

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

July 2026

A man in a military uniform, wearing a hard hat and safety vest, speaking into a microphone at a podium. The hard hat has "SHIPYARD" and "RDML HAKIMZADEH" written on it. The background is a blurred industrial setting.

**Norfolk Naval Shipyard
Breaks Ground for
Modernization of Dry Dock 3**



COMMANDER'S CORNER

From the desk of Rear Adm. Kavon Hakimzadeh



Gearing Up for Success at America's Shipyard

10.

We're also working hard to put the most innovative tools into the hands of our workforce, as seen with our shipyard's tablet implementation initiative being led by the Command Transformation Office Digital Transformation Division (Code 100TO.4) and Information Technology and Cybersecurity Department (Code 109). This launch has already placed tablets into the hands of folks across the waterfront and we're continuing to research and add applications that can be of use to our people as they take their technology on the go anywhere within the shipyard gates. More information will be coming out from Code 109 in the near future. You can also learn more on pg. 14.

Another initiative we've launched recently is our Focus and Finish Mechanic Workshops, which are aimed on bringing teams together to focus on targeted issues and coming up with ways to remove barriers and bring lasting change for our mechanics. We kicked off these workshops with freeze seals and have already seen some changes in action to benefit our workers. Based on our early success, we're now looking at having workshops on a variety of target areas throughout the year. I was able to meet with a couple members of the freeze seal workshop team to celebrate their achievements, which can be viewed here: <https://www.dvidshub.net/video/1010323/nnsy-launches-focus-and-finish-mechanic-workshops>. You can learn more about these workshops overall on pg. 24.

As we look across the shipyard today, the tangible improvements we've made to our infrastructure, tools and processes

are a direct reflection of our unwavering commitment to the Navy's mission. Every modernization effort we complete and every efficiency we gain directly translates to increased fleet readiness and our ability to deliver combat-ready warships back to the fleet on time. We are not just upgrading our spaces or toolboxes; we are actively forging the critical capabilities required to maintain maritime dominance and support our warfighters in an increasingly complex global environment.

These milestones carry profound significance this year as we celebrate our nation's 250th birthday. For two-and-a-half centuries, America's Shipyard has served as an industrial backbone of our national defense, and the hard work of our civilian and military personnel today honors that incredible legacy. By continuously adapting and improving our operations, we pay tribute to the generations of shipbuilders who came before us, ensuring that our Navy remains the most formidable maritime force in the world, ready to defend our nation's freedom for the next 250 years.

Rear Adm. Kavon "Hak" Hakimzadeh
Commander, Norfolk Naval Shipyard



KEEP UP WITH THE LATEST INFO REGARDING AMERICA'S SHIPYARD!

CHECK OUT THE NNSY LINKTREE TODAY!

SHIPYARD COMMANDER

Rear Adm. Kavon Hakimzadeh

DEPUTY SHIPYARD COMMANDER

Capt. Brandon Johnson

COMMAND MASTER CHIEF

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www.youtube.com/NNSYBroadcast

FOLLOW US ON INSTAGRAM

@norfolknavalshipyard

READ STTF ONLINE

www.dvidshub.net/unit/NNSY

NNSY DISCIPLINARY CORNER

During the month of May 2026, the command issued **43** actions. The following are examples of associated behaviors:

1 PROBATIONARY TERMINATION

(Non-supervisor): Failed to Demonstrate Qualifications and Fitness for Continued Employment.

11 SUSPENSIONS

(Three Supervisors, Eight Non-supervisors): Failure to Perform Safety Inspections; Inappropriate Conduct; Conduct Unbecoming of Supervisor; Failure to Follow Proper Leave Requesting Procedures; Unauthorized Absence and Tardiness; Failure to Follow Smoking Policy; Leaving Assigned Worksite Without Authorization; Failure to Follow an Instruction; Misuse of Government Vehicle

7 REMOVALS

(One Supervisor, Six Non-supervisors): Excessive Unauthorized Absence and Failure to Follow Leave Procedures; Conduct Unbecoming a Supervisor; Unauthorized Absence; Medical Inability to Perform the Essential Functions of Your Position; Violation of Last Chance Agreement

4 INDEFINITE SUSPENSIONS

(Non-supervisors): Failure to Meet a Condition of Employment, suspension of access to classified information and assignment to sensitive duties.

20 REPRIMANDS

(Non-supervisors): Unauthorized Absence; Failure to Follow Proper Leave Requesting Procedures; Failure to Satisfactorily Complete Welding Competencies; Inappropriate Conduct; Failure to Safeguard Government Issued Tools/Equipment; Sleeping While on Duty; Failure to Perform Task as Assigned; Unauthorized Tardiness; Failure to Follow Instructions; Failure to Follow an Order.



NNSY IG Hotline to Report Fraud, Waste, Abuse, or Mismanagement

The Norfolk Naval Shipyard is committed to upholding the highest standards of ethical conduct. We encourage all personnel to report any suspected cases of fraud, waste, abuse, or mismanagement to the NNSY IG Hotline.

Your reports are vital for ensuring our resources are used responsibly and our workplace remains fair. The identities of all writers and callers are fully protected.

You can submit a confidential report through the following channels:

- **Phone:** 757-396-7971
- **Email:** NNSY_IG_HOTLINE@US.NAVY.MIL
- **Mail:**
NNSY HOTLINE
COMMAND INSPECTOR GENERAL
BLDG. 706
PORTSMOUTH, VA 23709

Together, we can protect the integrity of our command.



Congratulations to NNSY's Mechanical Department (Code 938), having two shops earning the safety flags from March to April 2026! The Outside Machine Shop (Shop 38) earned the honor for March, and the Boilermaker Shop (Shop 41) for April. The shops had no injuries or lost workday cases for the two months. Business and Strategic Planning Officer Captain Jason Massey met with the 938 team June 4 to congratulate their achievements. Individual certificates of appreciation were presented to Seth Williamson, Victoria Hudgins, Walter Scott and Emmanuel Mesias for their efforts in contributing to a safer workplace. Through increased surveillances, improving attendance in recurring safety meetings, and a daily practice of Operational Risk Management, Code 938 is showing how it's done in meeting the shipyard mission while maintaining rigorous safety standards! (Photos by GSM1 Christian Bautista, NNSY Photographer)



Norfolk Naval Shipyard (NNSY) and Naval Support Activity Portsmouth (NSAP) hosted a tour with the Society for Industrial Archaeology (SIA) on May 29, 2026. A nonprofit organization dedicated to documenting and preserving industrial history, SIA was holding its annual conference in Hampton Roads which featured site tours including visiting the installation and NNSY. The guests were guided through the historic shipyard, to include visiting historic Trophy Park and the National Historic Landmark Dry Dock 1, the oldest dry dock in the Americas. Tour participants gained a greater understanding of the engineering and historic importance of the shipyard and installation as well as the U.S. Navy's mission.



Norfolk Naval Shipyard (NNSY) employees, Sailors, tenants, and the fire department came together for a 250 Photo on the Lawn June 22 in honor of America's 250th Birthday! (Photo by Shelby West, NNSY Photographer)



Naval Support Activity Portsmouth Morale, Welfare & Recreation (NSAP MWR) held a "Color Block Party" on Saturday, May 30. Approximately 150 Sailors and their family members attended the festivities which included a variety of family-friendly activities, such as a balloon artist, bounce houses, a colorful half-mile fun run, music, food, and carnival games. This event is one of many provided by MWR throughout the year to support the installation's mission to offer Sailors and their families quality-of-life initiatives for enhanced morale and readiness.

Who Will Be The Next Shipyard Spotlight?

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 our Service to The Fleet magazine!



NNSY LEADERSHIP INSIGHTS SERIES

BEYOND THE DASHBOARD:

THE PLAYBOOK FOR ELEVATING PERFORMANCE THROUGH PURPOSE

True leadership requires more than just tracking metrics; it demands a mission-driven playbook that balances data-driven accountability with a deep commitment to people.

This presentation equips leaders with actionable frameworks for execution, delegation, and strategic problem-solving, driving a crucial shift from reactive management to predictive, purpose-led leadership.

Ultimately, you will discover how to unlock exceptional, sustainable results by harmonizing structured, transparent systems with a fierce, human-centered focus on mentoring and empowering your team.



