



BECOMING A BETTER YOU

Fleet and Family Support Center (FFSC) on board Naval Air Station Oceana could help service members and their families achieve goals in their lives through 2020 and beyond.

»See **A3**



MC2 Alexander Kubitz

Family members of World War II hero Doris "Dorie" Miller react after the unveiling of the new Ford-class aircraft carrier USS Doris Miller (CVN 81) at a Martin Luther King Day celebration event at Joint Base Pearl Harbor-Hickam. This will be the second ship named in honor of Miller and the first aircraft carrier named for an African American and an enlisted Sailor.

NAVY NAMES FUTURE AIRCRAFT CARRIER AFTER DORIS MILLER

From Secretary of the Navy Public Affairs

WASHINGTON

Acting Secretary of the Navy Thomas B. Modly named a future aircraft carrier USS Doris Miller (CVN 81) during a Martin Luther King, Jr. Day ceremony honoring African Americans of the Greatest Generation in Pearl Harbor, Hawaii, Jan. 20.

The backdrop for the day's ceremony paid homage to the beginning and ending of America's role in World War II and the scene where Doris Miller's heroic actions cemented him into books of American history.

"It's an honor to join you today on the birthday celebration of one of our nation's, and the world's, greatest spiritual, intellectual and moral leaders," said Modly. "Seventy-five years ago our nation bound together to secure victory against an existential threat, but also to secure opportunities for broader liberty and justice for the entire world.

But we were not perfect in our own pursuits of these values here at home," Modly continued. "That contradiction is an undeniable part of our history, one that cannot be glossed over or forgotten."

» See **DORIS | A7**

Norfolk Naval Shipyard breaks ground for \$200M Dry Dock 4 renovation

Norfolk Naval Shipyard Public Affairs

PORTSMOUTH, VA.

Norfolk Naval Shipyard (NNSY) will hold a groundbreaking for the renovation of its historic Dry Dock 4 Jan. 23 at 2 p.m.

This \$200 million renovation, spanning nearly three years, marks NNSY's biggest initiative yet in the realization of Naval Sea Systems Command's (NAVSEA) Shipyard

Infrastructure Optimization Program (SIOP). SIOP is a 20-year, \$21 billion program dedicated to completely refurbishing the nation's four public shipyards by modernizing equipment, enhancing workflow and upgrading dry docks and facilities.

The Dry Dock 4 renovation will serve the Navy's needs for submarine overhaul during the 2020s and decades, supporting

Ohio, Virginia and Columbia-class boats.

Assistant Secretary of the Navy (Research, Development and Acquisition) James Geurts will provide remarks at the groundbreaking.

First opened in April 1919, Dry Dock 4 was the first of three dry docks built at NNSY during its World War I expansion. Approximately 1,012 feet long, 144-feet wide and 40-feet deep, it was one of the largest concrete structures in the world at the time of its opening.

During its renovation, two-and-a-half feet of concrete will be replaced from the dry dock's floor, as well as two feet from the sidewalls. In addition to replacing the dry dock caisson, there will be a complete restoration of its pumpwell while upgrading all mechanical and electrical equip-

ment.

In addition to the dry dock renovation, NNSY will also be renovating the adjacent and adjoined Buildings 261 and 1539, which house a storage area and repair shop, and their surrounding area. As a separate \$26 million project to comprise two-and-a-half years, the building renovations will provide new roofing, interior enhancements and other upgrades.

These projects continue determined efforts in America's Shipyard to modernize and streamline its work on Navy submarines. In June 2019, NNSY dedicated its Submarine Maintenance Facility, which consolidates submarine maintenance, production and support shops into a single facility adjacent to NNSY's submarine dry-docks and piers.



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Recruit Training Command grads eligible for nine college credits

Curriculum changes at Recruit Training Command will provide boot camp graduates with nine college credits and potentially save the Navy millions in tuition costs.

»See **A5**



VFA-103, VFA-143 and VAW-121 return from deployment

More than 100 U.S. Navy aviators returned to their home bases at Naval Air Station Oceana in Virginia Beach and Norfolk Naval Station on Jan. 19 following their nearly ten-month deployment.

»See **B1**

Holocaust documentary playing at memorial

This year marks the 75th anniversary of the end of World War II and the liberation of the remaining Nazi concentration camps.

»See **C1**

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Russell Toof
Air Force Staff Sgt. Danny Lim practices conducting a throat examination on Army Sgt. Harvey Drayton at Chabelley Airfield, Djibouti. Drayton and Lim were introduced to the Telehealth In A Bag system during a recent visit that included personnel from Regional Health Command Europe's virtual health team.

Navy Medicine demonstrates Virtual Health options to Africa

By: Angela Ciano

CAMP LEMONNIER, DJIBOUTI, AFRICA

Members from the Regional Health Command Europe and Army and Navy Virtual Health teams traveled to Djibouti, located in the Horn of Africa, to unveil a plan to bring Virtual Health options to the region. Djibouti hosts the largest U.S. American military base on the African continent, Camp Lemonnier. With more than 4,000 personnel on the base, Virtual Health technologies can augment care and bring portable solutions to keep them healthy, focused and mission ready. Currently, personnel often have to travel to a military treatment facility to seek care. Technology today allows medical staff to provide care in ways never seen before, and without leaving their assigned duty station. “Our active duty service members should not have to sacrifice on the level of care they receive when they are deployed,” said Navy Capt. Valerie Riege, Chief Innovation and Integration Officer for the Navy’s Bureau of Medicine and Surgery. “Virtual health is a

gamechanger in medicine today and will bring quality health care to the warfighter when and where they need it.” Medical representatives met with health care providers from various military units and discussed current virtual health capabilities such as the Telehealth in a Bag. A demonstration of these solutions provided opportunities for medics to test the technologies and see how they could be used to extend care in their region. The team also traveled to the U.S. Embassy to meet with the provider and to demonstrate virtual health capabilities that could help the Embassy staff better care for their patients in remote areas. “With Virtual Health, we’re bringing the medical center to the warfighter,” said Army Lt. Col. Robert Cornfeld, the Virtual Health Medical Director at Landstuhl Regional Medical Center, Germany. “What we’re beginning to do here in Djibouti is to enable the providers to use their time and resources to support service members in more austere locations who ultimately look to this location for their support.”

Medical staff at Camp Lemonnier expressed great interest in the various methods of providing Virtual Health within the region, the implication in improving health care delivery, and a potential reduction in the number of MEDEVACS for patients, even in austere environments. In 2018, nearly 14,000 mission days were saved for Africa, Europe, and Middle East combatant commanders through the utilization of Virtual Health options over in-person travel. The Regional Command Health-Europe Virtual Health solutions provide digital health care delivery between 165-plus providers across 38 specialties to patients in garrison, operational, and remote settings on three continents serving Army, Air Force, Navy, NATO, Defense Logistics Agency, and Department of State service and family members. “The benefits of these capabilities really allow for better conversations to happen, perhaps prior to a patient being evacuated, and better management of patient care,” said Army Sgt. 1st Class Todd Hall, the Non-Commissioned Officer in Charge of Virtual Health Europe. In a global organization like the armed forces, connected coordinated care options are becoming even more crucial to ensuring the readiness of Active Duty Service Mem-

“ With Virtual Health, we’re bringing the medical center to the warfighter. What we’re beginning to do here in Djibouti is to enable the providers to use their time and resources to support service members in more austere locations who ultimately look to this location for their support.”

Army Lt. Col. Robert Cornfeld

bers. Virtual Health is not only about making health care more convenient, it allows for increased access to care and enables a greater focus on the military’s most important asset – its people.

Navy executes hiring initiative for privatized housing

By Coleen R. San Nicolas-Perez
Commander, Navy Installations Command Public Affairs

WASHINGTON

The Navy is on track to hire more than half the existing number of housing staff to provide better support for families living in privatized Navy housing. The target goal is to hire 183 personnel by the end September, according to Navy housing officials. This will raise the total number of billets overseeing the Navy Housing Public Private Venture (PPV) program enterprise-wide from 320 to 503. The new positions being filled by Commander, Navy Installations Command (CNIC) and Naval Facilities Engineering Command (NAVFAC) include housing management specialists, housing inspectors, quality assurance specialists, and project and business managers. Most of the new personnel will supplement the existing

teams at the Navy Housing Service Centers at each base and work directly with privatized housing residents to ensure quality of life and housing standards are met. The initiative includes four milestones, two of which have already been achieved prior to their deadlines. The first quarter milestone of filling 36 positions was surpassed prior to the Dec. 31 deadline. The Navy recently met its second quarter milestone of filling an additional 66 positions by March 31. “The increase of staffing will allow the Navy to inspect privatized housing and have better visibility into work order services,” said Jane Ferketic, CNIC Programming and Requirements branch manager for Navy Housing. “This in turn promotes better engagement on specific performance issues with the private partners, which may lead to reduced issues over time.” The hiring initiative is part of the Navy three-pronged approach to improving privatized housing: ■ Reestablishing active and engaged leaders on this issue. ■ Reinforcing current Navy oversight. ■ Improving partnerships with privatized housing owners to help restore resident trust. For example, housing inspectors will ex-

“ The increase of staffing will allow the Navy to inspect privatized housing and have better visibility into work order services.”

Jane Ferketic

amine units with the privatized property manager prior to being assigned to new occupants, participate in initial walk-throughs with residents, and conduct inspections after the completion of out-of-cycle maintenance work. In addition, housing management specialists will take on a range of responsibilities to support privatized housing residents to include following up with them after the move-in process and upon completion of maintenance work, as well as serving as liaison between residents and landlords as necessary. “Housing residents can expect increased engagement with them on a regular basis,” Ferketic said. “Commander, Navy Installations Command will work closely with the residents and public-private venture project

property managers, while Naval Facilities Engineering Command will engage with the private partners to ensure residents receive quality housing and housing services.” **HIRING GOAL** As part of the strategy to meet the overall hiring goal, CNIC and NAVFAC implemented a timeline with multiple milestones. The team’s next objective within the timeline is to fill 40 positions by June 30 as well as 77 additional positions by Sept. 30. “As a result of increased oversight, residents will realize better accommodations requiring less out-of-cycle maintenance due to the proactive and collaborative relationship between the private partner and the Navy,” Ferketic said. CNIC and NAVFAC continue to utilize special hiring authorities in order to recruit qualified candidates to meet the hiring objective. Recruitment tactics include holding job fairs, transferring on-board civilian personnel from their current positions to vacant Navy Housing positions, Military Spouse Preference Program, Veterans Recruitment Appointment (VRA), and using the direct hiring authority, which gives CNIC and NAVFAC the ability to hire any qualified applicant.

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“ SOMETIMES MY HUMAN DOESN'T WEAR PANTS AT HOME, IT'S A RIOT. ”

—COLBY
adopted 06-18-11

A PERSON IS THE BEST THING TO HAPPEN TO A SHELTER PET

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MC2 Kelsey Hockenberger
Rosa Castro, a representative from Fleet and Family Support Center in Guam, delivers command sponsorship training to Sailors assigned to Commander, Submarine Squadron Fifteen (CSS-15), Jan. 16.

Becoming a better you: FFSC offers services on NAS Oceana

By MC2 Mark Thomas Mahmood

VIRGINIA BEACH

Typically, the new year brings plenty of resolutions and goals. Whether personal, financial, or physical, each goal is usually aimed at improving one’s life.

Fleet and Family Support Center (FFSC) on board Naval Air Station Oceana could help service members and their families achieve goals in their lives through 2020 and beyond.

“Any given day, FFSC staff are assisting service members and families with strategies for buying a new car, building a savings plan, creating a resume, supporting new parents with newborn babies, or helping a

transitioning service member or spouse with finding employment,” said LaCresha Dunnings, NAS Oceana FFSC program director. “These services are relevant throughout one’s military career and into retirement.”

The Fleet and Family Support Program supports individuals and family readiness through a full array of programs and resources which help Navy families to be resilient, well-informed and navigate the unique challenges of military lifestyle.

FFSC is a one-stop shop for parenting and life skill programs, financial programs, deployment support, transition and employment assistance, relocation assistance, counseling and victim assistance, excep-

tional family member support, information and referral and many more programs at no cost to the military family.

Being a service member brings about a list of benefits that may help someone achieve their goals, including education and access to fitness facilities. One benefit that may be frequently forgotten is the ability to utilize FFSC.

“Access to FFSC services is a benefit just like the many other exclusive benefits available to military families,” said Dunnings. “Registering for classes is as simple as making a phone call. Individual, one-on-one consultations are also available by appointment and walk-in basis.”

In addition to individual classes, Dun-

nings said FFSC can tailor programming to meet the needs of a command. On-site classes are available to be conducted at commands by request.

Sometimes, the things people seek to improve upon during the new year may not be as simple as a gym habit or a new diet. FFSC also offers confidential counseling and advocacy services, and “new parent support home visitation.”

“These programs take a proactive approach to help individuals and families cope with stress, and empower them to develop healthy skills to address life’s everyday challenges,” said Dunnings. “FFSC also provides confidential treatment, victim assistance and advocacy for victims of sexual assault and family violence.”

Becoming a better version of yourself may be a goal for 2020, and FFSC could help achieve it, whether it’s by attending a job fair for those transitioning out of the military, taking a class for homebuying, or attending a counseling session.

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GSM3 Allison E. Ryan

As a Navy tradition, a cake is cut by Capt. Lisa Mulligan, Naval Medical Center Portsmouth's (NMCP) commanding officer, RPCS Jorge Arocho and RP3 Aricky Greene, the oldest and youngest RP present at the ceremony. NMCP's RPs, along with command leadership, chaplains and fleet RPs, celebrated the past, present and future of the rating.

