

# SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

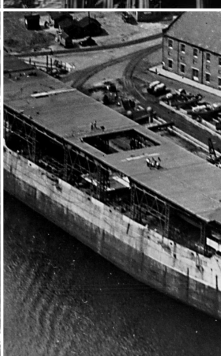
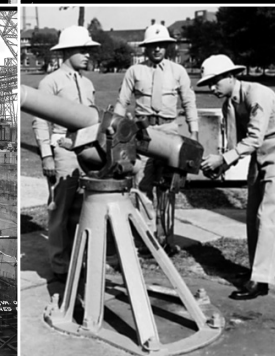
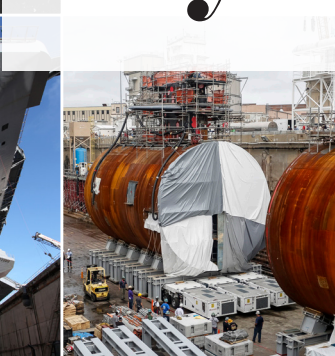
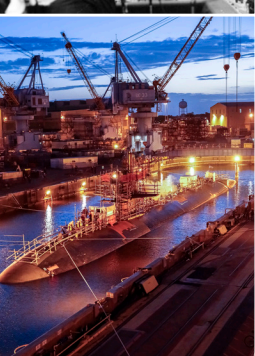
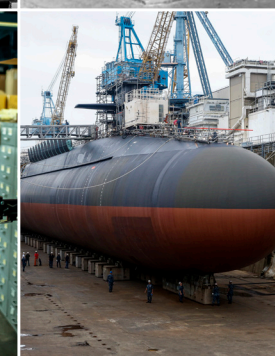
November 2017



celebrating

# 250

years



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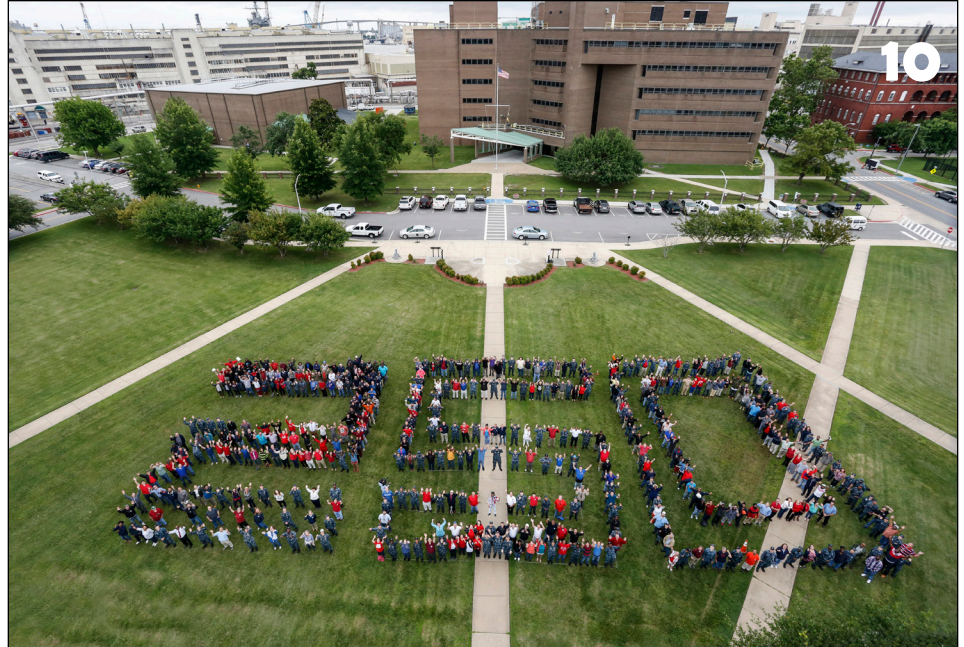
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**SHIPYARD COMMANDER**

Capt. Scott Brown

**EXECUTIVE OFFICER**

Capt. Daniel Rossler

**COMMAND MASTER CHIEF**

CMDCM (AW/SW) Michael Reese

**PUBLIC AFFAIRS OFFICER**

Terri Davis

**EDITOR**

Anna Taylor

**PUBLIC AFFAIRS STAFF**

Michael Brayshaw, Kristi Britt, April Brown, Floyd Logan, Troy Miller, Curtis Steward, Jennifer Zingalie

**EMAIL THE PUBLIC AFFAIRS OFFICE**

[nfsh\\_nnsy\\_pao@navy.mil](mailto:nfsh_nnsy_pao@navy.mil)

**EMPLOYEE INFORMATION HOTLINE**

(757) 396-9551

**FRAUD, WASTE & ABUSE HOTLINE**

(757) 396-7971

**SHIPYARD RADIO ADVISORY**

1630 AM

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# The Federal Managers Association *at Norfolk Naval Shipyard*

By Craig Carter  
Chapter 3 President



Chapter 3 at Norfolk Naval Shipyard (NNSY) is the oldest active chapter in the Federal Managers Association (FMA). The organization is represented by more than 500 current member employees and 80 lifetime members who are retirees from NNSY.

The FMA began in 1913 as the Quartermen-Leadingmen Association, with charter chapters in seven naval shipyards. In 1978, the name was changed to the Federal Managers Association to reflect the group's growth in Federal agencies beyond military establishments, and today about half of FMA's chapters are in non-Department of Defense agencies.

It is with support from senior leadership, the Public Affairs Office and the shipyard commander that Chapter 3 has continued to grow and is recognized as one of the most influential chapters within the Federal Managers Association. At the National Convention this year, Chapter 3 won the President's Award, which recognizes a chapter in the association that has displayed outstanding leadership and service to its facility, community, agency and nation during the past year.

