



The U.S. Navy Ceremonial Guard folds the American flag over the remains of Navy Seaman 1st Class William Bruesewitz during his interment at Arlington National Cemetery in Arlington, Va., Dec. 7, 2018. U.S. Navy photo



Bruesewitz family
Seaman 1st Class William Bruesewitz, was killed during the Dec. 7, 1941 Japanese attack on Pearl Harbor.

USS OKLAHOMA SAILOR KILLED IN PEARL HARBOR, INTERRED IN ARLINGTON CEMETERY

By Yonca Poyraz-Dogan
Navy Office of Information Public Affairs

WASHINGTON

Navy Seaman 1st Class William Bruesewitz, killed at the Pearl Harbor attack, was interred at Arlington National Cemetery Dec. 7 on the 77th anniversary of the incident. Bruesewitz, 26, of Appleton, Wisconsin, was assigned to the battleship USS Oklahoma (BB 37) moored at Ford Island, Pearl Harbor, when the ship was attacked by Japanese aircraft Dec. 7, 1941. The Defense POW/MIA Accounting Agency (DPAA) announced in November that Bruesewitz was accounted for March 19 this year and his remains were being returned to his family for burial with full military honors.

Assistant Secretary of the Navy Greg Slavonic said he was honored to attend the ceremony for Bruesewitz. “As battleship USS Oklahoma, which on December 7, 1941 sustained multiple torpedo hits and capsized quickly, Petty Officer 1st Class Bruesewitz and other sailors were trapped below decks. He was one of the 429 Sailors who were killed that fateful day,” Slavonic said.

“Bruesewitz and his shipmates are remembered at the USS Oklahoma Memorial on Ford Island which was dedicated in their honor December 7, 2007. Sailors like Bruesewitz who represent the ‘Greatest Generation’ gave so much and asked so little but when the time came to serve their Navy and nation, they answered the call.” After Bruesewitz was killed in the attack, his remains were recovered from the ship, but they could not be identified following the incident. He was initially buried as an unknown at the National Memorial Cemetery of the Pacific. Forensic developments, like

DNA analysis, allowed reexamination and eventual identification of his remains. Bruesewitz is the 118th crew member to be identified by the DPAA’s USS Oklahoma project. There were 388 personnel unaccounted for from the ship and 187 Sailors have been identified so far. Renate Starck, one of Bruesewitz’s nieces, said that after Bruesewitz was identified and interment plans started, the family requested the interment be Dec. 7. “Because we’ve been aware of loss of our

» See **ARLINGTON** | A7



USS Abraham Lincoln successfully completes CSSQT

By MC2 Jessica Paulauskas
USS Abraham Lincoln Public Affairs

ATLANTIC OCEAN

The Nimitz-class aircraft carrier USS Abraham Lincoln (CVN 72) successfully

completed the testing of the ship’s defense capabilities during Combat Systems Ship Qualification Trials (CSSQT), Dec. 7. CSSQT tested Abraham Lincoln’s ability to safely and effectively operate onboard weapons systems, including the close-in weapons system (CIWS), rolling airframe missile (RAM) launchers and the Enhanced NATO Sea Sparrow Missile System (ESSM). “CSSQT is pivotal because it certifies our

» See **LINCOLN** | A7

T&I Lab purchases new exoskeleton suits for America’s Shipyard

By Kristi Britt
Norfolk Naval Shipyard Public Affairs

PORTSMOUTH, VA.

New exoskeleton technology has made its way to Norfolk Naval Shipyard (NNSY), and members of the workforce are now being certified for its use. The Robotics Subcommittee (RSC), a section of the NNSY Technology and Innovation Community of Practice (T&I COP), has been researching new innovative technologies that are able to improve the health, safety, and efficiency of the shipyard worker. One of their most prominent technologies researched and tested is the Levitate Airframe exoskeleton suit, a flexible power suit or limb accessory technology that is



U.S. Navy graphic

able to reduce force on important joints in the body and make it easier for the user to be versatile and safe while lifting, lowering, or performing extensive labor. “This technology is very promising and could make a huge impact for our workers putting in the time and energy to service the fleet on a daily basis,” said RSC Lead Edwin Guerra. “Our main focus in the T&I COP is to improve the health and safety of our waterfront workers and increase their quality of life. They are doing the day-to-day operations and straining their bodies to get the job done. But with technologies like the exoskeleton suit, we are able to certify and fit our workforce with something that can reduce the

» See **EXOSKELETON** | A7

CHECK US OUT ONLINE!

www.flagshipnews.com

facebook

www.facebook.com/The.Flagship

twitter

www.twitter.com/the_flagship

ONR-SPONSORED RESEARCHER WINS NOBEL PRIZE

Frances H. Arnold, who still serves as a professor of chemical engineering at Caltech, was in Stockholm, Sweden, early Dec. 10 for the Nobel Prize Award Ceremonies, where she became only the fifth woman — and the first American woman — to take home the chemistry award.



» see **A4**

NAVSUP REAR ADMIRAL DEDICATES PEARL HARBOR DAY HERO DORIS “DORIE” MILLER MEMORIAL

Miller, a mess attendant, was on the battleship USS West Virginia (BB 48) at the time of the Pearl Harbor attack, Dec. 7, 1941.

» see **B1**

HOLIDAY MAGIC!

Read our interview with magician, Sebastian Nicolas, who will be performing with A Magical Cirque Christmas on Dec. 18 at Chrysler Hall.

» see **C1**

THE FLAGSHIP’S FREE HOME DELIVERY
South Hampton Roads: Get the convenience of your Navy newspaper delivered right to your door for free!

Sign up today! Call 222-3965



Washington Post



National Post



medium.com



theatlantic.com

LETTER FROM THE EDITOR

Dear Readers,

Wow, this year was a big one, the 25th Anniversary of The Flagship newspaper. A lot has changed in the world of newspapers and journalism in the last 25 years. The Flagship is one of the few printed military newspapers left.

It has been a pleasure to edit this paper for the last eight months. 25 years ago I never in my wildest dreams could have imagined I would be doing this today. To lend some perspective, 25 years ago it was 1993. I was nine years old and desperately wanted to be an epidemiologist.

■ The US and Soviet Union signed Start II reducing nuclear warheads by 3,500 each

■ The North American Free Trade Agreement (NAFTA) was signed into law by US President Bill Clinton

■ Yitzhak Rabin (Israel) and Yasser Arafat (PLO) signed a peace agreement on September 13th on White House lawn.

■ Harley Davidson Motorcycles was 90 years old

■ Ty Warner USA launched the first Beanie Babies

■ Slovakia gained independence when Czechoslovakia divided into the Czech Republic and Slovakia

■ Nelson Mandela and F.W. de Klerk were awarded the Nobel Peace Prize during October 1993. The two leaders were recognized for their efforts to end apartheid in South Africa. F.W. de Klerk was the President of South Africa from 1989 to 1994 and oversaw the dismantling of apartheid. Nelson Mandela was the President of South Africa from 1994 to 1999.