NMCP CELEBRATES RPS 41ST ANNIVERSARY

By Seaman Imani N. Daniels
Naval Medical Center Portsmouth Public Affairs

PORTSMOUTH, VA.

Naval Medical Center Portsmouth's (NMCP) Religious Program Specialists (RP) celebrated the 41st anniversary of the RP rating in the foyer of NMCP's historic Bldg. 1 on Jan. 15.

The RPs, along with command leadership, staff chaplains, and fleet RPs and chaplains celebrated the past, present and future of the rating during a cake cutting ceremony.

"I'm really honored to invite you to pray with me, but most especially grateful to recognize and thank the often unsung heroes that continue to ensure the best for those who serve," said Capt. Wayne Haddad, Naval Medical Forces Atlantic staff chaplain. "Our religious program specialist rating, who not only take care of the religious program and its functions, but makes sure our forces are operationally ready by filling in that full domain, allowing the body and mind to work in conjunction with things that pertain to something higher. I'm really pleased to work with this exceptional team here at NMCP as well as the Naval Medical Forces Atlantic enterprise. I'm happy



GSM3 Allison E. Ryan

Naval Medical Center Portsmouth (NMCP) held a cake cutting ceremony for the Religious Program Specialist (RP) rating's 41st anniversary on Jan. 15. NMCP's RPs, along with command leadership, chaplains and fleet RPs, celebrated the past, present and future of the rating.

to offer our services because we continue to provide care for those, regardless of religious belief or practice."

Religious Program Specialist 1st Class Rice Croft, Religious Program

Specialist 3rd Class' Crystal Livergood and Aricky Greene, talked about the history of the rating, dating back to 1878. They described how the rating was proposed to the Department of the

Navy, the first Religious Program Specialists and the history of the rating in the Marine Corps.

"Today we honor those who have gone before us," Croft said. "We also honor the over 760 active duty military members and over 245 reserve religious specialists who serve today."

CMDCM Michele Sullivan, NMCP's command master chief, talked about her experience with RPs during her career deployments, and expressed her appreciation for them.

"Some don't realize the efforts and everything that goes behind being a religious specialist," Sullivan said. "These individuals tend to go unrecognized, but they are very vital to our mission and our support. I thank you for what you do."

Capt. Lisa Mulligan, NMCP's commanding officer, expressed her appreciation for religious program specialists.

"Working at a hospital, it's a really special mission," Mulligan said. "To think about the spiritual needs of our patients, we often see people when they are going through life changing events, religious specialists help facilitate taking care of those people and their families. "Though we often think about the spiritual needs of the patients, we must also think about the needs of staff as well. It is emotionally and spiritually draining work sometimes, we benefit immensely from having this program."

Surface warfare cyber engineer wins Copernicus Award

By John Joyce
NSWCDD Public Affairs

DAHLGREN, VA.

A U.S. Navy civilian cyber engineer won the coveted Copernicus Award, Chief of Naval Operations Adm. Mike Gilday announced in a Jan. 14 message to the fleet.

Jay Blalock will be formally recognized for his impact on the Navy's cyber security testing capability at an upcoming award ceremony hosted by the U.S. Naval Institute and the Armed Forces Communications and Electronics Association (AFCEA) who selected the Copernicus winners.

"I am extremely humbled, and honored to have been nominated and selected to receive this award," said Blalock, program manager and cyber test engineer for a distributed cyber test architecture called USS Secure at Naval Surface Warfare Center Dahlgren Division (NSWCDD).

The U.S. Naval Institute and AFCEA International recognize individuals each year who are selected for the Copernicus Award based on their sustained superior performance in a command, control, communications, computers, and intelligence or information technology related job.

"This award is the result of the hard work of a large group of people that are dedicated to ensuring the safety of the fleet through

cyber testing and hardening," said Blalock who led cybersecurity systems engineering efforts to architect a safe cyber test environment for the Navy.

The USS Secure program he manages is an operationally representative system-of-systems cyber-security test environment used to identify comprehensive cyber security risks from system level to strike-group level. The multi-enclave environment enables the Navy's development, evaluation, and testing of cybersecurity concepts and technologies to defend mission critical systems at sea and ashore.

"I am very grateful for the support of my chain of command here at NSWC Dahlgren, the entire USS Secure team, and my wife and kids who make it very easy for me to have the ability to be dedicated to this extremely important and successful program," said the former Navy fire controlman. At one point in his active duty career, Blalock taught AN/SPY-1 Radar – a key component of the Aegis Combat System – to U.S. and foreign military service students at the Aegis Training and Readiness Center.

Over the fiscal year 2019, Blalock performed multiple roles to make USS Secure successful. For example, he linked major program manager requirements to USS Secure events aligned with the Navy's priority



U.S. Navy photo

U.S. Navy civilian cyber engineer Jay Blalock won the Copernicus Award, the Chief of Naval Operations announced in a message, Jan. 14. Blalock is recognized for his impact on the Navy's cyber security testing capability while leading cybersecurity systems engineering efforts to architect a safe cyber test environment for the Navy.

for cyber testing to field secure systems and platforms faster while reducing cost.

Blalock's team enabled USS Secure's alignment with Navy priorities by instantiating systems in a hybrid virtualized and hardware in-the-loop environment to create a representative, high fidelity test architecture capable of supporting the cyber test activities.

"He is making a real difference in the cyber security of our Navy today," NSWCDD Commanding Officer Capt.

Casey Plew stated in his letter nominating Blalock for the award. "His efforts have ensured a sustainable testing solution for the U.S. Navy, prior to systems and platform's deployment, by leveraging investments already made in hardware and connectivity across the Naval Research and Development Establishment."

In effect, Blalock and his USS Secure crew of cyber experts are making the Naval Sea System Command (NAVSEA) Warfare Centers' vision – turning ships into cyber-safe warships – a reality by working to immunize Navy surface, undersea, and air warfare systems against the effects of a cyberattack and to enable rapid recovery in the event systems are impacted.

"As the face of USS Secure, Mr. Blalock provided primary communications across system commands, Office of Naval Operations, Naval Sea Systems Command, program executive office, major programs and sponsors, and the Commander Operational Test and Evaluation Force," said Plew. "An outstanding communicator, Mr. Blalock routinely and effectively communicates USS Secure topics to a broad array of stakeholders including flag, senior executive service, and technical experts."

The USS Secure research was conceptualized utilizing Naval Innovation for Science and Engineering (NISE) funds. The NISE program provides the DoD science and engineering organizations the capability to develop and transition technology as well as develop the workforce and enhance laboratory facilities and equipment.



MC1 Spencer Fling

Vice Adm. Lisa Franchetti, commander of U.S. 6th Fleet, delivers remarks inside Midway Ceremonial Drill Hall during a pass in review graduation ceremony at Recruit Training Command (RTC), Oct. 25, 2019. Naval Station Great Lakes and RTC hosted Franchetti for a command overview and pass in review graduation ceremony. More than 35,000 recruits train annually at the Navy's only boot camp.

Recruit Training Command grads eligible for nine college credits

By Alan Nunn
Recruit Training Command Public Affairs

GREAT LAKES

Curriculum changes at Recruit Training Command (RTC) will provide boot camp graduates with more college credits and potentially save the Navy millions in tuition costs.

Following a review of Navy Basic Military Training curriculum, the American Council on Education (ACE) has recommended nine college credits be awarded upon graduation from the Navy's only boot camp. The increase from two credits equals a potential tuition savings of \$213.8 million annually when calculated using RTC's annual throughput and the national average of \$594 per credit hour across all collegiate

sectors.

These credits are retroactive and apply to all RTC graduates since November, 2016. Sailors can review the ACE Military Guide and their Joint Services Transcript, which will be updated to reflect this information.

Credits were recommended in the lower-division baccalaureate/associated degree category for personal conditioning (three credits), basic seamanship (two credits), marine safety (two credits), and physical fitness (two credits).

Lt. Jessika Hall, Curriculum Inspection and Evaluation Division Officer, said the increased emphasis on recruit hands-on learning prompted ACE's recommendation.

"We've increased toughness initiatives,

line handling, reps-and-sets trainers, and placed greater emphasis on watchstanding and weapons handling," Hall said. "There's been more of a shift toward warfighting principles. Things were removed from the curriculum and replaced with, for instance, ensuring that every Sailor knows how to fight a fire, that they know how to do damage control and other critical skills. After a ton of curriculum was overhauled, the definition of a basically-trained Sailor has evolved and developed."

Cmdr. Mike Keppen, Learning Standards Officer, praised RTC and Navy Service Training Command curriculum teams for their hard work and commitment.

"Over the past year, those curriculum teams moved mountains to improve the

quality of our Basic Military Training Curriculum, merge it into the Content Planning Module system, align it with Basic Military Training core competencies and Navy Education and Training Command/Navy Education Training directives, and codify it into course documents acceptable for an ACE evaluation," Keppen said.

Long-term, the 450 percent increase in college credits could lessen costs for the Navy Tuition Assistance program. The program pays up to 100 percent (within fiscal year caps and limits) of tuition costs of courses taken in an off-duty status at a college, university, or vocational/technical institution, whose regional or national accreditation is recognized by the U.S. Department of Education.

"It's a benefit to the Sailor that is recommended for these college credits," Terry Schmalgemeier, Course Curriculum Model Manager said. "As they go to apply for a degree, they might have the ability to apply some of these credits so they don't have to take as many courses."

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U.S. Navy photo
Naval Surface Warfare Center Dahlgren Division (NSWCDD) Deputy for Small Business Kris Parker speaks with II Corps Consultants, Inc., executive Earnest King at an NSWCDD event for small businesses.

Small Business Runway Extension Act takes effect

By John Joyce
NSWCDD Public Affairs

DAHLGREN, VA.

Naval Surface Warfare Center Dahlgren Division (NSWCDD) officials anticipate positive impacts on the command in the wake of a Small Business Administration (SBA) final rule to implement a 2018 act increasing the period of measuring small businesses’ annual revenue from three to five years in the contract evaluation process.

The 2018 Small Business Runway Extension Act – which took effect Jan. 6, 2020 – adopts a transition period through Jan. 6, 2022, during which firms may choose between using a three-year averaging period and a five-year averaging period.

“We’ve been waiting quite a while for this to be implemented, and I believe the

change to five years will help attract more small businesses into our portfolio,” said Kris Parker, NSWCDD deputy for Small Business, regarding the SBA’s new size standard average annual receipts calculation rule that President Donald Trump signed into law on Dec. 17, 2018.

The law reduces the impact of rapid-growth years, which may prematurely eject a small business out of their size standard.

“This change to five years is a logical move, as it helps account for the cyclical nature of contract awards,” said Parker. “It should really help increase our potential small business base.”

The rule change will benefit most small firms, according to attorneys specializing in procurement law.

“Based upon the new size standard calculation, all federal contractors bidding on small business set-aside procurements

should reevaluate their size under the new five-year average calculation,” advises Taft Stettinius & Hollister. “Firms that are on the cusp of eclipsing the small business status based on the previous three-year average revenue calculation may once again be eligible to certify as small. Overall, this change should allow more firms to qualify as a small business for federal contract procurement purposes, for a longer period of time.”

Although Congress passed the Small Business Runway Extension Act, SBA was not compelled to adopt it until their own rule-making process was completed, the Red Team Consulting group stated.

“This serves as a reminder that even with statutory changes enacted as federal law, it is always prudent to understand the downstream regulatory processes and agency interpretations from such changes. This

ruling is a potential game changer for many firms looking to effectively compete for critical small business set-aside procurements targeted for release in the fiscal year 2020-2021 planning horizon.”

Essentially, the final rule carries out the Small Business Runway Extension Act’s intent with respect to federal procurement opportunities as expressed in the report accompanying the legislation.

“The committee report states that the bill would reduce the impact on small businesses from rapid growth in some years which would result in spikes in revenue that may prematurely eject a small business out of their small business status,” according to the rule’s background information section. “The committee report adds that the bill would allow small businesses at every level more time to grow and develop their competitiveness and infrastructure, before entering the open marketplace. The bill, as the committee report states, would also protect federal investment in SBA’s small business procurement programs by increasing chances of success in the middle market for newly graduated firms, resulting in enhanced competition against large prime contractors.”

Naval Safety Center hoists Retention Excellence Pennant

By Leslie Tomaino
Naval Safety Center Safety Promotions Public Affairs

NORFOLK

Cited for meeting the command’s retention goals, the Naval Safety Center (NAVSAFECEN) has received the Manpower, Training and Education fiscal year 2019 Retention Excellence Award. Rear Adm. Mark Leavitt, Commander, NAVSAFECEN, announced the award during a command all hands call Jan. 10.

The annual award recognizes those commands that have met or exceeded the Chief of

Naval Operations’ (CNO) retention goals. Programs such as Career Development Boards and Career Waypoints or C-WAY, a program used by the Navy for processing reenlistment quotas, factor into the CNO’s criteria.

“More than a decade has passed since NAVSAFECEN received this award, and much of the credit belongs to its focus on the ‘Brilliant of the Basics’ programs,” said Command Master Chief Baron Randle.

According to Randle, “In 2018, the CNO released a two-part message, ‘Brilliant on

the Basics II Part A - Revisiting the Basics’ and ‘Brilliant on the Basics II Part B - Engagement’ which directed Command Leadership Teams to reinvigorate their efforts to foster an environment where Sailors and their families will want to stay Navy.”

Randle worked closely with Command Career Counselor Chief Shaun Wintink to double down on the command’s “Brilliant on the Basics” efforts for its Sailors and Navy family members. Randle said the retention team efforts headed by Wintink led to the command meeting the award’s benchmarks and ultimately receiving the recognition.

