apprentice within the Commonwealth of Virginia. "I'm honored to be recognized for this achievement. I am very proud to be considered and selected for the achievement alongside my fellow recipients," he said.

Looking towards the future, Cooper has his sights set to be a work leader in the Dry Dock Section, continuing to share his knowledge and skills within the shipyard and to all the new mechanics that join their ranks. "I've learned everything I

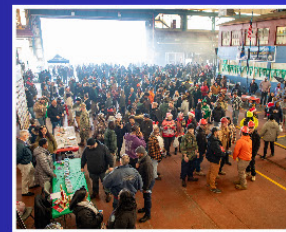
know thanks to those who took the time to teach me on my journey and I want to continue that legacy as well. We take a lot of pride in our section at NNSY. Our mechanics are truly top quality and I've gotten the pleasure to work with some of the best in the business here. I hope we can continue to make a name for ourselves here on our waterfront and show our shipyard family the great work we do for our Nation's fleet."

When it comes to what advice he would share with others who may wish to join the apprenticeship, Cooper said with a smile, "You've got to make the most of being here. Learn your job and take pride in the work you do. What we do here really means something to those that serve our country and it's important we do the best we can each and every day." He then reiterated something he shared during his valedictorian speech at his graduation: "From apprentices to even our most seasoned mechanics, it's important that we never stop learning, never stop growing and never stop trying to be the best versions of ourselves. We're on the front lines maintaining our Navy's fleet each and every day so that our Sailors can defend our great country. What we do here is so vital and it's important that we strive to be the best at what we do every day."





★ NORFOLK NAVAL SHIPYARD ★ **END OF YEAR** ★ TEAMBUILDING EVENT ★



Norfolk Naval Shipyard hosted an End of Year Teambuilding Event in the Bldg. 163 High Bay Dec. 13. Hundreds (into the thousands!) of our teammates stopped by to join in the fun, including participating in our holiday shoutout, jamming on the dance floor, and having a good ole pie-in-the-face contest. A big shout out and thank you to everyone who attended, the group superintendents for being good sports for a pie-in-the-face candidates, the Holiday Card Contest submitters, the ERGs and other groups with tables, and especially those that helped put this whole thing together. You are all rockstars!



You can see the full album on the NNSY Facebook page at www.facebook.com/norfolknavalshipyard1/.

(Photos by Megan Price and Shelby West, NNSY Photographers as well as Kristi Britt, NNSY Public Affairs Specialist)



Kenneth Sasser, Sr. Rises to the Occasion on Becoming Norfolk Naval Shipyard's Lifting and Handling Director

STORY AND PHOTO BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

From operating Boat and Aircraft (B&A) cranes as a Boatswain Mate in the U.S. Navy and starting his Norfolk Naval Shipyard (NNSY) career as a Wage Grade (WG)-8 rigger, Kenneth Sasser, Sr. has worked his way up through various Code 700 jobs to now achieve the highest position in Code 700, Lifting and Handling Director.

"When I started my ship repair journey, I went through the ranks, predominantly as an elbow and carrier rigger," said Sasser. "After a couple of years as a WG-8, I went through the ranks of WG-10 to work leader, to supervisor, to zone manager."

In 2013, Sasser became one of the first Surface Ship Rigging Program Managers (Code 740). From there he continued to climb the ladder to work through the Code 700 positions of Rigging Branch Manager, Crane and Rigging Superintendent to Deputy Lifting and Handling Director (Code 701).

Code 700 provides crane and rigging services to the projects on the waterfront. It also supports the building crane operations. Code 700 also provides tractors, locomotives and trucks to move heavy industrial equipment from point A to point B in a safe and timely manner.

"I had applied for the Lifting and Handling Director once before, but it wasn't in the cards for me at that time," said Sasser. "When the position became available three years later, I applied for the position once more and this time, I had the winning hand."

Sasser was born in Clewiston, Florida, moving to Miami, Florida at age six where he eventually graduated from Miami Central High School in 1988. At this point, Sasser had to decide on what he wanted to do with his life.

"I had a choice to make between going to college or joining the military," said Sasser. "At the time, I didn't want to attend college. I wanted to help and support in defending our country. In addition, I wanted to see the world. I have never been out of the country before and the U.S. Navy offered me the chance to see the world. Two weeks after high school graduation, I was on my way to U.S. Navy's Recruit Training Command, Great Lakes, Illinois and not long after, I went on a Mediterranean deployment onboard the Austin-class amphibious transport dock USS Ponce (LPD 15)."

Sasser joined the Navy on the three to five year plan. He had to serve three years of active duty and five years in the Reserves, where he ended up retiring from the Reserves in 2012 after 23 years of service.

"During active duty, as a Boatswain's Mate, I became qualified as a B&A crane operator. I had applied to become a crane operator at NNSY, but after not receiving the position, I became a rigger instead which led to eventually becoming the Lifting and Handling Director," said Sasser.

Sasser feels that being organically grown in Code 700

allows him to bring leadership from the deckplates in the way the mechanic and wrench turners see and understand it. "With my leadership skills and experience, what made me apply for this [position] to begin with, I can lead people and provide a clear and precise leadership from the deckplate level, from mechanic to managers and supervisors to senior leadership, in promoting the wins and accomplishments the men and women of the Lifting and Handling Department provide in doing their part of supporting NNSY's mission of repairing, modernizing and inactivating the Navy's warships and training platforms," said Sasser.

Workforce development is one of Sasser's primary focus points while he is the Lifting and Handling Director. "We [Code 700] need to identify deficiencies and address them within our Continuous Training Development (CTD) programs to get the workforce where they need to be," said Sasser. "I think once we get a workforce development plan to go in a line on what the workforce should be doing, then we'll get better on scheduling, better on the experience level, identifying hard things and making sure we have a qualified, trained workforce ready to go before the work even comes to us."

One thing Sasser enjoys doing during his off-duty hours is cooking and baking. As a person who likes to challenge himself, he likes taking recipes that either he found on his own or those that someone gave him and adding a little twist to them, making them his own. This is Sasser's way of relaxing and clearing his head. When someone tells Sasser that a particular dish is good, to Sasser that is the "icing on the cake."