Joe Singer

Code 700 Lifting and Handling
Department Director

REGISTER NOW ON WAYPOINTS
SEARCH 24-NNSY LEADERSHIP INSIGHTS SERIES

JULY 14 | 1:30 P.M. | BLDG. 1500 COMMAND BRIEFING ROOM
AVAILABLE IN-PERSON OR ON MICROSOFT TEAMS

The NNSY Leadership Insights Series provides a unique opportunity for the NNSY workforce to engage directly with senior leaders. Each month, a different NNSY leader will present on a leadership topic of their choosing, drawing from their personal experiences, operational challenges, and strategic vision. This series aims to bridge the gap between executive leadership and the broader workforce, promoting a culture of continuous learning, mentorship, and excellence across the shipyard. Interested in hosting a future discussion? Email NNSY_PAO@us.navy.mil today!

Colors Etiquette at Norfolk Naval Shipyard

Norfolk Naval Shipyard (NNSY), like all U.S. Military installations, has specific protocol when it comes to honoring the U.S. Flag. While on base, all personnel - military and civilian - are expected to follow regulations which are steeped in a hard-fought and rich tradition.

The ceremony known as Colors is observed every morning and evening with music broadcasted from NNSY's Norman Sisisky Engineering and Management Building (Bldg. 1500). During Colors, all vehicles shall stop and passengers should sit at attention. Personnel on bicycles should completely dismount. Once the "Carry On" has sounded immediately following Colors, all regular activities can continue.

While outside, military personnel are required to stop, face the direction of the flagpole and render a salute if in uniform. If not in uniform, military personnel are still required to stop, face the flagpole and stand at attention. Civilians and visitors are also expected to stop, face the flag and remain still until the music ends. If wearing a hat, it is customary to remove it. Veterans of the Armed Forces can also render a salute as stated in the 2009 Defense Authorization Act. Personnel in the industrial area should stop and face the nearest flag being raised during Colors.

For more information on honors, ceremonies and customs see U.S. Navy Regulations, Chapter 12.

CELEBRATING NORFOLK NAVAL SHIPYARD'S 30 - 35 YEARS LENGTH OF SERVICE AWARDS



Norfolk Naval Shipyard (NNSY) held its Length of Service Awards Ceremony on May 29, 2026, to recognize Civil Service employees for their dedication of 30 and 35 years of service to our Nation. Forty-two individuals were recognized for their dedicated service to helping NNSY meet the mission and support the Fleet. Congratulations everyone! (Photos by GSMI Christian Bautista, NNSY Photographer)



NNSY Veterans Network Hosts Flag Collection in Honor of Flag Day

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER



In honor of Flag Day and supporting veterans within the community, the Norfolk Naval Shipyard (NNSY) Veterans Network presented a donation of old and worn U.S. flags to Sturtevant Funeral Home Jun. 15. As part of Sturtevant's Retire the Flag Program, the collected flags are used to drape over the fallen veterans at the time of cremation.

"What a wonderful way to honor both our veterans and to properly dispose of our flags," said Rear Adm. Kavon Hakimzadeh. "Thank you to our Veterans Network and to everyone who was able to donate their flags to this cause."

"This effort means a lot to me, my family, and all of us

at Sturtevant Funeral Home," said Funeral Director Robie Gardner, whose family has served the community since the 1880s. "We greatly value NNSY's support in this endeavor and thank you all for helping us to provide this fitting tribute to our fallen."

Learn more about the Retire Your Flag Program at <https://www.sturtevantfuneralhome.com/retire-your-flag/retire-your-flag>. If you'd like to schedule a flag donation as part of next year's collection, contact the NNSY Veterans Network Officers Group at NNSY_Veterans_Officers@us.navy.mil.



The Norfolk Naval Shipyard Veterans Network, alongside Shipyard Commander Rear Adm. Kavon Hakimzadeh and other members of leadership, welcomed Sturtevant Funeral Home Director Robie Gardner June 15 to present a donation of old and worn U.S. flags that will be used as part of their Retire the Flag Program. The flags will be used to drape over fallen veterans at the time of cremation.

Important Information

»DONCEAP IS AVAILABLE TO DON EMPLOYEES 24/7

Department of the Navy employees are busy juggling work and family and it is not unusual to encounter difficulties with stress, family, relationships, alcohol, work, or other issues which impact quality of life. The Department of the Navy values its employees and has partnered with Magellan Health to provide a new centralized employee assistance and work/life program for employees and their families. The Department of the Navy Civilian Employee Assistance Program (DONCEAP) provides a wide range of services to employees and their families.

Employees can access services 24/7 through the DONCEAP website at <https://magellanascend.com/> or by phone at 1-844-DONCEAP (1-844-366-2327). Representatives can provide answers to questions, research information, link employees to a wide variety of qualified local services and provide licensed confidential support to help with difficult issues.

»UPCOMING NNSY IDP WITH WAYPOINTS BRIEFS

The next upcoming NNSY Individual Development Program (IDP) with Waypoints Brief will be held July 8 from 12:15 to 1:15 p.m. in Bldg. 1763, 2nd Floor, Rm. 224.

NNSY's workforce development (WFD) Career Counselors will provide understanding of the purpose and process, sharing examples of IDP conversations, and introducing Waypoints' IDP feature. Upon sign-up for the brief, individuals will be sent a team meeting including links and a guidebook.

Open enrollment to all employees, please note that seating is limited to 24 participants. Walk-ins are welcome as first come, first serve per available seating. To register: Log into <https://don.csodfed.com/>. On the Learner Home page, type in 24-NNSY (C900CU-IDPBRF) C900CU IDP Briefing. The sessions will appear for you to request OR Email name, last 4 of DOD ID #, & session date to NNSY_WFD@us.navy.mil. For more information visit <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/Individual%20Development%20Plans%20IDP/Home.aspx>.

»UPCOMING NNSY BLOOD DRIVES

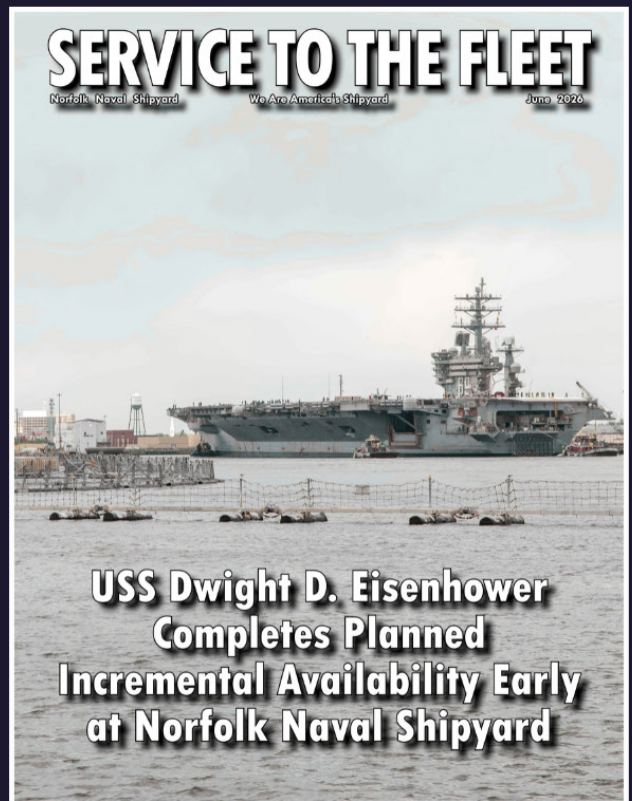
There is currently an urgent need for blood across the country, including Type O. NNSY is launching its support with various blood drives scheduled throughout the year. Those with access to the base are welcome to join us on the scheduled dates. All blood drives are held in the Bldg. 1500 Lobby from 8:30 a.m. to 1 p.m. The dates are: July 22-23, Sept. 23-24, and Dec. 2-3. For more information, please visit militaryblood.dod.mil to learn more and register for the drive of your choice. Walk-in are also accepted at all NNSY Blood Drive events.



NNSY

SERVICE TO THE FLEET

We Need You!



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 Breaks Ground for Modernization of Dry Dock 3

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



Representatives from Norfolk Naval Shipyard (NNSY), the Shipyard Infrastructure Optimization Program (SIOP), and Naval Facilities Engineering Systems Command broke ground at Dry Dock 3 May 21 to launch its modernization project.

Norfolk Naval Shipyard (NNSY) held a groundbreaking May 21 for the modernization of its historic Dry Dock 3.

