

DON'T MISS: NNSY BREAKS BIG ROCKS FOR FY19

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

June 2019



SHIPYARD LEGACY

**The Schiemann Family Legacy at NNSY
begins in the 1920s, Continues Today**

HONORING HISTORY: 75TH ANNIVERSARY OF D-DAY



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SHIPYARD RADIO ADVISORY

1630 AM

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Time for Accountability - CERO Investigates Time and Attendance Violations

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST

The most common wrongdoing reported to Norfolk Naval Shipyard's Command Evaluation and Review Office (CERO) isn't harassment. It isn't fraudulent travel claims or misuse of a government credit card. Nor is it theft of government property. It's time and attendance violations, which in the past year has comprised nearly half of all allegations requiring investigation.

Responsible for investigating fraud, waste, abuse and mismanagement, the CERO team has made it a priority to educate the workforce on the two most common time and attendance violations: misuse of official time and false claims. While misuse of official time is more readily understood—say, if an employee is on his or her Facebook page for two hours out of the workday—false claims may require more of an explanation. False claims occur when a supervisor or employee knowingly submits a labor charge in SUPDESK that is incorrect. False claims may involve a supervisor “rewarding” an employee for eight hours worked if he has only worked six or seven. “False claims is the intentional inputting of time for someone who is away from their assigned duty station or not performing their assigned duties,” said CERO Investigator Jeff O’Brien. “Supervisors who we’ve found guilty of that have said, ‘well, my supervisor did it for me when I was a mechanic, and my mechanics are a really good group of guys.’ Changing that culture is a tough nut to crack. But if we can get more and more managers doing the right thing, then you start to change that culture.”

As for misuse of official time, common culprits on that front are extended lunches, arriving late and/or leaving early, and unauthorized use of computer. “It runs the gamut, every which way the employee can do something else and not work,” said

O’Brien. Misuse of official time can also involve misusing subordinates time, such as a supervisor unofficially awarding employees days off while paying them regular pay or assigning employees to perform personal services or non-work related tasks.

So while it may be tempting to leave early on a beautiful Friday afternoon this summer if you're by yourself in the shop or office, the CERO team points out there are still eyes on employees even after they leave the shipyard, such as the neighbor—a former shipyarder familiar with shift times—reporting someone who was routinely coming home at least a half-hour early. “It doesn't have to be a peer or a coworker calling the hotline,” said Chase Goodwin, CERO Deputy Director.

“It's not always bad news. We're also in the business of clearing people of allegations,” pointed out CERO Investigator Errol Johnson. “Just because something's been reported, doesn't make that person guilty. We have to do our due diligence with seeking the facts.”

The CERO team continues to see an association with reported wrongdoings and the desired behaviors from the organizational values of C.O.R.E.—Care, Ownership, Respect and Excellence. Time and attendance issues relate to both Care, in regards to being present and transparent, and Ownership, with being personally responsible for one's attitude, behavior, and decisions and all their consequences, both positive and negative.

Employees can report fraud, waste, abuse and mismanagement by calling (757) 396-7971 or e-mail NNSY_IG_HOTLINE@navy.mil. Identities of those making reports are fully protected.

From the Commander, Capt. Kai O. Torkelson:

Respect at America's Shipyard



Welcome aboard to our new Command Master Chief (CMDCM) Gene Garland! We look forward to doing great work with you in America's Shipyard and extend fair winds and following seas to Command Master Chief Michael Reese, who retired at the end of last month.

June is here, marking the official start of summer and another exciting month of observances and events at America's Shipyard! June 6 is the 75th anniversary of D-Day during World War II, which is not only a momentous day in world history, but also one that directly relates to Norfolk Naval Shipyard. I encourage all of you to learn more about the many D-Day contributions of America's Shipyard, either in this edition of *Service to the Fleet* or by visiting our NNSY Heritage Room on the first floor of Bldg. 1500. We'll be holding a special Big Rocks ceremony in Bldg. 163 on June 18 which will not only honor our recent achievements in quality of work life and reliable delivery to the Fleet, but also pay tribute to our shipyard predecessors who helped change the course of world history that fateful day in 1944. I'll also be enjoying an opportunity this month to speak at San Jacinto State Park where USS Texas (BB-35) is a permanent memorial. There, I'll be sharing how America's Shipyard built several of the ships, and prepared Texas and many other ships for D-Day. I've been reading some fascinating D-Day accounts and the many gripping stories of the soldiers, sailors and airmen who not only fought and won that battle, but ultimately helped us win the war. The freedoms we hold dear are due to these service members who, boldly leading

in extraordinary circumstances, became extraordinary themselves in exceptional acts of heroism and sacrifice.

You may have seen the recent announcement that the Navy is shifting back to flying the "Union Jack" on its ships beginning June 4 while the "First Navy Jack" is returning to its role representing the Navy's oldest commissioned warship. The date commemorates the anniversary of the Battle of Midway in June 1942, another pivotal battle in World War II that cemented the respect of America's naval might throughout the world. The CNO stated the "Union Jack is deeply connected to our heritage and our rise as a global nation with a global Navy. The Navy is a symbol that projects American values to the world. Just as the Navy embodies the values and principles that we hold dear, our very appearance in port and at anchor communicates important messages."

If you've been hearing bells ringing on NNSY's North End, it's not your imagination. After several years of being inactive, the NNSY Chapel bells are again ringing every hour. I would like to extend a thank you to our personnel the Mid-Atlantic Regional Calibration Center and Materials Test Facility (Code 137) in Norfolk. ET1 Charles Teusher and EM1 Benjamin Swaford troubleshot the system, sourced parts, and repaired and replaced a defective circuit card that controlled the timing and program display of the chapel bells.

Continuing our examination of each of the C.O.R.E. organizational values and what they mean to us in America's Shipyard, this month we focus on Respect. The tenets of Respect are "I value the person in front of me. I stop and seek first to understand; I actively listen to all perspectives; I provide meaningful feedback. I uplift, rather than tear down. I express my issues and concerns in a civil manner. I approach all interactions with humanity and humility." If you look at what all those sentences have in common, they start with "I." That points to the importance of self-examination in cultivating a respectful culture. That could be reflecting on what we do right as either leaders or shipmates; it also includes holding ourselves accountable when we know we could do a better job of demonstrating Respect.

The phrase "I actively listen to all perspectives" is particularly striking. This is aligned with the Franklin Covey concept of emphatic listening, which some of you may remember from shipyard training in the early 2000s. During the course of our daily conversations, many of us are naturally inclined to directing our energy on thinking about our response rather than truly tuning in to the other person's thoughts and feelings first. If we're too busy thinking about our own responses during a discussion, effective communication is not occurring. The challenge is on each of us to truly listen, thinking about what's being said, and considering how it's being conveyed, so that we can provide meaningful feedback. Actively listening naturally spurs us to civility and courtesy, because we are able to understand and empathize with the other person's concerns before we provide a response.