I know at the time the only thing I was following was Beanie Babies. I wasn't following the events of the world around me and certainly not what was happening in the U.S. navy. I had no clue that women were finally allowed to serve on combatant ships

and how that would ultimately have a huge impact on my life in a few short years. I wasn't aware of the recruiting slogan which in 1993 was: You and the Navy Full Speed Ahead.

History lover that I am, I was interested in what led to the creation and naming of The Flagship and had an opportunity to speak with Rear Admiral Jake Tobin, the Naval Base Norfolk Commander at the time of The Flagship's inception.

Q: Why was creating The Flagship important to you?

A: A Region is significant in the Navy and at the time it was a way to speak to everyone in the Region all the Sailors as well as the families and retirees at the same time with one newspaper.

Q: How did you come up with the name The Flagship?

A: A flagship is a vessel used by the commanding officer of a group of naval ships, it is the lead ship in a fleet of vessels, typically the first, largest, fastest, most heavily armed, or best known. It is the ship in a fleet that carries the commanding admiral. The Flagship just fit it was a way to carry messages to all hands in one paper.

Q: Did you ever think you'd be answering questions about the Flagship 25 years after it started?

A: No, but I'm glad I am. It's good to look back and remember how we got something going that was so important at the time.

If you were ever curious about how The Flagship was named, now you know.

So, I thank you readers, for the time you take out of each week to keep up with what is going on in our military and our community. Thank you for your readership and support over all these years.

Very Respectfully,
Chief Mass Communication Specialist Shannon Warner
The Flagship Editor



**NEWS,
BLOGS,
DISCOUNTS
& MORE**

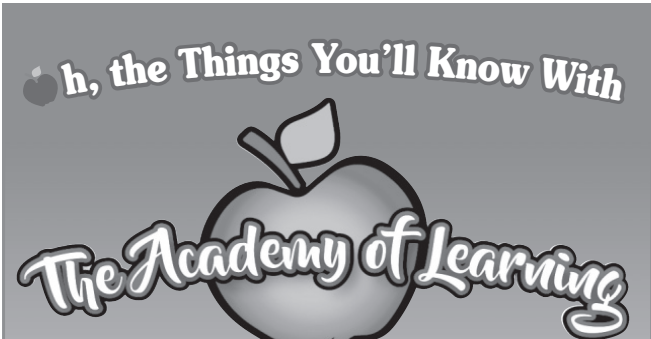


**PAXTON
company**

www.paxtonco.com

Paxton Company a Marine Wholesale Supplier in Norfolk Virginia seeks a professional business to business Outside Sales Representative. Applicant must have 3+ years in the Boating/ Marine industry with emphasis on government contracts. Attractive Commission and Benefit Package to include medical, dental and life insurance. Send resume to billj@paxtonco.com.

h, the Things You'll Know With



NOW ENROLLING!

**Ages 2-5 • Kindergarden
Readiness • Degreed Teachers
• Fine Arts Program & More!**

757-578-2231

www.theacademyoflearning.com

Licensed Child Day Center

The Flagship

Editorial Staff

Military Editor | MCC Shannon Warner
757-322-2860 / news@flagshipnews.com

Graphic Designer | Mike Doyle

Flagship, Inc.

MNV Military Manager | Pam Bullock, 757-446-2795
Advertising Inquiries | Pam Bullock, 757-446-2795
Creative Coordinator | Allyson Garner, 757-222-3955

Free Classified Advertising, 757-222-5373
Distribution, 757-222-5629
Home Delivery, 757-222-3900

Commander, Navy Region Mid-Atlantic (CNRMA):
Rear Adm. Charles W. "Chip" Rock
Regional program manager for Navy Region Mid-Atlantic (NRMA):
Public Affairs Director | Beth Baker

The Flagship® is published by Flagship, Inc., a private firm in no way connected with the Department of Defense (DOD) or the United States Navy, under exclusive written contract with Commander, Navy Region Mid-Atlantic. This civilian enterprise newspaper is an authorized publication for members of the military services. Contents of the paper, including advertisements, are not necessarily the official views of, nor endorsed by, the U.S. Government, DOD, or the Department of the Navy (DON). The appearance of advertising in this publication, including inserts and supplements, does not constitute endorsement by the DOD; DON; Commander, Navy Region Mid-Atlantic or Flagship, Inc. of the products or services advertised. Everything advertised in this publication shall be made available for purchase, use, or patronage without regard to race, color, religion, gender, national origin, age, marital status, physical handicap, political affiliation, or any other non-merit factor of the purchaser, user, or patron. If a violation or rejection of this equal opportunity policy by an advertiser is confirmed, the publisher shall refuse to print advertising from that source until the violation is corrected. Editorial content is edited, prepared and provided by the Public Affairs Department of Commander, Navy Region Mid-Atlantic. Stories may be submitted via email to news@flagshipnews.com. The Flagship® is published every Thursday by Flagship, Inc., whose offices are located at 150 W. Brambleton Ave., Norfolk, Va. 23510.
© 2018 Flagship, Inc. All rights reserved.

7 Cities Towing & Recycling



**Military, Base Towing,
Car Removal, Roadside
Assistance & More!**

Call us Today! 757-639-0888
7-cities-towing-recycling.business.site
sevencitiestowingandrecycling@yahoo.com



NEWS FROM NAS OCEANA

Oceana Fleet and Family Support Center puts focus on self-care

By MC2 Jacob S. Richardson

VIRGINIA BEACH, VA.

Naval Air Station Oceana Fleet and Family Support Center (FFSC) held an event for Exceptional Family Member Program (EFMP) care givers, Nov. 30. The event focused on Self-care and numerous opportunities there are for service members and their families that are in the EFMP.

EFMP is designed to assist sailors with the special needs of their Exceptional Family Members (EFM), at new duty locations. Assistance is emphasized in the assignment process, but also includes family support from Fleet and Family Service Centers. EFMP case liaisons are located throughout the fleet to provide information and referrals, individualized service plans, and case management from one duty station to the next. Special needs include any special medical, dental, mental health, developmental or educational requirement, wheelchair accessibility, adaptive equipment or assistive technology devices and services.

“Normally, most of our events focus on the children within the EFMP. This particular event is for the care givers, our service members and their spouses who have children in the EFMP,” said Robin Agati, NAS Oceana EFMP case liaison. “This event gives them the opportunity to have a night out, we have speakers talking about self-care and the importance of taking care of themselves so they are fresh and their mind is clear, in order to take care of their child with special needs.”

EFMP coordinators are located at base medical treatment facilities and serve both personnel and family support functions. Coordinators facilitate initial enrollment and guide families to other services if required. Command points of contact can also assist service and family members with the enrollment process. EFMP enrollment is mandatory and required immediately upon identification of a special need. Successful implementation requires up-to-date information and extensive coordination between



MC2 Jacob S. Richardson

Jan Weintraub, Norfolk School Counsoler, speaks to care givers during a Exceptional Family Member Program event at the Naval Air Station Oceana Fleet and Family Support Center, Nov. 30. The event focused on Self-care and numerous opportunities there are for service members and their families that are in the EFMP.

personnel, medical, educational and family support communities.