Sasser is looking forward to his position as Lifting and Handling Director, where he feels that it's not the people in Code 700 who work for him, but it is him who works for the people in Code 700.

"My job is to provide a safe place for them to work and give them the tools they need to do a great job," said Sasser. "I want to remain focused on developing a strong and safety-oriented team, ensuring that the Lifting and Handling department continues to excel in quality and innovation to show why Norfolk Naval Shipyard is America's Shipyard."





Code 100TO Leads Change and Transformation to Best Meet Norfolk Naval Shipyard's Mission

STORY AND PHOTO BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

Finance alum Nick Candito once said “Companies that change might survive, but companies that transform thrive. Change brings incremental or small-scale adaptations, while transformation brings great improvements that ripple through the future of an organization.”

Approximately two years ago, Naval Sea Systems Command (NAVSEA 04) made the decision to stand up transformation offices (100TO) at each of the four public shipyards: Norfolk Naval Shipyard (NNSY) as well as Portsmouth, Puget Sound and Pearl Harbor Naval Shipyards. NAVSEA recognized that substantial system transformation was required to address shortfalls and inefficiencies in ship maintenance, and the establishment of Code 100TO was essential to accelerate improvement. This also supported multiple high-level efforts such as Vice Chief of Naval Operations (VCNO) Performance to Plan, NAVSEA strategic improvement plans and Lines of Effort to drive innovation, improve data integration, and strengthen our digital capabilities to improve performance and delivery of ships.

In May 2023, NNSY officially began standing up Code 100TO with a mission to lead NNSY through change and growth; driving innovation, improving efficiency, and ensuring the shipyard's long term success. This included reorganizing both the NNSY Innovation Lab and 100PI Process Improvement groups under a single department, as well as standing

up two new divisions to accomplish Strategic and Digital Transformation. “Currently, Code 100TO is still in a growing period,” said Chief Transformation Officer Amanda Gullede. “We are in the process of hiring several positions. Today we're around 35 people, and intend to grow to about 70 once all is said and done.”

The Transformation Office consists of four divisions. The first one is the Strategic Transformation Division (Code 100TO.1) that partners with shipyard and outside stakeholders to deliver strategic transformation through project and change management, coaching, metrics and training. Strategic initiatives are selected by the Shipyard Steering Committee and NAVSEA 04 Industrial Operations. These are initiatives that focus on shipyard-wide, large scale, high-level or impact areas. Examples include: wartime readiness, workforce development, job readiness and Inside Shop improvements to start.

“Workforce development is one of the biggest initiatives we are supporting right now,” said Strategic Transformation Division Head Michael Ewing. “We are working on core competencies for all the employees in the shipyard to ensure everyone is given the training and development needed in order to perform their job successfully.”

The System Improvement Division (Code 100TO.2) supports systems transformation and Lean process improvement.



NNSY Shuttle Service

The Norfolk Naval Shipyard Shuttle Service is now running both inside and outside the Controlled Industrial Area (CIA).

Shuttle FAQs

- Signs will be posted at each shuttle location
- Shuttles will run in both the CIA and on the Installation from 0500-1700, Monday through Friday
- CIA and Installation routes are **SEPARATE** and rules regarding entry to the CIA remain the same
- Two shuttles will be running on each route throughout the day
- 15 minutes is the estimated wait time at each stop

Installation Shuttle Stops

North Bound

1. Gate D - Bldg. 369
2. Gate I - Bldg. 273, 298 and 510
3. Bldg. 1763 - Training Facility
4. M-32 Trailers and Bldg. 276A
5. Bldg. 1500 - Gate N
6. Clinic
7. Gate R - Bldg. 61 and 62
8. Bldg. 1575
9. Bldg. 15
10. Bldg. 74

South Bound

1. Bldg. 16
2. M-1 and Bldg. 1500
3. Gate H - Bldg. 273, 298 and 510
4. Returns to Bldg. 369, route begins again.

CIA Shuttle Stops

North Bound

1. Bldg. 369 North Side
2. Bldg. 369 South Side
3. Bldg. 269 and 269A
4. Bldg. 298
5. Pier 5
6. Bldg. 300

South Bound

1. Bldg. 61
2. Bldg. 1505
3. Bldg. 163
4. Bldg. 510R
5. Bldg. S1 and 1744
6. Returns to Bldg. 369, route begins again.



For questions regarding the shuttle program, contact Danie Larrew, danielle.n.larrew.civ@us.navy.mil.



"Code 100TO.2 has two branches. The first one is the Industrial Systems Branch which focuses a lot on what I would call the Code 900 (Production Resources Department) world. We look at various shop processes, workflows and see how we can support the mechanic, and assure nonstop execution of work," said Systems Improvement Division Head Bill Harrell. "The second branch is the Planning and Execution Support Branch, which focuses on support codes such as Nuclear and Non-Nuclear Engineering (Code 2300 and 200), Quality Assurance Office (Code 130); Supply Department (Code 500); and the Lifting and Handling Department (Code 700). We also focus on what we call the strategic planning side of the house through the Operations Department (Code 300), supporting our waterfront projects to identify improvement areas to increase efficiency, lower cost, and improve safety."

The Innovation and Technology Insertion Division (Code 100TO.3) conducts research development, tests and evaluations (RDT&E), innovations, rapid prototyping, new technology insertion and laboratory support.

"The Innovation and Technology Division injects new technology and equipment into the shipyard. We also perform rapid prototyping to solve problems, creating specialized tooling, mockups, and other items that enhance the way our mechanics are able to prepare for and perform the work they are assigned," said Innovation and Technology Division Head Matt DeLong. "Folks tell us what would make their work easier and more expedient while still maintaining high quality. Then we, Code 100TO.3, conduct the research and come up with ideas for a potential solution to their problem, ultimately delivering solutions to the waterfront."

The Digital Transformation Division (Code 100TO.4) supports advanced digital technology planning, development, research, and pilots for full scale implementation and delivery to shipyard end users.