“This award is thanks to a lot of hard work by a lot of people here at the command,” said Leavitt. “This award tells me that our career counselor, retention team, from the Com-

mand Master Chief to the Deputy Commander are giving our Sailors every opportunity and what they need to be successful in their careers.”

Following the commander’s remarks at the all hands call, Randle hoisted the command’s newly received “Golden Anchor” pennant.

“As we continue to grow our forces into the Navy our nation needs, the staff of the Naval Safety Center should feel proud to know that we retained our trained and experienced leaders at all the right levels to meet the Navy’s manning requirements,” Randle said. “Many of our Sailors could have taken their talents and experience into the civilian workforce, but decided to stay Navy as their employer of choice.”



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MC2 Justin R. Pacheco
Acting Secretary of the Navy Thomas B. Modly delivers remarks during the unveiling of the new Ford-class aircraft carrier USS Doris “Dorie” Miller (CVN 81) at a Dr. Martin Luther King Jr. Day celebration event at Joint Base Pearl Harbor-Hickam. This will be the second ship named in honor of Miller and the first aircraft carrier named for an African American and an enlisted Sailor.

DORIS *During attack on Pearl Harbor, Miller performed beyond the call of duty*
Continued from A1

Secretary Modly noted that throughout the history of our nation, the finest of every generation have stepped forward to serve the cause of freedom around the world even if they were denied those same freedoms at home simply because of the color of their skin.

On December 7, 1941, Doris Miller did not let the prejudice of others define him, he said.

“Dorie Miller was the son of a sharecropper,” said Modly. “And, he was an American Sailor – so designated by the uniform that he wore – the same uniform all Sailors wore, and still wear, regardless of race, ethnic background, or political persuasion.”

Congresswoman Eddie Bernice Johnson, U.S. Representative for the 30th Congressional District of Texas, delivered an emotional and moving speech about the influence Miller’s legacy had on her life.

“All of my life I’ve heard about how great Doris Miller was,” said Johnson. “[He] was my childhood hero. It was the spirit of Dorie Miller that made me appreciate being an American more than anything else because, in the days of real segregation, a black man from my home town had stepped up to help save America. Dorie miller started the civil rights movement and perhaps even gave Martin Luther King, Jr. the spirit to lead us into the era of which he did.”

Johnson said naming CVN 81 in honor of Doris Miller has done so much to recognize and highlight that no matter the color of a person’s skin, they can achieve anything.

Congressman Bill Flores, U.S. Representative for Texas’s 17th Congressional District, which includes Doris Miller’s hometown of Waco, said it was an honor to pay tribute to one of America’s heroes from the greatest generation.

“[Miller] was a man who exemplified the hearts of our Sailors and the spirit of Reverend Martin Luther King, Jr. who we also recognize today,” said Flores. “Dr. King once said ‘the time is always right to do something right’ and that is what Petty Officer Miller did. His story of bravery is a testament to his courage and commitment to serve both his fellow Sailors and his country.”

For the members of Miller’s family present at the ceremony, it was a moment to reflect on the legacy their family lives to honor with every generation.

“When Uncle Doris decided that he was going to step up to the machine gun and shoot, it was a ‘why not me?’ moment,” said Henrietta Blednose Miller, a niece of Miller. “As we go through life, we’re all going to be confronted with ‘why not me?’ moments whether they are small or big, but with each one, you will be affecting someone if you take an action at that moment. At the time [Uncle Doris] did what he did, he



www.history.navy.mil

USS DORIS MILLER (CVN 81)

Honoring a U.S. Navy Hero



Doris Miller’s Service

- Doris “Dorie” Miller was born on October 12, 1919, in Waco, Texas.
- On September 16, 1939, Doris Miller enlisted in the Navy.
- Following basic training, Miller was assigned to USS Pyro (AE 1) and transferred to USS West Virginia (BB 48) in 1940.
- During the attack on Pearl Harbor, Miller bravely performed beyond the call of duty aboard West Virginia.
- For distinguished heroism during the attack on Pearl Harbor, Miller was awarded the Navy Cross in March 1942.
- In the spring of 1943, Miller was assigned to USS Liscome Bay (CVE 56).
- Miller served aboard Liscome Bay during Operation Galvanic, which sought control of Makin and Tarawa atolls.

CVN 81 Quick Facts:

Name: USS Doris Miller (CVN 81)	Class: Gerald R. Ford
Length: 1,092 feet	Speed: 30+ knots
Crew: 4,359	Aircraft: 75+

Mission: USS Doris Miller (CVN 81) will be the premier forward asset for crisis response and early decisive striking power in a major combat operation. Gerald R. Ford-class aircraft carriers and carrier strike groups will provide the core capabilities of forward presence, deterrence, sea control, power projection, maritime security and humanitarian assistance.



(Pictured: USS Gerald R. Ford (CVN 78), the Navy’s first Ford-class carrier)



Distinguished Devotion to Duty

Petty Officer Miller’s selfless actions on USS West Virginia (BB 48) and throughout his naval career exemplify the Navy’s core values of honor, courage and commitment.

HONOR – Disregarding his own personal safety during the attack on the fleet in Pearl Harbor, Miller, despite enemy strafing and bombing, assisted in moving his captain, who had been mortally wounded, to a place of greater safety.

COURAGE – During the attack on Pearl Harbor, Miller continued to help his shipmates to safety and engaged enemy aircraft from a .50-caliber anti-aircraft machine gun until he was ordered to abandon ship.

COMMITMENT – Miller continued to serve and fight, giving his life for his country. He stationed on USS Liscome Bay (CVE 56) when it was struck by a torpedo from a Japanese submarine in the Gilbert Islands. The resulting damage rapidly sank the ship. Among the missing, Miller was officially presumed dead on November 25, 1944.

U.S. Navy

did not realize how proud he was going to make this family.”

This will be the second ship named in honor of Miller, and the first aircraft carrier ever named for an African American. This will also be the first aircraft carrier to be named in honor of a Sailor for actions while serving in the enlisted ranks.

The future USS Doris Miller and other Ford-class carriers will be the premier forward asset for crisis response and humanitarian relief, and early decisive striking power in major combat operations. The aircraft carrier and the carrier strike group will provide forward presence, rapid response, endurance on station, and multi-mission capability throughout its 50-year service life.



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Ford hosts first-ever Boy Scout Day
The USS Gerald R. Ford (CVN 78) hosted a unique group of young men and women from Boy Scout Troop 1966 and Cub Scout Pack 1967 from Fairfax, Virginia, for a first-ever Boy Scout visit aboard Ford, Jan. 11-12. [See B4](#)



MC3 Skyler Okerman
Family and friends prepare for the return of Airborne Early Warning Squadron (VAW) 121 at Naval Station Norfolk. Airborne Early Warning Squadron (VAW) 121 returns to homeport of Norfolk, following a nearly 10-month deployment with the Abraham Lincoln Carrier Strike Group (CSG) 12.

VFA-103, VFA-143 and VAW-121 return from deployment

By **Cmdr. Jennifer Cragg, Commander**
Naval Air Force Atlantic Public Affairs

NORFOLK

More than 100 U.S. Navy aviators returned to their home bases at Naval Air Station (NAS) Oceana in Virginia Beach and Norfolk Naval Station (NNS) in Norfolk on Jan. 19 following their nearly ten-month deployment as part of Carrier Air Wing Seven (CVW-7) assigned aboard the nuclear powered aircraft carrier USS Abraham Lincoln (CVN 72).

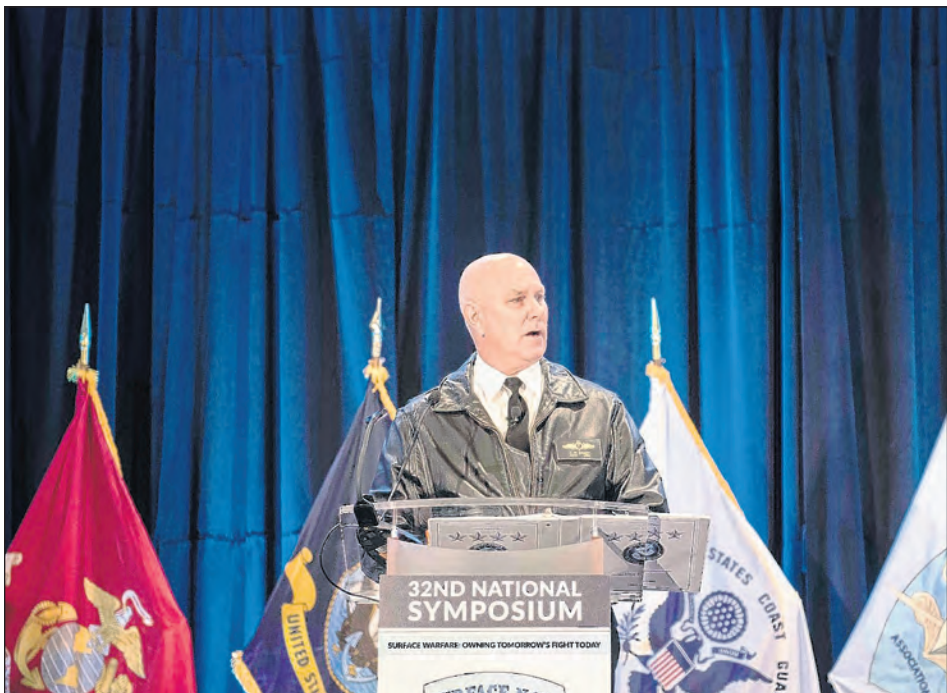
USS Abraham Lincoln has been underway in support of maritime security cooperation efforts in the U.S. 5th, 6th, and 7th Fleet areas of operation since April 1, 2019.

CVW-7 Carrier Air Wing Commander (CAG), Capt. William Reed returned to Norfolk Naval Station with Airborne Early Warning Squadron 121 (VAW-121). CAG and assigned U.S. Navy aviators flew five E-2D “Advanced



MC3 Michael S. Singley
An F/A-18F Super Hornet attached to the “Jolly Rogers” of Strike Fighter Squadron (VFA) 103 launches from the flight deck of the aircraft carrier USS Abraham Lincoln (CVN 72) to return to Naval Air Station Oceana following a 10-month deployment.

[See RETURN](#) | **B7**



MC2 Brent Pyfrom
Adm. Christopher W. Grady, commander of U.S. Fleet Forces Command and U.S. Naval Forces Northern Command, delivers remarks during a discussion panel at the Surface Navy Association's 32 National Symposium at the Hyatt Regency Crystal City in Arlington, Va.

Surface Navy leaders focus on readiness, need to build future fleet

By **MC3 Richard Rodgers**

ARLINGTON, VA.

Improving readiness, maintaining the fleet and building the surface fleet of the future were topics Navy leaders, along with speakers from industry and academia, discussed on the third day of the Surface Navy Association's 32nd National Symposium Jan. 16.

Adm. Christopher W. Grady, commander of U.S. Fleet Forces Command, in his keynote remarks stressed the importance of constant readiness in every aspect of warfighting, in order to maintain naval supremacy.

“We live in a dangerous world, so we may be called to fight and win on little notice,” said Grady, also the commander of U.S. Naval Forces Northern Command. “It is incumbent upon us to treat every day as

though it were the last day of peace, and so we have to own the fight today. That is imperative.”

Grady gave a hypothetical scenario in which a future U.S. Navy is charged with helping small forces across the globe fight, as well as helping care for their people. To help the Navy prepare for such possibilities, he urged leaders to shift their mindset from short-term preparedness toward long-term capabilities.

“We need you to own that fight,” Grady said. “We need combat-ready ships and battle-minded crews.”

“Being combat-ready means being relentless on readiness,” he continued. “We must dispense with the mindset where we build materiel readiness just in time for the next deployment and instead constantly prepare ourselves for the unknown.”

Dust in the wind, and on my coffee table

By Lisa Smith Molinari

Dust bunnies are the bane of my existence. That might sound dramatic, but let’s just say that I pretty much hate dusting. Then again, Mom told me to never use the word “hate” so let me rephrase7: Dusting is an activity of which I am not particularly fond. (And I get bonus points for not ending with a preposition.)

As a military spouse in charge of housekeeping, I’ve had to clean all kinds of quarters over the last 26 years. A two-bedroom apartment overlooking a supermarket, shabby Army housing on the perimeter of an abandoned artillery range, a stone house in England, a roach-infested townhouse with shag carpeting, a vinyl-sided Dutch Colonial on a cul-de-sac, a fourth floor walk-up base apartment in Germany, an oceanfront base house in Florida, a base duplex with a really scary basement, a gardener’s cottage on the grounds of a Gilded Age mansion — and now, our 129-year-old house a block from the Narraganset Bay.

I’ve learned that housework is pretty lousy all the way around, but dusting is, by far, the most frustrating and futile of household

chores.

Take, for example, vacuuming. On the cleaning satisfaction scale (this doesn’t exist, but just go with it) vacuuming is a ten. There’s something about the whirring, the amps, and sound of debris being slurped up the suction tube. Popcorn kernel on the rug? THWUMP! Gone. Crumbs on cushions? SHLUSH! Gone. Sand on hardwoods? FFFWPT! Gone.

Other tasks such as folding laundry and ironing are not as exhilarating, but the monotony can be minimized by turning on the television. Putting a crease in my husband’s cammies could seem quite riveting if done while watching a catfight on “The Real Housewives of New Jersey.” And I must admit, there are days when I’d rather chew my own arm off than empty the dishwasher for the umpteenth time, but it’s not so bad if I catch “House Hunters” on the kitchen TV in the process.