Members from Chapter 3 continue to be active in the community. They participated in the annual Clean the Bay Day, cleaning up trash and debris from our shores and waterways. Members of the FMA walk in the annual Breast Cancer Awareness March at Mount Trashmore in Virginia Beach. They marched this year in the Portsmouth Memorial Day Parade.

Every year at the shipyard Apprentice Program Graduation, Chapter 3 awards the Bradford M. Casas "demonstrated and potential leadership" award to an outstanding graduate. The Chapter supports the shipyard's length of service award ceremonies, STEM luncheons for local visiting high school programs, the shipyard's 250th anniversary celebration, the Combined Federal Campaign kick-off

celebration, the new first and second level supervisors high velocity training graduation ceremonies, as well as the goals and initiatives set forth from by the command. The FMA also awards five \$500 college scholarships to dependents of Chapter 3 members each year.

Chapter 3 holds monthly meetings after work hours and at an off-shipyard location on the second Wednesday of each month where they discuss shipyard issues and functions as well as the ongoing topics for federal managers and employees. Guest speakers have included past and present shipyard commanders, public affairs officers and staff, shipyard leadership representatives, employee resource group representatives, local representatives, the National FMA President and the Government Affairs Director from the FMA National

Current active members of the Federal Managers Association range from work leaders and branch heads to division heads and superintendents.

office, Anthem Blue Cross/Blue Shield representatives and other representatives who are of interest to its members.

Chapter 3 is a partner with the three other public shipyards (Portsmouth Naval Shipyard, Pearl Harbor Naval Shipyard and Puget Sound Naval Shipyard) in the FMA Shipyard Caucus where we encourage professional development for all federal employees. The FMA Shipyard Caucus shares organizational experience throughout the constantly evolving naval shipyard community.

If you are interested in becoming a member of the oldest and largest federal management organization representing nearly 200,000 managers, supervisors and executives, applications can be found on WebCentral at [webcentral.nnsy.navy.mil/sites/Associations/FMA/default.aspx](http://webcentral.nnsy.navy.mil/sites/Associations/FMA/default.aspx).

## From the Commander:

# Building a respectful culture in America's Shipyard



Happy anniversary, Norfolk Naval Shipyard! America's Shipyard turned 250 years old November 1. It's great to see that the home of the Navy's first battleship and aircraft carrier is still directly supporting our national security and strengthening our naval power at and from the sea.

Based on discussions and feedback I've had from shipyarders, I'd like to address what it really means to have a respectful culture in America's Shipyard. In recent months we've put renewed focus on how to be both considerate of, and accountable to, one another in our workplace interactions. The message is founded on respect and dignity, as well as open and frank communication. Per the CNO's discussion on the One Navy Team: "Respect for the dignity of all in the Navy Team . . . is essential to conducting ourselves according to our core attributes of accountability, integrity, toughness and initiative."

Looking at those core attributes, we need to reflect on how to most effectively uphold the standards of a U.S. Navy maintenance and modernization professional. Those core attributes demand that we encourage and reward positive performance, while sometimes having the hard, respectful conversations about substandard performance. Maturity and courage within our leadership is a necessity to make this dynamic work. I know some situations and conversations aren't easy, but any short-term pain is well worth the long-term gain. Our organization is too great, and our mission too important, not to have an environment built on trust, respect and collaboration.

A respectful culture promotes improved behaviors which provide us better results.

Leaders who manage by personal example, moral responsibility and careful attention to their people inspire trust and develop others. We fail to be Brilliant on the Basics if we cannot retain our best and brightest team members, if we do not value them as persons and support them as employees. By communicating clear expectations and direction, having responsibility and maintaining accountability we will effectively "raise the bar" in America's Shipyard throughout the next year. We will attain our goals of no one getting hurt, delivering ships on time and with first-time quality, and emphasizing innovation, process improvement and critical self-assessment.

Effective leadership does not necessitate we lead a team of friends who have to hug out their differences. We still have to hold ourselves and our work groups accountable in our actions and service to repair our Navy's warships. I'm going to continue personally engaging supervisors during the next several weeks as we get aligned on understanding how to best ensure respect and accountability in our work groups. The reason I'm addressing this on the extraordinary milestone of our 250th birthday is because this conversation is crucial to take the shipyard to the next level of performance, raising the bar in our service to both Navy and nation.

We are Norfolk Naval Shipyard.  
We are America's Shipyard.

A handwritten signature in black ink, appearing to read 'Scott Brown'.

**Capt. Scott Brown**  
Norfolk Naval Shipyard's 107th Commander



## Command University Launches Second Level Supervisor High Velocity Learning Training Course

By Jennifer Zingalie • Public Affairs Specialist

Norfolk Naval Shipyard (NNSY) graduated 16 Second Level Supervisors from its initial 2LS High Velocity (2LSHVL) class in a ceremony held at the Command University's training building September 29. The course was developed based on three Essential Leadership Competencies: Communication, Developing a Team, and Managing Work.

The class comes a year after the shipyard launched its initial First Level Supervisor High Velocity (1LSHV) class, developed to give new supervisors tools they need to effectively and confidently execute work from the start.

"2LSHV is geared toward all 2LS population to include support codes and provides them the next set of tools they will need to be successful productive leaders on waterfront projects, shops, or wherever they are leading people," said NNSY Command University Program Management Analyst Danielle Larrew.

The 2LS curriculum was designed around the success of the 1LSHV and uses a similar training approach known as "learn, apply, and teach back."

The two-week class is highly interactive and includes activities such as shadowing, panels and senior leader interview to reinforce the learning, and several teambuilding exercises. Additionally the class toured the NNSY Innovation and Innovation Lab to observe advanced improvement prototypes to augment NNSY's repair capabilities.

Among the different panels there is a 360 panel which includes a 1LS, 2LS, and 3LM. This involves questioning from higher level leadership perspective, where a 2LS should be asking "what does a third level manager need from me?", as well as best practices from their peers already performing in 2LS positions, explained NNSY Command University Program Management Analyst John Boyd.