“This is the first of hopefully many such events that focus on our EFMP care givers, we hope to hold this annually to coincide with National Family Caregivers Month,” said Agati. “As a care giver, you give so much of yourself that it is easy to deplete your own resources and energy. If you are not taking care of yourself, you are not in the proper state to give care to others. We want to help all care givers learn ways to do just

that; refocus, rest, and continue to care.”

November is National Family Caregivers Month, celebrating the contribution of those volunteer friends and family members who support a loved one with their health or managing a disability. There are more than 44 million Americans who care for a family member, friend, or neighbor. It is important to recognize the contribution of caregivers and find better ways to support them as they care.



MC2 Jacob S. Richardson

Children play in snow created from a snow machine during the 7th annual Christmas tree lighting event at Naval Air Station Oceana's Youth Sports Complex, Nov. 30.

NAS Oceana holds annual tree lighting

By MC2 Jacob S. Richardson

VIRGINIA BEACH, VA.

Naval Air Station (NAS) Oceana's Youth Center held its 7th annual Christmas tree lighting event at the Youth Sports Complex, Nov. 30. Hosted by Oceana's Moral, Welfare and Recreation (MWR), the annual event helps NAS Oceana, its families and the community mark the beginning of the Christmas season, celebrating it surrounded by loved ones and Christmas cheer.

“This event gets larger every year, and we love to see it grow. The first year we just had the festivities and the tree, now we have so many other elements and opportunities for fun, from bounce houses to face painting and hay rides,” Vinny Spagnuolo, deputy MWR Director. “We see service members and their families come from all over the Hampton roads area to join us for this great event. They understand what a great value this is.”

To start the event, NAS Oceana leadership, Sailors, and their families all counted down the lighting off the tree, marking the beginning of the Christmas season. The children were then allowed to explore the Youth Sports Complex, getting their photo taken with Santa and enjoy the planned activities.

The no-cost event provided its guests with hot chocolate and cookies as they waited in line to see Santa, kids were invited to enjoy face painting, hay rides, crafts, food, and a holiday movie viewing; the event also held a performance by the children from the Oceana Youth Center and Dam Neck Child Development Center at the base Theater.

“The experience for the kids is what matters to me most,” said Spagnuolo. “When you see them walk up to their favorite Christmas character or princess, to see that moment, and for the families to be able to offer that for their child at no cost, is really a great thing.”



Our Mission Your Education

A leading educator for active-duty, guard, reservists and military families, Saint Leo University provides flexible undergraduate, and graduate programs to help advance your career.

- Flexible and affordable education
- Discounted tuition for military
- Online and on-ground classes
- Military friendly programs and support

Visit us on base to learn more about education opportunities

CONNECT WITH US



Chesapeake | 757.227.4450
Jeb Little Creek-Fort Story | 757.464.6449

NAS Oceana | 757.428.8395
NS Norfolk | 757.489.0969

Apply now | saintleo.edu



GI BILL® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by the VA is available at the official U.S. government website at <http://www.benefits.va.gov/gibill>.



By Sierra Jones
Office of Naval Research Public Affairs

ARLINGTON, VA.

The Office of Naval Research (ONR) has a long record of placing winning bets on up-and-coming scientists.

In fact, it was 30 years ago that the ONR Young Investigator Program sponsored Dr. Frances H. Arnold, a professor from the California Institute of Technology, who was awarded the 2018 Nobel Prize in Chemistry.

Arnold, who still serves as a professor of chemical engineering at Caltech, was in Stockholm, Sweden, early Dec. 10 for the Nobel Prize Award Ceremonies, where she became only the fifth woman — and the first American woman — to take home the chemistry award.

“Doctor Arnold is the latest in a long line of Nobel Prize winners to have been sponsored through ONR basic research programs,” said Dr. E. Anne Sandel, ONR executive director.

“Like the others, her research has led to discoveries and breakthroughs with important implications for both the Navy and society at large.”

ONR sponsored Arnold with a series of grants between 1988 and 2002.

“I received an ONR Young Investigator Award in the late 1980s, which introduced me to problems of interest to the Navy, but also problems of good intellectual content that overlapped with some of my interests in metal recognition and protein engineering,” said Arnold.

It was during this period that Arnold pioneered a process known as directed evolution of enzymes, which steers enzymes — proteins that accelerate chemical reactions — toward specific functions, such as manufacturing pharmaceuticals and biofuels.

“During those years, I developed methods for creating proteins that could be useful for naval applications, but that also pushed the boundaries of protein engineering,” said

Arnold. “We were doing things that no one knew how to do.

“The methods we devised to make new proteins became useful to many other laboratories,” she continued. “That’s the reason I won the Nobel Prize, not just for what I have done with directed evolution, but for the impact that others have made with the technology we developed in those early days.”

Subsequent to Arnold’s original research, Dr. Laura Kienker, a program officer in ONR’s warfighter performance department, saw the promise in Arnold’s work and provided a grant from 2011 to 2014, which led to the creation of a whole new class of enzymes that is important to sustainable production of chemicals and fuels from renewable sources.

Arnold’s research and teaching has also benefitted a new generation of scientists, several of whom ONR currently sponsors through basic research grants. According to Arnold, it’s important to take interest in and support this new generation of researchers,

just like ONR did in her 30 years ago.

“It’s really important to fund people at an early stage, when they are just starting to formulate their ideas, because problems we learn about early in our careers stay with us,” said Arnold. “I can’t thank ONR enough for that critical early support, and also for introducing me to a community of brilliant scientists who were breaking new ground in biological engineering.”

Since 1952, more than 60 Nobel laureates have been sponsored by ONR for their work in everything from laser technology to graphene. For a complete list, visit: <http://www.onr.navy.mil/en/About-ONR/History/Nobels.aspx>.

For more information on this year’s winners, visit: <https://www.nobelprize.org/prizes/chemistry/>.

Sierra Jones is a contractor for ONR Corporate Strategic Communications.

For more news from Office of Naval Research, visit www.navy.mil/local/onr/.

Join Our Team Today !





A Career That Makes You Proud!

BECOME A PORTSMOUTH POLICE OFFICER

Learn More About Our Team



✓ DOWNLOAD APPLICATION FORM ONLINE AT www.portsmouthpd.us/recruiting

FOR MORE INFO CALL US: 757-393-8020 OR ppdrecruiter@portsmouthva.gov

Police Officer Recruit

\$39,500

Police Officer

\$42,500*

We offer the following benefits:

- Furnished uniforms
- 13.5 Paid Holidays
- Paid Birthday Leave
- Annual Leave
- Sick Leave
- Military Leave for active members of the National Guard and Reserves
- \$500 allowance for Associates Degree
- \$1,000 allowance for Bachelor’s Degree
- Deferred Compensation Plan
- Life Insurance
- Health and Dental Insurance
- Vision Plan
- Flexible Spending Account
- Take Home Car Program
- Virginia Retirement System
- Lateral transfers for DCJS certified officers.