It’s safe to say that there’s not a soul on this planet who truly enjoys cleaning bathrooms. However, the revolting nature of this foul chore is so universally recognized, there are a plethora of products on the market to make the job palatable. Flushable toilet scrubbing wands, automatic shower sprayers, disinfecting wipes, bleaching toilet tank tablets, and just in case you can’t even stomach harmless soap scum, there are Scrubbing Bubbles who will gladly do it for you.

But dusting? Dust is one of those sad facts of life, like stretch marks and male pattern balding. It’s always there, so you’ve just got to deal with it.

And unfortunately, no one has invented anything to make dusting any easier. Here we are in the 21st Century, and in order to dust your house, you’ve still got to grab a rag – an old t-shirt is as good as anything else – and a can of furniture polish and get to work.

You may be able to catch a few minutes of a favorite show while tackling the family room, but that brief distraction is short-lived. You’ve still got to plod, slowly and methodically, room to room, spraying, rubbing, and wiping. Starting with the cob-webby ceiling fan blades and hitting every last desk, lampshade, molding, photo frame, table, piano key and baseboard, all the way down to the tumbleweeds of dusty dog hair on the floor.

Then, to make matters worse, the instant your ionic-ally charged ShamWow glides over the coffee table, there are millions more minute particles depositing themselves right back on its surface. We can’t see the little buggers, but every minute of every day, they’re there, coursing through our ductwork, wafting from room to room, floating from the ceiling to the floor, landing silently on every horizontal surface.

Where do these particles come from and why are they hell-bent on banishing us to a lifetime of dusting drudgery? Unless you want to read about dead skin cells, I don’t recommend Googling this question. Just accept dust as a fact of life, and be thankful that you have a house that needs dusting, because it means you have a home.

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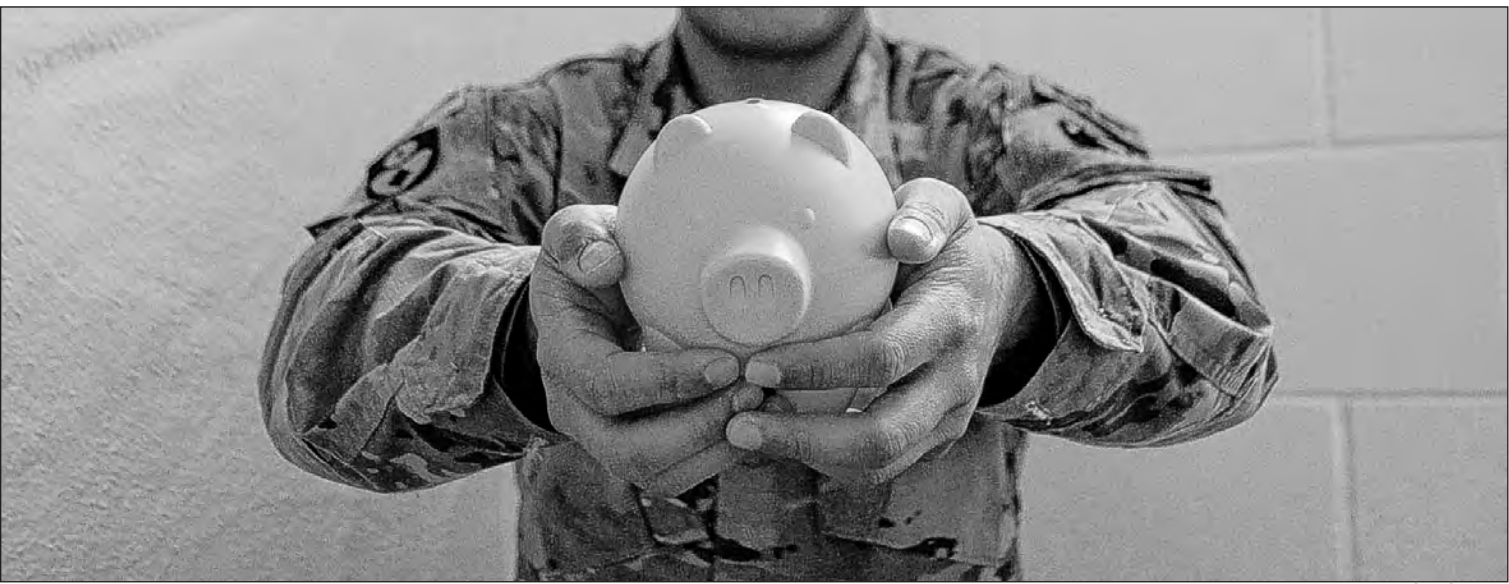
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Tax tips made for military life

From Military OneSource

As a service member, the tax implications of combat pay, deployment or multiple moves can be daunting. However, free access to Military OneSource MilTax services - designed specifically for the MilLife - can make tax time easier for you.

With MilTax, service members have quick access to consultants who are experts in the tax code and how it applies to military life, as well as easy, secure and free tax preparation and e-filing software. Take advantage of MilTax services to save money and time this tax season.

GATHER TAX DOCUMENTS FIRST.

Before filing, organize paperwork and establish a specific place for all incoming tax documents, like W-2 forms, as they arrive in the new year. You may need to track down others. You’ll also need Social Security numbers, birth dates and other information for everyone included in the return.

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The IRS allows you to apply a Lifetime Learning Credit toward your taxes for approved post-high school education courses that lead to new or improved job skills.

For more information about the Lifetime Learning Credit and other qualifying education expenses, see the IRS article ‘Qualified Education Expenses’ – or, contact a MilTax consultant about your specific situation.

TAKE ADVANTAGE OF THE MILITARY SPOUSE RESIDENCY RELIEF ACT.

Active-duty service members have always been able to keep one state as their state of legal residency for tax purposes – usually their home of record – even when they move frequently on military orders. A state of legal residence is also considered their ‘domicile’ or ‘resident’ state.

Since 2009, when the Military Spouse Residency Relief act was signed, a nonmilitary

spouse of a service member may also be able to keep their state of residency the same as that of the service member, regardless of which state they currently live in.

GET AUTOMATIC TAX EXTENSIONS WHEN YOU’RE DEPLOYED.

When you’re deployed, your service wants you to focus on your mission, not your tax forms.

Consequently, the IRS automatically extends tax deadlines for U.S. Armed Forces personnel deployed to a combat zone or in support of operations in a qualified hazardous duty area.

The deadline for filing returns, making payments or taking any other action with the IRS is also extended for at least 180 days after the last day of qualifying combat zone service or the last day of any continuous qualified hospitalization for injury from service in the combat zone.

EXCLUDE HOME SALE PROFITS FROM YOUR TAXES.

Many military families buy a home knowing they may have to sell it when their next PCS comes around. It’s important to know about capital gains tax ahead of time.

If you make a profit from the sale of your main home, you may qualify to exclude up to \$250,000 of that gain from your income, or up to \$500,000 of that gain if you file a joint return with your spouse. This is called the Sale of Primary Home Capital Gain Exclusion.

To be eligible for this exclusion, most people must have owned the home for at least two years and lived in that home for at least two of the last five years. However, service members who have moved due to PCS, before being able to meet these requirements, may still qualify for a partial exclusion. In those cases, they may not be taxed with the total capital gain for the sale of home.

REPORT AND CLAIM CASUALTY LOSSES FROM DISASTERS.

If you have property in an area determined by the president to be eligible for federal assistance - such as a region devastated by a hurricane or forest fire eligible for assistance from FEMA - you can claim unreimbursed expenses from casualty losses on your tax return.

If you are eligible to claim a loss on your tax filings, use IRS Form 4684, ‘Casualties and Thefts.’ Refer to IRS Publication 547 (‘Casualties, Disasters, and Thefts’) and Publication 584 (‘Casualty, Disaster, and Theft Loss Workbook’) for more detailed information.

Additional resources can be found on the IRS website, and MilTax consultants can help you

sort out your specific tax situation for free.

ITEMIZE NON-CASH CHARITABLE CONTRIBUTIONS LIKE CLOTHES AND VOLUNTEER TRAVEL EXPENSES.

If itemizing makes sense for your tax situation, know that clothing and other items donated to approved charities - listed with the IRS - as well as ingredients for meals donated to soup kitchens, can be deducted if you keep records. Many organizations that accept donations provide a list of recommended values for donated items based on their condition.

You can also deduct the costs of gas and oil that are directly related to getting to and from the place where you volunteer. If you do not want to figure your actual costs, simply deduct 14 cents for each mile instead. For 2018 taxes and beyond, changes were made to itemized deductions you can claim on Schedule A (Form 1040).

GET SPECIAL TAX CONSIDERATIONS FOR COMBAT PAY.

Combat pay is partially or fully tax-free. Certain service members serving in support of a combat zone may also qualify for this exclusion. These areas currently include:

- Afghanistan
- Iraq
- Kuwait
- Saudi Arabia
- Oman
- Bahrain
- Qatar
- The United Arab Emirates
- The Kosovo area
- The Persian Gulf
- The Red Sea
- The Gulf of Oman
- The Gulf of Aden
- The Arabian Sea north of 10 degrees north latitude and west of 68 degrees east longitude

KNOW ABOUT TAX DEDUCTIONS FOR RESERVISTS.

Reservists whose reserve-related duties take them more than 100 miles away from home, each way, can deduct their unreimbursed travel expenses on Form 2106, even if they do not itemize their deductions.

They can also deduct the purchase and upkeep costs of uniforms that they can’t wear while off duty, minus any allowance they receive for these costs.

Taxpayers can request a free transcript of tax returns covering the past three years. The Get Transcript tool on IRS.gov is the fastest way to get a transcript.

If you have any questions about special tax situations for National Guard or reservists, contact a MilTax consultant for a free consultation.

DoD

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Text zip code or installation/base name to 55247 (Inside the U.S.) or 202.470.5546 (Outside the U.S.)

spouse of a service member may also be able to keep their state of residency the same as that of the service member, regardless of which state they currently live in.

An E-2D Advanced Hawkeye assigned to Air Test and Evaluation Squadron (VX) 20 lands aboard USS Gerald R. Ford's (CVN 78) flight deck. The arrestment marked the first time an E-2D had landed aboard Ford. Ford is currently conducting Aircraft Compatibility Testing to further test its Electromagnetic Aircraft Launch Systems (EMALS) and Advanced Arresting Gear (AAG).

Aircraft Compatibility Testing begins aboard USS Gerald R. Ford

"Acting SECNAV was crystal clear when he directed all hands on deck, and I can tell you that everyone – from the highest levels of government to the crew on the deck plates and our industry partners – is laser focused on USS Gerald R. Ford being ready to enter fleet service," said Downey.



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MC2 Sean Elliott

Members of Boy Scout Troop 1966 and Cub Scout Pack 1967 in Fairfax, Va. and Sailors assigned to USS Gerald R. Ford (CVN 78) salute the national ensign during morning colors on the ship's flight deck. The Scouts came to honor President Gerald R. Ford's legacy as our nations only Eagle Scout President.

USS Gerald R. Ford hosts first-ever Boy Scout Day

By MC1 Jeff Troutman
USS Gerald R. Ford (CVN 78) Public Affairs

NORFOLK

The aircraft carrier USS Gerald R. Ford (CVN 78) hosted a unique group of young men and women from Boy Scout Troop 1966 and Cub Scout Pack 1967 from Fairfax, Virginia, for a first-ever Boy Scout visit aboard Ford, Jan. 11-12.

The scouts enjoyed a full day of activities aboard Ford on the 11th while touring the ship, interacting with Sailors and learning about the daily life onboard the first Ford-class carrier. Additionally, the scouts returned the morning of June 12 to observe and assist with morning colors.

President Ford was a life-long supporter of the Boy Scouts organization and is the only U.S. president who achieved the rank of Eagle Scout, which made it appropriate that the ship bearing his name hosted this

event for the Boy Scout troop.

“Our troop has visited several of the historic naval ships up in the Baltimore area, but this was our first time visiting an aircraft carrier, and we’ve been looking forward to it,” said Michael Stonkey, Troop Leader for Boy Scout Troop 1966. “The fact that President Ford was the only president to attain the rank of Eagle Scout factored heavily into our decision to pursue a visit to this particular ship. We’re very excited that we were able to spend the day here, to see how his ship operates day-to-day.”

Susan Ford Bales, daughter of President Ford and the ship sponsor, commended the Boy Scout troops via a personal letter for their service to the community.

“Your visit represents a special confluence of two parts of dad’s life about which he was so proud — his naval service as a Lieutenant Commander in World War II and

his service as a Boy Scout who achieved the rank of Eagle Scout,” said Ford Bales in her letter. “My sincere hope is that in the years ahead, you will experience as Boy Scouts the same pride and joy as did a young boy from Grand Rapids, Michigan who went on to become the 38th president of the United States.”

“Given President Ford’s involvement in the Boy Scouts and the personal impact it had on him, I’m sure he would be proud to see us fostering a relationship and providing this opportunity for Boy Scouts to experience life aboard a Ford-class aircraft carrier,” added Lt.j.g. Nicholas Spaleny, from Kalamazoo, Michigan, Ford’s assistant public affairs officer, and organizer of the visit.

During their visit, the scouts and their parents visited the ship’s flight deck, forecastle, pilot house, a repair locker and other key locations to learn more about the inner workings of some of the ship’s most important areas and requirements.

The scouts also had an opportunity to eat with the crew and get a first-hand look at life aboard Ford.

“It was neat to tour the ship and see how everything works,” said Ethan Talbot, a Life Scout from Fairfax, Virginia. “There are some really cool similarities between the Navy and the Boy Scouts, such as rank structure and how everyone has a unique role that they play. I enjoyed learning more about that while we were here.”

Aviation Boatswain’s Mate (Equipment) First Class Nathan Buckley, from Rutherfordton, North Carolina, served as a tour guide during the Boy Scouts’ visit and said he enjoyed the visit because the ship doesn’t often get groups of young visitors who showed such a strong interest in his job.