While a first level supervisor will have the responsibility of a group of mechanics or employees, a second level supervisor will be responsible for a group of supervisors as well as their employees. They

will also be responsible to the third level manager.

"A good chunk of time spent is based around team building and communication because a 2LS needs to understand how to communicate up and down the chain," said Larrew. "You have to understand the role you play and the transition from 1LS to 2LS places you on a different plane, so we are giving them the right tools for the right application."

The class also includes hands-on activities such as understanding risk management, a 2LS's role in a critique, setting and executing priorities, and safety management.

What makes the 2LS program High Velocity is the addition of Chief of Naval Operations Adm. John Richardson's initiative, put forth in his Design for Maintaining Maritime Superiority, which ultimately is about strengthening people through culture change by leveraging knowledge.

"HVL imparts the use of four S's which include See, Swarm, Share and Sustain," said Boyd. "These concepts empower individuals when they see a problem, use the resources to solve it. The goal is to identify best practices and then share them with the other shipyards."

Boyd said it is important that a 2LS keep in mind they are also a coach and a mentor and part of their job is to bring people up and help them to be able to do their job which supports a high performing team.

With an ever growing culture and environment, it is important to continually have leadership training, said Boyd. Although many supervisors already have excellent technical skills, learning and developing leadership skills, such as communication, team-building and conflict resolution are an important part of completing and sustaining the mission of the shipyard.

Ultimately, in order for the shipyard to have the ability to look forward and adapt to meet today's challenges, the shipyard must continue to develop strong leaders at all levels.

## From the Deckplate:



# Happy Anniversary to America's Shipyard - here's to 250 years!

Happy birthday, America's Shipyard! Can you believe it's already November and that means America's Shipyard is celebrating a pretty important milestone: its 250th anniversary! When this shipyard was founded, our country didn't even exist yet. And now look where we are - at the forefront of ship repair and naval innovation. I am proud of each and every one of you who contribute daily to our mission success. These 250 years would not have been possible without our dedicated and diverse workforce. Thank you to everyone who supported our various events throughout the year, from Spirit Days to Family Day, to our big celebration on the 1st. Here's to another 250 years! I am extremely proud to be a part of this winning team!

Also happening during the month of November is National American Indian Heritage Month. The observance recognizes American Indians and Alaska Natives for their respect for natural resources and the Earth, having served with valor in our nation's conflicts and for their many distinct and important contributions to the United States. I ask you to honor the American Indian and Alaska Native people for their achievements, sacrifices, and cultural and historical legacy, which led to what is now known as the United States. They have been the bedrock of our nation from the beginning.

In addition, November is American Diabetes Month. Diabetes is one of the leading causes of disability and death in the United States. It can cause blindness, nerve damage, kidney disease, and other health

problems if it's not controlled. One in 10 Americans have diabetes - that's more than 30 million people. And another 84 million adults in the United States are at high risk of developing type 2 diabetes. The good news? People who are at high risk for type 2 diabetes can lower their risk by more than half if they make healthy changes. These changes include: eating healthy, getting more physical activity, and losing weight. We can use this month to raise awareness about diabetes risk factors and encourage people to make healthy changes. For more information, visit [HealthFinder.gov](http://HealthFinder.gov).

This month's CMC Shout Out goes out to everyone involved in our 2017 NNSY Family Day. While I would like to thank each of you personally by name, I am limited on space! If you were involved in our Family Day in any way, BRAVO ZULU to you for a job extremely well done! Your hard work and dedication did not go unnoticed. I will tell you that from the comments on social media, to the comments I received and even the thousands of smiling faces, it was a huge success!

Lastly, continue to keep up the great work here at America's Shipyard, 250 years old and looking great! As always, it is an honor to be in the Navy and a great time to be a part of America's Shipyard!

**Michael Reese**  
Command Master Chief



## NNSY takes another step forward in modernization

By April Brown • Public Affairs Specialist | Photo by Luke Beasley • NNSY Photographer

With more than 20 years of research, planning, designing, construction and certification, the new Controlled Industrial Facility (CIF) onboard Norfolk Naval Shipyard (NNSY) is not only a new work site, it is a giant step into radiological facilities revitalization.

“We first started talking about a new CIF back in 1996,” said Robert Fogel, 3910N Nuclear Facilities and Equipment Manager. “The whole concept of this type of a modern-day facility was to streamline our processes, house multiple jobs continuously, be more energy efficient, reduce required man-hours, increase productivity, safely work on the nuclear components, and protect the environment.”

“We have waited a long time for this new facility,” said Brian Trzcinski, NNSY CIF Project Superintendent. “It is a very big deal to have this type of modernized building in the shipyard. The work that will be done in this facility is a vital part of the shipyard mission. It is a state-of-the-art facility and is the only one of its kind in the program and was designed to last for a very long time.”

The facility features a large capacity (50 ton) bridge crane, the capability of bringing in other heavy lift capacity cranes, high bay ceilings, and extremely large doors.

It contains various processing areas and job rooms, a modernized liquid waste system, centralized several key functions that were once spread across the shipyard, and is Leadership in

Energy and Environmental Design (LEED) certified gold to use less water and energy.

It was also designed with a higher floor structure to prevent flooding from storm surge. “The finished floor elevation was designed to be above the 100-year flood plain to protect the structure and radiological components from tidal flooding,” said Bischof. “Having a building of this modernization is a big step forward and we are all really excited that this day has finally come.”

“This facility will help meet mission critical deadlines in supporting the fleet,” said James Kenny, NNSY Nuclear Engineering and Planning Manager. “This building also sets the standard for the future appearance of the waterfront and to modernize the shipyard.”