*BASE PAY ONLY Sum does not reflect overtime, court time, additional compensation or allowances associated with special skills or duty assignments.

Snowball Express rides to Disney World

From Navy Public Affairs Support Element East

NORFOLK

Gold Star families were greeted by more than 325 service members at the Norfolk International Airport as part of the 13th annual Snowball Express, Dec. 8.

The Snowball Express sends eligible Gold Star children and their families on a four-day trip to enjoy fun activities, meet other Gold Star children and participate in remembrance events to pay tribute to their fallen family members.

This year, the families were sent to Orlando, Florida as part of an all-expense paid trip to Disney World.

"This is their first time going to Disney World," said Melissa Biddle Black, a coordinator at Navy Gold Star for Commander, Navy Installations Command on Naval Station Norfolk. "When the Gary Sinise Foundation adopted Snowball Express as one of their programs," Gary Sinise said, "What better place to send these children than the happiest place on Earth?"

Volunteers greeted the Gold Star families



MC3 Katie Cox

Caleb, a Gold Star family member, high fives volunteers and service members at Norfolk International Airport during the 13th annual Snowball Express. The Snowball Express is a non-profit organization that was established in 2006. The organization's mission is to bring new positive experiences to Gold Star families.

as they entered the airport, carried the families' bags and guided them to the departing gate while surrounded by applauding service members.

“These kids have lost their connection to the military,” said Black. “They don’t know if anyone is going to remember their family member. When the Gold Star children see hundreds of active-duty service members from all branches of service welcoming them, honoring them and their sacrifice,

it will have a tremendous lifelong impact on them. They'll remember it for the rest of their lives."

Over 200 Sailors from 22 various commands in the Norfolk area volunteered for the event.

"I think the turnout reflects the commitment of all of our military to know that we are part of something bigger than ourselves," said Rear Adm. Charles W. Rock, commanding officer of Commander, Navy Region Mid-Atlantic. "It really is heartwarming to see so many people here."

Varshay Jack, a Gold Star family member, mother of four, and former navy nuclear electronics technician said she appreciates Snowball Express for allowing her family to have the opportunity to interact with other children in similar situations.

"Most kids they go to school with don't understand," said Jack. "So, being in a place with children just like them will make it easier to cope."

Service members will greet the Gold Star families at the airport when they return from their trip.

"I'd like to ask everybody to take some time in their own way to remember the sacrifices of all our fallen," said Rock. "They have friends and family members that have been left behind and we shouldn't forget them. We should continue to honor the fallen through their families."

For more information on Gold Star Families, please visit <https://www.americasgoldstarfamilies.org/>



Information Systems Technician 1st Class Holli Driesslein, from Tampa, Fla., right, Elijah Crumpton, a volunteer, center, and Desmond, a Gold Star family member, build a toy car at the Norfolk International Airport during the 13th annual Snowball Express. The Snowball Express is a non-profit organization that was established in 2006. The organization's mission is to bring new positive experiences to Gold Star families.



Service members participate in a flag detail at the Norfolk International Airport during the 13th annual Snowball Express. The Snowball Express is a non-profit organization that was established in 2006. The organization's mission is to bring new positive experiences to Gold Star families.

Navy seeking nominations for Spirit of Hope and Fisher Awards

From Chief of Naval Personnel Public Affairs

WASHINGTON

The Navy is seeking nominations for the 2018 Spirit of Hope Award and the Zachary and Elizabeth Fisher Distinguished Civilian Humanitarian Award according to NAVADMN 297/18, released Dec. 10.

The awards are named in honor of legendary supporters of service members and their families. Navy is seeking worthy applicants who are either individuals or organizations who will be recognized for their accomplishments during calendar year 2018.

Criteria and instructions on how to submit nominations are detailed in NAVADMIN

297/18. Those nominated will be considered for both awards, if eligible.

Nominations will be reviewed by a selection committee and forwarded to the Secretary of the Navy.

The deadline to receive nominations is March 8, 2019. Additional information on the awards is available at the following web

link: http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/readiness/Pages/SpiritofHopeAward.aspx.

The Spirit of Hope Award is presented to individuals or organizations that embody the core values of Bob Hope, who gave generously to military men and women for five decades. The Fisher Award recognizes private sector individuals or organizations that demonstrate exceptional patriotism and humanitarian service for members of the U. S. Armed Forces or their families, as inspired by Zachary and Elizabeth Fisher, founders of the Fisher House Foundation.

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/.



In Honor Of Your Service

MILITARY DISCOUNTS

SEASON PASSES
AVAILABLE AT AREA MWR/ITT OFFICES



WATERSLIDES
WAVE POOL
WATER PLAYGROUND

FREE Parking
Inner Tubes
Sunscreen

2 MILES SOUTH OF THE VIRGINIA BEACH OCEANFRONT

www.oceanbreezewaterpark.com

*Planning a
Command Picnic?*

Contact the Group Sales Team
for the *Best Price*
on one-day admission and
an all-you-can-eat buffet
757-422-4444 ext. 229

Sailors taking January classes should start tuition assistance approval process now

By Ed Barker

Naval Education and Training Professional Development Center
Public Affairs

VIRGINIA BEACH, VA.

Sailors planning to take college courses in the new year using Tuition Assistance (TA) should submit requests before the holiday stand-down period to get a head-start on the review and approval process.

According to counselors at the Navy College Virtual Education Center (NCVEC), the primary reason for problems with TA requests is late applications, and Sailors who get an early start on their applications have the best chance of having their requests approved. Service members are required to obtain approval for TA funding before the official start of a course.

“December is the perfect time to select courses and apply for your Tuition Assistance/ Navy College Program for Afloat College Education (NCPACE) Distance Learning (DL) funding,” said Chris Cruz, Navy Voluntary Education (VOLED) Virtual Education Capabilities director. “TA/NCPACE DL applications may be created, command approved, and submitted in the My Education module (<https://myeducation.netc.navy.mil>) website as early as 120 days, but no later than 14 days in advance of your school’s published term start date.”

Cruz added that TA applications are funded on a first-come, first-served basis — there’s no risk in applying early; the NCVEC can modify or cancel the TA voucher after the fact if necessary with no harm to the Sailor.

“If TA requests are received by the VOLED team on or after the class begins, the TA requests will be automatically denied in accordance with policy guidelines, putting Sailors in a potentially tough financial situation if the course is not dropped,” said Cruz. “That’s why early TA submission, coupled with a well-defined education/degree plan is strongly recommended.”

Sailors planning to attend college classes are required to complete the following training (once per naval career):

- 1) “Navy Tuition Assistance” training: This

covers Navy TA policy and the WebTA application process. For NCPACE, “NCPACE Policy and Procedures” training covers the NCPACE DL policy and application process.

2) “Navy Virtual Counseling 101” training: This helps Sailors establish education and career goals, select and apply to an academic institution, and understand the higher education life cycle. This training will help prepare for academic counseling with a Navy college education counselor.

These training products are available in the My Education section of the Navy College Program website. More details can be found in NAVADMIN 243/17, also on the website.