“I had a blast taking the scouts around the ship, and watching them explore the flight deck in particular, because that’s my world up there,” said Buckley. “Getting to share my passion and show the next generation my passion may help to inspire some of them to follow in my footsteps, or at the very least, search for what they themselves are passionate about. It’s fun to see the wonder in the kids’ eyes as they explore the ship and see things that cannot be found anywhere else in the world.”

CNP talks HR transformation at Surface Navy Association

By MC1 Mark D. Faram
Chief of Naval Personnel Public Affairs

ARLINGTON, VA.

Sporting a newly-approved surface warfare officer (SWO) leather jacket, Vice Adm. John B. Nowell, the Navy’s top uniformed personnel officer, gave an HR perspective to the Surface Navy Association’s 32nd annual symposium in Arlington, Va., this past week.

A career SWO, Nowell is no stranger to the association, or the annual gathering, which brings in Navy and industry experts to tackle the toughest topics facing the Navy’s surface warriors in the fleet.

Nowell facilitated a candid review of where the Navy HR is going and where it has been, acknowledging an overhaul of an antiquated system to a more nimble and digitally savvy version.

His opening comments centered on a talent management, a term often used in top corporations to describe a process of getting the most capable output possible out of every employee. Nowell has championed talent management across the Fleet in how the Navy puts the right people in the right jobs.

“When you look at the talent we have coming in, it is truly amazing,” Nowell said kicking off the discussion. “It’s a strategic imperative that we manage their talent differently.”

For those who don’t know, Nowell sits atop the Navy’s massive organization charged with bringing in and training Sailors. In short, his mission is getting Sailors to the ships, squadrons and units around the Navy on the tip of the spear.

That’s not all – he also must also make sure those Sailors are properly trained and have the ability to manage their careers. This includes providing the fleet with the ability to evaluate individual’s performance as well as determining who will advance through the ranks.



MC1 Mark D. Faram

Vice Adm. John B. Nowell, the Navy's top uniformed personnel officer, speaks to the audience while moderating a panel of experts discussing the Navy transformation of human resources policy and execution at the Surface Navy Association's 32nd Annual Symposium in Arlington, Va.

Right now, it’s all in play.

His organization, Nowell said, is “half-way through” a 10-year effort known as Sail-or 2025, which kicked off in 2015.

This “transformation,” as he calls it, is a series of over 45 initiatives focused on transforming what the Navy used to call “personnel support” into a true human resources model on par with civilian industry. But the goal is to deliver it with the ease of doing online banking.

Some of these efforts are already up and running and many more are in the works.

What is emerging is unlike anything seen before in the military.

For instance, for years Sailors went to their local personnel office and stood in line to get career management help. Their “data” was all on paper, stored in filing cabinets. Managing their Navy lives and careers moved at a snail’s pace – or at least at the pace of paper.

Now, it’s all online – what isn’t today, soon will be. Meanwhile, parallel efforts are working overtime to make it all available to Sailors through personal computers or even

better – on their smart phones or tablets.

“It’s what Sailors want,” Nowell said. “It is what they expect from us.”

The hardest hurdle, Nowell told the packed audience, is necking down nearly 55 antiquated information technology systems -- some dating from the 1960’s -- into four modern systems that will become the backbone of the Navy’s transformation.

“Most of these systems don’t talk to each other,” Nowell said. “The result is we have no authoritative data environment and my predictive analytics are looking in the mirror.”

This next generation IT system and data consolidation is on the way. Still, Nowell isn’t waiting for the IT solution to take action.

Already, he’s greenlighted a number of test programs that are being tested on a small scale that could be expanded once the technology is in place to drive it.

On hand for the discussion was a senior officer known as the head detailee, Rear Adm. Rick Cheeseman, who has overseen a revamp of the Navy’s detailing the process

with marketplace concepts and an dramatic increase in Sailor functionality in picking jobs. He’s been in charge of the innovative Advancement-to-Position initiative which provides promotion opportunities for hard-fill fleet billets for Sailors willing—and qualified—to take those jobs.

“We didn’t want to wait for technology, that will come over time,” said Cheeseman. “We wanted to attack this through different policy changes so we could increase the distributable inventory available to the fleet, while at the same time giving Sailors the flexibility, transparency and choice they want in their career path.”

And it’s those policy decisions that will drive the technology – not the other way around.

Starting in 2017, when the Navy realized it was slated to grow by more than 20,000 over the next few years, the Navy drove growth through policy by eliminating early out programs and increased the amount of time Sailors can serve on active duty.

Meanwhile, reforms are in motion to align Sailors end of service dates with the end of their initial tours, enabling them to “make a one-time stay or go decision” said Cheeseman, which ultimately helped Navy’s manning numbers.

For many years, the greatest incentive the Navy had to encourage re-enlistment was monetary bonuses. Nowell said that given budgetary constraints and the need to ensure our deployable platforms are manned appropriately, he is looking to expand incentives beyond just money.

“We need to get beyond the economic rent of paying everybody SRB’s [selective re-enlistment bonuses],” Nowell told the audience. “What we want to do is link the incentives to the billets and that return is very finite”

That’s why he’s hot on finding other incentives to entice Sailors to not only stay in and also take the most critical jobs where the Navy needs them most.

In a sign of where all this is going, Nowell noted that they’ve already tweaked policy and currently available technology to allow Sailors to arrange and execute permanent change of station moves with their smart devices as he held his smartphone up to the audience.



Gerard J. Sekerak/

A production crew along with Naval Information Warfare Center (NIWC) Atlantic civilian and military employees, records a segment of a technical training video inside a Consolidated Afloat Network Enterprise Systems (CANES) laboratory at Naval Station Norfolk.

NIWC Atlantic creates technical videos for fleet Sailors

By Jerry Sekerak
Naval Information Warfare Center (NIWC) Atlantic Public Affairs
HAMPTON ROADS

Naval Information Warfare Center (NIWC) Atlantic wrapped up production on a set of technical training video programs designed for Sailors on how to perform network troubleshooting and maintenance in the fleet.

In response to fleet training requirements, The Navy’s Tactical Networks Program Office (PMW 160) tasked NIWC Atlantic to produce technical training videos in support of Consolidated Afloat Networks and Enterprise Services (CANES).

The CANES Tech Tube videos are designed to provide shipboard CANES administrators with readily accessible training on how to perform system level maintenance and network troubleshooting without risk to the operational environment.

The videos center on both common and complex tasks CANES administrators will encounter in their day-to-day duties, and

come without the expense of travel and training equipment.

“The videos focus on performing step-by-step procedures for removing or replacing hardware components, conducting software systems administration, configuration, and provides technical notes and safety tips,” said Chuck Mitchell, a NIWC Atlantic CANES project manager. “Availability of the videos better supports day-to-day operations with a ready source for onboard self-training.”

Sailors can access these video teaching aids from the widely used Navy C4I SAILOR website, and download them to local shipboard workstations for ready reference and onboard training.

The videos have been and will continue to be integrated into other training venues in the fleet and in the schoolhouse.

Two NIWC Atlantic personnel, two contractor production staffers and three support subject matter experts from the Network Integration Engineering Facility

(NIEF) Atlantic and NIWC In-Service Engineering Agent (ISEA), provided assistance to the video production team in the forms of actors and on-screen assistants.

“We applied the knowledge, experience and lessons learned from the first set of [Tech Tube] training videos we did for CANES, in an effort to make these current videos more efficient and effective for the fleet Sailor,” said Brian Douglass, CANES Tech Tube video producer and director.

The initial Tech Tube video effort was well-received by the fleet and the technical community has requested additional video products that can be incorporated into other CANES technical documentation, such as an interactive electronic technical manual.

According to Douglass, the design, development, production and programming activities are segmented into five phases using a local “Create CANES Training Video Process” that takes approximately 150 days to create and deliver 12 training videos.

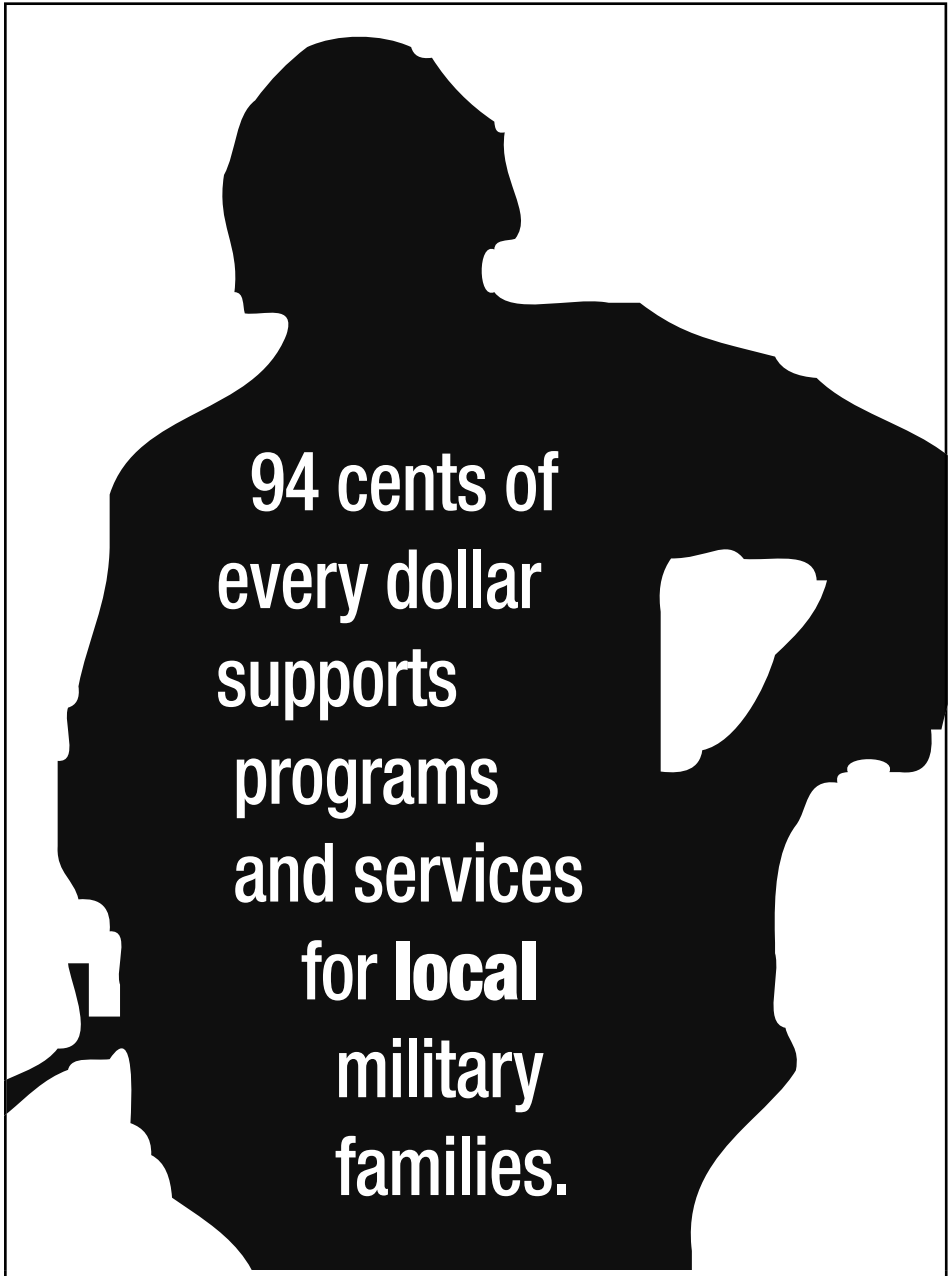
“There is a real sense of job satisfaction and professional fulfillment among our development team knowing we are producing helpful training aids that will directly benefit the shipboard Sailors,” said Esther

Cushman, NIWC Atlantic CANES training lead.

According to Cushman, the unique synergy between NIWC Atlantic, NIEF Atlantic, ISEA, fleet Sailors and experienced contractors creates a truly cross-functional effort, and allows her team to respond quickly with quality training products in a rapid deployment environment.

“Today’s young professionals are well acquainted and very comfortable with interactive video learning,” said Cushman. “Social media and commercial internet browser platforms are the knowledge repositories of today’s youth and the Navy recognizes this trend and is moving in that direction where appropriate.”

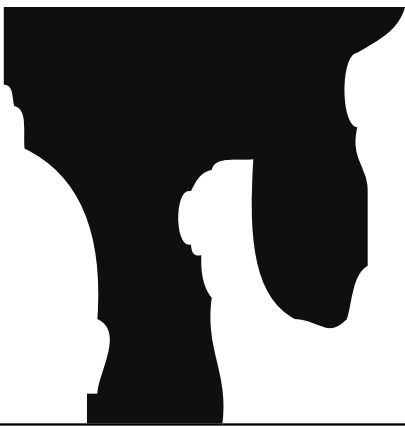
As a part of Naval Information Warfare Systems Command, NIWC Atlantic provides systems engineering and acquisition to deliver information warfare capabilities to the naval, joint and national warfighter through the acquisition, development, integration, production, test, deployment, and sustainment of interoperable command, control, communications, computer, intelligence, surveillance, and reconnaissance, cyber and information technology capabilities.



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Chief Hospital Corpsman Bright, assigned to the guided-missile destroyer USS Lassen (DDG 82), performs a routine medical checkup on a patient.