Frequently home to submarines undergoing overhaul, Dry Dock 3 will now receive its own top-to-bottom refurbishment to include replacing the floor and walls; rebuilding caisson seats with deep foundations to provide watertight integrity; installing a new pump well system; replacing and rerouting utilities to improve access; and replacing surrounding crane rail systems supporting dock services.

As part of the Shipyard Infrastructure Optimization Program (SIOP) under Naval Facilities Engineering Systems Command (NAVFAC), this \$442 million project will ensure NNSY's maintenance capabilities and quality of service on Virginia-class submarines and future platforms. NAVFAC is supporting the effort through engineering, acquisition, contracting and construction management expertise, helping deliver the shore infrastructure improvements required to support NNSY's maintenance mission.

"The Shipyard Infrastructure Optimization Program is a once-in-a-generation effort to deliver improved capability and resilience to the shipyard team," said Captain David Matvay, Program Manager for Program Management Office (PMO)-

555. "The Navy established SIOP because the four U.S. naval shipyards were built during the age of sail and steam but are now maintaining and modernizing nuclear-powered vessels. You all know that doing this complex, specialized work in facilities that average 85 years old—including dry docks that average 101-years-old—is not ideal. This project will contribute to reducing delays in availabilities and increased operational days at sea for submarines."

"This is absolutely critical to how we're going to be able to keep our fleet moving forward," said Shipyard Commander Admiral Kavon "Hak" Hakimzadeh. "Combined with our improved push that we've made here at Norfolk Naval Shipyard to continue sending ships and submarines back out faster—we just accomplished our third success of getting USS Dwight D. Eisenhower (CVN 69) out early—our shipyard continues on an upward trajectory. Make no mistake about it; Norfolk Naval Shipyard is winning. We are winning out here, and we're going to continue to do so."

Pointing to the significance of this project, Hakimzadeh said, "A shipyard dry dock on its own is a national asset in high demand; our work specifically in this dock will help guarantee the capabilities and the lifespans of critical vessels serving our



Shipyard Commander Rear Adm. Kavon Hakimzadeh and Program Management Office (PMO) 555 Program Manager Capt. David Matvay spoke during the Dry Dock 3 modernization Groundbreaking Ceremony May 21.

nation. The Virginia-class forms the backbone of our Navy’s silent service with its operational versatility and nuclear-powered fast attack capability.”

Originally opened in 1908, the history of Dry Dock 3 mirrors the heritage and adaptability of the shipyard itself. The dock’s first ship was the armored cruiser USS North Carolina (ACR 12) which later served in World War I. Dry Dock 3 became ground zero for the shipyard’s first nuclear work with the overhaul of USS Skate (SSN 578) in 1965. The dock has also been home to high-profile emergent work such as repair of the destroyer USS Arthur W. Radford (DD 968) following its collision in 1999.

Dry Dock 3 has continued to make history in recent years, where NNSY performed the conversions of USS La Jolla (SSN 701) and USS San Francisco (SSN 711) into land-based Moored Training Ships. Those ships are now used for training Sailors to become future fleet operators at the Nuclear Power Training Unit in Charleston, South Carolina. Most recently, Dry Dock 3 welcomed USS John Warner (SSN 785) as the Navy’s first

Virginia-class Block III drydocking at any of the nation’s four public shipyards before it undocked this past March.

This marks NNSY’s third major dry dock project under SIOP, with the submarine-servicing Dry Dock 4 first completing modernization in spring 2023, and modernization of Dry Dock 8 expected to complete next year ready to host the USS Gerald R. Ford-carrier class. In addition to SIOP upgrading dry docks, Hakimzadeh noted other significant SIOP investments in shipyard facilities and equipment supporting the NNSY mission to repair, modernize and inactivate Navy warships and training platforms.

“Thank you to our Naval Facilities and contracting partners for making this change possible,” said Hakimzadeh. “As stewards of a shipyard more than two-and-a-half centuries old, it takes great teamwork and tenacity to modernize one of the nation’s largest, most historic and capable shipyards for its next 250 years of service . . . we are continuing to lay the foundation for the future of America’s Shipyard. This is where commitment meets concrete.”



America's Shipyard Honors the Fallen at Annual Memorial Day Fall-In for Colors

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



From left to right: Norfolk Naval Shipyard (NNSY) Executive Officer Capt. Brandon Johnson and NNSY Senior Advisor (HQE) to the Shipyard Commander, retired Vice Adm. Joseph Mulloy, speaks at the annual Memorial Day Fall-In for Colors May 21.

Civilians and Sailors alike joined ranks at the flagpole outside of the Norman Sisisky Engineering and Management Building at Norfolk Naval Shipyard (NNSY) the morning of May 21, the workforce coming together with a common purpose – saluting our fallen heroes as part of the annual Memorial Day Fall-In for Colors. Hosted by the NNSY Veterans Network, this solemn yet resolute ceremony provided a moment for all to join as one in remembrance of those devoted service members who paid the ultimate sacrifice in defense of our nation's freedom.

"Today we reflect on the true meaning of Memorial Day, which for us carries special significance by the nature of our work at Norfolk Naval Shipyard supporting the Sailors who go into harm's way to protect our freedoms. We honor the fallen through our actions, and through our mission," said NNSY Executive Officer Capt. Brandon Johnson. "Here at Norfolk Naval Shipyard, our daily work is deeply connected to this solemn duty. Every time we turn a wrench, weld a seam, or engineer a solution, we are directly contributing to the safety, readiness, and survival of our Sailors. The warships we maintain and modernize are the very vessels that project American strength and defend our freedoms across the globe."

The keynote speaker for the event was NNSY Senior Advisor (HQE) to the Shipyard Commander, retired Vice Adm. Joseph Mulloy. A third generation naval officer and New York native, Mulloy served the Navy for 38 years before continuing his service as a civilian. He shared personal stories of two service members and former classmates who made the ultimate sacrifice.

Mark Lange, a 1979 graduate of the United States Naval Academy (USNA), was piloting his A6E light fighter bomber the morning of Dec. 4, 1983 on a retaliatory bombing raid over Syrian targets in Mount Lebanon. While lining up for his attack run, the plane was hit by a surface-to-air missile into the engine nozzle while diving. "Demonstrating tremendous

airmanship, calm under fire and bravery, Lt. Mark "Doppler" Lange was able to keep the aircraft airborne and brought it back up to level flight to enable his crew member, Lt. Robert Goodman, Jr., to eject safely from the vessel," said Mulloy. As the plane crashed in the hills, Lange ejected in the final moment before impact; however, his parachute failed to open properly. Left severely injured and bleeding profusely, he died shortly afterwards surrounded by Syrian troops.

Capt. Gerald F. DeConto, a 1979 graduate of USNA, was serving in the Pentagon as the Director of Current Operations and Plans for the Office of the CNO Operations Directorate (OPNAV N3). On the morning of Sept. 11, 2001, he and his team were in the Navy Command Center organizing the Navy's initial response to the earlier attacks on the World Trade Center buildings in New York City, when a hijacked plane crashed into the building. He and everyone on his Navy Watch Team were killed in the crash. "His loss was a personal to me not only as a friend but also because I was only about 80 yards away in the Pentagon at the time," said Mulloy. "My office and floors did not collapse as the cockpit stopped 25 feet below my desk. My Submarine Warfare Team and I were lucky and could walk away from the attack; however, Gerry and his entire team were lost."