"I uplift, rather than tear down." Uplifting others doesn't mean you must constantly agree with them, or be unwilling to critique when it's needed. We can and should critique, provided it's framed in a civil and courteous manner. This supports the Care value of choosing an attitude of growing and developing one another to support our common mission. If we believe those around us in America's Shipyard want to do a good job, it's paramount for supervisors and managers to help nurture that desire and develop our people to their full potential by providing continual and meaningful feedback. In so doing, we are able to form the high-performing teams across America's Shipyard providing superior quality and reliable delivery.

"I approach all interactions with humanity and humility." Humility is a modest view of one's own importance; a humbleness. Those who are humble put the success of others above their own. When you look at some of the most successful and dedicated armies in world history, what binds them all is their collective sense of duty, an individual realization in serving something much bigger than themselves. Armies with devoted members and shared goals support

Continued on Page 6

NORFOLK NAVAL SHIPYARD CELEBRATES THE ENVIRONMENT DURING ANNUAL EARTH DAY EVENT

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

The late John Muir, known also as the "Father of the National Parks" once said, "When one tugs at a single thing in nature, he finds it attached to the rest of the world." Even the smallest action can greatly affect the Earth and it is up to those living in the world to protect it. So in honor of Mother Nature, as well as to bring education and celebration for the environment to our workforce, Norfolk Naval Shipyard's Environmental Division (Code 106) held the fourth annual Earth Day Celebration Apr. 18.

Code 106 Environmental Engineer Nicole Iutzi-Kubista and her team began planning for the event in October 2018, reaching out to various organizations in the Hampton Roads community. More than 20 community organizations came out to the shipyard to provide educational sessions including tips on gardening, recycling, energy and water reduction, and more.

"Bringing together various environmental groups from the Hampton Roads region provides an opportunity for the workforce to engage in conversation about ways to be involved with sustainability efforts," said Iutzi-Kubista. "It is a great way to provide opportunities for people to get involved in the community while learning how small changes can make a big impact. There are so many ways to get involved or ways to incorporate environmentally sustainable actions into everyday life."

The celebration included various booths for employees to interact with subject-matter experts within the community on ways to protect the environment, the Earth, and its creatures. Code 106 also continued its tradition of giving tree saplings to employees who sign environmental pledges along with providing indoor plants to office personnel. The Naval Civilian Managers Association and the NNSY Superintendents Association donate towards purchases for 1,000 trees and 200 spider plants, all of which were given out at the event.

"Each year we try to expand the event and think of new ways to engage with the workforce on such important topics," said Iutzi-Kubista. "This year was a huge success and we had so many attendees joining us to learn more about what they can do to be more environmentally friendly. You know, every little bit helps so being able to share this information with our shipyard family and seeing them take those lessons back to the office or to their worksite, and even back home, shows that events like this celebration are important. We challenge everyone to try to incorporate environmentally friendly actions and items into your everyday life, including at work, and overtime a major difference can be made. Even the smallest action can help make a difference. Make a choice, think green! Thank you to everyone who helped make this event a success and we look forward to what's next!"



From the Deckplate: Command Master Chief Gene Garland



Hello! My name is CMDCM Gene Garland and I am your new Command Master Chief! Before I tell you a little about my background, let me tell you about the legend I am relieving. In science fiction and fantasy you have legends like the Lone Ranger, Spider-Man and even Zorro. The biggest thing they have in common is that they are all fiction; but I had the privilege over a two-day period to be hosted by a Norfolk Naval Shipyard (NNSY) legend in Command Master Chief Mike Reese. For four years he has laced up his boots, fixed the brim of his cover, stared death in the eyes and did not flinch. He put a million miles on his boots while he walked from one end of the shipyard to the other. Every space we stopped in together everyone lit up as if it was Christmas time and Santa Claus himself had walked in. Person after person sang his praises, had “CMC Reese” stories to tell and with a gleam in their eyes sparkled at the mention of his name. Wow! After 30 years of dedicated service, CMC Reese retired from the Navy on May 31, 2019. I want to wish him fair winds and following seas! You have served your Navy and your nation with honor and distinction. Bravo Zulu, job well done!

As for me, this is my eighth time in Norfolk Naval Shipyard. In November of

Greetings America's Shipyard

1991 Seaman Recruit Garland, a native of Fayetteville, North Carolina, was dropped off at NNSY to embark a journey on USS Theodore Roosevelt (CVN 71). In those days the ships were all male, there was no internet or email, and you ate meals of cold cheeseburgers and warm chocolate milk. After deploying in 1993, I returned for a second time to NNSY where it felt like I had to walk 1,000 miles from the ship across this shaking bridge to get to the NEX. My third trip to NNSY was after my 1995 deployment where, as a third class petty officer, I was assigned to TRs Shipyard “Quality of Life team”. I returned for a fourth time to NNSY as a second class petty officer onboard USS Wasp (LHD 1) where it seemed little had changed but now I was leading more folks. My fifth trip to NNSY was after Wasp’s 2000 deployment and I began to see some great changes come to NNSY. My sixth trip to NNSY was after my extended 2002 deployment and now as a Petty Officer First Class! I was processing hot work chits and coordinating Sailors working with fire watches (as a first class Navy counselor this is where I qualified as a fire marshal and gas free engineer). New qualifications allowed me a deeper understanding between my ship and NNSY. My seventh trip to NNSY was as a chief petty officer arriving to USS Harry S Truman (CVN 75) in June of 2006. I got a chance to not only share my knowledge of how the yard works, but contribute to a better working relationship between the Sailors and shipyard workers. Now here I am again; this time I will be actually stationed here vice being hosted here. I plan to use my years of experience to not only continue the legacy of CMDCM Mike Reese, but to meet and win at every challenge of leading America’s Shipyard!

-CMC OUT!

Gene Garland
Command Master Chief

Commander's Comments Continued from Page 4

one another—they don’t leave anyone behind on the battlefield. Look at one of the most remarkable lessons of D-Day—if those men going ashore did not put the success of the mission above themselves, they would not have been successful.

I hope you’ll join us for the June 18 Big Rocks ceremony as we pay tribute to these brave soldiers and reflect on the importance of America’s Shipyard in our service to the naval fleet. That service was vital in 1944, and it continues to be vital in 2019.

Norfolk Naval Shipyard!

Committed to our C.O.R.E.!

Capt. Kai Torkelson
Norfolk Naval Shipyard’s 108th Commander



The Force was Strong at the 2019

Mid-Atlantic ROV Competition

STORY AND PHOTO BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

It was May the 4th, also known as Star Wars day. A day that took young Jedi engineers to Old Dominion University's (ODU) swimming pool in Norfolk. For some Hampton Roads schools, it was a trip across their own galaxy, while students from Delaware had a much longer trip across many solar systems. Children and teens alike were ready to take their version of R2 units known as Remotely Operated Vehicles (ROV) and send them on an underwater mission with their Obi Wans and Yodas watching from a distance.