MC2 Tamara Vaughn

USS Lassen Chief named Independent Corpsman of Year

By MC2 Tamara Vaughn
Navy Public Affairs Support Element East

ARABIANSEA
Chief Hospital Corpsman Quintin Bright, currently deployed aboard the guided-missile destroyer USS Lassen (DDG 82), was selected by the Commander, Naval Surface Force Atlantic (COMNAVSURFLANT) as the Surface Independent Duty Corpsman (IDC) of the Year for 2019.
Originally from Charleston, South Carolina, Bright was chosen out of 132 IDCs for his hands-on knowledge, his role as an operational health advisor to senior leadership, and for maintaining the health and morale of Sailors assigned to the Lassen.
In the corpsman community, the title of IDC carries a great deal of responsibility and is known as one of the most demanding special-

ties in the corpsmen rate.
“The biggest challenge is always supporting the command and the mission, while doing right by your patients at the same time,” said Bright. “The position of IDC is one of the most strenuous assignments. Whether performing routine checkups or rendering emergency care on the battlefield, IDCs play an essential role in the success of Navy Medicine.”
Hospital corpsmen perform medical care throughout the fleet, but IDCs are trained beyond the ordinary enlisted medical professional. Becoming an IDC requires an additional 13 months of training at the Surface Warfare Medical Institute, where experienced corpsmen learn to function as the sole medical support for personnel on isolated platforms, such as ships and submarines where medical facilities are not readily available.

“Other than school, most of the training required is platform-based,” said Bright. “We are required to take an annual 15-hour ‘Continuing Medical Education’ class and ‘Advanced and Basic Life Support’ course to keep current.”
The annual COMNAVSURFLANT IDC of the Year Award was established to recognize excellence in the Navy’s highly trained enlisted health care providers who operate at sea worldwide and without the direct supervision of a licensed physician.
“Winning this award means a lot to me,” said Bright. “It represents all the hard work put in to ensure that Lassen Medical is the best on the waterfront.”
As the Lassen medical program manager, he trained the crew of over 300 in trauma and tactical combat casualty care, allowing Sailors to manage trauma patients in critical condition. With Bright as IDC, Lassen met the challenge to deploy with 100 percent Individual Medical Readiness.
“You don’t see many hospital corpsmen in the fleet at sea doing the things that he does on a

daily basis,” said Master Chief Tyrone Jiles, USS Lassen command master chief. “He is integrated in all of the training teams and stands watch as a Combat Information Center Watch Officer in Combat Information Center. This is a watch normally stood by a junior officer, and we are certainly happy to have him leading the charge onboard the Lassen.”
Bright remains humble and stated that the key to his success is teamwork onboard Lassen.
“I wouldn’t have this honor without my team doing such a great job,” said Bright. “I would like to give a big thanks to my corpsmen for all their hard work as they continue drive to better themselves, which gives me the inspiration to continue to push for greatness.”
The Navy’s Hospital Corps consists of more than 30,000 active-duty and reserve Navy hospital corpsmen who deploy with Sailors and Marines worldwide. Navy Medicine personnel deploy with Sailors and Marines, providing critical mission support aboard ship, in the air, under the sea and on the battlefield.

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MC3 Michael S. Singley

An E-2D Hawkeye attached to the "Bluetails" of Carrier Airborne Early Warning Squadron (VAW) 121 prepares to launch from the flight deck of the aircraft carrier USS Abraham Lincoln (CVN 72) to return to Naval Station Norfolk, following a 10-month deployment. The Abraham Lincoln Carrier Strike Group is deployed to the U.S. 3rd Fleet area of operations. With Abraham Lincoln as the flagship, deployed strike group assets include staffs and aircraft of Carrier Strike Group 12 (CSG 12), Destroyer Squadron 2 (DESRON 2), and Carrier Air Wing 7 (CVW 7).

RETURN | USS Abraham Lincoln has been underway since April 1, 2019

Continued from B1

Hawkeye" aircraft to their homeport.

Reed reflected on his deep appreciation for the men and women assigned to CVW-7, but also the community for their support during their record-breaking deployment.

"Thanks to the Sailors that made our deployment happen," said Reed. "Also thanks to the community who supported the Abraham Lincoln Carrier Strike Group and the Air Wing, we couldn't do the mission without their support."

In addition to VAW-121, Strike Fighter Squadron 103 (VFA-103) the "Jolly Rogers" and VFA-143, the "World Famous Pukin' Dogs" returned to NAS Oceana flying F/A-18E "Super Hornets." Other crew members who supported VAW-121, VFA-103, and VFA-143 will return to NNS and NAS Oceana throughout the coming week. U.S. Navy aviators and supporting crew members assigned to Helicopter Sea Combat Squadron (HSC) Five will also return the coming week.

Cmdr. Patrice Fernandez, commanding officer, VFA-103 led his squadron in completing 4,410 mishap-free flight hours while conducting operations in the 5th Area of Operations as part of five major joint exercises in support of coalition and joint operability. The squadron also completed 2,397 "sorties", or missions, including 200 combat missions delivering more than 10,000 pounds of munitions. They also made 2,403 traps aboard the USS Abraham Lincoln.

"The deployment was long, but it was very rewarding; we did outstanding work there," said Fernandez.

Cmdr. Justin Allen, commanding officer, VFA-143 led his squadron in completing 2,600 sorties, 216 combat missions, while amassing 4,665 flight hours. During these missions the squadron delivered over 11,000 pounds of ordnance supporting Operations Inherent Resolve in Iraq and Syria, and Freedom Sentinel in Afghanistan. The pi-



Mass Communication Specialist 3rd Class Skyler Okerman

Family and friends prepare for the return of Airborne Early Warning Squadron (VAW) 121 to Naval Station Norfolk, Va. Airborne Early Warning Squadron (VAW) 121 returns to homeport of Norfolk, Virginia, following a nearly 10-month deployment with the Abraham Lincoln Carrier Strike Group (CSG) 12.

lots also completed more than 2,000 carrier arrested landings, or traps.

"My squadron performed very well during this long cruise," said Allen. "We all worked very hard, and it's great to be home."

VAW-121 commanded by Cmdr. Martin Fentress Jr., discussed his squadron's accomplishments during the deployment to include amassing a total of 2,375 flight hours, and 772 carrier arrested landings, or "traps", of which 510 were accomplished at night.

The squadron flew airborne command and control missions as part of CVW-7 while operating in the Mediterranean Sea before transiting to the North Arabian Sea and Arabian Gulf in support of Operation

Sentinel.

"We've just completed the longest carrier deployment since the Vietnam War--the longest nuclear carrier deployment," said Fentress, who appreciated returning to colder temperatures, something he had not experienced for nearly 10 months. "I am incredibly humbled to be a part of such a healthy and strong organization. I am proud of the all that we accomplished and thrilled to deliver each Bluetail safely home to his/her family and friends."

The Abraham Lincoln Carrier Strike Group team executed over 1,285 sorties totaling 28,437 hours, to include 392 combat sorties encompassing 1,140 combat flight hours in direct support of friendly forces in Afghanistan and Syria. The air wing suc-

cessfully employed 42 precision-guided munitions with a combined weight of over 70,000 pounds, destroying enemy targets and fighting positions in direct defense of coalition forces on the ground.

While deployed, the Abraham Lincoln Carrier Strike Group also participated in numerous interoperability and partnership-building exercises with sister services and allied navies in both the U.S. 5th and 6th Fleets, demonstrating the U.S. Navy's capability to rapidly aggregate power across combatant commands to meet emerging missions and contingencies. As it transited through U.S. 7th Fleet, the strike group also conducted flight operations in the South China Sea in support of a free and open Indo-Pacific.

Zone Inspection Guide now available to the fleet

By Leslie Tomaino
Naval Safety Center Safety Promotions Public Affairs

NORFOLK

The Navy has released a new Quick Series zone inspection guidebook that is now available in hardcopy and for digital download through the Naval Safety Center (NAVSAFECEN) phone app.

The Shipboard Zone Inspection Guide is a tool for Sailors to self-assess materiel discrepancies found aboard a ship. The guide contains sections on damage control, safety requirements, and common discrep-

ancies with practical examples and images to help the user determine what is and is not a discrepancy.

The e-guide features damage control information for the user on space identification, common spaces, ladders, decks and vents, egress and access, lights and safety, fire stations, compartment checkoff lists, valve maintenance, electrical systems, ventilation systems and machinery spaces.

"These guidebooks were created to assist ships and all hands to self-assess their materiel readiness," said Capt. Paul Schier-

meier, U.S. Fleet Forces (USFF) Deputy Director, Fleet Safety and Occupational Health said. "These guidebooks provide procedurally correct guidance to ensure assessments are conducted correctly. This tool was created to be used for zone inspections and all other assessments to ensure spaces are inspected correctly and maintained in an inspection-ready status."

Inside the guide, users will be able to view requirements for electrical safety, fall protection, heat stress, hazardous material control and management, sight and hearing conservation, general safety, and berthing and heads safety.

"The guide is a resourceful tool for everyone, from the brand new Sailor preparing for an inspection to the most senior officer looking for a refresher on things,"

said Machinist's Mate Senior Chief Devan Jones. "The app and guide information would have been useful when I was a junior Sailor."

The e-guide is free and available on the NAVSAFECEN mobile app. Once the content from the app downloads onto a device, the user does not need to have access to the internet in order to access. This feature is especially beneficial to those located on ships with little to no internet connectivity. Users can access the app via either of these links:

Android: <https://play.google.com/store/apps/details?id=com.quick-series.hfac&hl=en>

IOS: <https://itunes.apple.com/ca/app/naval-safety-center/id1270379774?mt=8&ign-mpt=u0%3D4>

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See C4

SECTION C | FLAGSHIPNEWS.COM | 1.23.2020



Courtesy of MacArthur Memorial

MacArthur Memorial to mark 75th anniversary of the end of World War II with Holocaust documentary

From MacArthur Memorial

NORFOLK

This year marks the 75th anniversary of the end of World War II and the liberation of the remaining Nazi concentration camps. To mark these anniversaries, the MacArthur Memorial, the Tidewater Jewish Federation, and the Holocaust Commission of the United Jewish Federation of Tidewater have partnered to sponsor a free public screening of the documentary *Who Will Write Our History* (2018).

In November 1940, the Nazis sealed 450,000 Jews in the Warsaw Ghetto, with the intention of transporting them to concentration camps. *Who Will Write Our History* tells the story of a secretive group of journalists, scholars, and community leaders within the Warsaw Ghetto who de-

cided to fight back. Led by historian Emanuel Ringelblum and known by the code name Oyneg Shabes, the group vowed to defeat Nazi lies and propaganda not with guns or fists, but with pen and paper. They defied the Nazis by documenting what they witnessed – and risked everything so that these records would survive the war to “scream the truth to the world” – even if they themselves did not.

The screening will be held on January 30 at 7 p.m. in the MacArthur Memorial Visitors Center in downtown Norfolk. For additional details, please visit: www.macarthurmemorial.org.

About the MacArthur Memorial: The MacArthur Memorial was founded in 1964 as a museum and library dedicated to the life and times of General of the Army Douglas MacArthur, who is buried in the

Memorial’s rotunda with his wife Jean. The City of Norfolk operates the Memorial in close partnership with the nonprofit General Douglas MacArthur Foundation. It averages over 50,000 visitors per year and is open free of charge. For more information, please visit www.macarthurmemorial.org.

About the Tidewater Jewish Foundation and the UJFT Holocaust Commission: The mission of the Holocaust Commission of the United Jewish Federation of Tidewater is to foster an understanding of the uniqueness and magnitude of the Holocaust, while inspiring students, teachers, and our community to champion human dignity in our constantly changing world. We do this through community partnerships and time-tested educational programs in schools, on military bases and throughout the community, that imprint the lessons of the Holocaust and urge people to consider those lessons as they make moral decisions in their own lives. For more information, please visit www.holocaustcommission.org. The Tidewater Jewish Foundation works to ensure the future of the Jewish community through philanthropic fund development, grant distribution, and professional management of local foundations and endowment assets.



Jeremy Daniel
Kennedy Salters as Becky in the National Tour of *Waitress*.

Waitress coming to Chrysler Hall

By Yiorgo

The Broadway sensation ‘Waitress’ that was inspired by the beloved film of the same name will be at Chrysler Hall Jan. 28-Feb. 2. It tells the story of Jenna, a waitress and an expert pie maker. It is a recipe with just the right amount of ingredients celebrating friendship, motherhood and the strength to go on. It features original music and lyrics by seven-time Grammy nominee Sara Bareilles and has an all-female creative team: music, lyrics, choreography and director and of course all woman leads.

Kennedy Salters plays Becky, one of the three waitresses that the show revolves around.

Any personal experience as a waitress?

I absolutely served and bussed tables. What’s really cool is the one night we go to Georgia some of the regulars from both of my restaurants that I worked at are coming to the show.

Where were you born and why did you decide to do musical theater as a career?

I was born in Decatur, “where it’s greater,” Georgia. When I was in high school, I saw our high school production of ‘Into the Woods’ and the guy that was playing the narrator, for the entire show, I could not get my eyes off of him. Every single time he came on the stage, I was so in tune to what he was saying, that I was like, wow, I want to do that. He was that captivating. So I joined the introduction to theater class and I absolutely loved it. I knew I couldn’t go to school to learn about business anymore. I had to learn more about this and I did. I went to college for musical theater and I stuck with it.

How did you get the role of Becky?

I don’t live in New York. I was on contract with ‘Mama Mia’ and after that run was over I was driving back home to Georgia, and one of my friends from ‘Mama Mia’, called to tell me about this great part in a show that I would be good for. She helped me create an actress access account so I could request an audition for it and a couple of days after I got home I was informed I had an audition spot. I literally put all the money I had in a last minute plane ticket, went up to New York and a friend let me stay on her pullout couch. I did the audition, stayed a week, I did the callback and I got the offer. It was cool and amazing how things lined up – that when people tell you what’s good for you, how true that is.