“Building 1733 is part of the long-range plan to modernize ‘America’s Shipyard’ by 2040,” said Shipyard Commander Capt. Scott Brown. “The completion of this project is a success because of dedication, collaboration and planning of everyone involved.”

Approved by Congress in 2011, this project was a partnership between Naval Sea Systems Command (NAVSEA), Naval Facilities and Engineering Command (NAVFAC) Operations and Public Works Departments, NNSY nuclear, radiological, production and lifting and handling teams, as well as several NNSY and contracting engineers and planners.

The CIF was operationally certified Sept. 1 and a ribbon cutting was held Oct. 3 to commemorate of the new facility.



**CODE 105 OPSEC AWARD**

Congratulations to Code 105, winner of the third quarter 2017 OPSEC award. This is the second time in a row Code 105 has won the award, a feat that hasn't been accomplished in more than five years. Department representatives were presented the award by Capt. Scott Brown during a ceremony in October. Departments accumulate points during the quarter by applying various OPSEC practices. The department with the most points wins the award.

**» POSITIVE YARDAGE**

**July Safety Flag**

Congratulations to NNSY's Electronics Shop, winner of the July 2017 Safety Flag! The shop had zero injuries or lost workdays for the month. Shipyard Commander Capt. Scott Brown awarded the flag to the shop Oct. 19 in Bldg. 510. Individual certificates of achievement were presented to employees Jesse Leake and Don McNally for their contributions to ensuring a safer workplace. "Code 950's safety rep Nick Delphia has kept the code on the right safety track, driving down injuries as well as working with Shop 67 to correct safety findings as quickly as possible," said Tracy Mills, Code 106 Assessment Improvement Coordinator. Photo by Luke Beasley, NNSY Photographer.



award to the shop Oct. 23 in Bldg. 369. Though Shop 64 has been a runner-up numerous times in the past three years, this marks the first time the shop has won this honor since January 2015. Safety improvements in the shop include new tooling with safer guards,

new specialized gloves for scaffolding work, and increased safety surveillances. Individual certificates of appreciation were presented to Ronnie Pascua and Mathew MacCord for their efforts in contributing to a safer workplace. Photo by Luke Beasley, NNSY Photographer.

**» TRAINING OPPORTUNITY**

**Right Thinking**

Right Thinking, a product of the Hoke Rose/Shipley Group, is an investment in learning a new language around how you see yourself, how you get things done, and how you get along with others. By increasing your self-awareness and by helping you clarify your beliefs, values, and goals- you simply "show up" better in all of your important relationships. Therefore, you can accomplish more of what matters most to you. You will learn principles that govern your results and be asked to challenge, clarify, and prioritize your beliefs, values and goals. To schedule training, contact Danielle Larrew at [danielle.larrew@navy.mil](mailto:danielle.larrew@navy.mil) or 374-6703. Contact Michael Glass at [michael.l.glass1@navy.mil](mailto:michael.l.glass1@navy.mil) or 967-3110 if you have questions. Command University will be hosting three upcoming Right Thinking workshops on Nov. 8, Nov. 29, and Dec. 6. They will be held in the M32 modular building located near Callaghan Fitness Center.



## REMINDER: CAMERA PHONES ARE PROHIBITED AT NNSY

Unofficial photography is prohibited at NNSY. Only authorized personnel with permission from the shipyard security department may take photos on the shipyard. With the exception of Trophy Park, camera phones are not permitted in any NAVSEA-owned space or anywhere NAVSEA business is conducted. Leave your camera phones in your vehicle or in a locker. In addition, unless the camera feature has been permanently "disabled" and physically removed/destroyed (drilled out and filled with epoxy), you must leave your camera phones outside the CIA.

### » OPSEC REMINDERS

#### The Risk of Public Wi-Fi

In today's busy world, convenience seems to outweigh consequence, especially with how people use their mobile devices. Using free public Wi-Fi networks comes with a number of serious security risks. There are dozens of online tutorials showing hackers how to compromise public Wi-Fi, some of them with millions of views. The more you take your chances with a free network connection, the greater the likelihood that you will suffer some type of security breach. Don't use public Wi-Fi to shop online, log in to your financial institution, or access other sensitive sites. Buy an unlimited data plan for your device and stop using public Wi-Fi altogether. There are three types of people in the world: those who have been hacked, those who will be hacked, and those who are being hacked right now and just don't know it yet. The better you protect yourself, the greater your chances of minimizing the potential damage.

#### Holiday Security Tips

The holiday season is one of the highest crime periods of the year. Follow these simple tips to ensure a happy, safe, and secure stand down! Set your gifts and tree away from a main window so burglars can not scope out your goods. If you decorate your home with lights, make sure to run them through outside outlets. Never run wires through an open window crack. If you are heading out of town for the holidays, make sure to avoid changing your status on social networking websites announcing your departure. Also, make your home look occupied when you're away by using timers on radios and lights. Remove any secret keys under planters or door mats. These are the first places intruders will look. A possible option would be to give your key to a friend or a trusted neighbor. Properly dispose of all gift boxes after the holidays (leaving that new 55" flat screen TV box outside is an open invitation to burglars informing them of your new goods).

### » SHIPYARD SHUTDOWN

#### Holiday Curtailment

Norfolk Naval Shipyard will curtail all but essential operations for the 2017 holiday curtailment. Dec. 25 and Jan. 1 are official government holidays. This year, 32 hours of annual leave will be needed. All three shifts will work on Dec. 22, ending with the third shift ending on 7:40 a.m. Dec. 23. Employees will return to work on Jan. 2, 2018, starting with the first shift. Curtailing all but essential operations during this time will achieve maximum economy for a holiday period when significant numbers of employees are absent from work, thus reducing the normal productive effort.