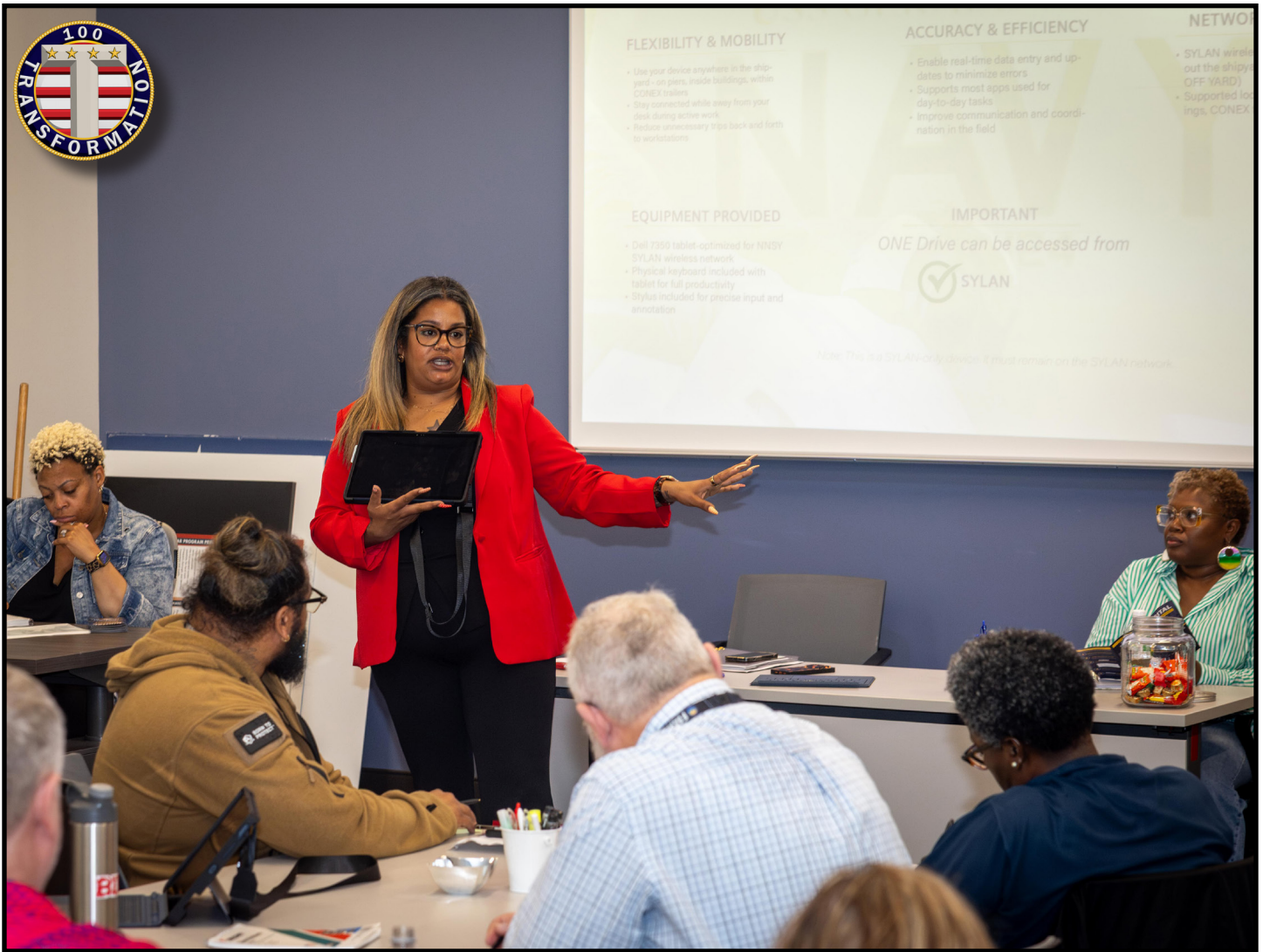
"Mark's and Gerry's deaths left unfillable holes in the hearts of their families, communities, and of everyone who met them," he continued. "However, their friendships, bravery and commitment to duty will never be lost or forgotten. We must all continue to honor our fallen on Memorial Day, sharing stories of the patriots we have lost and remember what they sacrificed for the rest of us. They put their lives on the line to protect our freedom, defend our Constitution, and volunteered to serve knowing that death may be the outcome."

The ceremony concluded with a wreath dedication ceremony presented by the NNSY Veterans Network, as well as a crafted

symbolic Battlefield Cross out of the personal effects from shipyard veterans to represent our fallen service members. The musical performances during the ceremony included the National Anthem, performed by NNSY's Michelle Read and Denise Sutton; "Taps" performed by U.S. Fleet Forces Band bugler MU2 Brandon Emerson; and "Amazing Grace" by bagpiper Thom Metz, a retired Lt. Col. from the United States Army. The invocation and benediction were provided by NNSY Chaplain Lt. Sonya Zell.

The NNSY Veterans Network is a collaborative team of shipyard employees, Sailors, veterans, and more, working together for a common goal – ensuring veterans have the tools they need to succeed in the naval enterprise and beyond. "Our team is proud to host this annual ceremony," said Code 1102 PE Military Analyst Nicholas Boyle. "This was a wonderful event that our dedicated volunteers are honored to be a part of. Thank you to everyone for taking the time to honor our fallen service members." Interested in joining? Email NNSY_Veterans_Officers@us.navy.mil.





Code 100TO.4 Digital Transformation Division Branch Head Eric Small shares the benefits of the tablet implementation initiative to interested members of the workforce.

EYE ON INNOVATION:

NNSY Digital Transformation Division and IT Department Launches New Tablet Implementation Initiative

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

Norfolk Naval Shipyard’s (NNSY) Digital Transformation Division (Code 100TO.4), alongside the Information Technology Division (Code 109), recently launched a new tablet implementation initiative at America’s Shipyard, readily bringing mobile technology to the hands of workers across the waterfront.

Originating from Deputy Commander, Industrial Operations, Naval Sea System Command Rear Adm. Scott Brown’s mobile workforce initiative, this effort aims to provide the tools needed to have information readily available on the go. This effort has been an ongoing process to bring NNSY to the

forefront of today’s technological advances. “One of the biggest priorities at NNSY today is getting us ready to service the latest classes of carriers and submarines entering our fleet – all of which are designed to accommodate a digital landscape of maintenance and modernization,” said Digital Transformation Division Branch Head Erin Small. “When we looked at solutions to ensure our workforce was ready to meet the challenge, we looked at tablet technology and how we could get them into the hands of our shipyard teammates.” Similar to the digital crewboards initiative, the tablet



Interested NNSY workers test out the new tablets as part of the tablet implementation initiative at America's Shipyard.

implementation initiative is bringing more than 500 tablets on the SYLAN network. This initial launch aims to fit first level and second level supervisors within NNSY production and operations departments with a handheld device that can be utilized in muster areas or across the waterfront where WiFi is accessible. The tablets are able to be fitted with regularly used programs, like the Microsoft suite of programs as well as SUPDESK, aiming to access up to 95 percent or more of programs shipyarders can access on their shipyard laptops.

“With these tablets, we enable real-time data entry and updates across our waterfront – in a way we haven’t really gotten a chance to do before,” said Command Information Officer (Code 109) Bill Leidel. “We also are able to improve the way we communicate overall within our workforce and improve the way we support the mission.”

“Our team and Code 109 have been working hard to get this initiative up and running as well as expanding WiFi capabilities across NNSY,” said Small. “Our intent is to someday be able to

get these tablets into the hands of everyone who could benefit from the technology. In order to do that, we are working with our current and future users to see that return on investment. From our user feedback, we’re able to continuously improve this program and be able to hopefully expand it beyond this initial launch. We’ve already been receiving great feedback from the pilot and improving our technology thanks to that valued insight from our users. We’re committed to doing what we can so that our workforce is fitted with the best tools needed to service the fleet of the future.”

All interested users must have an up-to-date SYLAN account to be able to log into the tablet and must log into their tablet every seven days in order to remain security compliant. For those interested in applying for a tablet, please check out the Navy Enterprise Service Desk (NESD) at <https://nesd-dwp.onbmc.mil> to begin.



Code 100TO.4 Digital Transformation Branch Head Erin Small has worked at the shipyard since September 2013. This soulful Dallas Cowboys fan enjoys creating crafts and planning special events, and her attention to detail and communication skills make her a strategic asset for Code 100TO.4.

SHIPYARD SPOTLIGHT: ERIN SMALL, CODE 100TO.4 DIGITAL TRANSFORMATION DIVISION BRANCH HEAD

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) Code 100TO.4 Digital Transformation Branch Head Erin Small has worked at the shipyard since September 2013. This soulful Dallas Cowboys fan enjoys creating crafts and planning special events, and her attention to detail and communication skills make her a strategic asset for Code 100TO.4.

In her shipyard role, Small is committed to developing purposeful digital transformations to help NNSY meet its mission.

“I identify opportunities where technology can replace outdated manual processes, to coordinate with stakeholders across the shipyard to ensure new tools and systems are adopted effectively,” said Small. “My team and I are constantly working to bridge the gap between where we are and where we need to be in terms of digital capability, all in service of improving how we work and, ultimately, how quickly and safely we return ships to the fleet.”

Her section also oversees change management at NNSY.

“While the shiny new technology tends to get the applause, change management is quietly doing the heavy lifting in the background, making sure the applause is actually warranted,” said Small. “At its core, it is the structured process of preparing, supporting, and guiding individuals and organizations through transitions whether that is a new technology, a new workflow, or an entirely new way of thinking about how work gets done.”