This was not science fiction where a young Jedi learns to use the force and fight with a lightsaber, it was the 2019 Marine Advanced Technology Education (MATE) Mid-Atlantic ROV competition. It was a time for young minds to prove to themselves that they too can be engineers using science and technology with their "do or do not, there is no try" sense of commitment.

"The ROV competition is an event where students of all ages can incorporate their knowledge in physics, math, electronics, engineering and marketing," said Susie Hill, an education specialist and special program manager for Nauticus, a maritime-themed science center and museum in the City of Norfolk. Hill is also the MATE Mid-Atlantic ROV Competition Coordinator. "Their ROVs have to complete missions of real-world situations."

This year's theme is based off of Boone Dam located in Kingsport, Tenn. Owned and operated by the Tennessee Valley Authority (TVA), this hydroelectric dam was built in the early 1950s as part of greater efforts to control flooding in the Tennessee River watershed. Due to sinkholes, the safety of the dam has become in question. Although inspection and repair has already begun on the dam, Easton, a corporate 300 company, teamed up with MATE to do "good for good."

"The mission of the ROVs in this year's competition is to inspect and make repairs on a simulated dam wall, measure the water quality, identify marine life and relocate it, and even recover a item that presents a civil war canon," said Danny Mangum, a system engineer from Surface Maintenance Engineering Planning Program (SURFMEPP). He also served as the event's product presentation/engineering evaluation head judge.

"A group of judges with an engineering background have the ROV teams explain how their ROV operates," said Mangum. "It's also a chance for us to interact with the students and pass on our

knowledge and experience for them to improve on what they learned at the competition."

Roger Lagesse, a career and technological education teacher and the head coach for Girls in Engineering at Granby High School in Norfolk, said that knowledge and experience from the men and women who work at Norfolk Naval Shipyard (NNSY) are important tools that helps build on the foundation that these determined teenagers have just begun to build.

NNSY personnel, including NNSY's Naval Civilian Managers Association (NCMA) members, took time out of their weekend and volunteered to help make this event successful. According to Hill, it takes more than 60 volunteers to fill the positions of judges, safety inspectors, logistics and other aspects of running an event such as this.

"This is my first year volunteering," said Bill Welch, NNSY's NCMA's president. "The great thing about these volunteers from the shipyard is that not all of us have an engineering background. We have volunteers from human resources, safety, and other shipyard areas as well."

Safety plays a huge role in the competition. Before the teams are allowed to put their ROVs in the water, they first must pass a safety inspection making sure there are no exposed wires, exposed propellers, and other safety hazards.

"It's like what we instill in our employees at the shipyard," said Jon Larrew, who works in NNSY's safety department. "Safety is always first and no one gets hurt today."

It takes more than just volunteers to run this program. Financial assistance is also needed to purchase awards, shirts, and equipment used during the competition.

"NNSY outreach and NCMA supported financially," said Valerie Fulwood, NNSY's outreach manager. "We don't look at it as a contribution, but more like an investment into the shipyard's future."

Whether or not any of this year's students will find their way to Norfolk Naval Shipyard or that their ROVs will make the Kessel Run in less than 12 parsecs is unclear. What is clear is that they are given the tools, the mentorship, and the knowledge and if used correctly, they will turn what is considered science fiction today into science tomorrow.

» **POSITIVE YARDAGE**



C.O.R.E Photo on the Lawn

Norfolk Naval Shipyard employees, Sailors, and tenants came together May 16 to spell out C.O.R.E. on the Bldg. 1500 lawn in honor of the four organizational values: Care, Ownership, Respect, and Excellence. Thank you to all who participated! Norfolk Naval Shipyard - COMMITTED TO OUR C.O.R.E.!

DISCIPLINE CORNER

Quarterly Discipline Cases: 193

The types of disciplinary cases are:

- 70 attendance cases
- 28 conduct cases
- 12 safety cases
- 36 Security cases
- 47 other cases

Of the 193 cases, 151 have received formal discipline:

- 41 have lost employment
- 64 were suspended (10 indefinitely)
- 46 got letters of reprimand

DIVERSITY MEMBER OF THE MONTH



AMBER SMITH-ST. LOUIS

SPOTLIGHT BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

Waterfront Business Operation Division, Code 1210's Submarine Program Liaison Amber Smith-St. Louis has been part of Norfolk Naval Shipyard (NNSY) for almost ten years. Her job is to come up with a game plan for future submarine projects. Using her chemical engineering degree with a minor in mathematics from Virginia Commonwealth University and the knowledge she gained from her job, she proudly represents NNSY during multiple community outreach programs.

"I was invited and attended a summer camp at George Mason University for girls called Females of Color and those Underrepresented in STEM (FOCUS)," said Smith-St. Louis. "The first year I went, we discussed buoyancy and I had the campers create boats using aluminum foil and then I placed marbles in the boats to see how long they can stay afloat." It was to Smith-St. Louis' amazement that one girl's aluminum boat held 20 marbles before it started to take on water. Showing children how to love engineering doesn't stop when the summer ends and school begins. She volunteers for career days at local elementary schools. This is another opportunity to share her love for engineering and her job. "I helped students understand how a submarine submerges and resurface again," said Smith-St. Louis. For this demonstration she used a Coca-Cola bottle and placed it in a tank of water. As the bottle fills, it sinks. Then she has the kids replace the water with air by blowing into a straw, forcing the water out. "It is so exciting and self-rewarding, when you see these students have an 'aha' moment during this demonstration," said Smith-St. Louis.

Her community outreach doesn't stop there. For three consecutive years, she volunteered to read to local elementary children during Read Across America. "I'm not sure who has more fun, the children listening to me read the books with animated gestures and voice changes or myself." Smith-St. Louis will continue to volunteer in these community outreach opportunities in the future. "Those kids are our country's future and it's gratifying to know that I might have had something to do with them succeeding in the future."

NOBODY GETS HURT TODAY!

Safety starts with YOU. YOU are NNSY's most vital asset.

Proper Management of Solid Waste and use of Dumpsters

Norfolk Naval Shipyard has had an abundance of unauthorized waste being disposed of in dumpsters. NNSY's solid waste contractor has the right to refuse service on any dumpster containing unauthorized waste, which has potential to violate environmental federal, state or local regulations or other requirements related to contract agreements. Unauthorized waste in dumpsters not only poses a threat to the environment, it also poses a potential threat to employee health, safety and well-being.

The following unauthorized waste disposed in dumpsters may cause a significant impact operations at NNSY: DO NOT DISPOSE refrigerators, freezers, water coolers, air conditioners (or any item that contains or has contained refrigerant), liquid waste of any type including oil, cutting fluid, paint, cleaners, and grease, batteries, fluorescent light bulbs, TV monitors, computer parts and components, circuit boards, recorders, radios, batteries, medical waste, unidentified ships equipment, electrical appliances, CO2 cartridges, gas cylinders, hazardous waste, lead, zinc, wet transformers, and radiological waste. There is a proper disposition method for all waste generated at NNSY.