"What the Digital Transformation Division does is bring new capabilities to the shipyard that will enhance our ability to perform at a more productive rate in the future," said Digital Transformation Division Head Delmonte Spence. "Some of the things that we are working towards is a full Asset Visibility Management System [using Radio Frequency Identification] (RFID) that will show the location of all material in the shipyard on a digital map, making it easy to find our material. Delivering digital crew boards to the waterfront, this capability combines the various apps the supervisors use each day into one place to plan their work, assign mechanics, and make assist trade requests, just to name a few."

Although change can be challenging and transformation even more so, the Transformation Office will continue to work towards Code 100TO's vision of partnering with stakeholders to reimagine the way America's Shipyard does business by unleashing creativity to build the shipyard of the future.

New Pilot Program Expands Commissary Benefits to DoD Civilian Employees

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER



DoD Civilian employees can now shop at a select group of Defense Commissary Agency (DeCA) stores located in the US until April 4, 2025. In Virginia, the following stores include Fort Eustis and Langley Air Force Base Commissaries, Little Creek Commissary, Naval Base Norfolk, Naval Air Station Oceana and Norfolk Naval Shipyard Commissary located in the Scott Center Annex.

Eligible employees will need to show their Common Access Card (CAC) to shop and save. Please note that the temporary access is not open to DoD Civilian family members, former or retired DoD Civilians, and does not include the purchase of tobacco or alcohol products and access to online shopping.

"The most rewarding part of my job is to service the people who serve us," said Director of the Portsmouth NNSY complex Melvin Sloane. "All of those individuals who serve in the military and who support our military."

Since the pilot program was established, Sloane has seen an increase in pedestrian traffic from the shipyard employees coming over and buying lunch and checking out the store.

"I would like to welcome all the DoD employees to shop

at the Portsmouth Commissary and I would like to let them know that if there is anything or any questions, they have, I am always available to help," said Sloane. "They can call me at 757-215-7740 ext. 3001 or email me at Melvin.Sloane@deca.mil."

The Scott Center Annex commissary's meat department has butchers, and they cut up to 95 percent of the store's meats. The butcher is available during store hours and customers can request special cuts or anything else they may need from the meat department.

According to the DeCA press release, "DeCA has been tasked by the DoD to closely monitor any effects of the increased patronage on the pilot stores' operations and report those findings to DoD. The findings will then assist the Defense Department in determining the feasibility of expanding the benefit to all DoD civilians."

For more information, please visit corp.commissaries.com/civilian-expansion

Scott Center Annex Commissary Hours – Sunday 0830 to 1700, Monday through Friday 0830 to 1900 and Saturday 0730 to 1800.



What's New With Waypoints



SAVE THE DATES! YOUR FY25 TRAININGS ARE HERE!

Be sure to check out your Waypoints Annual Training Requirements on don.csod.com under the Learning tab.

Due January 15, 2025:

- 00-DON-DoD Mandatory Controlled Unclassified Information (CUI) Training
- 00-DON-Records Management in the DON: Everyone's Responsibility

Due March 31, 2025:

- 00-DON Mandatory Annual Time and Attendance Training

Due July 1, 2025:

- 00-DON-NCIS Counterintelligence and Insider Threat Awareness and Reporting Training

Due September 1, 2025:

- 00-DON-Cyber Awareness Challenge (DOD)

Due September 30, 2025:

- 00-DON-Operations Security (OPSEC)
- 00-DON-Anti-Terrorism Level 1 Awareness Training
- 00-DON-Civilian Sexual Assault Prevention and Response (SAPR) Training
- 00-DON-Harassment Prevention Training
- 00-DON-Identifying and Safeguarding Personally Identifiable Information (PII)
- 00-DON-Workplace Violence Prevention
- 24-NAVSEA Annual Security Refresher Training
- 24-NAVSEA Naval Nuclear Propulsion Information (NNPI) Training
- 24-NNSY Environmental Awareness Training
- 24-NNSY RAD INDOC for Waypoints
- 24-NAVSEA Restricted Data Training
- 24-NSYC Drug Free Workplace for Employees

With the start of FY25, Waypoints is now the civilian Navy Enterprise Learning Management System (LMS) for all of Navy. As of Oct. 1, 2024, FY25 Mandatory Training for Civilians have been centrally assigned in Waypoints. Do not complete any annual mandatory training in TWMS.

The Human Capital Center (HCC) will reflect all new completions on the FY25 Mandatory Training dashboard as of October 17.

If you need to report a technical issue with your training, provide

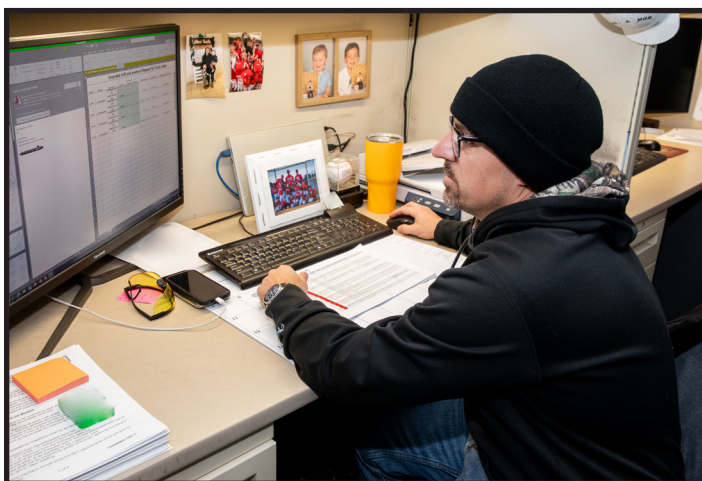
NNSYWaypointsHelp@us.navy.mil with the browsers you have tried (EDGE, CHROME or FIREFOX) and a screen shot of the error or description of why you were not able to complete.

For questions: please email NNSYWaypointsHelp@us.navy.mil

SHIPYARD SPOTLIGHT:

JUSTIN MUNDY - CODE 926 GENERAL FOREMAN AND HOT WORK MANAGER FOR THE USS JOHN WARNER (SSN 785) PROJECT

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST
PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER



Justin Mundy has worked at Norfolk Naval Shipyard (NNSY) since August 2012 and is the Code 926 General Foreman and Hot Work Manager on the USS John Warner (SSN 785) project.