Small continued, “It is not enough to simply introduce a new tool and walk away. Somebody must make sure people use it, understand it, and believe in it. That somebody is us.”

One of her biggest supporters is NNSY Code 100TO.4 Division Head Delmonte Spence.

“Small’s endless drive and persistent dedication to bringing the best digital technology capabilities to NNSY are truly beyond belief,” said Spence. “She has made it her personal mission to ensure that every mechanic, supervisor, and support staff member becomes highly knowledgeable about the various digital initiatives introduced to the shipyard. She prides herself on not only completing the mission but also on consistently communicating with everyone to keep the team informed and aligned,” he added. “Her unique skill set perfectly complements Code 100TO.4, bringing an essential and much-needed capability to the broader 100TO team. Her leadership in this digital arena is both deeply appreciated and absolutely vital to our ongoing success and I am genuinely privileged to have been able to work alongside her to create new digital opportunities for the NNSY workforce.”

Small is very excited about the shipyard’s newest initiative, the tablet transformation effort providing the workforce tablets in support of their day-to-day duties.

“This may sound like a small step on the surface, but I genuinely believe it represents one of the most significant turning points in how our workforce operates on the waterfront,” said Small. “For the first time, our personnel have the ability to be truly mobile accessing the information they need, when they need it, right where the work is happening.”

Small continued, “What makes this so exciting to me is not just the technology itself, but what it symbolizes. Think about

how far we have already come, from the pager in the 1990s to smartphones, from paper blueprints to digital work packages. Technology does not stop evolving, and neither should we. This tablet initiative is, in my opinion, the starting point of a pivotal shift in how the shipyard operates. It is the foundation upon which future digital tools and capabilities will be built. We are not just handing out devices, we are changing a culture, modernizing a mindset, and setting the stage for everything that comes next at NNSY.”

She finds the most rewarding part of her job is her team’s direct support of waterfront personnel.

“Everything we do in the Digital Transformation Division is ultimately in service of the men and women who are doing the physical work of repairing, maintaining, and overhauling our Navy’s ships,” said Small. “When we develop and deploy a digital solution that eases an administrative burden, streamlines access to critical information, or removes friction from their day-to-day work, that is a win I feel deeply.”

Small believes that leadership is a lifelong journey and not just a destination.

“You cannot pour from an empty cup, and leaders who neglect their own well-being eventually fail the people they are supposed to serve,” said Small. “I actively listen to our

employees. Not just hearing words, but truly understanding what they are telling me, their concerns, their ideas, their frustrations.”

She encourages people to stop trying to fit into a mold and not let fear keep them from embracing change and new opportunities that can lead to a rewarding career.

Outside of work Small enjoys football, crafting personalized gifts and enjoys R&B music.

“I love crafting, there is something deeply satisfying about creating something with your own hands, whether it is a personalized gift, a decorative piece, or something completely new I have never tried before,” said Small. I also enjoy dabbling in event planning and décor.”

Small continued, “My favorite sports team has always been, and will always be the Dallas Cowboys. Being a Cowboys fan is not always easy, but loyalty does not come with a performance clause. That said, I am also a huge Shedeur Sanders fan, so do not be surprised to see me rocking a Cleveland Browns jersey now and then.”

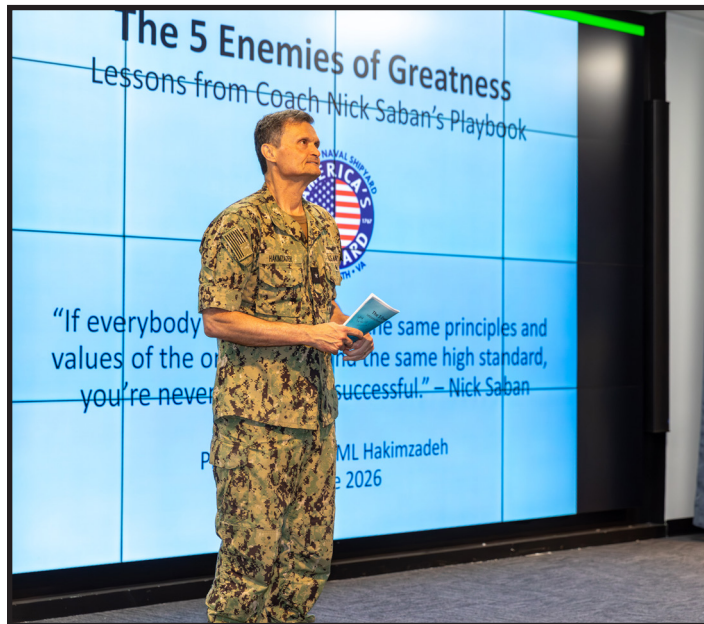
Small is a big fan of 90s and early 2000s R&B music.

“That era of music just hits differently, the vocals, the melodies, the storytelling,” said Small. “It is the soundtrack of my life, and no playlist is complete without it.”



Shipyards Commander Rear Adm. Kavon Hakimzadeh Launches Leadership Insight Series at America's Shipyard

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHER



Shipyards Commander Rear Adm. Kavon Hakimzadeh kicked off the NNSY Leadership Insight Series June 10 with his discussion on "The 5 Enemies of Greatness: Lessons from Coach Nick Saban's Playbook."

Shipyards Commander Rear Adm. Kavon Hakimzadeh launched the Norfolk Naval Shipyard (NNSY) Leadership Insight Series June 10, hosting a discussion entitled "The 5 Enemies of Greatness: Lessons from Coach Nick Saban's Playbook." From entitlement, lack of discipline, circumstances over vision, self-pity, and complacency, Hakimzadeh detailed how these enemies can affect the workforce at America's Shipyard – and shared his insights on how to overcome these enemies and the choices that can be made to ensure employees are approaching each day at their best.

"When it comes to excellence, you have to be bought into your pursuit of it. You have the ability to choose how you approach each day and your investment into your career," said Hakimzadeh. "Despite everyone having a different job title at our shipyard, we all technically have the same job. We're problem solvers – our business is to create an ecosystem to solve problems so that we can fix our naval warships. It's very common to see these enemies pop up across our shipyard, spreading those mentalities and having a negative effect on our workforce. We have to make a conscious effort to fight those mentalities, focus on what the mission requires of us and strive to earn that excellence. We have some of the most talented individuals in the world working some of the toughest jobs out there – but talent without discipline is just wasted potential. You've got the power of greatness – it's up to you to achieve it. That means approach each day fresh and ready to go, do the right thing, don't allow the circumstances to deter you from being able to solve problems, take ownership in your path, and maintain that relentless drive to improve in everything you do."

This monthly series is aimed to provide a unique opportunity to bridge the gaps between executive leadership and the broader workforce of NNSY, promoting a culture of continuous learning, mentorship, and excellence across the shipyard. Each month, a different NNSY leader will present on a leadership topic of their choosing, drawing from their personal experiences, operational challenges, and strategic vision.

"We have built these leadership lectures to provide an opportunity for leaders to share what they've learned in their journeys," said Hakimzadeh. "We are an environment built on hard work and dedication to our mission, and we are also built on mentoring and learning so that all of us can excel every day as we service our nation's fleet. I feel that these discussions will be a valuable asset in our toolbelts to show our investment in helping our team grow professionally. Leadership is a continuum and everyone has something unique to bring to the table. I hope this inspires many to come to the stage and share their valuable insights."

These talks are hosted through Waypoints and can be attended in-person or through Teams live. To register, please visit <https://don.csodfed.com/ui/lms-learning-details/app/event/23e705f5-beda-4bc0-a72d-17c7bd7bd704>. You can also search via Waypoints 24-NNSY Leadership Insight Series to sign up. If you are interested in hosting a monthly discussion, please contact NNSY_PAO@us.navy.mil.



HURRICANE SEASON

AT NORFOLK NAVAL SHIPYARD

Be ready for hurricane season. Take action TODAY to be better prepared for when the worst happens.

Understand your risk from hurricanes, and begin pre-season preparations now. Make sure you have multiple ways of receiving forecasts and alerts, and know what to do before, during, and after a storm.

Hurricane season is from June 1 to Nov. 30 - here are some ways you can be prepared for those potential storms:

Know the Risk

It's important to consider the threats that could happen in your area, including storm surges, flooding, hurricanes, strong winds, rip currents, and more!

Visit

<https://www.noaa.gov/know-your-risk-water-wind> to learn more!