### » SHOW SOME LOVE

#### Combined Federal Campaign

NNSY's Combined Federal Campaign (CFC) is scheduled to begin Nov. 6 and will continue to Dec. 15. Our goal is to raise \$300,000 for charities of various causes. Please call 396-3672 for more information about CFC.

### » DIABETES MONTH

#### Making Healthy Choices

Diabetes is one of the leading causes of disability and death in the United States. It can cause blindness, nerve damage, kidney disease, and other health problems if it's not controlled. One in 10 Americans have diabetes — that's more than 30 million people. And another 84 million adults in the United States are at high risk of developing type 2 diabetes. The good news? People who are at high risk for type 2 diabetes can lower their risk by more than half if they make healthy changes. These changes include: eating healthy, getting more physical activity, and losing weight. November is the month to raise awareness about diabetes risk factors and encourage people to make healthy changes. Encourage people to make small changes, like taking the stairs instead of the elevator. Talk to people in your community about getting regular checkups. To learn more, visit <http://1.usa.gov/17Ky9Ji>.

# NOBODY GETS HURT TODAY!

Safety starts with YOU.

YOU are NNSY's most vital asset.

CELEBRATING 250 YEARS OF HISTORY & INNOVATION

# NORFOLK NAVAL *shipyard*



▲ EARTH DAY

HAWAIIAN SHIRT DAY ▼



▲ RAINBOW DAY

SCHOOL SPIRIT DAY ▼



The title “first” provides a unique jewel in an institution’s crown, a significant distinction that brings an undeniable pride. The first and oldest continuously operating U.S. Navy Shipyard is an especially grand label, for it highlights such a yard as a beacon of patriotism, strength, and determination that the entire country can trust and respect. This remarkable honor belongs to Norfolk Naval Shipyard.

NNSY celebrates its 250th anniversary Nov. 1. During the past two-and-a-half centuries, this former colonial shipyard has assisted the nation in winning 11 major wars, putting an end to piracy, sending the Great White Fleet around the world, scientifically exploring the Pacific, and opening Japan to American trade.

Our shipyard workforce is incredibly diverse – we employ almost 11,000 civilians, including thousands of veterans – but no matter the service, no matter the duty, we are each connected by our shared commitment to the Navy and our nation. We are still keeping the world’s sea lanes free and serving as ambassadors of history’s greatest democracy.

From the age of sail to nuclear power, the shipyard has measured up to the highest standards of ship construction and maintenance. Generations of workers have passed on their skills and, above all, the pride of workmanship in their labors. That the Norfolk Naval Shipyard has survived when other naval shipyards have closed speaks to the quality of its operations.

Throughout our history, Norfolk Naval Shipyard has been agile in adapting to new challenges and maximizing new opportunities, and we will continue to adapt to the challenges and opportunities this changing maritime landscape presents.

This anniversary provides an excellent opportunity for us to build on our past, celebrate our victories, and discover new and innovative ways to accomplish our mission to deliver ships and systems on time and at cost for the U.S. Navy. We are the Navy’s stewards to meet this challenge.



OPPOSITE PAGE: 1. SPORTS DAY ■ 2. PINK OUT DAY ■ 3. RED DAY ■ 4. SUPERHERO DAY

# NNSY'S YEAR OF CELEBRATION



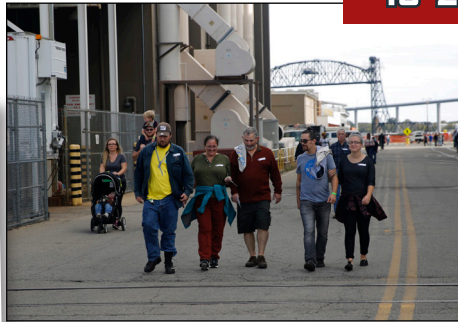
## FAMILY DAY



10-28-2017

▲ NNSY'S 250TH CELEBRATION

▼ APPRENTICE GRADUATION



## #SPIRITDAY



**1767**

Gosport Shipyard founded by Andrew Sprowle Nov. 1, 1767.

**1779**

British military leaders commanded a raid on the shipyard in May 1779. The invaders took over Fort Nelson, burned Gosport, and destroyed 137 ships in Hampton Roads.

**1794**

Following the British surrender, the shipyard was annexed to Portsmouth and eventually leased to the federal government by the Commonwealth of Virginia. The shipyard once again was operated under the American flag.

**1798**

Congress created the U.S. Navy Department and designated the shipyard as Gosport Navy Yard.

**1833**

Dry Dock #1 was christened with docking of USS Delaware, the first ship to be dry docked in the United States, June 17, 1833. The dry dock was completed in 1834.

**1862**

In March, USS Merrimack was rebuilt and designated as CSS Virginia. Also that month was the first battle between the ironclads USS Monitor and CSS Virginia.

**1775-1783**

The American Revolutionary War, also known as the American War of Independence, was fought from 1775 to 1783. Andrew Sprowle, a loyal British Navy Agent, fled the area, and Gosport Shipyard was confiscated by the Colony of Virginia.

**1799**

USS Chesapeake launched at the shipyard. Chesapeake was a 38-gun wooden-hulled, three-masted heavy frigate of the United States Navy.