Please contact NNSY's Code 106 Solid Waste Program Manager at (757) 396-7231 for assistance in proper disposal methods of ANY material.

SERVICES ONLY WEEKENDS

In accordance with the NNSY Overtime Management Policy, several weekends in 2019 will be designated as services only weekends in order to give our combined workforce (including our Ship's Force teammates) a chance to rest and revitalize. These weekends are "charge-your-battery" weekends: take time to be with your family and friends, and reflect on what we can do to take care of each other, improve communications within our teams and think about the work we are doing with a focus on safety. Thank you for everything you are doing every day.

UPCOMING SERVICES ONLY WEEKENDS:

June 8-9, June 22-23, July 4-7, Aug. 10-11, Aug. 31-Sep. 2, Sep. 21-22

FAMILY DAY IS COMING TO AMERICA'S SHIPYARD IN 2019

Family Day will return to America's Shipyard in Fall 2019! Planning is currently underway and more information will soon be available for family sign-ups and building sign-ups for the event.

We are currently looking for volunteers to assist the planning committee with the Family Day event. For more information or to sign up to volunteer, please email John Satcher at howard.satcher@navy.mil, Danny Magnum at danny.mangum@navy.mil, and Kristi Britt at kristi.britt@navy.mil.



2019 TRAINING OPPORTUNITIES

In an effort to provide NNSY employees information and education on beneficial Human Resources topics, FLTHRO will host informal Lunch and Learn training sessions throughout the year. Bring your lunch, FLTHRO will provide the education! All NNSY employees are welcome and encouraged to attend these informal sessions. FLTHRO has seating for 33 employees, and attendance is on a first-come, first-served basis.

9 - 11 A.M. (TRAINING FOR MANAGERS)

Aug. 15 • Writing a Position Description

11:20 A.M. - NOON LUNCH & LEARNS:

July 25 • Resume Writing

June 11, Sept. 12 • Navigating USAJobs



CODE 267 AND SHOP 56 IMPROVE FIRST TIME QUALITY OF UNION JOINT INSTALLATIONS WITH FLAT GASKETS

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

A simple change from an o-ring to a flat gasket could equate to a 90% savings.

When looking to address new items for the 2018 Annual Piping Community of Practice (CoP), the Engineering and Planning Department's Mechanical Engineering Division (Code 260) noted the high rates of union joint failures across all platforms during availabilities at Norfolk Naval Shipyard (NNSY). After identifying the issue, Code 260 and the Pipe Shop (Shop 56) hit the ground running to find a solution.

“For the last five years, an average of 16.5 percent of all test failures were due to leaking union joints,” said Code 267 Floyd Beckwith. “These leaking joints are mostly attributed to misaligned o-rings and retainer rings that are placed into the joints.”

“There’s a process instruction that tells us how close the joints need to be; however, when you’re on a ship and in those tight conditions, the o-rings and retainer rings have been known to crush or cut under the pressure and the alignment,” said Code 260 Embedded Shop Engineer David Eckstein. “Unfortunately we don’t find out about these faults until the testing phase of the project. With an unreliable method for providing first-time quality work for the shipyard, we looked for a change.”

In their research, Code 267 and Shop 56 identified a 2002 Puget Sound Naval Shipyard letter authorizing the use of flat gaskets in lieu of o-rings and retainer rings in the ground joint unions. The option, though noted in the letter, was not implemented across all four public shipyards.

“As soon as we found this to be a possible avenue, we hit the ground running on if it would be possible,” said Beckwith. “We researched the option and began performing



FROM LEFT TO RIGHT: Floyd Beckwith, Philip Brown, Thomas Poe, and David Eckstein show off the union joints with flat gasket inserts; Philip Brown shows how the flat gasket fits into the union joints.

tests in Shop 56 to utilize flat gaskets created on the flat gasket cutter as a replacement for the o-rings and retainer rings. We have found a lot of success with the flat gaskets so far and we plan to use these starting with the USS George H.W. Bush (CVN 77) project. With continued success, we hope to extend their uses even further across the fleet.”

Code 960 Superintendent John Tuthill said, “The cool thing about this project is that we were able to identify a problem and work together to go and fix it. We took innovative ideas and put them to the test, finding that they do work well to the mission of the shipyard. The flat gaskets are self-centering which gives us the highest confidence of first time quality work based on our testing.”

The projected savings for utilizing the flat gaskets in lieu of the o-rings and retainer rings is approximately 90 percent savings in test failures as well as a savings of 379 man-days per year.

“I’m excited to see how this has developed for our shipyard. It will be a game changer in taking a cumbersome

process and making it efficient,” said Tuthill, who noted that innovative ideas and folks seeking change played a big part in addressing the issues. “I very much believe that we at the shipyard need to be more accepting of change. We’re an organization that’s older than 250 years now but we don’t have to do the work like we always have been. There are new people coming through the gates with fresh ideas and we should always be willing to listen and try to innovate. Sure, it may not always work out but nothing will change if we don’t take those first steps. I say we let the workforce of today help to improve the innovations of tomorrow.”

“This is something that may look small in comparison to huge innovations but this small idea will be making a huge impact to the shipyard,” said Beckwith. “We’re still in the testing phase but savings are projected to be huge. If successful, this will greatly benefit our workforce. We take a load off their shoulders by ensuring the process works in their favor. This is a huge win for us all!”



STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) held a Big Rocks ceremony Apr. 23, commending successes on USS George H.W. Bush (CVN 77), USS Harry S. Truman (CVN 75), safer conditions for waterfront operations, training achievements, and completion of the Team of Winners discussions across the shipyard.

“As our first big rocks ceremony, there are many reasons for us to gather and celebrate today,” Captain Kai Torkelson told attendees in Bldg. 163. “It’s important every day to celebrate our small wins too as high-performing teams as we support quality of work life at Norfolk Naval Shipyard and ensure dependable mission delivery to the fleet.”

The ceremony began with a small award ceremony commending the efforts of individuals involved in the creation and implementation of the Antenna Lifting Jig. Jeffrey Overman, Alim Jordan, Kenneth Kinstler, Brittany Clark, Kelvin Callines, Yaoshawn Jarrett, Michael Davenport, Tevon Taylor, David Washbourne, Josh Adams, and Martrail Parker received certificates for their performance while serving on the Antenna Lifting Jig cross-functional team from April to Oct. 2018.

“You displayed exceptional expertise while working to create drawings, operation procedures, and engineering instructions supporting the construction of a functional antenna lifting jig prototype and follow-on testing,” said Public Affairs Officer and Master of Ceremonies Terri Davis. “This innovation positively impacts Code 950’s ability to move and transport antennas weighing up to 250 pounds, changing the original process requiring five to six individuals to unload the antenna to a new process with the prototype requiring one person to load the antenna on the jib. This team’s professional ability, personal initiative, and loyal dedication are an exceptional demonstration to our C.O.R.E. values.”