Before completing each higher education level — certificate, associate’s, bachelor’s, or masters — Sailors must also complete the following:

1) Receive academic counseling from a Navy College Virtual Education Center (NCVEC) or overseas Navy College Office (NCO) counselor. Sailors may schedule appointments via the online appointment scheduling tool on the My Navy Portal website at <https://www.mnp.navy.mil/group/training-education-qualifications/appointment-scheduler>.

2) At a minimum, upload an unofficial education plan to your My Education record before enrolling in any classes. Once an official education plan or Servicemembers Opportunity Colleges Degree Network System (SOCDNS) Student Agreement is issued by your academic institution, please upload to My Education. This is required after the first nine semester hours, or equivalent, of instruction.

Sailors may take advantage of Expedited TA/NCPACE DL funding if they meet the following conditions:

1) The Sailor’s Academic Institution (AI) has uploaded their courses and tuition costs in the Academic Institution Module (AIM) on the Navy College Program website.

2) The Sailor selected course and tuition information for their application from the My Education course and tuition pick lists, rather than manually entering in courses. Expedited funding cannot happen if the Sailor made



MC2 Jonathan Jiang, Representatives from Navy College Program for Afloat College Education (NCPACE), Olympic College, Coast Line Community College and Vincennes University speak to Sailors about educational opportunities during an NCPACE sign-up event in the hangar bay aboard the aircraft carrier USS John C. Stennis (CVN 74).

manual entries.

- 3) All Navy requirements are met (training, counseling, EAOS, no missing grades, etc.)
- 4) The application is command approved.

Once the application process is complete, My Education automatically sends the service member a link within My Education to locate and print the authorization voucher for signing and delivery to the AI.

For additional information on the Navy College Program, visit www.navycollege.navy.mil to start the education process, complete required training, submit a Help Request through the Navy College Virtual Education Center (NCVEC), initiate a Live Chat session, or review knowledge management articles. The NCVEC can be reached Monday-Friday 7 a.m.-7 p.m. Eastern Time toll free 1-877-838-1659; DSN 492-4684. For OCONUS Navy College Office (NCO) information, visit: <https://www.navycollege.navy.mil/contact.htm>.

The Navy College Program Mobile Application offers access to the NCP planning tools, including required training and the counseling scheduler. Sailors can download the app from iTunes or Google Play store at no cost. Search ‘NCP App’ in the stores. The URL for the Navy College Program website is: <https://www.navycollege.navy.mil>.

An additional program — Navy Credentialing Opportunities On-Line (Navy COOL),

provides information about licenses and certifications applicable to all Navy occupations, offering resources and funding to help Sailors gain appropriate civilian desired, and in many cases required, credentials.

For more information about Navy COOL, visit www.cool.navy.mil/ or call (850) 452-6683.

Navy College Program improvements are part of the Manpower, Personnel, Training and Education (MPT&E) Transformation, a modernization effort that will overhaul the way human resources services are provided to all Sailors, their families, and future recruits. Over the next several years, the Transformation will change how services are offered throughout a Sailor’s entire “Hire-to-Retire” life cycle, by streamlining processes and systems to improve the speed, accuracy, and quality of HR services.

Sailors can also get the latest information by following Navy Voluntary Education on Facebook at <https://www.facebook.com/NavyVoluntaryEducation/>.

Additional information about the Naval Education and Training Professional Development Center can be found via <https://www.netc.navy.mil/netc/netpdc/Default.htm>.

For more news from Naval Education And Training Professional Development Center, visit www.navy.mil/local/NETPDTC/.

New performance evaluation tool tested by Fleet Sailors

From Navy Personnel Command
Public Affairs

MILLINGTON, TENN.

After a major phase of fleet testing Nov. 30, the Navy is making great progress in fielding an enhanced and modern performance evaluation system that emphasizes quality feedback to improve individual and unit performance — what many consider a must in an era of great power competition.

“The Navy the Nation Needs requires leaders of competence and character throughout the fleet. We’re focused on driving culture change that places greater value on the professional and personal development of every member of the team through inspired coaching and effective performance assessment,” said Rear Adm. Jeff Hughes, commander, Navy Personnel Command.

Feedback from numerous focus groups, application of human behavioral science, use of commercial IT systems and analytic methodology all contributed to the proposed design concept. The new evaluation system will be an online, web-based application accessible from a Sailor’s work or personal computer, tablet or smart phone.

“A new process with better tools is only part of this modernization effort. We need to provide more

candid and meaningful feedback to each other. Sailors are telling us this is important to them. We need to enhance the process and use modern tools to best accomplish this,” Hughes said.

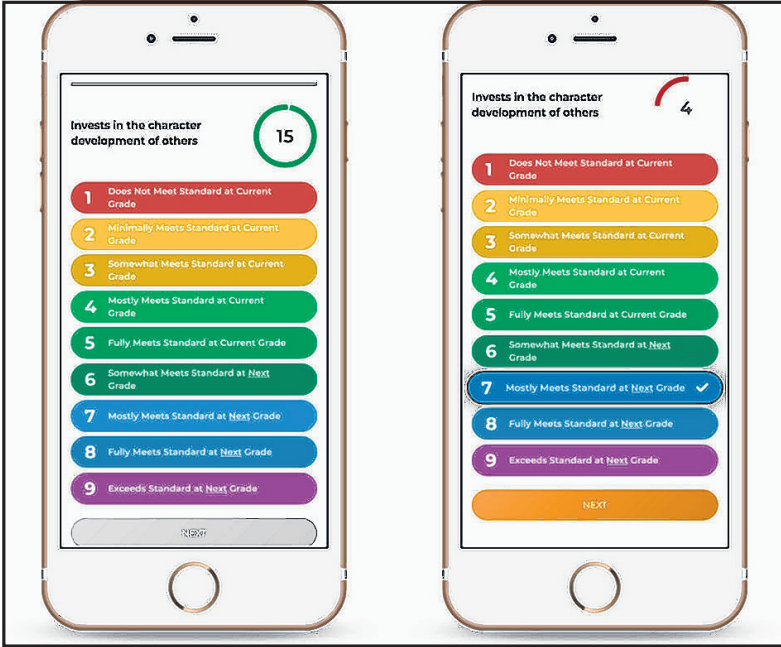
The new evaluation system places greater value on merit over seniority or tenure. It eliminates “forced distribution,” with relative ranking against peers in categorized groups within a command, and instead rates a Sailor’s performance on paygrade-based objective standards. These standards are captured in trait categories that reflect key attributes of professional competence and character. Sailors are evaluated on value statements from within these trait categories using an expanded 9-point scale for greater accuracy and distinction. The evaluator responds intuitively during a short, timed window when providing a score for each value statement. This approach will apply to both the proposed coaching and evaluation processes. The recently completed test phase focused primarily on the coaching phase.

A major part of this modernized performance assessment approach is a shift to greater emphasis on coaching. The multi-source assessment and feedback tool is a commercially developed web-based application that supports the coaching process, and is designed

to deliver candid, open and actionable feedback to the Sailor. The formal performance evaluation (EVAL or FITREP) tool will look nearly identical, but will involve only the rater, senior rater and the individual being rated.