**1858**

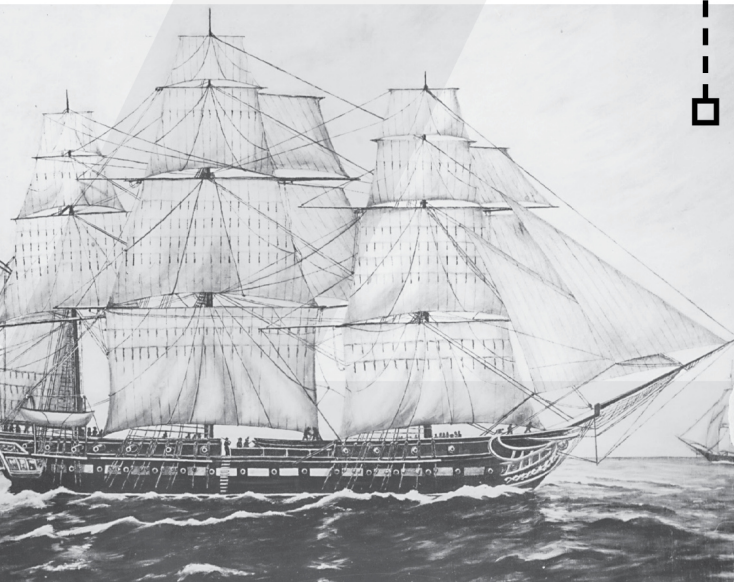
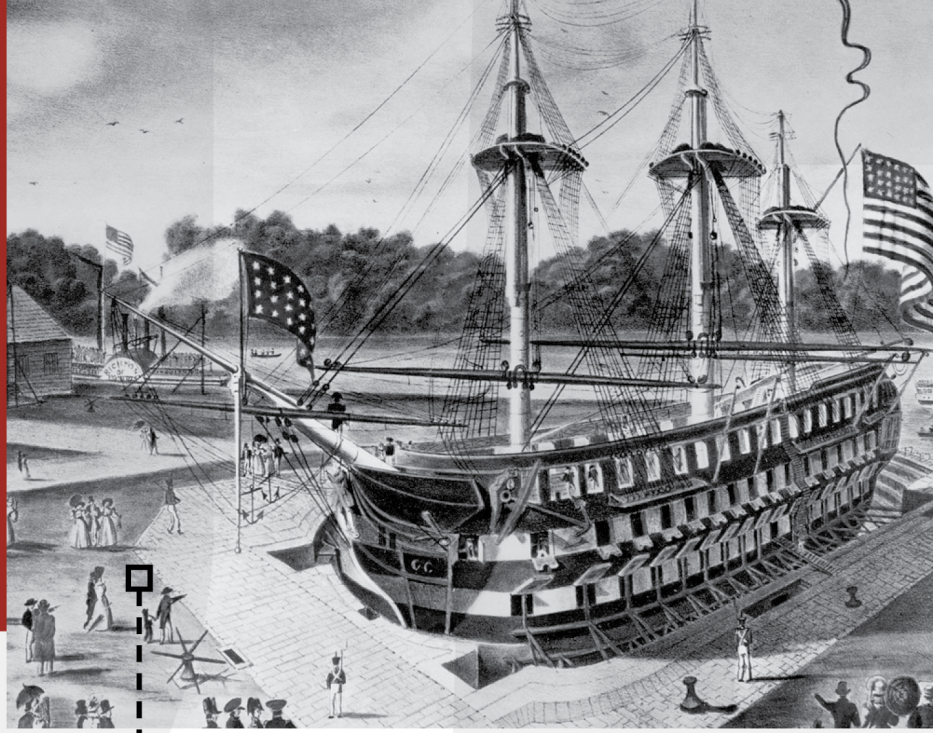
The City of Portsmouth incorporated as an independent city.

**1861**

Civil War began with the Battle of Fort Sumter and Virginia convention votes to secede from the Union. The shipyard was burned by fleeing federal troops and taken over by the Virginia State Navy under the Virginia flag. USS Merrimack was burned to the waterline. The shipyard transferred from the Virginia Navy to Confederate States Navy under the Confederate Stars and Bars flag.

**1801**

In June of 1801, the federal government bought the shipyard, which at the time consisted of just 16 acres, from Virginia for \$12,000.





## 1889-1892

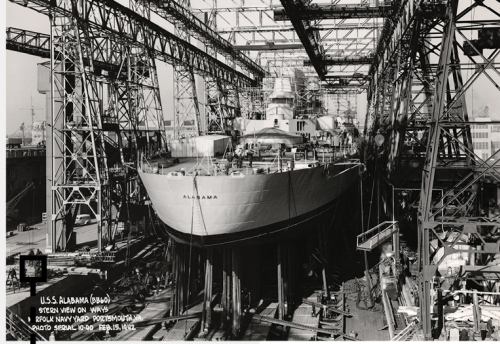
The shipyard builds USS Texas, the first U.S. naval battleship to be commissioned.

## 1910

Flying from the first flight deck built on a ship, Eugene B. Ely took off from USS Birmingham (CS-2).

## 1929

Shipyard renamed Norfolk Navy Yard.



## 1942

The Shipyard-built 3,500-ton battleship USS Alabama (BB 60) was commissioned Aug. 16, 1942.

## 1953

The last ship built by Norfolk Naval Shipyard, USS Bulwark (AM-425) was commissioned.

## 1965

The shipyard attained nuclear technology capability when USS Skate (SSN 578) became the first modern submarine to undergo a major overhaul here.

## 2015

USS La Jolla (SSN 701) arrives for conversion to a Moored Training Ship.

## 1862

In May, the shipyard was evacuated and burned by the Confederate States Navy, reoccupied by the United States Navy under the U.S. flag, and designated as U.S. Navy Yard, Norfolk, Virginia, after the county in which it was located.

## 1945

Shipyard renamed Norfolk Naval Shipyard.

## 2017

NNSY successfully undocked USS Rhode Island (SSBN 740) two days early and completed the USS Harry S. Truman (CVN 75) Planned Incremental Availability two days early.

## 1919-1922

The first aircraft carrier in the U.S. Navy's history, USS Langley (CV 1), was converted from the collier USS Jupiter (AC 3).



## 2012

The aircraft carrier USS George H.W. Bush (CVN 77) arrives at NNSY for the first time for a four-month Planned Incremental Availability

## 2017

ON NOV. 1, 2017, NNSY CELEBRATES 250 YEARS OF SHIPBUILDING, MAINTENANCE AND REPAIR.