Overman, who initially came up with the idea for ways to improve his job in the Antenna Shop, also received a Beneficial Suggestion Award.

Six Big Rocks were busted during the ceremony. The first commemorated the restoration of the Sail Loft to a safe working condition, allowing them to resume support of waterfront operations. “When we had the issues in the Sail Loft our superintendent and

our team did not back down in ensuring our people were safe,” said Code 990 Richard Bundy. Lashonda Dunston and Dunta Sutton broke the rock for the Sail Loft.

The second and third Big Rock honored two significant wins for the USS George H.W. Bush (CVN 77), including the on-time completion of the resource constrained schedule (RCS) and the safe and on-time completion of the CVN 77 dry dock evolution, including proper planning and execution. “In any availability, one of the most important things you need is to have a plan and have people to execute it,” said Bush Project Superintendent Jeff Burchett. “We put the plan together and determined the resources needed to have a successful availability. With everyone’s hard work, we are making the Bush Project a huge success.” Lynette Elliott and Jennifer Willis broke the rock for the RCS, and Matthew Stephenson and Cecil Anthony broke the docking rock.

The fourth rock signified production shops reclaiming ownership of training of radiological work. Anthony Jordan and Rachel Stravitzski broke the rock for the radiological training team.

The fifth rock marked the on-time completion of shipyard participation in the Team of Winners discussions. These discussions explored behaviors and attitudes throughout the shipyard aligned with C.O.R.E., and how NNSY is able to create an environment where people feel safe to raise issues or concerns. “I was very excited to be involved in Team of Winners this year and helping to spread the message presented,” said Team of Winners Member and Force Multiplier Jeris Smith. “The training went over the elements of C.O.R.E. and I was able to learn a lot about these principles and myself along the way. I learned you can never care enough and each day is what you put into it. The people here at our shipyard are the most valuable assets. We can all be the change we want to see. It starts with what you do as a person. If we all took a stance to follow C.O.R.E. principles, we could all be a piece in the puzzle in making our shipyard the best it can be.” Fred Salanitro and Tarane Parker broke the rock for Team of Winners.

The final rock celebrated the on-time completion of the USS Harry S. Truman (CVN 75) availability. “Being able to deliver a carrier back to the fleet after a successful and accomplished



FROM LEFT TO RIGHT, TOP TO BOTTOM: Dunta Sutton, Richard Bundy, and Lashonda Dunston break the Sail Loft rock; Lynette Elliott and Jennifer Willis broke the RCS rock; Andy Spivey and Robert Tompkins broke the Truman rock; Fred Salanitro and Tarane Parker broke the Team of Winners rock; Anthony Jordan and Rachel Stravitzki broke the RAD training rock; certificates were awarded to the individuals involved in the creation and implementation of the Antenna Lifting Jig.

availability is a big win for us as a shipyard. I am very proud of our team and the efforts that went into going above and beyond the call of duty with the Truman Project. Thank you all,” said Truman Project Superintendent Mike Jennings. Andy Spivey and Robert Tompkins broke the Truman rock.

Capt. Torkelson also went into detail about some of the achievements America’s Shipyard has had over the past few months, including the visits from Chief of Naval Operations Admiral Richardson and Naval Sea Systems Command (NAVSEA) Commander, Vice Admiral Moore; improvements in innovation; and the continued implementation of C.O.R.E. values into everything done at the shipyard.

“Just as we recognized Code 950 and the Antenna Lifting Jig, I want to challenge each of you to implement innovations through action and demonstrate critical thinking,” said Capt. Torkelson. “If you’re doing those things and are still encountering barriers to bringing improvement to the deck plates, elevate those to your supervisor, your

manager, and all the way to me if you need to. As your leader, I insist on instilling the behaviors that cultivate a culture to predictably engage, unleash, and quickly leverage your talent to our mission.”

He continued, “The CNO challenged us that ‘we need a more powerful fleet in the 2020s, not the 2040s’. It’s every one of you here at Norfolk Naval Shipyard who are going to maintain and modernize the fleet. During his visit, the CNO was able to learn about our innovations in drone use, additive manufacturing, cold spray and laser scanning. These are innovations we’re aggressively working to take out of the labs and onto the deckplates. Our innovations need to occur today to share and leverage them tomorrow.”

For more information on the antenna lifting jig, check out the October 2018 Service to the Fleet. The next Big Rocks Ceremony will be held June 18 at 10:30 a.m. in the Bldg. 163 High Bay.



Naval Sea Systems Command Inclusion & Engagement Council First Field Trip Opens Eyes

BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST
PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

It was October 2018 when 28 Naval Sea Systems Command (NAVSEA) employees from around the enterprise met at the Washington Navy Yard, Washington D.C. to form the Inclusion and Engagement Council. Its two-year mission is to advise and assist NAVSEA to recruit, retain, recognize achievement, and professionally develop a diverse and high-performing workforce that enables and promotes excellence and inclusion throughout the organization.

Before the council could be formed, members had to be selected. It was made up of volunteers, yes, but one just didn't raise a hand to be picked. A unique selection process was used.

"Vice Admiral Moore sent an email across the NAVSEA enterprise looking for people who were interested in becoming a founding member of the Inclusion and Engagement Council," said Nuclear

Production Department (Code 300N) All Hazards Response Manager Michael Taylor. "We had to submit answers to eight questions."

Vice Admiral Thomas Moore, NAVSEA Commander stated at the group's first meeting that more than 100 people submitted answers. The submissions went through three separate panels, each narrowing down the list of applicants until the council was created.

"When the panels looked over our answers, all they could see was our answers," said Taylor. "Our names, commands, gender, age, and any other identifying information was blackened out. The council was selected by our answers and our answers alone."

Taylor was the only NNSY employee selected to be on the council and immediately started to see challenges. One of the challenges was the fact that the council members come from various commands with

different demographics.

"One council member works in a building of 60 employees in Idaho," said Taylor. "She could not fathom the makeup of the shipyard with its diversity, communication challenges and the use of employee readiness groups, among other things."

Since the "one size fits all" concept doesn't work for this initiative, the council members decided to hold their third meeting at Norfolk Naval Shipyard. This was the first time they met outside Washington Navy Yard.

Council members not familiar with an industrial environment like that of a shipyard became educated how a shipyard is a unique entity of its own.

"We gave them a windshield tour of the waterfront and had various employee readiness groups and programs explain their

roles at the shipyard,” said Taylor.

Vice Admiral Moore and NAVSEA’s Executive Director Jim Smerchansky attended one session with the council to be briefed on the council’s findings and directions they are going in.