The coaching process starts with a self-assessment, then combines input from subordinates, peers and the direct supervisor to provide comprehensive feedback through various perspectives to each Sailor. Assessments can be requested by the Sailor or the supervisor. An information rich report is then made available for the Sailor and the supervisor to discuss performance and chart a way forward to drive self and unit improvement. This process and tool will better enable coaching sessions, which just aren’t occurring across the fleet today like they should. The tool will not only be available for periodically scheduled sessions, but also on demand for when a Sailor or the supervisor desires a coaching event.

“We completed a fleet-wide test with approximately 10,000 Sailors from 140 diverse active-duty and Reserve component commands representing numerous Navy communities. We sequenced numerous waves of commands throughout the two-month test period to rapidly incorporate feedback as we learned while bringing more units



U.S. Navy graphic
A graphic designed as a demo of the new Multi-Source Assessment and Feedback (MSAF) tool supporting the Performance Evaluation System mobile application as part of Sailor 2025’s transformation effort.

into the test population,” Hughes said. “Additionally, we are gaining greater fleet feedback on their assessment of the proposed traits and value statements and the 9-point grading scale.”

“Initial feedback is that both the process and tool support a quality and efficient coaching session as envisioned,” Hughes said, “We expect to complete the data analysis phase by the end of January.”

This constitutes the third of five test phases leading to the delivery of the coaching portion of the new system in mid-2019 and the evaluation portion soon after. The plan is to introduce this new design concept across the entire fleet through the coaching phase while still using the current EVAL and FITREP system before we transition to the

new evaluation process. This will allow for much better mid-term counseling across the fleet next year and set the conditions for a smooth transition to the enhanced evaluation system.

Please visit MyNavy Portal at <https://www.mnp.navy.mil/group/performance> to access a link to perform a self-assessment using the coaching tool. Additionally, a demonstration video and the training/reference products used by the fleet test participants will also be available for you to view.

For more news from Navy Personnel Command, visit www.navy.mil/local/npc/.

Special leave accrual approved for Hurricane Florence relief

From Chief of Naval Personnel Public Affairs

WASHINGTON

The Navy authorized special leave accrual (SLA) for Sailors who had leave either canceled or disapproved in support of humanitarian and emergency assistance for Hurricane Florence, in NAVADMIN 294/18,

Dec. 7.

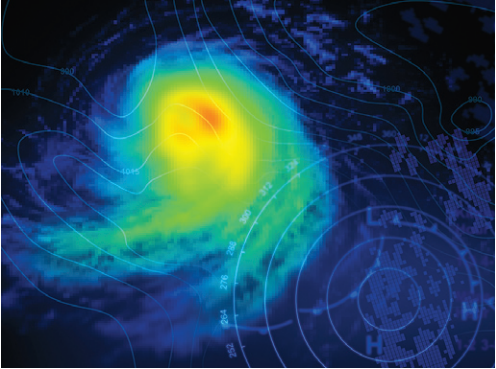
Commanding officers and officers in charge may approve SLA for Sailors whose leave was canceled or disapproved between Sept. 14-30, 2018. SLA approval is limited to the amount of leave that was canceled or disapproved, up to a maximum of 14 days.

SLA approved for this event will expire

Sept. 30, 2020. Commands with questions regarding this guidance are encouraged to contact their servicing personnel support detachment (PSD) for clarification.

For more information, read NAVADMIN 294/18 at www.npc.navy.mil.

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/.



Thinkstock image

ARLINGTON | *Pearl Harbor Sailor laid to rest*

Continued from A1

uncle. Since he died, the family remembered him on this day. This is also easy for the young ones to remember. It gives us peace and forgiveness for his loss,” she said during a phone interview.

About 60 people, most of whom were family members and some close friends, will be attended the funeral ceremony at the Arlington National Ceremony which began at the administration building at 1 p.m.

A funeral service was held earlier in the day starting at 7:50 a.m. at Salem Lutheran Church, Catonsville, Maryland, after which a procession to Arlington took place. The Hopkins Symphony Orchestra, Baltimore, dedicated their Dec. 1 and 2 performances of W. A. Mozart’s Requiem to Bruesewitz.

Explaining the historical process, a DPAA statement says that from December 1941 to June 1944, Navy personnel recovered the remains of the deceased crew, which were subsequently interred in the Halawa and Nu’uanu Cemeteries. In September 1947, tasked with recovering and identifying fallen U.S. personnel in the Pacific Theater, members of the American Graves Registration Service (AGRS) disinterred the remains of U.S. casualties from the two cemeteries and transferred them to the Central Identification Laboratory at Schofield Barracks. The laboratory staff was only able to confirm the identifications of 35 men from the USS Oklahoma at that time. The AGRS subsequently

buried the unidentified remains in 46 plots at the National Memorial Cemetery, known as the Punchbowl, in Honolulu. In October 1949, a military board classified those who could not be identified as non-recoverable, including Bruesewitz.

In April 2015, the Deputy Secretary of Defense issued a policy memorandum directing the disinterment of unknowns associated with USS Oklahoma. On June 15, 2015, DPAA personnel began exhuming the remains from the Punchbowl for analysis. To identify Bruesewitz’s remains, scientists from DPAA and the Armed Forces Medical Examiner System used mitochondrial DNA analysis, anthropological and dental analysis, along with circumstantial evidence.

USS Oklahoma crew members have been honored Dec. 7 each year with a ceremony held on Ford Island at the USS Oklahoma Memorial to include, posting the colors, principle speaker, honoring those who served on the USS Oklahoma, 21-gun salute and taps. Leis are placed on white standards in honor of each crew member, a picture is placed on a standard when they are identified.

Additionally, there is a USS Oklahoma Memorial in Oklahoma (which has a listing of the crew members lost) near the Oklahoma Capitol honoring 429 Sailors who were killed on USS Oklahoma during the Pearl Harbor attack.



Tucker McHugh

Seaman 1st Class William Bruesewitz’s name is etched in stone with the names of the 429 Sailors killed aboard the battleship USS Oklahoma during the Dec. 7, 1941 Japanese attack on Pearl Harbor. Bruesewitz was interred at Arlington National Cemetery on Dec. 7, 2018, the 77th anniversary of the attack.



U.S. Navy photo

The U.S. Navy Ceremonial Guard carries the remains of Navy Seaman 1st Class William Bruesewitz to his grave at Arlington National Cemetery in Arlington, Va., Dec. 7, 2018. Bruesewitz was killed aboard the battleship USS Oklahoma (BB 37) during the Dec. 7, 1941 Japanese attack on Pearl Harbor and is laid to rest on the 77th anniversary of the battle.



U.S. Navy photo

An American flag is presented to the family of Navy Seaman 1st Class William Bruesewitz during his interment at Arlington National Cemetery in Arlington, Va., Dec. 7, 2018.