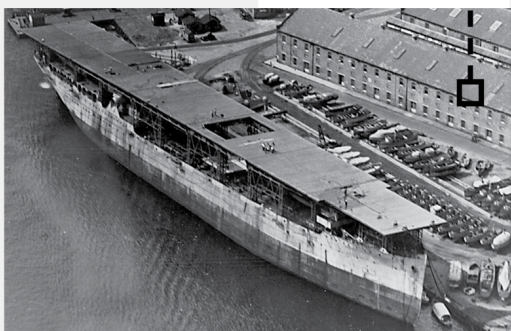


PHOTO BY TONY ANDERSON • NNSY PHOTOGRAPHER



## NNSY'S FARO Arm measures with ease, provides time and cost savings

By Kristi Britt • Public Affairs Specialist

Innovative steps continue to be taken in the Pipe Shop (Shop 56) thanks to a tool in its arsenal that provides precise measurements.

The FARO® Arm, a coordinate measuring machine (CMM), and associated software provides the shipyard with the ability to accurately measure piping, components and associated materials. In addition it allows the Shop 56 detail group to model piping assemblies in a three dimensional (3-D) environment, enabling them to model and design new piping assemblies in a timelier manner. These scans provide accurate measurements and documentation, enabling them to identify out of tolerance measurements and obtain the appropriate engineering authorization for these deviations prior to piping assemblies going shipboard.

“The arm provides us with the ability to reverse engineer our piping assemblies,” said Mark Aston, a Shop 56 Nuclear Piping Process Zone Manager. “We are able to more accurately and efficiently replace our piping systems instead of doing them in a traditional manner. In addition, we’re able

to alleviate the need for our employees to be onboard the ship for an extended amount of time reducing radiation exposure and increasing first time quality of piping installations.”

“It also provides us with the ability to really capture first-time quality with our work,” said Craig Williams, a Shop 56 detailer. “When we are doing the measurements by hand, it can be extremely difficult to capture the accuracy needed to perform our work and there’s always a chance that there will be human error. But with this machine, it eliminates that human error and can provide us with accuracy that falls into a thousandth of an inch. With these accurate measurements, we can identify if there are any changes needed to be made accordingly so we can address possible mistakes before they happen. We want to ensure that we’re doing our jobs efficiently and safely and the FARO® arm has helped us achieve that.”

The metrology equipment and software is relatively new to the shipyard and has already provided results on projects along the waterfront and at other installations. This technology has been used on the USS



La Jolla (SSN 701) and the USS Rhode Island (SSBN 740) projects to provide point-to-point measurements throughout its entire piping assembly, minimizing the time from several hours to approximately an hour to accomplish accurate measurements. In addition, the technology was also used on the USS Florida Custom Alloy Corporation (CAC) elbow fitting replacements, stated as one of the most successful accomplishments to date for the team.

“This process versus traditional methods is a huge innovation for our shipyard,” said Aston. “And it doesn’t just benefit our shop but just about everyone on the waterfront. We’re pushing the limits



of the arm, whether it be for measurements and inspections. We want to continue to train employees and continue to research for more innovative ideas and technologies to share with our shipyard and beyond.”

“I hope that as we continue to work with the arm, we can develop a training program to really put in time for research and development to really push those limits and truly see what we can use the arm for to aid our shipyard,” said Lela Waller, a Shop 56 detailer. “It’s truly been a great experience working with this technology and I hope our shipyard team across the waterfront is able to utilize it and see what savings it can bring, both in time and cost.”

**OPPOSITE PAGE:** Members of the pipe shop will use the innovative FARO Arm to make their jobs more efficient.

**ABOVE:** Members of the pipe shop demonstrate the software used with the FARO Arm.

**RIGHT:** Craig Williams, a Shop 56 detailer, demonstrates the FARO Arm.



PHOTO BY LUKE BEASLEY • NNSY PHOTOGRAPHER



## 3-D PRINTED PLATE ALIGNMENT TOOL BRINGS SAVINGS TO NNSY

By Kristi Britt • Public Affairs Specialist

**LEFT:**  
KEITH ALEXANDER DISPLAYS  
THE PLATE ALIGNMENT TOOLS.

Keith Alexander, a three-dimensional (3-D) modeler from the Shop 11 Mold Loft, came up with a tool that allowed accurate plate alignment measurements to be taken in a matter of seconds.

During a project, measurements are taken twice in the job to ensure the hull excess being removed and reinstalled on the ship are properly aligned to specifications for tolerance. In the past, the tool used to do these measurements had a limited span of what it could measure.

“The old tool wouldn’t handle all the variety of dimensions we may face when dealing with these measurements,” said Alexander. “We needed something that could accurately read these measurements without being limited. We want to ensure we get the job done right.”

Alexander has been at Norfolk Naval Shipyard for six years and he came up with an idea for a tool to capture those measurements with ease. The new tool called the A.K.A HI-LO gauge is three fabricated metal pieces welded together that could be placed along the hull excess material. Each metal piece has three extended pointers that would be placed along the hull excess’s weld points. As the tool is moved along the excess, the gage can be adjusted to the hull radius and measure out the material in 1/32 increments. When the three points are adjusted to touch the material, it will gauge if the material is at a low point which is noted as negative, or a high point which is noted as positive.

“The gauge provides the user with a wide range of measurements to see what areas may need adjustments and if everything falls under the specified tolerance,” said Alexander. “These measurements need to be done right to ensure there is no need for rework so I wanted to create something to make that happen.”

Being a 3-D modeler, Alexander was able to draft and model his idea in the software. His next steps were to find assistance in bringing the idea into reality.