“His leadership has been a cornerstone of our success, and his achievements reflect a profound impact on the USS John Warner's operational excellence and industry standing,” said Code 926 Mechanic Nicholas Odgers. “I offer my deepest appreciation to Justin Mundy for his remarkable leadership and unwavering dedication, which have profoundly enriched NNSY and set a standard of excellence for all to follow.”

Mundy finds the most rewarding part of his job mentoring his team and watching them grow professionally and get promoted. He values having a positive impact on people's lives.

“His ability to foster a collaborative and innovative work environment has not only elevated the quality of our project but has also significantly contributed to the professional growth of Shop 26,” said Odgers.

Odgers continued, “Under Mr. Mundy's guidance, NNSY has seen remarkable improvements in project management and execution.”

Like all NNSY leaders, Justin Mundy faces challenges too.

“The most challenging aspect of my job is understanding that everyone is different and learning how to interact with those different types of personalities,” said Mundy. “The physical work is the easy part; the people part is sometimes difficult.”

He believes that having a good support system is key to overcoming obstacles and he has a team that he can reach out to for advice regardless of what leadership challenges he faces.

For anyone looking for leadership advice, Mundy believes the following skills are paramount to leading a team successfully.

Shipyard Trivia

By: Marcus Robbins, NNSY Historian



"A good leader leads from the back," said Mundy. "They give advice and guide you in the right direction but will allow their people to make their own decisions, and they also recognize their people's accomplishments before their own."

The best career advice Justin ever received was from his father: "anything worth doing, is worth doing right."

"That saying has stuck with me my entire life," said Mundy. "I have used it as a foundation for almost everything I have done, and it still holds true today."

For anyone considering working at Norfolk Naval Shipyard or making shipyard work a career, he offers this advice.

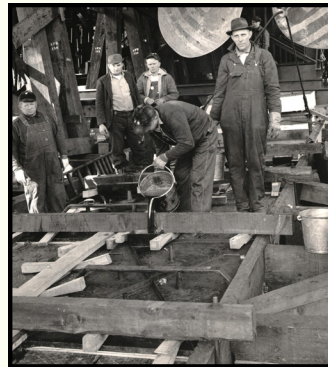
"Norfolk Naval Shipyard can be a very rewarding place to work," said Mundy. "Just remember you will only get out what you put in; always go that extra mile."

Jason Mundy's more than 12 years at Norfolk Naval Shipyard have contributed to his growth as both a successful leader and mentor. His successes have also translated into streamlining processes and enhancing productivity for Code 926 and the John Warner project.



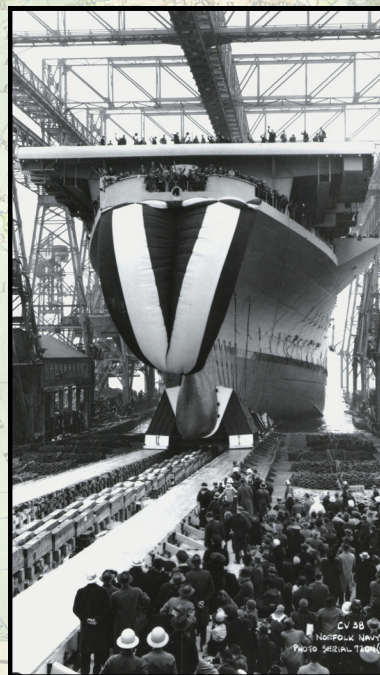
The term "greasing the skids" generally refers to applying a lubricant to make something move or slide more easily. Well, when you consider our construction of the aircraft carrier USS Shangri-La (CV 38) upon Building

Ways 1 and the launching of same that occurred on February 24, 1944 it must have been an amazing sight. With a total launching weight of 20,500 tons the 888-foot-long ship according to the calculation data slid down the ways at 23 feet per second so it was into its element of the Elizabeth River in about 39 seconds.



A thankless job was given to the crew that melted the solid grease blocks to form a hot liquid that was soon poured into molded tracks along the entire length of the ways to facilitate the soon to be launching. This job must have been hot and dirty despite the February weather of 81 years ago this month. As with a lot of waterfront jobs it was these men, the real unsung heroes whom have their names forever lost to time, that came in and preformed their jobs with honor and pride.

Yet, how interesting if we know a person captured on an image from over eight decades ago! One of our current NNSY employees Lori Simpson shared with me many years ago that her grandfather, James August Cates Sr., a Norfolk Navy Yard Welder is seen in the background (black jacket, white shirt and cap) as he is on the crew that helped grease the skids for the Shangri-La. Also please take note the person in the foreground pouring the hot liquefied grease into a mold as this was indeed a slow and labor-intensive task yet it was one of thousands of individual tasks required to deliver the ship into the next phase of final outfitting.



Launching a great ship such as an aircraft carrier is always full of pageantry and celebration as the bottle of champagne is broken on the bow and magically the ship begins its ascent. With a slope differential of 39 feet from the bow to the stern along the total length of the ways to launch a ship this large is a study of physics. Yes, the grease on the two wide skids facilitates an easy slide once the triggers are released but you can't have the ship run away across the river. To prevent this seven shots of anchor chain clumps each weighing 50 tons were spaced 40 feet apart on each side of the ship ways then they were tethered to the ship providing the necessary drag resistance. Out in the river a small fleet of tugs then steered the ship to Dry Dock 4 to remove the launching cradle of which you can observe on each side of the bow.



Do you want to highlight a teammate who goes above and beyond the call of duty?

**Submit your request to
NNSY_PAO@us.navy.mil
today for a chance to be a
future monthly spotlight in
Service to the Fleet!**



Code 2300T Professional Development Facilitator Clint McRae, Jr. leads the class in discussing Right Thinking and the Four Lenses.