“The council is composed of three primary action groups: Inclusion, Diversity and Engagement,” said Smerchansky. “Based on their objectives and their own self-assessment, they’ve decided that workforce communication is critical to their success, and so we now have a fourth Inclusion and Engagement Council.”

The week after the council meeting, Smerchansky sent out an enterprise wide email explaining the four different groups that make up the council.

Diversity: The team is taking a close look at the internal hiring selections and hiring managers’ accountability and coordinating strategies that include supervisory training and guidance, comparing industry best practices and even a pilot program to implement their recommendations.

Inclusion: The Inclusion team’s approach includes expanding the People development curriculum; increased awareness of training and resources and looking into how and why people feel included or excluded.

Engagement: This group is working to ensure the multitude of Employee Resource Groups (ERGs) across the enterprise have the education and resources to lead our workforce toward an environment where each employee has a positive emotional commitment to the NAVSEA mission.

Communication: The primary goal of the communication group is to maximize and sustain the impact of the I&E Council. They’re working with the teams to refine messages, create communication strategies and then facilitate outreach and promotional efforts across the enterprise.

“Inclusion and Engagement, at its core, is about ensuring mission success,” said NNSY’s Commander Captain Kai Torkelson. “We cannot get the important things we are tasked with done unless all of us feel fully accepted and a part of the NAVSEA Family.”

The council will continue to meet quarterly to bring its vision to full fruition. The council will create a culture of ‘One NAVSEA.’ The council will help the enterprise meet new challenges, adapt to change, optimize new opportunities, and draw upon the widest possible set of talents and backgrounds to achieve peak performance.



TOP: NAVSEA 10 EEO Officer, Kevin Perkins welcomes Vice Admiral Thomas Moore, James Smerchansky, and Captain Kai Torkelson to the Inclusion and Engagement council out brief. **BOTTOM:** James Smerchansky tells the Inclusion and Engagement council that they support NAVSEA as a whole; Vice Admiral Thomas Moore and James Smerchansky goes over actionable items from the Inclusion and Engagement council’s presentation.





Norfolk Naval Shipyard supported D-Day with building, modernizing five different types of ships

BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST
 PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

A 50-mile stretch of beaches determined the fate of the western world.

Many know the fundamental facts about D-Day, marking its 75th anniversary June 6. It was the day more than 155,000 American, British and Canadian forces stormed five beaches along 50 miles of heavily fortified coast in France's Normandy region. D-Day spurred the critical domino effect of liberating Europe from the control of Germany beginning that summer.

Ensuring this pivotal day was a success took thorough preparation, far-ranging support and committed execution, with the ships of Norfolk Naval Shipyard (NNSY) helping in all of those phases of battle. From the NNSY-built minesweepers USS Raven (AM-55), USS Osprey (AM-56) and USS Auk (AM-57) clearing the way for invading ships, to its constructed destroyers USS Shubrick (DD-639) and USS Herndon (DD-638) providing fire support, to 10 tank landing ships and several mechanized landing craft each delivering up to 30 tons of cargo ashore, the nation's oldest continuously

operating shipyard supported the invasion with a remarkable variety of vessels. Moreover, while NNSY did not construct the battleships USS Arkansas (BB-33), USS Texas (BB-35) or USS Nevada (BB-36), they were either modernized or extensively repaired by the shipyard in advance of supporting Normandy.

Prior to NNSY ceasing ship construction in the early 1950s, the shipyard built more than 100 vessels for World War II, from 230-ton barges to 34,800-ton aircraft carriers. The first of its completed ships to participate in D-Day were Raven and Osprey, which had a simultaneous launching in August 1940. As the only two ships of the Raven-class minesweeper, they faced the treacherous task of neutralizing underwater minefields. This formidable duo was launched at a highly opportune time on the eve of war, as the Allies of World War II (as well as the Axis Powers) would rely heavily on minesweepers. While Raven survived that deadly June to support other invasions, its twin ship was not so fortunate. Osprey was sunk June 5, 1944 on the way to Normandy after striking a mine in the



SHIPYARD SPOTLIGHT: TASHA BEVERLY

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

“Continue to Serve” is still Navy System Support Group (NSSG) Code 1190’s Program Management Analyst Tasha Beverly’s motto as the Veterans – Employees Resource Group (VET-ERG) president turns the reigns over to newly elected president, Security Specialist Mariellen Champion.

Two years ago, a meek Beverly nominated herself to run for VET-ERG’s president. She saw the opportunity not only to bring in fresh blood and new ideas, but a way to continue to serve the military.

“After 12 years of active service in the U.S. Navy, I decided to get out to raise my family,” said Beverly. “Becoming a member of the VET-ERG was a way for me to still be among my peers who have a link to serving in the military as I did.”

Under her tenure of president, she helped start the tradition of placing flags on veterans’ gravesites at Portsmouth Cemetery for Memorial Day. She also involved with arranging a trip to Washington D.C. for shipyard veterans. Beverly thought going to Washington D.C. and visiting the various war memorials was a great way to show respect to those who served before her.

“I as well as the entire ERG feel it’s important to remember those who served before us. This is why we [VET-ERG] have various events throughout the year,” said Beverly.

As president, she continued traditions that the VET-ERG started several years ago. Including NNSY Memorial and Veterans Day observances, Wreaths Across America, and marching in the City of Portsmouth Annual Memorial Day Parade and the annual Tidewater Veterans Parade, to name a few.

“Tasha has an ‘own it’ attitude, and leads from the front,” said former VET-ERG president, Rick Nelson. “She takes on more and more responsibilities to make sure things get done at a standard that makes the entire crew look good.”

Beverly’s work ethics and quality traits go beyond her stint as president of the VET-ERG. They are standard practice while performing her day-to-day responsibilities for NSSG.

“Tasha brings a positive attitude and a bundle of energy,” said Jeff Shaffer, Beverly’s immediate supervisor. “She has a ‘can do’ approach and looks for opportunities to add her knowledge and skills to our team.”



LEFT: The Veteran Employee Readiness Group donated DVDs to the Hampton Roads and Central Virginia USO. **BOTTOM:** The Veteran Employee Readiness Group hosts the annual Toys for Tots collection at Norfolk Naval Shipyard.



Tasha Beverly joins the Veteran Employee Resource Group and other shipyarders as they march in the Annual Portsmouth Memorial Day Parade.



"I am challenged to figure out how to develop in others the same positive values and attitudes Tasha brings to work every day," said Shaffer.

NNSG's Director, Lisa Sowell, mirrored Shaffer: "Tasha is what is right about NNSY employees." She does not believe that "can't" is in Beverly's vocabulary.

Prior to coming to Code 1190 in Dec. 2018, Beverly worked in the Tuition Assistance Program's office for over three years. She enjoyed her experience there; and being able to help shipyard employees.

"Her customers loved the way she worked with them," said Tuition Assistance Program Management Analyst Courtney Watkins. "She processed her customers' tuition assistance requests fast and made sure they were well taken care of."