“ You can feel the suit take away the strain from the simplest tasks like lowering and lifting. It’s like an extension of your body, so it may take some getting used to. But it’s easy to learn and easy to use. My team has been very pleased with what they have tested so far, and I want to be able to help them in any way I can.”

William Stubbs, Nuclear Director

EXOSKELETON | *Norfolk shipyard orders new tech*

Continued from A1

risk of injury and also be comfortable to use.”

NNSY’s Structural Department (Code 920) is one of the interested parties wanting to implement the exoskeleton suit.

“We do lead shielding and a lot of heavy plate lifting,” said Nuclear Director William Stubbs. “It’s a lot of strain on my team, so if there’s anything available that can help protect my folks, I want to use it. If it’s going to help my people be safe and help them better perform the job, then it’s worth looking into.”

Stubbs and a few of his team were able to test the exoskeleton suits to see if the technology would fit their operation.

“You can feel the suit take away the strain from the simplest tasks like low-

ering and lifting,” he said. “What’s more is that it’s comfortable on the user. Granted, it’s like an extension of your body, so it may take some getting used to. But it’s easy to learn and easy to use. My team has been very pleased with what they have tested so far, and I want to be able to help them in any way I can.”

With interest fueled across the shipyard, the RSC was able to purchase new exoskeleton suit technology including accessories for legs, back, and shoulders. In addition, the RSC was able to bring in safety representatives, process improvement managers, and shipyard workers to get trained and certified to use the devices across the waterfront. Initial implementation of the Levitate Airframe is set to take place aboard

aircraft carrier USS Harry S. Truman (CVN 75) availability.

“There’s been so much interest across the shipyard for these suits, so to finally have this technology in hand and also provide the folks with the training they need to properly operate it, we can start using this technology directly in the shops,” said Guerra. “This is a huge win for the shipyard. We saw a need to help our workers on the job, and we were able to take the steps to make changes happen. That’s what innovation is all about: bringing change for the better.”

For more information about the exoskeleton suit and to express interest in certification, contact the NNSY T&I Lab at 396-7180 or email the REAL Ideas program at NNSY_REALIdeas@navy.mil.

For more news from Norfolk Naval Shipyard, visit www.navy.mil/local/nmsy/.

LINCOLN | *Ship completes defense testing*

Continued from A1

weapons systems,” said Cmdr. Scott Ryan, Abraham Lincoln’s Combat Direction Center Officer. “CSQTT’s purpose is to show our ship’s self-defense system (SSDS) can protect the ship. To do that, we have to live-fire each weapons system at a target and either hit the target or get close to it, depending on the weapons system.”

Each missile launched by the ship successfully intercepted subsonic, sea-skimming drones flown to the Atlantic Ocean from Naval Air Station Oceana Dam Neck Annex, Virginia.

“It’s an enormous team evolution,” said Lt. Cmdr. Douglas Andrade, a tactical actions officer (TAO) and the air defense officer for CSSQT. “The entire Combat Systems, Navigation, Operations and Weapons Departments came together and were synchronized. As the TAO for this, it was amazing to watch, and I’m proud of the team’s phenomenal performance”

In addition to the CIWS, Abraham Lincoln fired one RIM-162D Sea Sparrow missile and one RIM-116 test RAM.

“This is my second CSSQT evolution,”

said Fire Controlman 2nd Class Tyler Greenlee. “It’s not uncommon that a lot of fire control men never fire a missile in their career. We went three for three with our missiles, so it felt really good to succeed and know that our watch team can fight for the ship.”

The Enhanced NATO Sea Sparrow missile is a semi-active missile requiring a feed from directors to locate a target. The RAM is a passive missile that uses built-in sensors to track down its target. The ship’s ENSSMS holds eight missiles per launcher, and the RAM launchers each hold 21 missiles.

Ensign Ezekiel Ramirez, Abraham Lincoln’s fire control officer said his team spent three months of hard work and preparation to be ready for the week-long CSSQT evolution and, ultimately, arm the ship with the capability to defend herself.

“We spent months training several times a week,” said Fire Controlman 2nd Class Matthew J. Miller, a combat systems divisional leading petty officer. “Today we showed that we are able to defend ourselves if a threat were to get past the cruisers and destroyers in our strike group.”

Testing Abraham Lincoln’s SSDS is critical to taking the ship another step closer to launch as a deployment-ready warship.

“There’s no better feeling to witness the success of this evolution,” said Ramirez. “Our team is the last line of defense, and to prove that we can do our job is the ultimate satisfaction.”

CSQTT demonstrates how Abraham Lincoln is fine-tuning her weapons systems and training personnel to enhance the mission-readiness of Carrier Strike Group (CSG) 12.

The components of CSG-12 embody a “team-of-teams” concept, combining advanced surface, air and systems assets to create and sustain operational capability. This enables them to prepare for and conduct global operations, have effective and lasting command and control, and demonstrate dedication and commitment to become the strongest warfighting force for the Navy and the nation.

The Abraham Lincoln CSG is comprised of Carrier Air Wing (CVW) 7, Destroyer Squadron (CDS) 2, associated guided-missile destroyers, flagship Abraham Lincoln, and the Ticonderoga-class guided missile cruiser USS Leyte Gulf (CG 55).

For more news from USS Abraham Lincoln (CVN 72), visit www.navy.mil/local/cvn72/.

“ It’s not uncommon that a lot of fire control men never fire a missile in their career. We went three for three with our missiles, so it felt really good to succeed and know that our watch team can fight for the ship.”

Tyler Greenlee,
Fire Controlman 2nd Class



TOYOTA

THANKS TO ALL THE BRAVE MEN AND WOMEN
FOR YOUR SERVICE TO OUR COUNTRY.

★★★★★ NOW GET ★★★★★

\$1,000 U.S. Military Incentive¹

CAN BE COMBINED WITH TOYOTA SPECIAL CASH BACK OR SPECIAL FINANCING OR SPECIAL LEASES!



2019 Camry

2019 Corolla




AS LOW AS

0% APR FINANCING²

2018 RAV4

2019 Highlander

\$30000 OR 1.9% APR FINANCING 72 MOS.²

CASH BACK FROM TOYOTA³

\$1250

CASH BACK FROM TOYOTA³

2018 4RUNNER

2019 TACOMA

\$10000

CASH BACK FROM TOYOTA³

\$10000

CASH BACK FROM TOYOTA³

2019 TUNDRA

2019 Avalon

2018 Prius Liftback

\$1500

CASH BACK FROM TOYOTA³

\$1500

CASH BACK FROM TOYOTA³

\$10000

CASH BACK FROM TOYOTA³

CASEY TOYOTA
601 East Rochambeau Drive • Williamsburg
757.259.1000 • caseytoyota.com

CHARLES BARKER TOYOTA
1877 Laskin Road • Virginia Beach
757.437.4000 • charlesbarkertoyota.com

CHECKERED FLAG TOYOTA
5301 Virginia Beach Blvd. • Virginia Beach
757.490.1111 • checkeredflagtoyota.com

FIRST TEAM TOYOTA
3400 Western Branch Blvd. • Chesapeake
757.673.2345 • firstteamttoyota.com