NNSY Course Sets You On Your Right Thinking Journey

STORY AND PHOTOS BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST

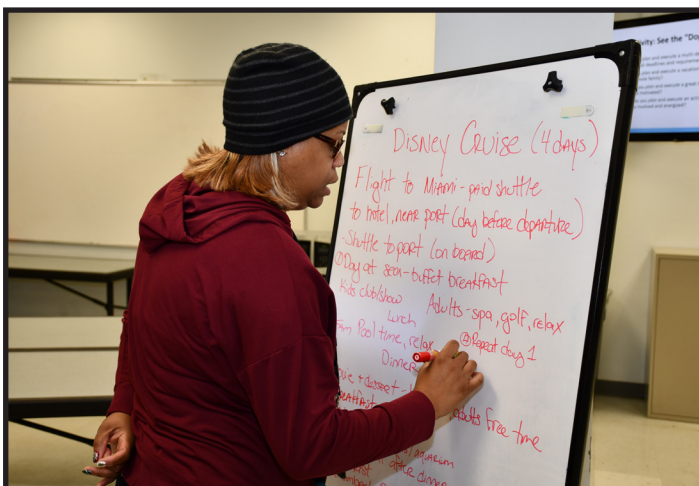
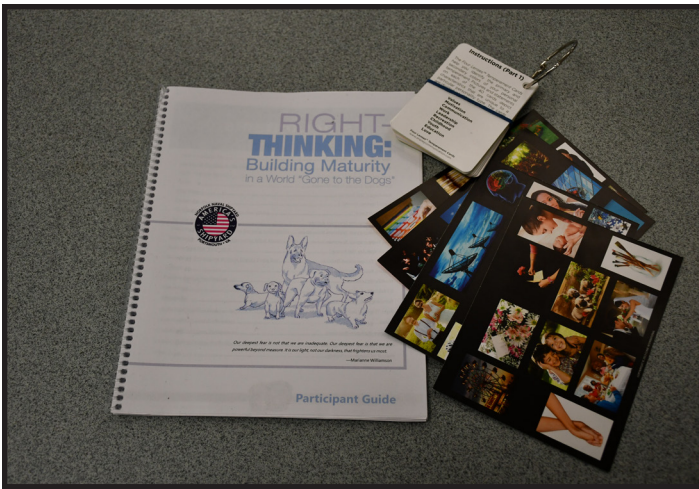
Each day, you step out of bed, get yourself ready, and you set out on a journey. Though maybe it doesn't seem as grand an adventure as Bilbo Baggins setting off from the shire, you take on the world one step at a time, putting in your time and attention into the things that matter in your life.

Your life is made of many journeys – including your journey of self. How you approach the world, the attitude you take each day, and how you let the world shape you sets you on a path of self-discovery and accomplishment. In the two-day course entitled Right Thinking, Code 2300T Professional Development Facilitator Clinton McRae Jr. leads a workshop to create a deep sense of self awareness in its participants. “When it comes to Right Thinking, you need to get two things right: (1) you need to have the ability to create positive energy every day and (2) keep that energy focused on what matters to you the most,” said McRae.

This class teaches us why we make decisions the way we do, why we each react differently than others do to the same situation and why this insight explains both the good and bad consequences we get in life. It dives into the four lenses,

a personality temperament model that showcases different and diverse perspectives, strengthen one's understanding of themselves and those around them in an effort to help them navigate the world together.

“Unlike many of my classes where it's focused on building one's leadership skills, Right Thinking has a lot to do with one's self. It's about how you can be better, identifying your strengths and weaknesses, and what you need to improve on your personal journey,” said McRae. “At NNSY, we're a diverse workplace with different types of temperaments and ideas coming together in one place. It's important to be able to navigate in the workplace, helping motivate each other and strengthening the way we can communicate with each other. This course helps you see where you fit into the four lenses, how you can interact with others across the four lenses, and help set you on a more positive journey in life. Together with your classmates, you're able to play out scenarios and determine the best course of action to handle them, how to overcome challenges, and overall discover what path you're on and what is needed to help your journey be the most fulfilling.”



This course is available through the Nuclear Engineering and Planning Department (NEPD) and can be registered through Waypoints with the course title 24-NNSY (C900CU-RT) RIGHT-

THINKING WORKSHOP. To learn more about the four lenses, visit <https://fourlenses.com/4lensestraining/>.



NORFOLK NAVAL SHIPYARD

WE ARE HIRING BUSINESS AGENTS

Norfolk Naval Shipyard in Portsmouth, Virginia is one of the largest shipyards in the world specializing in repairing, overhauling, and modernizing ships and submarines. It's one of the oldest, largest, and most multifaceted industrial facilities belonging to the U.S. Navy. Our mission is to repair, modernize, and inactivate our Navy's warships and training platforms. We strive to achieve our ultimate goal- deliver on time, every time, everywhere to protect America.

DO YOU HAVE EXPERIENCE IN

Microsoft Suite; Excel; Correspondence, Short & Long Range Planning; Travel Funding; Funds Administration; Financial Planning; Creating Reports; Tracking, Analyzing, and Maneuvering Funds; Presenting Information to Senior Managers

PAID TIME OFF

YEARS OF SERVICE	ANNUAL LEAVE	SICK LEAVE	HOLIDAYS	TOTAL
0-3	104 hours/year	104 hours/year	11 days	37 days paid leave per year
>3 and <15	156 hours/year	104 hours/year	11 days	43.5 days paid leave per year
>15	208 hours/year	104 hours/year	11 days	50 days paid leave per year

*Maximum of 240 hours carryover of annual per year.

For additional Information regarding benefits, visit: <https://www.secnv.navy.mil/donhr/Benefits/pages/Default.aspx>

CAREER PATH OPPORTUNITIES

Appraisal Program, Individual Development Program, Career Counselors, Career Management, Learning Development, Mentor, Identify Strengths and Areas of Interest

SEND YOUR RESUME TO: NNSY_People_Experience@us.navy.mil
Please type Business Agent Resume in the Subject Line.

Once your resume is received, it will be reviewed. Top candidates will be selected for a preliminary interview.

Scan here to email your resume to the NNSY
People Experience Team



All applicants must be US citizens and pass the government pre-employment medical and screening process.