Prepare and Protect

The best time to prepare is well before an emergency happens.

Develop an evacuation plan, build an emergency kit, document your possessions, strengthen your home and more.

Learn more at <https://www.noaa.gov/prepare-before-hurricane-season>.

Take Action Today

Tomorrow may be too late to be prepared ahead of the storms - so take action today. Take charge, learn about the potential emergencies that could affect your life someday, and learn what to do before, during, and after. Learn more at

<https://www.noaa.gov/take-action-today>.



Know the Risk - Take Action Today

Talking Shop: Celebrating NNSY's Paint Shop (Shop 71)

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

It is the final touch on a masterpiece of naval engineering. It's the haze gray armor that protects a warship from the relentless sea and the vibrant, precise markings on a flight deck that guide \$100 million dollar aircraft to a safe landing. This is the world of the Norfolk Naval Shipyard (NNSY) Paint Shop (Shop 71), a team of artisans whose work is the first line of defense against the elements and the finishing touch on America's maritime power. Their craft is a blend of science, skill, and sheer grit, applied everywhere from the smallest components to the massive hulls of aircraft carriers.

The painters' mission is far more than cosmetic. They are specialists in preservation and corrosion control, the critical tasks that ensure the longevity and structural integrity of the fleet. Their work begins long before the first coat of paint is applied, with meticulous and physically demanding surface preparation. They are experts in blasting, cleaning, and treating steel to create the perfect canvas. Only then can they apply the complex coating systems designed to withstand the harshest environments on Earth. Whether they are inside a cramped, dark tank or suspended high above the dry dock,

their focus on quality is unwavering.

Leading these teams requires a deep understanding of the craft and a passion for the work. Paint Shop (Shop 71) Work Leader Mark Kaufman has been in the trade for 35 years and has seen it all. He knows that success in the paint and blasting world comes down to preparation and teamwork. "The biggest thing is planning the job out and having all your materials ready for the guys," Kaufman explained. "I try to keep them a day or two ahead with materials, so when they get done with one job, they can just keep moving on to the next one."

From the intricate color-coded piping that runs through the veins of a ship to the iconic hull numbers that identify it from miles away, the handiwork of Shop 71 is everywhere. They are the guardians of the fleet's exterior, proving that the final coat is not just about appearance, but about readiness. Through their hard work and dedication, they ensure that when a ship leaves Norfolk Naval Shipyard, it is prepared for anything the sea throws its way.



Left to right: Shop 71 Painter Mechanic Sean Castor carefully applies a protective coating to a critical passageway component. A graduate of NNSY's Apprentice Program and a painter mechanic since 2017, Castor finds deep satisfaction in the transformative nature of his work. "You ever seen videos of people power washing? It's the same satisfaction when you just see something that's not right, and then you clean it, and it just looks real nice afterwards," he said. "Knowing that it's a job well done and it looks good."; Responsible for the intake and shipment of all components requiring preservation, Shop 71 Shipping and Receiving Clerk Danny DeSimas operates a forklift inside Building 1499. For DeSimas, a retired Navy Chief who has been with the shipyard for 12 years, the constant variety is what he enjoys most about the fast-paced logistical environment. "It's something different every day," he said. "There are factors, not just the material, but just stuff we deal with ... it's a new challenge every day."

NNSY FLTHRO PRESENTS: UPCOMING TRAINING OPPORTUNITIES



Defense Logistics Agency's Quincy Harmon (left) reviews paperwork with NNSY Hazardous Materials Supervisor Ovie Inuwere (right) in their Building 276 office. A former U.S. Navy Boatswain's Mate, Inuwere has worked in Shop 71 for 16 years and uses his unique background to bridge the gap between military and civilian personnel. "Knowing how the Navy works and also how the civilian world works, I guess I would say I am the liaison because I have been on both sides of the world," said Inuwere. "I definitely understand their lingo... and I also translate that to a civilian world so that way we can have a better understanding."

All trainings will be held via Teams.

NNSY employees should self-register in Waypoints by searching for the Course # and requesting registration under "View Details".

If you experience a problem with self-registering, email the NNSY Career Counselors at NNSY_WFD@us.navy.mil and specify the course and date, along with the last 4 digits of your DOD ID /CAC #.

A calendar event containing the Teams link will be emailed within 24 hours of the event. Ensure you gain supervisory approval prior to attending. This office is not responsible for any pay concerns.

Resume Writing: Learn tools and tips to writing an effective Federal Government Resume

Open to all NNSY Employees:

Aug. 14: 11:20 a.m. to 12 p.m. via Teams
Nov. 13: 11:20 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-RW) FLTHRO Resume Writing

Want your shop featured next in our Talking Shop Series?

Email NNSY_PAO@us.navy.mil today!



Workers' Compensation: Provides an overview of the Workers' Compensation program, discuss how to file a claim for work-related injuries or occupational diseases and benefits associated with on the job injuries.

Open to all NNSY Employees:

Aug. 14: 11:20 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-WC) FLTHRO Workers' Compensation



From the Deckplates to Department Head: Cmdr. Christopher M. Sands Takes the Watch as NNSY's Supply Officer

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



For some, joining the U.S. Navy is a leap into an unknown world. For Cmdr. Christopher M. Sands, Norfolk Naval Shipyard's (NNSY) new Supply Officer (Code 500), it was more like joining the family business. As the son of a 30-year Navy veteran, Sands' childhood was a whirlwind tour of military bases including in Germany and Italy, always finding his way back to San Diego as his father, the late Lieutenant Commander Bill Sands, served on a multitude of aircraft carriers.

"Looking back, I was fortunate to have that experience," said Sands. "It really prepared me for my future in the Navy with the challenges of Permanent Change of Station (PCS) moves and new duty stations every few years."

This firsthand look at Navy life, and particularly the respect his father commanded, left a lasting impression. During a Tiger Cruise on the USS Ranger (CV 61) in 1989, a young Sands witnessed it up close. "It was impressive to see the level of respect he received from his team," he recalled. "That respect and commitment to his Sailors and their support to their mission resonated with me."

Despite this deep-rooted connection, joining the Navy wasn't a foregone conclusion. During his junior year of high school, Sands decided he wasn't quite ready for college and was seeking travel and life experiences.

"My parents were surprised when I brought my plan to them," he admitted. "I was 17 years old and needed their permission to enter the Delayed Entry Program [a commitment to enlist in the military up to one year out]. Navy was never something we ever discussed as an option."

With their blessing, he and a friend enlisted together on the buddy program. Armed with his father's counsel, he shipped off to basic training in August 1994. "My Dad's advice early on was stay focused while at [Recruit Training Command] Great Lakes, work hard and ask for help when needed," Sands said.

While his friend separated from service after his first tour, Sands' journey was just beginning. His path to leadership started to crystallize during his second Western Pacific deployment aboard the USS Constellation (CV 64). As a newly minted Yeoman (YN) Third Class Petty Officer and the Supply Department's Yeoman, he had a front-row seat to the inner workings of an aircraft carrier's logistics engine.

"Seeing firsthand how each division supported the entire crew, whether through food service, retail operations, or critical parts support, I realized that if I could obtain a commission, then the Supply Corps would be the best fit for me," Sands explained.

As a YN1, he served as a Flag Writer, a unique role that placed him at the Pentagon and on Capitol Hill, coordinating schedules for the Navy's top brass. But his goal remained clear. In 2001, he applied for the Seaman to Admiral-21 (STA-21) program and was selected, officially starting his journey from the deckplates to the wardroom.

Now with 32 years of service now under his belt, Sands' leadership philosophy is deeply shaped by his "Mustang" roots starting in the enlisted ranks. "My enlisted time taught me the importance of listening, staying grounded, and understanding how decisions affect Sailors and civilians at every level of the

organization,” he said. “That perspective has stayed with me throughout my career and continues to shape how I lead.”

Today, as the head of NNSY’s massive Supply Department, Sands views his mission through three core priorities: People, Processes, and Projects. He plans to tackle modern supply chain complexities—from material obsolescence to antiquated infrastructure—by empowering his people, strengthening communication, and modernizing workflows where possible.

“My immediate goal is to listen, learn, and gain a full understanding of Code 500,” he stated. “Building on the strong foundation already in place, remove barriers where I can, and help position the team for continued success.”

His long-term vision is for Code 500 to be recognized as a “highly connected, responsive, and trusted mission partner,” a goal he feels is achievable thanks to the caliber of the shipyard workforce.