GLOUCESTER TOYOTA
6357 George Washington Hwy. • Gloucester
804.693.2100 • gloucestertoyota.com

PEARSON TOYOTA
12978 Jefferson Ave. • Newport News
757.874.6000 • pearsontoyotascion.com

PRIORITY TOYOTA GREENBRIER
1800 Greenbrier Parkway • Chesapeake
757.366.5000 • prioritytoyota.com

PRIORITY TOYOTA HAMPTON
2301 W. Mercury Blvd. • Hampton
757.838.5000 • prioritytoyotahampton.com



buyatoyota.com

Every new Toyota comes with
ToyotaCare
No Cost Service & Roadside⁴

¹\$1000 REBATE OFFERED BY TOYOTA MOTOR NORTH AMERICA, INC. AND MAY BE APPLIED TOWARD FINANCE OR LEASE CONTRACTS ON NEW TOYOTA VEHICLES, DATED FROM **NOVEMBER 1, 2018 THROUGH JANUARY 2, 2019**. TO QUALIFY FOR THE REBATE, AT THE TIME OF PURCHASE OR LEASE YOU MUST (1) BE IN CURRENT ACTIVE DUTY STATUS IN THE U.S. MILITARY (NAVY, ARMY, AIR FORCE, MARINES, NATIONAL GUARD, COAST GUARD AND ACTIVE RESERVE) OR A U.S. MILITARY INACTIVE RESERVE (I.E., READY RESERVE) THAT IS PART OF THE INDIVIDUAL READY RESERVE, SELECTED RESERVE AND INACTIVE NATIONAL GUARD; OR A MILITARY VETERAN OR RETIREE OF THE U.S. MILITARY WITHIN ONE YEAR OF THEIR DISCHARGE/RETIREMENT DATE; OR A HOUSEHOLD MEMBER OF AN ELIGIBLE U.S. MILITARY PERSONNEL, INCLUDING GOLD STAR FAMILY MEMBERS; AND (2) PROVIDE VERIFIABLE PROOF OF MILITARY STATUS OR ACTIVE SERVICE; (3) RECEIVE A SALARY SUFFICIENT TO COVER ORDINARY LIVING EXPENSES AND PAYMENT FOR YOUR NEW VEHICLE; AND (4) RECEIVE CREDIT APPROVAL FROM AND EXECUTE A FINANCE OR LEASE CONTRACT THROUGH A PARTICIPATING TOYOTA DEALER AND TOYOTA FINANCIAL SERVICES. NOT ALL APPLICANTS WILL QUALIFY. ON LEASE CONTRACTS, REBATE MUST BE APPLIED TOWARD THE AMOUNT DUE AT LEASE SIGNING OR TOWARD THE CAPITALIZED COST REDUCTION. ON FINANCE CONTRACTS, REBATE MUST BE APPLIED TOWARD THE DOWN PAYMENT. LIMIT ONE REBATE PER FINANCE OR LEASE TRANSACTION PER ELIGIBLE U.S. MILITARY PERSONNEL OR ELIGIBLE HOUSEHOLD MEMBER. OFFER NOT COMBINABLE WITH THE COLLEGE GRADUATE REBATE PROGRAM, THE IFI PROGRAM, AND THE LEASE-END REFI PROGRAM. VEHICLE MUST BE TAKEN OUT OF DEALER STOCK. TERMS, CONDITIONS AND RESTRICTIONS APPLY. PROGRAM IS NOT AVAILABLE IN AL, FL, GA, HI, NC, AND SC. REBATE TERMS MAY BE MORE GENEROUS IN YOUR LOCAL AREA. ASK YOUR PARTICIPATING DEALER ABOUT THE MILITARY REBATE TERMS IN YOUR AREA. MUST PAY SALES TAX. VOID WHERE PROHIBITED BY LAW. NOT REDEEMABLE FOR CASH. TOYOTA FINANCIAL SERVICES IS A SERVICE MARK OF TOYOTA MOTOR CREDIT CORPORATION (TMCC). TMCC IS THE AUTHORIZED ATTORNEY-IN-FACT AND SERVICER FOR TOYOTA LEASE TRUST. ²1.9% APR FINANCING UP TO 72 MONTHS ON RAV4 AND 0% APR FINANCING UP TO 36 MONTHS ON CAMRY OR COROLLA AVAILABLE TO QUALIFIED BUYERS THRU TOYOTA FINANCIAL SERVICES. TOTAL FINANCED CANNOT EXCEED MSRP PLUS OPTIONS, TAX, TITLE, LICENSE AND DEALER FEES. 72 MONTHLY PAYMENTS OF \$14.71 ON RAV4 AND 36 MONTHLY PAYMENTS OF \$27.78 ON CAMRY OR COROLLA FOR EACH \$1000 BORROWED. **NOT ALL BUYERS WILL QUALIFY.** ³PURCHASERS CAN RECEIVE \$1000 CASH BACK FROM TOYOTA ON 4RUNNER (**EXCLUDES TRD PRO**), TACOMA (**EXCLUDES TRD PRO**), OR PRIUS LIFTBACK; \$1250 CASH BACK FROM TOYOTA ON HIGHLANDER (**EXCLUDES HYBRIDS**), \$1500 CASH BACK FROM TOYOTA ON TUNDRA (**EXCLUDES TRD PRO**) OR AVALON, \$3000 CASH BACK FROM TOYOTA ON RAV4 (**\$2500 ON HYBRIDS**), OR CAN APPLY CASH BACK TO DOWN PAYMENT. **ALL OFFERS:** OFFERS MAY NOT BE COMBINED WITH OTHER OFFERS UNLESS SPECIFIED OTHERWISE. DEALER FEES ARE EXTRA. VEHICLE SHOWN MAY BE PROTOTYPE AND/OR SHOWN WITH OPTIONS. ACTUAL MODEL MAY VARY. DELIVERY MUST BE TAKEN FROM DEALER STOCK BY 1/2/19 AND IS SUBJECT TO AVAILABILITY. LEASE, APR AND CASH BACK OFFERS MAY NOT BE COMBINED. SEE PARTICIPATING CENTRAL ATLANTIC TOYOTA DEALER FOR DETAILS. **OFFERS END 1/2/19.** ⁴TOYOTACARE COVERS NORMAL FACTORY SCHEDULED MAINTENANCE FOR 2 YEARS OR 25,000 MILES, WHICHEVER COMES FIRST. 24-HOUR ROADSIDE ASSISTANCE IS ALSO INCLUDED FOR 2 YEARS AND UNLIMITED MILES. THE NEW VEHICLE CANNOT BE PART OF A RENTAL OR COMMERCIAL FLEET, OR A LIVERY/TAXI VEHICLE. SEE TOYOTA DEALER FOR DETAILS AND EXCLUSIONS. VALID ONLY IN THE CONTINENTAL U.S. AND ALASKA. ROADSIDE ASSISTANCE DOES NOT INCLUDE PARTS AND FLUIDS, EXCEPT EMERGENCY FUEL DELIVERY.