What is the play about and why should people come see it? What will they get out of it?

This play all circles around the power and friendship of women who stand on their own and the bond of friendship is what’s the most powerful. They have each other’s backs. We get to hear the head waitress Jenna’s story with Dawn and Becky balancing each other out like a nice triangle. They love and support each other. The feeling I hope the audience leaves with is hope and that they feel inspired to do things that they think they may not feel strong enough to do.

For more info and tickets go to www.sevenvenues.com/events/detail/waitress

Yiorgo is a Hampton Roads arts, entertainment and sports writer. A stage, TV and movie actor, he is also an educator, motivational speaker, writer, storyteller and columnist.

CalendarCommunity

For a complete list of events in Hampton Roads or to submit your own, visit www.flagshipnews.com/calendar



Courtesy Photo

Jo Koy | Just Kidding World Tour

- Jan. 24, 8 p.m. - 10 p.m.
- Chartway Arena
- <https://www.facebook.com/events/chartway-arena/jo-koy-norfolk-va-just-kidding-world-tour/1366896923458812/>

Catch Jo Koy performing live at the Chartway Arena in Norfolk. As one of today’s premiere stand-up comics Jo Koy has come a long way from his modest beginnings performing at a Las Vegas coffee house. The comedian, who pulls inspiration from his family, specifically his son, sells-out arenas and theaters across the world



Courtesy Photo

Vision Board - Make 2020 Visual

- Jan. 25 11:30 a.m. - 1:30 p.m.
- First Baptist Church, 418 East Bute Street
- <https://www.eventbrite.com/e/vision-board-make-2020-visual-registration-88730269625>

Let’s get together, share your goal and ideas for the year 2020 and make it visual through creating a personal Vision Board. Making you goals and ideas visual helps to keep you accountable and to support others. Join us for this creative event. The supplies and a facilitator to guide you through creating your Vision Board will be provided as well as lite refreshments.



Repticon

Repticon

- Jan. 25-26
- Renaissance Portsmouth-Norfolk Waterfront Hotel
- <https://10times.com/reptiday-norfolk>

Join us as the Repticon team brings you the now two-day reptile show and sale in Norfolk. Enthusiasts will enjoy this opportunity of another great reptile and exotic animal show with thousands of top quality animals not found anywhere else in the area. The complete experience includes socializing with fellow herpers in interactive live animal presentations, free raffles, and shopping among all the supplies, cages, merchandise and feeders to support new pets. Check back for the continuing excitement of Repticon Norfolk.



Courtesy Photo

Hampton Roads Indie Author "I Am The Dream" Book Festival

- Feb. 1
- Military Circle Mall
- <https://www.facebook.com/events/military-circle-mall/hampton-roads-indie-author-i-am-the-dream-book-festival/521473475299645/>

Join over 50 of Hampton Roads' most talented indie authors) from all genres of books) and other vendors as we take over Military Circle Food Court during our very first, "I Am The Dream" Book Festival. We will have a two DJs, face painting, balloonist, MC, African dancers, MissUnderstood757, crafts, book readings, children's yoga, drummers, kids kornor, FREE book donated by REACH, Inc., and much more. Come by and say hi to your favorite author or be introduced to your new fav. This event is FREE and open to the public

■ Submit YOUR events, news and photos

The Flagship welcomes submissions from our readers online. Please submit **events** here: www.militarynews.com/users/admin/calendar/event/ Please submit **news** and **photos** here: www.militarynews.com/norfolk-navy-flagship/submit_news/



Norfolk Botanical Garden

If you love Lego bricks, you'll love Nature Connects

From Norfolk Botanical Garden

NORFOLK

The wildly popular Nature Connects®: Art with LEGO® Bricks is coming to Norfolk Botanical Garden (NBG) for the first time. The exhibit opens January 17, 2020 and will run through June 7, 2020. Created with half-a-million LEGO bricks, the award-winning exhibit by New York artist Sean Kenney features 16 giant sculptures throughout the Garden.

Many of the sculptures are larger than life and highlight the connection of all living things. An oversized

hummingbird and flower will demonstrate concepts of co-evolution. A centerpiece sculpture of a Monarch butterfly, built from 37,000 LEGO bricks, will draw attention to protecting the habitat of this beloved insect. In addition, this exhibition will also include a hands-on play zone where guests can build their own creations using LEGO bricks.

ABOUT NORFOLK BOTANICAL GARDEN

Norfolk Botanical Garden represents an oasis of more than 60 themed gardens encompassing 175 beautiful

acres. From stunning plant collections to WOW - World of Wonders: A Children’s Adventure Garden, this diverse natural beauty can be explored by tram, boat, or walking tours. The Garden is accredited by the American Alliance of Museums, recognized as a Virginia Historic Landmark, listed on the National Register of Historic Places and designated a Virginia Green attraction. It is managed by Norfolk Botanical Garden, Inc. and supported by the City of Norfolk. The mission of Norfolk Botanical Garden is to immerse visitors in a world of beauty, lead through environmental action, and inspire through education and connection to nature. Admission is \$12 for adults, \$10 for seniors and military, \$10 for ages 3-17, 2 and under are free. For more information, visit www.norfolkbotanicalgarden.org



Sam Hughes

Norfolk photographer brings “Happenstance” to TCC Perry Glass Wheel

From Tidewater Community College

HAMPTON ROADS

Tidewater Community College will feature “Happenstance: Southern Tour” from Jan. 18 through March 22 at the TCC Perry Glass Wheel Arts Center.

The artist’s reception will be held on Feb. 6 at 7 p.m., with an informal gallery talk beginning at 6:30 p.m.

Galleries and events are free and open to the public.

In this exhibition, Norfolk photographer Sam Hughes brings photographic accidents, or “happenstance,” to life. In his latest body of work,

Hughes, an assistant professor of art at Norfolk State University, used a 1969 Polaroid Land Camera to record unique scenes he discovered while traveling rural routes throughout six southern states. The resulting works of art include technical mishaps, deliberate manipulations and quirky subject matter as part of his creative process.

While Hughes’ work is displayed in the Glass Wheel’s second-floor gallery, selected members of TCC’s Visual Arts Center faculty are showing their work in a wide variety of styles and approaches in the first-floor space. Media include painting, en-

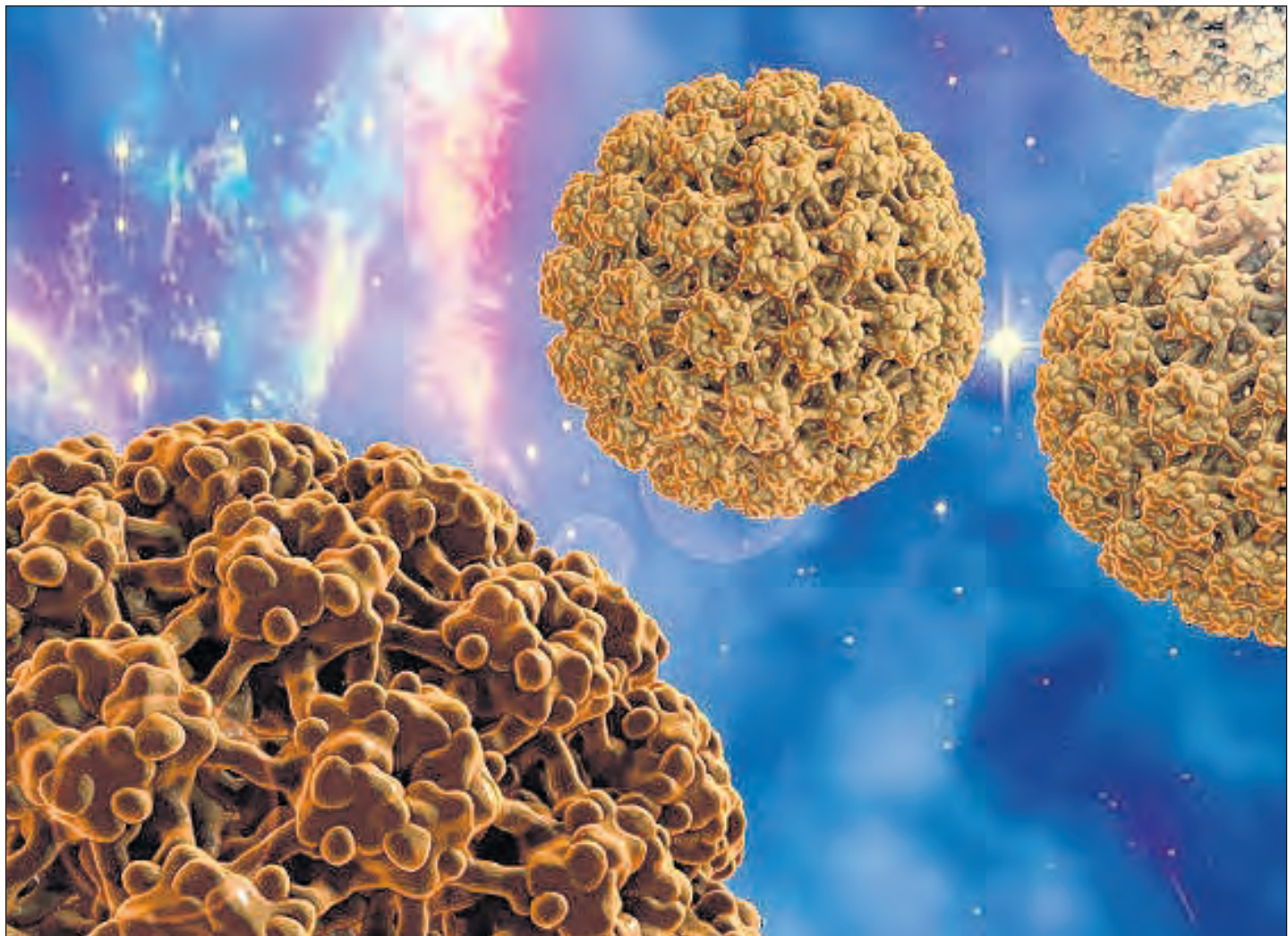
caustic, sculpture, glass, pottery, drawing, photography, mixed and more.

The TCC Perry Center is located at 128 W. Olney Road in Norfolk.

Gallery hours are Thursday, 11 a.m. to 5 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; and Sunday noon to 5 p.m. For more information, contact Shelley Brooks at 757-822-1878, or visit art-satcc.org.

ABOUT TIDEWATER COMMUNITY COLLEGE

Founded in 1968, Tidewater Community College (www.tcc.edu) helps students of all ages and backgrounds achieve their educational and career goals. TCC is the largest provider of higher education and workforce solutions in southeastern Virginia, serving both students and local employers with in-demand academic and career programs. It is one of 23 schools that make up the Virginia Community College System.



National Foundation for Infectious Diseases/
Recent CDC and FDA guidance recommends that men and women up to 45 years of age get vaccinated to protect against the Human papillomavirus (HPV). HPV is the most common sexually transmitted infection and can cause certain cancers and genital warts. More than 14 million new HPV infections occur in the U.S. each year, and about 80 percent of sexually active men and women are infected with HPV at some point in their lives.

HPV vaccine now recommended for those up to age 45

The Food and Drug Administration has raised the recommended age to receive the vaccine for human papillomavirus, or HPV to 45. Health care experts say that's good news for women and men who did not receive the anti-cancer vaccine in childhood.

"There are hundreds of different strains of HPV," said Navy Cmdr. Shannon Lamb, a urogynecologist and the U.S. Navy Bureau of Medicine and Surgery's Women's Health Branch chief. "The vaccine doesn't protect

from all of them, but it does protect from the most common ones that cause different types of cancers as well as genital warts."

HPV spreads through intimate skin-on-skin contact. Typically, the vaccine is recommended for girls and boys as young as age 9, and women and men up to age 26.

"It's recommended for young people so they're protected before they're ever exposed to the virus," Lamb said. "HPV is a very common infection. Over 80 percent of people will be infected in their lifetime."

In 2018, the FDA approved the vaccine for women and men up to age 45. While many adults have been exposed to some strains of HPV, most have not been exposed to all nine types covered by the vaccine.

"Therefore, expanding the age range for vaccination can help prevent HPV-related diseases in more individuals," she said.

Usually, people don't exhibit any signs or symptoms of an HPV infection, and most won't develop health problems related to HPV. The virus typically goes away on its own after a couple of years. But there's no way to predict who will clear the virus and who won't. And for those who don't, the consequences can be deadly.

According to the Centers for Disease Control and Prevention, HPV is responsible for more than 90 percent of all cervical and anal cancers, 70 percent of vaginal and vulvar cancers, and more than 60 percent of penile cancers. Every year, approximately 25,000 women and 19,000 men are affected by cancers caused by HPV.

For HPV vaccination of service members, the Department of Defense follows guidelines published by the Advisory Committee on Immunization Practices. Lamb says the vaccine isn't mandatory, but it's strongly recommended.

"The vaccine creates a lot of benefit for men and women," Lamb said, "and we know it works." The number of cases of genital warts in the United States has dramatically declined in the military as well as civilian populations since the vaccine was introduced, she said.

"The HPV vaccine is definitely making an impact," Lamb said. "But we're still missing a good chunk of the population that could benefit."

The vaccine is administered as a two-dose series for those under age 15, and a three-dose series for older people. According to data from the Armed Forces Health Surveillance Branch's Medical Surveillance Monthly Report, only 26.6 percent of eligible servicewomen ages 17-26 initiated the vaccine during 2007-2017. During the same time period, only 5.8 percent of eligible servicemen in the same age group did so.

Further, for those who did initiate the vaccine and then remained in service for at least six months, only 46.6 percent of servicewomen and 35.1 percent of servicemen completed the recommended three doses.