Beverly believes in taking care of people and helping them out the best that one can. Although she is no longer in the Tuition Assistance Program Office, she plans on still helping others gain their education.

"Before I became president of the VET-ERG, I was involved

with community outreach by volunteering to be a tutor for local elementary students," said Beverly. "I had to put that activity on hold during my tenure as president due to time constraints, but now I get to start helping children again to build a stronger foundation in their education."

Beverly made it quite clear that regardless of what role she will play in the VET-ERG, Code 1190, NNSY's Community Outreach Program, or any other program that will benefit others, she will always continue to serve.

A Repeat Just as Sweet for Military Youth of the Year

BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST
PHOTOS COURTESY OF JANASIA UNDERWOOD



“Be 100 percent yourself. Don’t try to be anyone else.” Those were the words of advice that Janasia Underwood, then a junior at Chesapeake’s Western Branch High School and the 2018 South East Regional Military Youth of the Year by the Boys & Girls Clubs of America promoted to her peers almost a year ago.

Her words stay true today as she offered the same advice to Dasia Bandy, the 2019 Virginia State Military Youth of the Year by the Boys & Girls Clubs winner.

“Norfolk Naval Shipyard’s (NNSY) youth center is proud to have back-to-back winners,” said Chad Rickner, Norfolk Naval Shipyard’s MWR Director. “A feat like this has rarely been done, if ever, in the Military Youth of the Year competition.”

For almost 75 years, the Military Youth of the Year program has recognized the country’s most inspiring teens and the journeys they have taken with their family. The emphasis on leadership, service to others, academic excellence and a commitment to living a healthy lifestyle have made Military Youth of the Year one of America’s premier leadership and recognition program for teens.

The 16-year-old Bandy, a junior at Grassfield High School STEM Academy in Chesapeake, competed against other military teenagers across the Commonwealth of Virginia.

“Winning is a great opportunity for me,” said Bandy. “I get to share and express who I am, what I’m passionate about, how I want to move forward to represent and advocate for other youth across the United States.”

Not only was this a back to back win for NNSY’s youth center, but both girls attend high schools in the City of Chesapeake.

“Although many young people in our school division work diligently to perform well in the classroom, students who accept multiple challenges are very special individuals,” said Dr. Jared A. Cotton, Superintendent of Chesapeake Public Schools. “As time passes, all of us will be reminded of their community service and their outstanding leadership abilities at their schools.”

Bandy is no stranger to leadership positions. She is currently a delegate for the class of 2020 student government and is seeking the

role of president for her senior year.

“Dasia is a born leader who leads by example,” said Michael N. Perez, Grassfield High School’s principal. “Dasia is involved in every aspect of Grassfield High School, from academics to clubs to athletics to student leadership. She facilitated a student forum on cultural and diversity issues this year.”

Bandy is also involved with DECA, (formerly Distributive Education Clubs of America) and National Honor Society. Lisa McGlothlin, an Advanced Placement Language and Composition instructor at Grassfield High School, said that Bandy has great respect for her peers. She is outgoing and gets along well with others. She added that her interactions with students, in and out of class, reveal her compassion and consideration for others.

Off the school grounds, Bandy is the Mid-Atlantic region teen vice president for Jack & Jill of America, Inc., a membership organization of mothers with children 2-19 years-old, dedicated to nurturing future African American leaders by strengthening children through leadership development, volunteer service, philanthropic giving and civic duty.

“I love helping people,” said Bandy. “That’s why I want to be an orthopedic surgeon or a physical therapist. This is a great way for me to incorporate what I want to learn in college to help others.”

Bandy has her eyes set on the University of North Carolina at Chapel Hill. She wants to major in biology and to blend some of her other academic passions like computer science, political science and business, but before then, she will compete for the Southeast Military Youth of the Year, where she will be going up against the state winners from North Carolina, South Carolina, Tennessee, Florida, Georgia, Louisiana, Mississippi, and Alabama.

Regardless what the outcome would be for the future competitions such as these, she will continue to live by the same advice that she would give to her fellow peers.

“You can do anything you want to do. Follow your passion and don’t let anyone stop you.”



The First Cleanliness Warriors Awarded for Going Above and Beyond the Call of Duty

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

At Norfolk Naval Shipyard, success comes from hard work and dedication from a diligent workforce. There are many players involved in servicing the fleet each day, from mechanics to engineers. One of the roles includes ensuring cleanliness is a priority from the bottom, up.

“The Cleanliness Community of Practice (C-CoP) was created in order to build a team of dedicated individuals to work across the shipyard and ensure cleanliness is held to the standard of excellence across the board,” said C-CoP Lead J.R. Dulce. “We work hand-in-hand with every shop and code across America’s Shipyard, whether they be non-nuclear or nuclear, and address cleanliness from every aspect of the job. There are so many players here at the shipyard and we are continuing to build the program to make a difference and celebrate those who go above and beyond the call of duty.”

Dulce and the C-CoP wanted to celebrate the wins of the employees in regards to cleanliness and devised the Cleanliness Warriors, a quarterly award given to those who exemplify excellence in their duties. The first annual Cleanliness Warrior Awards were held May 9, awarding two individuals who stood out above the rest – Code 930’s Travis Stocks and Zone Manager Leeroy Runion.

“During Steam Plant cleanliness recovery actions on the MS-12 and MS-13 for an unknown substance, Mr. Stocks assisted Code 260 engineers on multiple occasions,” said Code 269 Non-Nuclear Engineering Steam Plant Cleanliness Coordinator John Simmonds. “Mr. Stocks supported EPD during multiple iterations of inspections, attempts to obtain samples of the unknown substance and determine the extent of loss of cleanliness. Mr. Stocks provided ideas, equipment and assistance to EPD during this situation, and aided in the disposition of a loss of steam plant cleanliness.”

“Leeroy Runion sets the standard of excellence for being a Code 930 Trade Manager,” said Code 930 Submarine Director

Lamonte Simmons. “Mr. Runion’s passion and dedication to Norfolk Naval Shipyard allows him to excel in all assignments and challenges presented to him. Mr. Runion manages Steam Plant work across multiple availabilities, on and off-yard, and continues to produce first-time quality results while responsibly handling cost performance. Mr. Runion leads by example and sets the bar for all subordinates assigned to him. He mentors apprentices, mechanics, work leaders, and supervisors while teaching them the technical aspect of Steam Plant work, along with why it’s so important. Mr. Runion is truly a vital asset to Code 930 and Norfolk Naval Shipyard and his leadership within his area of responsibility continues to produce positive results.”

Both recipients were awarded a certificate of achievement, a Cleanliness Warrior sticker, a service award, and a C.O.R.E. award.

“You both exemplify and are being awarded for your character and confidence and how you represent this program and the shipyard,” said Code 300N Superintendent Jim Crunden. “The foundation of America’s Shipyard is built on hard-working individuals who have the drive and integrity to get the job done. Your efforts are something for others to look up to and we thank you for your continued support to the fleet. Great job!”