NORFOLK NAVAL SHIPYARD APPRENTICESHIP PROGRAM



**EARN A COMPETITIVE
SALARY WHILE YOU LEARN**



**GAIN YOUR TCC TRADE
TECHNICIAN CAREER
STUDIES CERTIFICATE**



**EMPLOYER PAYS FOR ALL
YOUR TUITION AND BOOKS**



ABOUT NNSY

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, every where to protect America.

ONE TEAM: We are the NNSY Workforce! Together, we are ONE TEAM in the mission of relentlessly chasing best ever performance in our stewardship of our nation's warships.

HOW TO APPLY

1. Complete an admission application for Tidewater Community College (TCC), either online or at the college.
2. Take the Virginia Placement Test (VPT). ****Now Accepting Placement Test scores valid for TWO years with applications****
3. Check out the job announcement at <https://www.usajobs.gov/job/829752400>.
4. Applications are accepted until May 2, 2025. Your application and college placement test must be completed and submitted before the deadline.

**For more information on NNSY's Apprenticeship Program and how to apply,
visit <https://www.usajobs.gov/job/829752400>.**

START YOUR CAREER TODAY AT AMERICA'S SHIPYARD!



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NorfolkNavalShipyard1](https://www.facebook.com/NorfolkNavalShipyard1)



[@NorfolkNavalShipyard](https://www.instagram.com/NorfolkNavalShipyard)



[@NNSYNews](https://twitter.com/NNSYNews)



Have you set up your IDP yet? Visit Waypoints today to get started!

WHAT IS AN IDP?

An individual Development Plan (IDP) is formal documentation of a discussion controlled by an employee so they can take charge of their own career. The IDP is an action plan developed by the employee, which describes activities they would like to pursue to attain their goals. These goals are both short-term and long-term. The short-term goals are objectives established by the employee to ensure they maintain proficiency in their current role while pursuing their long-term career development goals. The objective of an IDP, alongside providing a roadmap of goals for the employee, also helps ensure the organization has the right people in the right positions at the right time to positively impact NNSY.

If you are not ready to begin the conversation or don't know where to start, please feel free to contact the NNSY career counselors at NNSY_WFD@us.navy.mil. You can also locate their SharePoint site in the Command University site under Workforce Development.

IDP BRIEFS ARE AVAILABLE EACH MONTH!

The IDP with Waypoints Briefing is held multiple times a month for those looking to understand the purpose and process of IDPs. The Workforce Development (WFD) Career Counselors will share examples of IDP conversations, provide details on the program and introduce individuals to the IDP feature utilized in Waypoints. The briefings are open to all Norfolk Naval Shipyard employees, with limited seating for each class being 24. Virtual classes will be held via Teams Meeting and links/guidebook will be provided.

Employees interested in participating can register for an upcoming class today via Waypoints at <https://don.csod.com> and searching for 24-NNSY (C900CU-IDPBRF) C900CU IDP Briefing. The sessions will appear for you to request OR email name, last 4 of DOD ID #, a session date to NNSY_WFD@us.navy.mil. Walk-ins also welcome as first come, first serve per available seating. For more information visit <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/Individual%20Development%20Plans%20IDP/Home.aspx>.

Feb. 10: MSTEams (Virtual), 12:15 to 1:15 p.m.

Feb. 18: Bldg. 1763, 2nd Floor, Room 224 (New Training Facility), 12:15 to 1:15 p.m.

Mar. 10: MSTEams (Virtual), 10 to 11 a.m.

Mar. 18: Bldg. 1763, 2nd Floor, Room 224 (New Training Facility), 12:15 to 1:15 p.m.



NORFOLK NAVAL SHIPYARD'S CODE 500 MISSION

Deliver optimal material and logistic solutions, expertise, and customer service on time, every time, everywhere to ensure fleet readiness and mission success at America's Shipyard.

Code 500—Bldg. 1500, 2nd floor
Code 500 Duty Phone: 757-635-6109

EVER ORDER MATERIAL THAT YOU DIDN'T RECEIVE? IT MAY HAVE BEEN FRUSTRATED!

Material that cannot be received into our material system of record (MAT) will be processed as "frustrated" by Code 550/DLA in Building 276. Code 500 is dedicated to support non-stop execution of work and we need your help! To enhance efficiency, Code 500 has created the frustrated material log in SharePoint, enabling mobile, tablet, and desktop users to easily look up items and claim frustrated materials quickly.

Requested support:

1. Use the Frustrated Material Log to find any outstanding material located at: https://flankspeed.sharepoint-mil.us/:!:/s/NAVSEA_NSY_NORFOLK_C500/FDkKgyhbsY1AoYyPFUZTyJkBwp1yZLAiTitAyJ40k1fGPw
2. Use the link below to claim your material and provide C550/DLA with pick up instruction: https://flankspeed.sharepoint-mil.us/:!:/s/NAVSEA_NSY_NORFOLK_C500/FATQUIfvc3BPtu5O3sgYDLABgsSpcivYqV983b2asA9aUg?nav=ZTA0ZGRmNzUtZDI2ZS00NGQ0LTg5ZDUtZDBiOWQ3MWU4YWew



Avoid your material being frustrated— Common reasons

1. Document Number
2. JOKO
3. Use the right address:

US Norfolk Naval Shipyard
Attn: Receiving Officer
Bldg 276 Beatty St.
Portsmouth, VA 23704

4. POC information should include:

- * Name
- * Code (i.e. Code 950, Code 109)
- * Phone number
- * Project Code (i.e. JWR, TED)



Key DLA-C550 POCs

Russ Farr: russell.2.farr@dla.mil

Gregory Faircloth: gregory.faircloth@dla.mil

NNSY'S CODE 500 VISION

Trusted supply chain experts in high performing teams that deliver 100% of material requirements on time.