"I think there's a lot of misinformation about the HPV vaccine," Lamb said. "Parents may think their kids don't need it because they're not yet sexually active, for example, and older people may not understand they may be at risk."

Lamb is hopeful that with awareness people will make it a priority to talk to their health care providers about their risk for new HPV infections and the possible benefits of vaccination.

She notes that cancers caused by HPV may take years to develop after a person contracts the virus. Further, while there are cervical HPV screening tests available for women for high risk strains, there are no routine screening tests for men or tests that include all strains of HPV. Over 12,000 women living in the United States will be diagnosed with cervical cancer, and over 4,000 women die from cervical cancer annually. Women at highest risk are those who don't undergo recommended screening and are not vaccinated, as well as women who smoke or have lowered immune systems.

TRICARE covers the HPV vaccine as recommended by the CDC. More information about the HPV vaccine can be found on the TRICARE website.

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"Snow Buddies" by Ruth Powers.

Courtesy photo

Largest quilt festival on the eastern seaboard returns to Hampton

From Hampton Convention & Visitor Bureau
HAMPTON

Celebrating 31 years, Mancuso Show Management returns with a large selection of diverse technique focused workshops, engaging activities, and lectures by the best teachers in the industry at the upcoming Mid-Atlantic Quilt Festival (MAQF). Recognized as one of the largest and most anticipated quilt festivals on the eastern seaboard, the show is a must for any quilt or art enthusiast. The festival returns to the Hampton Roads Convention Center, February 27-March 1.

The theme for this year's festival is

"Stitch Your Art Out." The competition offers entrants the opportunity to explain how they take the creativity and inspiration within them and stitch it out! Accepted quilt entries compete in the Traditional, Innovative, Wall Quilt, and Modern. Quilters participating in the Modern Quilt category: Mid-Century Mod are asked to emphasize the look and feel of mid-twentieth century design.

While at the festival, be sure to explore the Wearable Art entries. This competition features works from some of the finest textile artists in the country and includes submissions such as vests, jackets and coats.

Also, be sure to take part by casting your votes for Viewer's Choice in the quilt and wearable art competitions. The announcements of these prestigious awards are eagerly anticipated by competition entrants and show-goers at the end of the festival.

Other highlights include a Merchants Mall (with over 150 vendors) offering the best machines, fabrics, notions, wearable art, embroidery, and everything the quilter, textile artist, and home sewer could want. For an additional fee, individual workshops and lectures are available to attendees.

For more information on the Mid-At-

Mid-Atlantic Quilt Festival Hours:
Thursday, February 27- 10:00 a.m. – 6:00 p.m.
Friday, February 28- 10:00 a.m. – 6:00 p.m.
Saturday, February 29- 10:00 a.m. – 6:00 p.m.
Sunday, March 1- 10:00 a.m. – 4:00 p.m.

MID-ATLANTIC QUILT FESTIVAL ADMISSION:
\$15 admission (includes re-admission)
\$13 admission- SUNDAY ONLY
Children under 16- FREE
*Discounts for 20 or more can be arranged by calling 215-862-5828

lantic Quilt Festival, including workshop and lecture schedules, visit www.quiltfest.com or contact the Hampton Roads Convention Center at 757/315-1610. General information can be found by contacting Hampton's 311 Call Center at 757/727-8311.



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coming to theaters

THE ASSISTANT [R]

The Assistant follows one day in the life of Jane (Julia Garner), a recent college graduate and aspiring film producer, who has recently landed her dream job as a junior assistant to a powerful entertainment mogul. Her day is much like any other assistant's – making coffee, changing the paper in the copy machine, ordering lunch, arranging travel, taking phone messages, onboarding a new hire. But as Jane follows her daily routine, she, and we, grow increasingly aware of the abuse that insidiously colors every aspect of her work day, an accumulation of degradations against which Jane decides to take a stand, only to discover the true depth of the system into which she has entered.

BEANPOLE [NR]

In post-WWII Leningrad, two women, Iya and Masha (astonishing newcomers Viktoria Miroshnichenko and Vasilisa Pereyagina), intensely bonded after fighting side by side as anti-aircraft gunners, attempt to readjust to a haunted world. As the film begins, Iya, long and slender and towering over everyone — hence the film's title — works as

a nurse in a shell-shocked hospital, presiding over traumatized soldiers. A shocking accident brings them closer and also seals their fates. The 28-year-old Russian director Kantemir Balagov won Un Certain Regard's Best Director prize at this year's Cannes Film Festival for this richly burnished, occasionally harrowing rendering of the persistent scars of war.

THE RHYTHM SECTION [R]

Blake Lively stars as Stephanie Patrick, an ordinary woman on a path of self-destruction after her family is tragically killed in a plane crash. When Stephanie discovers that the crash was not an accident, she enters a dark, complex world to seek revenge on those responsible and find her own redemption.

BIRDS OF PREY (AND THE FANTABULOUS EMANCIPATION OF ONE HARLEY QUINN) [R]

You ever hear the one about the cop, the songbird, the psycho and the mafia princess? "Birds of Prey (And the Fantabulous Emancipation of One Harley Quinn)" is a twisted tale told by Harley herself, as only Harley can tell it. When Gotham's most nefariously narcissistic villain, Roman Sionis, and his zealous right-hand, Zsasz, put a target on a young girl named Cass, the city is turned upside down looking for her. Harley, Huntress, Black Canary and Renee Montoya's paths collide, and the unlikely foursome have no choice but to team up to take Roman down.

base theaters

\$3 Movies

JEB Little Creek, Gator Theater – 462-7534

Friday | Jan. 24
7 p.m. Spies in Disguise [PG]

Saturday | Jan. 25
1 p.m. Spies in Disguise (3D) [PG]
4 p.m. Star Wars: Rise of Skywalker [PG-13]
7 p.m. Uncut Gems [R]

Sunday | Jan. 26
1 p.m. Jumanji: The Next Level [PG-13]
4 p.m. Star Wars: The Rise of Skywalker [PG-13]
7 p.m. Uncut Gems [R]

NAS Oceana, Aero Theater – 433-2495

Friday | Jan. 24
7 p.m. Spies in Disguise [PG]

Saturday | Jan. 25
12 p.m. Spies in Disguise (3D) [PG]
3 p.m. Jumanji: The Next Level [PG-13]
6 p.m. Uncut Gems [R]

Sunday | Jan. 26
1 p.m. Cats [PG-13]
3 p.m. Star Wars: The Rise of Skywalker [PG-13]
6 p.m. Dark Water [PG-13]

Schedule is subject to change. For your weekly movie showtimes and more, check out the navy Mid-Atlantic Region MWR website at discovermwr.com.

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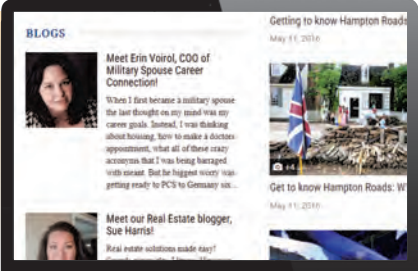
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Fun and Games

Sudoku

Super Crossword

GROUND FOR LIFE

ACROSS

1 Tostada relative

5 Canonized nun of Assisi

12 Blind as —

16 Run- — (rap trio)

19 At the crest

20 Clung

21 "Ticklish" doll

22 Prefix with 53-Across

23 Result of an error in DNA replication

25 "— Enuff" (1986 top 10 hit)

26 Pantry pest

27 Put back to 000, perhaps

28 "You Needed Me" singer

31 Hit song whose title means "kiss me a lot"

37 Klutzy guy

38 Dogma

39 Burden

40 Commas indicate them

42 Vientiane native

46 "I'm cold!"

47 Reactions to baby pictures

50 Tree cultivated to feed silkworms

52 "Pshaw!"

53 Stylishness

55 Instant, in some product names

56 Guinea- — (African country)

57 Month no. 10

58 Giant statues

61 T.Sgts., e.g.

63 Edible fungus cultivated in felled logs

67 Spanish muralist Joan

71 Acorns, e.g.

72 Notion, to Gigi

73 — and bred

74 Beelzebub

75 Bygone U.S. gas name

76 Output of R.E.M. or Nirvana

79 R&B great Marvin

80 Hematite, for one

81 Hex- ending indicate them

82 Crop further

86 "Hang on —"

89 Spyro — (jazz band)

90 Former JFK carrier

91 What a "discovery center" may be

95 Ukr., Est. or Lith., once

96 "Kew!"

97 Chicago's business district

98 Wrote "Qué —?" (Spanish greeting)

101 Wallach of "Article 99"

102 Get mellow

104 "Beverly Hills Cop" star

108 "Runaway" short-story writer

112 Really love

113 Perlman of "Hellboy"

114 Fancy affair

115 Statement about the bird hidden in nine answers in this puzzle

122 Detroit-to-Toronto dir.

123 Pindar works

124 Fitness pioneer Jack

125 Roof edge

126 Equine beast

127 Cager Curry

128 Triumph

129 Swab in a makeup kit

DOWN

1 Gift stick-on

2 Swallowed

3 Scam

4 "Carmen" and "Elektra"

5 "— me?" ("Whadja say?")

6 Tribal figure

7 Talk to flirtatiously, to a Brit

8 "— sleeping dogs lie"

9 D-backs, on scoreboards

10 Vintage car

11 Novelist Ferber

12 Big name in life insurance

13 Police officers' sickout

14 Letters on a radio switch

15 Vegan staple

16 Quaint formal letter opener

17 1961-68 defense secretary

18 Competitor of Chanel

24 Org. dues-payer

29 Edged (out)

30 Ceremonial routines

31 "Cabaret" director

32 Embellishes

33 Pledges

34 Raven's cry

35 "How's that?"

36 Egyptian god of the dead

41 Summer, in Brittany

43 "Tuesdays With Morrie" author Mitch

44 Kobe sashes

45 Big Apple sch.

47 Nos. on bank statements

48 "Slow down!"

49 In a smooth, lustrous way

51 Studying secondarily, with "in"

54 Mixed college squad

59 Pal of Hook

60 Litigious sort

62 Truck processions

64 Bridal vow

65 Relative of an I-beam

66 — Rooter

67 Egyptian — (cat breed)

68 "Don't fall for that!"

69 Stuff swept away in a downpour

70 Every 24 hours

74 Lipstick slip

76 Big name in transmission repair

77 Christians' — Creed

78 Bungles

79 Pop singer Vannelli

82 Trio after Q

83 Tiers

84 Telephone connections

85 Antique item

87 "Terrific!"

88 Dialect suffix

92 Shoulder frill

93 German linking word

94 Dr.'s study

99 Senator Feinstein

100 What trig often is for calc

103 Grind, as teeth

105 Sites of bliss

106 Game plays

107 Ending for press

108 Locality

109 Big heads

110 Constructed

111 Lubricates

116 T, in Greece

117 Hybrid bus.

118 Fond du —

119 Portly

120 Roman 56

121 "Uh-huh"

1	2	3	4		5	6	7	8	9	10	11		12	13	14	15		16	17	18
19					20								21					22		
23					24								25					26		
				27							28	29						30		
31	32	33								34	35	36		37				38		
39										40				41			42	43	44	
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63					64									65	66			67	68	69
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82	83	84	85							86	87	88			89				90	
91										92				93	94			95		96
97										98					99				100	
	101									102	103			104				105	106	107
108										109	110			111						
113										114				115	116	117	118			
122										123									125	
126										127									129	

last week's answers

J	E	T	F	U	E	L		C	L	A	M	P	S		S	M	I	D	G	E	
E	T	I	E	N	N	E		H	A	V	E	A	T		C	A	N	A	R	D	
W	H	A	T	I	S	T	H	E	T	I	T	L	E		A	L	A	N	I	S	
			A	S	E		A	R	I	A			I	L	L		L	I	T		
O	F	A	L	O	N	G	R	U	N	N	I	N	G		C	A	B	L	E	T	
P	E	I		N	A	E		B	A	S	S	O		D	R	U		L	I	E	
S	E	R	B				D	E	R				N	A	B			F	I	L	
			B	R	O	A	D	C	A	S	T		T	H	A	T	O	F	F	E	
A	C	R	I	D			A	L	T	O			S	N	A	K	E	S			
L	O	U	D	E	S	T		O	A	R	S			A	B	A	T		E	L	
D	O	S	E		C	O	N	T	I	N	U	A	L	L				S	L	O	
A	S	H		J	A	N	E		R	A	G	U		E	S	C	H	E	W	S	
			C	E	R	E	A	L		D	A	N	E			R	A	C	E	S	
U	P	D	A	T	E	D	R	E	P	O	R	T	S		A	B	O	U	T		
N	O	R	T	H		S	A	L					S	I	R		N	I	C	E	
I	M	A		R	E	A		N	E	I	G	H		M	O	W		V	A	N	
T	A	I	L	O	R	S		A	N	D		D	R	E	S	S	M	A	K	E	R
	N	N	E		A	P	R		C	E	R	N			A	V	E				
A	D	I	D	A	S		C	N	N	H	E	M	L		I	N	E	N	E	W	
G	E	N	T	L	E		E	R	O	I	C	A		O	C	T	A	V	I	A	
A	R	G	O	T	S		D	A	M	P	E	N		N	E	O	N	A	T	E	

4	7	2	8	5	9	3	6	1
6	1	8	7	3	2	5	9	4
5	9	3	1	6	4	8	2	7
3	4	7	2	8	6	1	5	9
9	2	5	4	1	7	6	3	8
1	8	6	3	9	5	7	4	2
7	6	4	5	2	1	9	8	3
2	3	9	6	7	8	4	1	5
8	5	1	9	4	3	2	7	6

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