Code 900 Cdr. James Kuhlman added, “It takes excellence, leadership, and a high standard of ability and integrity to get the work done each and every day. We hold each of you accountable for your performances and you soared above our expectations. We placed our trust in you and you delivered above the standard of excellence.”

THE GRASS BECAME GREENER ONCE THEY JOINED THE RANKS OF NNSY

BY APRIL BROWN • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER



Megan Hanni and Loxie Pug Schiemann Blick holding photo of William F. Schiemann.

The Schiemann family journey began in 1882 when they arrived to America and homesteaded in Minnesota. In the 1920s, they headed south to Portsmouth, Virginia where they heard they would find steady work at Norfolk Naval Shipyard (NNSY).

Louis J. Schiemann, Sr. great-great-grandfather to Megan Hanni, Code 100PI Engineering Technician, was the first family member to apply and work at the shipyard. He worked in the Inside Machine Shop (Shop 31).

His son had an adventurous soul that took him on a different journey before he thought about working at the shipyard.

“When my daddy was just 16 years old, he wanted to see the world,” said Loxie “Pug” Schiemann Blick, Schiemann’s daughter and great aunt to Hanni. “He left home, lied about his age and claimed he was 18 so he could join Merchant Marines. By the time he was 20 years old, he had gone around the world three times.”

After returning to Virginia in the 1930s, he applied for a foundry chipper position

at NNSY. He was surprised to be denied and sent a letter to the labor board at the shipyard requesting reconsideration and listed his qualifications. His determination and perseverance helped him be reconsidered and receive a job offer as a foundry chipper and caulker.

During his time at the shipyard, Schiemann often brought his daughters, Loxie and Billie to visit the fire station and the waterfront where there was something special for them to see. “One of my favorite childhood memories was visiting the shipyard during Christmas time. There was a giant silver metal Christmas tree by the water and an elaborate train with villages that surrounded it,” said Blick. “It was beautiful and was as tall as the building; it was also made by all of the men who worked in the shipyard.”

At the same time the Schiemanns were working at NNSY, Hanni’s father’s side of the family was making its own legacy in the shipyard. Her great-grandfather, William Hubbard Reid worked at Saint Juliens Creek

in the ammunition depot. Her grandfather, Robert Leroy Reid worked at NNSY in Shop 41 as a Boilermaker, in Code 133 as an Inspector, and in Code 2300 Planning and Estimating. Hanni’s father, Robert William Reid followed his great-grandfather’s career path and applied for the apprentice program. He also worked in Shop 31 as an outside machinist for many years.

“It made sense for me to apply for the apprentice program because all of my family that worked at the shipyard said it was a great place to work,” said Reid. “My daughter Megan carried on our family tradition when she got accepted into the apprenticeship program in Shop 38. She has far exceeded any family member in taking full advantage of what NNSY has to offer.”

Opportunities in the shipyard continue to increase and for Hanni, she couldn’t be more excited about it. She is carrying the torch for the family legacy of working in the shipyard after first working somewhere else.

“I was transporting medical patients to and from hospitals and nursing homes



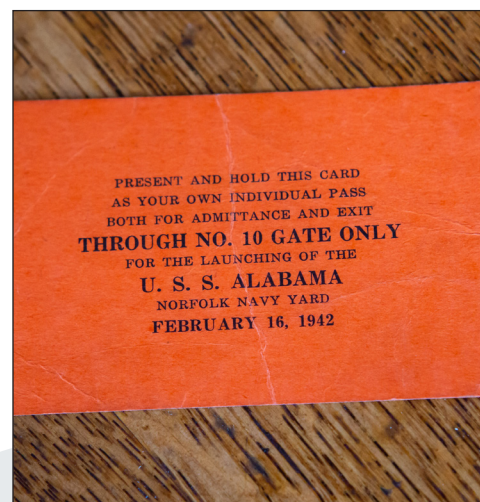
TOP LEFT: A photo of a young Megan Hanni and great-grandfather William F. Schiemann. **TOP RIGHT:** Megan Hanni and Loxie Pug Schiemann Blick sharing shipyard family heirlooms. **BOTTOM LEFT:** NNSY badge of Louis J Schiemann, Megan Hanni's great great grandfather. **BOTTOM RIGHT:** Schiemann family heirlooms, including a USS Alabama launching ticket to get through Gate 10.

when I applied for the apprentice program. I needed a better career, and since the shipyard has always been good for our family, I hoped I would get in like they did," said Hanni. "I was really excited when they called and told me that I had been accepted and that I was going to be working on the flight deck of an aircraft carrier!"

During the past nine years, Hanni has been an apprentice, an outside machinist, worked in work packaging, and is now a recent graduate of the Lean Six Sigma Black Belt College. Her continued motivation and desire to grow has helped her engage with more people, which is one of her favorite things about working at NNSY.

For Hanni, another amazing opportunity she has experienced while working in the shipyard is being able to work in the same place that her great-great-grandfather and other generations did before her.

She feels it is important to keep those memories alive and share them with upcoming generations to remind them of how the shipyard has helped their family for almost 100 years with benefits and opportunities. And, the lasting impression it will leave on them, as it did with their ancestors when they found themselves on the doorsteps of NNSY looking for a promising future.



C-FRAM FRAUD SCHEME AWARENESS

JUNE: BID RIGGING

Businesses Collude so that a Competing Business can Secure a Contract

DOD EXAMPLE

In March 2019, South Korean companies Hyundai Oilbank Co. Ltd. and S-Oil Corporation pled guilty to criminal charges and paid approximately \$75M for their involvement in a conspiracy to rig bids of contracts to supply fuel to U.S. military bases in South Korea. The first count of the criminal indictment charged the companies with conspiracy to suppress and eliminate competition during the bidding process. They were also charged with conspiracy to defraud the U.S. by impairing, obstructing, and defeating the lawful function of the procurement process. The investigation resulted from a tip to the Defense Logistics Agency Inspector General.

DON EXAMPLE

In 2007, Certified Slings, Inc., two executives of Total Industrial & Packaging, Inc., and a former sales director of Peck & Hale, LLC pled guilty to rigging bids on DON contracts for metal sling hoist assemblies (wire rope basket-type slings used to transport missiles or bombs from storage areas on aircraft carriers to planes or helicopters). These individuals conspired to (1) agree not to submit bids or to submit intentionally high bids on certain DON contracts, (2) exchange prices to avoid undercutting each other's bids, and (3) sell metal sling hoist assemblies to DON at collusive and non-competitive prices.

INDICATORS (RED FLAGS)

Range of bid prices shows a wide gap between the winner and the other bidders; all contractors submit consistently high bids; continued presence of glaring price increases; qualified contractors do not submit bids.



LEARN MORE TODAY

Check out the C-FRAM site on WebCentral under C100CE for more information.

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