Code 500 Leadership



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<https://forms.osi.apps.mil/r/632F6K5CHY>

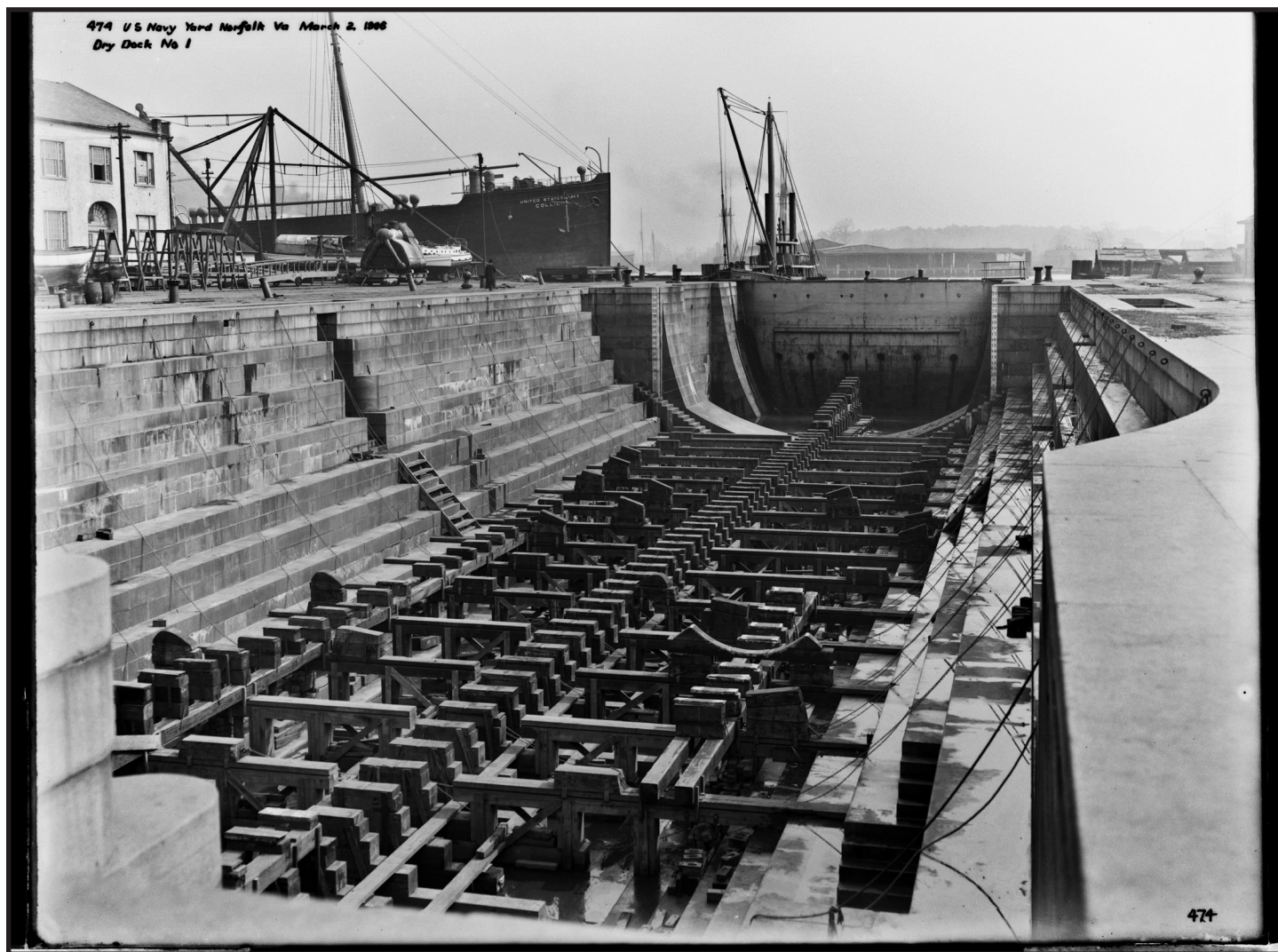
WE DELIVER FOR AMERICA: RIGHT MATERIAL, RIGHT TIME, RIGHT PLACE

THE HERITAGE HOUR

A Glance Into the Vital History of Norfolk Naval Shipyard

STORY BY VICTORIA PENDLETON • NON-NUCLEAR INSPECTION EMPLOYEE DEVELOPMENT BRANCH QUALITY ASSURANCE SPECIALIST
PHOTOS FROM THE SHIPYARD ARCHIVES

LOG 02-25: NNSY, U.S. NAVY AND DRY DOCK 1



2025 marks the 250th birthday of the United States Navy. In celebration and reflection of this most momentous milestone, we will be looking at how Norfolk Naval Shipyard (NNSY) has directly supported the U.S. Navy throughout the centuries. This time on Heritage Hour, we look back at the iconic Dry Dock 1 and its impact on the U.S. Navy and here at home.

It is well known that NNSY is home to the oldest dry dock in the country and how it held USS Delaware and was the cradle of the ironclads, but why was it so important to the U.S. Navy? A navy's power is often calculated by the number of boats afloat, and every boat out of commission for repair is a point of weakness. The primary benefit of a drydock in ship repair is the speed which repairs can be completed without being reliant on the tides to finish the work. The reason the U.S. Navy needed to build and to support a strong navy came with

the costly lessons learned during the War of 1812 with the British blockade and the burning of Washington D.C.

The pride Portsmouth, Virginia takes in Dry Dock 1 is almost as old as the structure itself. An article in an 1864 local newspaper, Old Dominion, boasted how the drydock's capabilities bypassed those of the drydocks in Boston and Brooklyn. It was also noted that the local drydock was the largest on the continent, a bit of artist license as the Boston dock was built from the same plans. The granite for both even came from the same quarry in Massachusetts. A small exaggeration that no doubt bolstered pride and reassurance to the local population only two years after the second burning of the shipyard during the American Civil War.

Dry Dock 1 has served the U.S. Navy well as naval technology has advanced. To see pictures of post-World War I submarines

within the same granite blocks that once supported wooden ships is a reflection not only of the advancement of time, but also a tribute to the timeless work that was put into the drydock's original construction by its craftsmen. To know

that the work done almost two centuries ago still stands for us to not only see in photographs, but in person, still here supporting the U.S. Navy.



THE DRY DOCK.—Mr. Wm. Lyons has made an estimate of the capacity of this immense basin, and ascertains that the dry dock will hold *four million and six hundred thousand gallons of water*. He educes this by multiplying the amount of water thrown off at each revolution of the engine ; the revolutions per minute—per hour—and then the aggregate quantum thrown off, during the time it occupies the engine to reduce the water in the dock.