Throughout his own storied career, Sands maintained a friendly competition with his father. “He was always confident that I would surpass him and would always brag about it,”

Sands shared. His father passed away in 2018, but the legacy of service continues to be a powerful motivator. “I know he was proud of me, and with my recent selection to Captain, I attained a rank he always knew I was capable of.”

When he’s not leading Code 500, Sands is a dedicated family man. He and his wife, Sarah, enjoy attending their daughters’ ballet recitals, visiting his older children in California, playing a round of golf (not well, he jokes), and following his beloved Boston sports teams. At the end of the day, he says, it is his wife and their family that keeps him grounded.

As he steps into this new chapter, Cmdr. Sands is energized to contribute to a mission of lasting importance, especially at a time of shipyard modernization. “I am truly excited to join such a historic team at America’s Shipyard,” he said. “Moments like this do not come along often, and I believe they offer a real chance to improve how we operate, strengthen how we support the mission, and position America’s Shipyard for the future.”



From left to right, top to bottom: Norfolk Naval Shipyard (NNSY) Supply Officer Cmdr. Chris Sands (right) inspects a component with Defense Logistics Agency (DLA) Supply Technician Jermaine Lowe (left) and Russell Farr inside the Direct Material Inventory warehouse. The warehouse is a central hub for receiving, storing, and issuing the thousands of critical parts needed to support ship repair and modernization at NNSY; Sands (left) receives a system demonstration from DLA General Supply Specialist Shane Miyazono at the Vertical Lift Module. The automated storage system modernized material tracking and issuing, allowing the supply department to efficiently manage inventory for the high-tempo industrial needs of the shipyard; Sands tours the aisles with Grainger Branch Associate Julie Alberti inside the GSA Servemart Store. The on-site Servemart streamlined material acquisition by providing shipyard personnel with immediate access to everyday consumables and tools, directly preventing work stoppages on the deckplates; Sands speaks with Reginald Johnson inside the DLA Box Shop. The Box Shop provides customized packing and shipping solutions, ensuring that specialized submarine and carrier components are securely transported and protected throughout the supply chain.

Focus and Finish Mechanic Workshops – Small Changes Lead to Time Saving Results

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER



NNSY teammates come together for the first Focus and Finish Workshop dedicated to the freeze seal process in May 2026.

Focusing on small changes will lead to time-saving results at Norfolk Naval Shipyard (NNSY). NNSY's Command Transformation Office System Improvement Division (Code 100TO.2) has developed a series of Focus and Finish Mechanic Workshops (FFMW) where cross-functional stakeholders work together to streamline small-scope processes and develop action plans to prevent interruptions and better meet the shipyard mission.

The workshop series was developed after a visit to Portsmouth Naval Shipyard (PNSY) about a year ago. PNSY established the Model Line process and Code 100TO.2 is adapting it for use at NNSY as part of the FFMW series.

"The workshops are focused on identifying operational inefficiencies and collaborating for action improvements to streamline our processes," said NNSY Code 300N Nuclear Production Manager Scott Durdle.

Durdle is the Shipyard FFMW Champion and he and his team are working to schedule a new workshop approximately every two weeks. Workshop participants from the first two sessions included NNSY, and corporate partners from PNSY, Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS & IMF), and Pearl Harbor Shipyard and Intermediate Maintenance Facility (PHSY & IMF).

The first series of workshops included: The Vortex Freeze Seals and Half-inch Primary Globe Valve Repack. According to the workshop charters, the Vortex Freeze Seal is an essential function performed by NNSY Shop 56 to temporarily establish, localized system isolation, allowing for maintenance on fluid-filled systems without the need for a full system drain and the half-inch Primary Globe Valve Repack process restores valve reliability and ensures proper operation for submarine and carrier systems.

Durdle continued, "We are developing FFMW for upcoming nuclear work and collaborating with the other shipyards to maximize improvements to our processes. In July, we will start FFMW for non-nuclear work."

One solution that evolved from the FFMW was a coiling machine modification to wind cables suggested by NNSY Pipefitter Shop (Shop 56) Freeze Seal Supervisor Sam Jones III.

"At the end of the job, if we have a modified coiling machine tool that's portable and can be broken down, it will help keep our cables from being a tangled-up bird's nest," said Jones. "We can coil the cables in the field instead of carrying them back to the shop, rolling them out and then using the larger coiling machine that's in our shop."

Jones continued, "If everything is already tied up when we



NNSY Code 300N Nuclear Production Manager Scott Durdle and Code 100TO.2 System Improvement Division Program Analyst Rick Madeira speak during the first Focus and Finish Workshop dedicated to the freeze seal process in May 2026.

get back to the shop, we can just get straight testing our cable ends, tag and shelf the cables instead of having to lay them out twice.”

Streamlining the cable coiling process will provide Jones and his team with extra time to handle other tasks. Jones has been a supervisor for two years and frequently sees the challenges that tangled cables present.

The FFMW series will benefit NNSY by streamlining work processes to reduce waste, decrease process duration and develop more consistent shipyard operations. The workshops will also set new standards for processing best practices and sharing successes across the shipyards.

The workshops will also help the workforce shift mindsets towards problem-solving and produce new outcomes that will save time and money.

“We will be evaluating recommended improvements to local processes, tooling, technical work documents, local and NAVSEA requirements, materials, qualifications, and inefficient

handoffs that delay non-stop execution of the mechanic on the job site,” said Durdle.

The workshops have received productive feedback and positive reviews so far. Participants appreciate the process of developing actionable items and working with stakeholders from various shops and codes which developed a greater understanding of everyone’s roles and responsibilities in the various processes. Additionally, the teams would like to see more shipyard codes represented, so there can be even more productive conversations on developing mutual solutions.

“It’s identifying little things that we can go do,” said NNSY Code 100TO.2 System Improvement Division Program Analyst Rick Madeira. “The streamlined processes are just going to make the mechanics’ life easier.”

Madeira continued, “The goal is to create an improved mindset in the mechanics. So, as we go through each workshop, the participants can see their processes make an immediate impact.”



NNSY teammates came together for the second Focus and Finish Workshop dedicated to the half-inch primary globe valve repack process in May 2026.

Shipyard Win: Code 700 Executes Record-Time USS Montpelier Sonar Dome Installation

STORY COURTESY OF CODE 700 | PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER



Norfolk Naval Shipyard (NNSY) officially kicked off USS Montpelier's (SSN 765) Engineered Overhaul with the boat's drydocking Aug. 21, 2024.

Led by Code 700 Lifting & Handling Department (Code 740 Operations), Norfolk Naval Shipyard (NNSY) has achieved a major milestone on the USS Montpelier availability undergoing an Engineered Overhaul. Setting a new standard for efficiency and teamwork in a record-breaking evolution for a 688-class submarine, Code 700 and the project team safely and successfully installed the boat's sonar dome.

Through flawless execution, the dome was seated perfectly in place, approximately 200 bolts were installed, and the lifting ring was removed in record time. Most importantly, this accelerated timeline was achieved without compromising the safety of the crew or the quality of the work.

"This evolution is a perfect demonstration of our core mission: 'Mission Delivery through Lifting and Handling Excellence,'" said Code 700 Director Joe Singer. "The precision and speed shown by this team represents the high standard

of support we strive to provide to the shipyard and the Fleet every day."

"Executing this complex lift safely and in record time is a testament to the teamwork between Code 700, Shop 11, and the project team," added Deputy Director Kenny Minnard. "This outstanding effort directly sets us up to undock the Montpelier ahead of schedule."

This evolution is a massive "shipyard win" and serves as a critical step toward the overarching goal of undocking Montpelier ahead of schedule.

Bravo Zulu to the Code 700 Lifting & Handling Department (Code 740 Operations), the Code 920 Structural Department (Shop 11 Shipfitters), and the entire Montpelier Project Team for their exceptional coordination, technical expertise, and dedication to the mission.



NNSY Shuttle Service

The Norfolk Naval Shipyard Shuttle Service provides shuttles both inside and outside the Controlled Industrial Area (CIA). Please see the latest information as of October 2025 below.