The engine used in this process outrivals those of Brooklyn or Boston, occupying an hour and a half less time to pump out the dock, than the engines in the yards of the above-mentioned cities, notwithstanding we have the largest dock on the continent.



From left to right, top to bottom: From the National Archives dated March 2, 1906, this photograph shows a view of Dry Dock 1 looking toward the Elizabeth River, a collier ship and tugboat moored nearby. The U.S. Navy utilized colliers, many originally British or privately owned vessels for transporting fuel to the coal-fired boiler powered ships. From the National Archive dated February 5, 1920, this photograph shows several shipyard personnel standing on the caisson of Dry Dock 1 observing high tide. The building in the immediate background no longer stands, but at the time it served as the Rigging Loft; From the National Archive dated December 1, 1916, this photograph shows a stonemason working on the interior wall of Dry Dock 1 as a ship looms nearby. Two shipyard personnel utilize massive brooms to sweep debris clear; From the National Archives dated January 19, 1926, The S-Class submarine seen in Dry Dock 1 in 1926 was the first class of submarine designed for ocean and coastal missions. NNSY has seen many changes as it adapted and grew with the ever-upgrading naval technology. In 100 years, the dedication of the workforce is the one aspect that has not changed; From the April 12, 1864 issue of Old Dominion Newspaper, an article emphasizes the sheer size of Dry Dock 1. By this time, the drydock had been in operation for 30 years, but within the previous five years, the American Civil War had left the shipyard burned twice.



NORFOLK NAVAL SHIPYARD

Scholarship Opportunities

**National Association of
Superintendents (NAS)
Scholarship Applications
Accepted until April 11**

The Norfolk Naval Shipyard (NNSY) chapter of the National Association of Superintendents (NAS) is offering multiple scholarships, worth up to \$500 to employee dependents for the upcoming 2025 academic school year.

This scholarship is intended to recognize outstanding student dependents of NNSY employees at large and outstanding student dependents of NAS members. Applicants are evaluated based on their academic achievements and personal activities, with appropriate consideration given to special circumstances of need. Scholarship selectees will be presented with a check for college expenses (tuition, books, room & board, etc.), along with a Superintendents Association Scholarship Certificate. We will award a total of 10 each \$500 Scholarships (five each for student dependents of NNSY employees at large and five each for student dependents of NAS members).

Completed applications and all supporting documentation must be received by the Superintendent's Education Committee no later than April 11, 2025 (Attn: Brian Bennett, Code 200) to be considered. Applications may be emailed to katherine.a.minnick2.civ@us.navy.mil or brian.d.bennett1.civ@us.navy.mil; faxed to 757-396-4080; or hand delivered to Katherine "Kate" Minnick or Mr. Brian Bennett, Code 200, Bldg. 31, 2nd floor, south end.

Criteria for Eligibility:

- Sons and daughters, wherever residing, and other dependents of a person who has been an active NNSY employee for at least the last two consecutive years are eligible. Shipyard employees who are not NAS members should obtain sponsorship from an active NAS member for their dependent application.
- Applicants must be enrolled (or accepted for enrollment) at an accredited college, university, or graduate school for the upcoming fall term and provide proof of same.
- Previous recipients of a NAS Scholarship are permitted to apply and compete each year they are eligible.

C-FRAM FRAUD SCHEME AWARENESS

FEBRUARY EDITION: ASSET MISAPPROPRIATION

Theft of government funds or property. Purchase or requisition of items by a government employee for personal use or resale.

NAVY EXAMPLE

Nov. 2024: Former U.S. Navy Petty Officer First Class Richard Allen was sentenced to 18 months in federal prison for orchestrating a conspiracy that stole more than \$850,000 worth of military gear and then sold the goods to high bidders from over fifty countries, including China and Russia. Allen pled guilty on Aug. 29, 2024 to conspiracy and six counts of money laundering.

While stationed at Naval Weapons Station Yorktown-Cheatham Annex, Allen used his familiarity with the base and unfettered access to warehouses to devise and execute a scheme to steal and sell \$856,433 worth of Navy gear and supplies, including working uniforms, winter gear, flame retardant shirts and pants, soft body armor, goggles, infrared flag patches, Navy SEAL Trident insignia, and Small Arms Protective Insert plates. Allen and others identified bulk-sale domestic and international customers for the stolen goods and arranged for delivery either in person or via commercial shipping. Payment for the stolen goods was frequently made and received via PayPal, including payments made from an account in China. The proceeds were transferred to co-conspirators' bank accounts in amounts less than \$10,000 to avoid bank reporting requirements. Allen continued to direct the conspiracy and receive payments after he retired from the Navy.

ARMY EXAMPLE

July 2024: Chief Warrant Officer Three (CW3) Christopher Hammond was sentenced to 36 months for his role in a scheme that resulted in the theft of government property netting him at least \$2 million in proceeds. Hammond was also ordered to pay restitution in the amount of \$250,000 and forfeit \$250,000. Hammond pled guilty to six charges, including theft of government property, wire fraud, money laundering, mail fraud, and transportation of stolen goods.

CW3 Hammond used his position to requisition government property intended for his unit at then Ft. Bragg. The property was never logged into inventory at the base but was instead sold by Hammond. In a two-year period, CW3 Hammond received at least \$1.8 million in payments related to the sales. A search warrant executed at Hammond's home resulted in the seizure of at least 98 firearms, at least 90 military-issued spotting scopes, hundreds of other military-issued firearm accessories and items including night vision goggles and electronic equipment, and more than \$100,000 in cash. The investigation traced about 200 items sold by CW3 Hammond or held in his home as having been issued to Hammond's military unit. The fraud was uncovered when a supplier noticed that items procured under a government contract were being sent in for warranty repairs by a private individual.

Indicators (Red Flags): Living beyond one's means; never/rarely taking leave; missing or altered documents.

LEARN MORE TODAY

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

Need to report fraud? Contact the NNSY Hotline today at 757-396-7971 or NNSY_IG_HOTLINE@us.navy.mil.

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NNSY Sailor of the Year

EN1 Jermel Langley



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NNSY Bluejacket of the Year

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