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 EXCEPT on Federal Holidays
- 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

Special Recognition Goes out to the Following Individuals whose Pivotal Efforts Made this Record-Breaking Installation Possible:

- **Louis Andrews – Code 740 Submarine Director**
- **Brian Mattera – Code 740 General Foreman**
- **Ryan Huchins – Shop 72 Supervisor**
 - Ryan Stone
 - Chad Saeger
 - Aaron Vadala
 - Antoine Badger
 - Matthew Mills
 - Robert Wilkerson
 - Jordan Giddens
 - Blake Bullock
- **Gregory Stanfill - Shop 72 Backshift Supervisor**
 - Wayne Hazel
 - Dana Martin
- **Garry Barnett-Baker**
- **Marcus Robinson**
 - Delvin Joseph
 - Sean Horner
 - Roger Talbot
- **Cameron Goodman**
- **Archie Johnson**

Installation Shuttle Stops

North Bound

1. Gate D - Bldg. 369
2. Gate I - Bldg. 273, 298 and 510
3. Bldg. 1763 - Training Facility
4. Barracks, M-32 Trailers and Bldg. 276A
5. Bldg. 1500 - Gate N (behind the building)
6. Clinic - Gate O
7. Gate R - Bldg. 61 and 62

South Bound

8. Bldg. 1575
9. Bldg. 15
10. Bldg. 74
1. Bldg. 16
2. Bldg. 1575
3. Bldg. 706 - Gate O
4. M-1 and Bldg. 1500 (behind the building)
5. Gate I
6. Returns to Gate D, route begins again.

CIA Shuttle Stops

North Bound

1. Bldg. 369 North Side and Dry Dock 8
2. Bldg. 369 Southeast Corner
3. Bldg. 369 South Side
4. Bldg. 269
5. Bldg. 298
6. Pier 5
7. Bldg. 1505
8. Bldg. 61 and 62 - Gate R

South Bound

1. Bldg. 1505
2. Bldg. 163
3. Bldg. 510R
4. Bldg. 269 and S1
5. Returns to Bldg. 369, route begins again.



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



ACCESS CODE: MATERIAL SOURCING AND PROJECT MANAGEMENT DIVISION (CODE 520)

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



From left to right: Defense Logistics Agency (DLA) Chief Branch Manager Rolietta Massingill-Johnson, Norfolk Naval Shipyard (NNSY) Project Material Manager Kim Brashears, and DLA Distribution Process Specialist Amanda Lunceford verify material for USS California (SSN 781). This seamless partnership between NNSY's Code 520 and the DLA team in Code 550 ensures that all parts are properly received, inducted, and tracked within the shipyard's supply system.; Chris Hicks, Material Sourcing Branch Head (left), and Carolyn Parish, Material Sourcing and Project Management Division Head (right), discuss the Bill of Materials for USS California (SSN 781) at NNSY. This leadership-level coordination was essential for identifying long lead-time material and developing procurement strategies to keep the submarine's future availability on track.

Every successful project at Norfolk Naval Shipyard (NNSY) culminates in the hands of a committed team working to meet the mission of repairing, modernizing and inactivating the Navy's warships and training platforms. But long before a single bolt is tightened, a silent, critical mission is already underway. This mission belongs to the Material Sourcing and Project Management Division (Code 520), the team responsible for ensuring the right material is at the right place, at the right time, and at the right cost.

Code 520's primary mission is managing the end-to-end lifecycle of material readiness for every ship repair, overhaul, and modernization project.

"Mechanics can't turn wrenches if they don't have parts, and engineers can't execute designs without the proper materials," said Carolyn Parish, Code 520 Division Head. "Code 520 acts as the connective tissue between the high-level planning phases and the physical execution on the waterfront."

This "connective tissue" is a team of approximately 47 specialists who process a staggering volume of requests. In a typical fiscal year, they handle roughly 102,000 material line items, and are on pace to procure material valued at over \$575 million in the current year alone. Their work is a constant battle against unpredictable supply chains, long vendor lead times, and locating the needed parts.

"Our team works tirelessly to ensure supply constraints never become the reason work stops," Parish said.

That tireless work was on full display during two of

the shipyard's most significant recent victories: the early completion of USS Dwight D. Eisenhower (CVN 69) and the successful undocking of USS John Warner (SSN 785).

Raven Sparrow, the Project Material Manager (PMM) for Eisenhower, managed over 33,000 material requirements to support the carrier's availability. "My specific role was to ensure critical material is sourced, expedited and delivered in alignment with production's priorities," she said. "By working together across departments, we were able to help prevent delays, reduce wait times for critical material, and keep work progressing."

For John Warner, the challenge was just as immense. Nitashua Tyson, the submarine's PMM, led a team that tracked nearly 60,000 material items and dedicated an estimated 3,000 manhours during the undocking surge alone.

"The Material Management Team played a critical role... by ensuring the right material was available, tracked, and delivered to support waterfront operations without delay," Tyson said. "We led daily coordination efforts focused on material readiness, tracking high-priority and mission-critical components from requisition to delivery while maintaining accountability throughout the process."

This behind-the-scenes effort is often invisible. One of the biggest misconceptions, according to Tyson, is that material simply shows up from a vendor ready to go. "Every item... goes through extensive coordination, verification, tracking, inspections, and logistics management before it ever reaches



From left to right: Personnel in the Material Sourcing Branch (Code 520) review non-nuclear Job Material Lists (JMLs) at their desks at NNSY. This team of specialists meticulously reviews thousands of JMLs annually to ensure technical accuracy and logistical readiness before they are sent to the Defense Logistics Agency for procurement; Project Material Managers for USS Dwight D. Eisenhower (CVN 69), Raven Sparrow (left) and Crystal Ossi, review material status reports at NNSY. Their close collaboration and proactive material management were key factors in delivering the aircraft carrier back to the fleet ahead of schedule.

the waterfront,” she explained.

The work continues on massive ongoing efforts like USS California (SSN 781). PMM Kimberly Brashears is managing over \$130 million in specialized inventory, a daily effort of tracking thousands of items and coordinating with other naval shipyards. Her team’s proactive management recently enabled them to share staged inventory to mitigate work stoppages on other active submarine projects.

“In a shipyard, we are all one team,” Brashears said. “Being able to leverage our staged inventory to keep other active submarine projects on their critical paths is a huge win for

overall fleet readiness.”

It is this dedication to the broader mission that defines the spirit of Code 520.

“When a ship hits a major milestone, the shipyard rightfully cheers for the project and mechanics turning the wrenches,” Parish said. “But behind every successful milestone is a Code 520 team member who spent weeks tracking down a rare valve or resolving a complex material discrepancy. When the supply chain is seamless, it’s practically invisible, and that is the true hallmark of our team’s quiet professionalism at America’s Shipyard.”



Nitashua Tyson, Project Material Manager for the USS John Warner (SSN 785), reviews critical path material documents at NNSY. Tyson and her team tracked nearly 60,000 material items, ensuring every component was available to support the submarine’s successful on-time undocking.

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N O R F O L K N A V A L S H I P Y A R D

GRILLING FIRE SAFETY TIPS

PREPARATION

Check the grill for signs of damage.

Open the lid to start up the grill.

Clean any residue before cooking.

GRILLING

Never leave the grill unattended when on.

Keep children & pets 3 ft away at all times.

Avoid loose clothing & tie off long hair.

CLEAN UP

Brush grill grates & racks thoroughly.

Once cooled, wipe with a damp rag to remove residue or brush bristles.






NORFOLK NAVAL SHIPYARD
Scholarship Opportunities

Federal Managers Association (FMA) Scholarship Applications Accepted until July 1

Applications for the 2026 Norfolk Naval Shipyard (NNSY) Federal Managers Association (FMA) Chapter 3 Scholarships are now being accepted.

Five scholarships are being awarded to dependents of FMA members, worth \$500 each. It will be conducted as luck of the draw and names will be announced immediately after the drawing at the July regular meeting. Checks will be presented at the annual Crab Feast held in August.

Application Criteria:

- Applicants must be a dependent of a member in “good standing.” Good standing is defined as a member who has been a due paying member of this chapter for at least one year prior (July 2025) to the scholarship drawing.
- Documentation (letter of acceptance, receipts for tuition, etc.) is required to be submitted with the application to provide proof of full-time enrollment of the applicant in a school of higher education (college, trade school, etc.).
- Applications must be submitted to FMA Scholarship Chairman DeVeda Diggs at DeVeda.C.Diggs.civ@us.navy.mil by July 1.

Norfolk Naval Shipyard

honors

America's

250th

Birthday

• America's birthday is officially celebrated on Independence Day, the Fourth of July, which marks the adoption of the Declaration of Independence by the Continental Congress in 1776. The country is celebrating its 250th birthday—the semiquincentennial—culminating on July 4, 2026.