“I reached out to some friends of mine in the Sheet Metal Shop (Shop 17) as well as Tim Edmondson from the Inside Machine Shop (Shop 31) who runs the 3-D printers to see what we could do with my idea,” said Alexander. “Tim was able to 3-D print the design and we

made adjustments to the original design to ensure the gage was able to be properly secured following the measurements being taken. Andrew Tucker and Cody Trzcinski from Shop 17, Jeffrey Brittingham and Raymond Ivliano from the Electroplating Shop (Shop 36), and Greg Plahn from the Welding Shop (Shop 26) came together to create the final product, which included custom etching and smoothed bolts. The entire process was about a two-week turnaround and the final product was more than I could have hoped for.”

Alexander then met with Code 900P Process Improvement Manager Martrail Parker with hopes of sharing his idea with the shipyard.

“My job in process improvement is to help implement the ideas of our workforce and help them become a reality,” said Parker. “When Keith came to me with his idea, we developed a plan and went to the managers and superintendents to show them firsthand what this new tool could do. It was well-received by mechanics and engineers so we pushed forward with manufacturing a few to be used in the day-to-day operations. The mold loft team is already utilizing the tool and we’re currently analyzing who else would be able to use the tool and putting funding in place for mass production.”

In addition to being used at Norfolk Naval Shipyard, Parker and Alexander also shared the new tool with Naval Sea Systems Command (NAVSEA 04X) with the intent of being used at the other shipyards.

“NAVSEA’s goal with innovation is that these ideas can be shared across the board so that the entire Navy is utilizing the best practices in the work we do every day,” said Parker. “The NAVSEA Mobile Implementation Team travels from yard to yard with representatives from each shipyard sharing the newest ideas and innovations so that everyone could be on the same page. And Keith will be joining the tour to showcase his new tool.”

“At Norfolk Naval Shipyard, we want to ensure we’re doing the job to the best of our abilities and we want to ensure our tools we use help us achieve that goal,” said Alexander. “There’s a lot of good ideas out there and we have resources here to help make these ideas a reality.”

# VETERANS DAY

*"To care for him who shall have borne the battle..."*

ABRAHAM LINCOLN



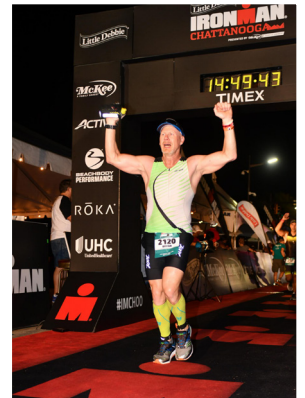
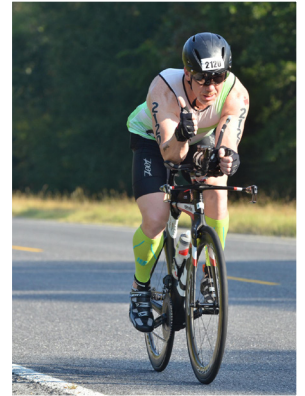
TIDEWATER VETERANS DAY PARADE & CEREMONY  
SATURDAY, NOVEMBER 11, 2017 — 9 TO 11 A.M.

16TH & ATLANTIC AVENUE TO 19TH STREET  
11 A.M. — FORMAL CEREMONY, TIDEWATER VETERANS MEMORIAL  
(ACROSS FROM THE VIRGINIA BEACH CONVENTION CENTER)



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# Shipyards Spotlight



## NNSY triathlete's training skills mirror work skills

By April Brown  
Public Affairs Specialist

PHOTOS COURTESY BRIAN AMBLER

It isn't every day that a triathlete is able to say what he has learned from his Ironman training has positively impacted and improved both his shipyard work skills and physical endurance.

Bryan Ambler, Code 300 Work Integration Manager's journey as a triathlon competitor began in 2014. His biggest influence was his mom. "When I first started, I wanted to help earn money for cancer research for the type of cancer my mom passed away from," said Ambler. "She has

been my continued inspiration. I have leaned on her many times to give me strength, stay focused and pursue on."

Another reason is physical fitness. His deep desire to stay physically fit after retiring from the Navy, and having two knee surgeries while being a marathon runner, is his family, friends, and co-worker support system that has kept him motivated, eating right, and not giving up.

He believes being part of a fitness community echoes his home and work life.

"There is a lot of comradery and it's a big family atmosphere," said Ambler. "Whether you are a beginner or have already done Ironman competitions, you are family. We all look out for each other with training, lessons learned, and share experiences to help us improve, just like here."

He states his athletic training has aided his work skills in various ways. "Being a triathlete has helped me with time management. Before you start an Ironman competition, you get five different bags for

the entire event,” explained Ambler. “If you forget to put something in that bag, it is too late, if you don’t have it, you go without it. That experience has made me focus more on attention to detail and accountability here at work. I double check everything to make sure I have everything I need for the job I am about to start or that I am working on.”

“Checking your needed supplies before a triathlon increases your organization skills too,” said Ambler. “It has really helped me to be more organized, prioritize things, and be able to get a lot of things done quicker than I used to.”

Additionally, he expressed one of his greatest rewarding accomplishments was finishing one of the toughest Ironman competitions. “Not many people can say they have done an Ironman triathlon. Feeling a big sense of accomplishment also happens here at work,” described Ambler. “We do what we need to do to coordinate, repair and modernize the naval vessels so they can continue to be out there doing their missions and defending our country around the clock.”

“When we finished the USS George H. W. Bush (CVN 77) Docking Planned Incremental Availability (DPIA), we got to go out with the carrier for her sea trials. That was totally awesome,” said Ambler. “Seeing firsthand the ship and its crew fully operational at sea following a PIA with their repairs and modernization was incredibly rewarding because we know what we did helps contribute to their operational missions.”

“Like the fitness community and life in general, you have to crawl before you can walk, and walk before you can run,” explained Ambler. “Bottom line, you can do whatever you want to do if you set your mind to it. Before this job, I had never set foot onboard a carrier and had worked on submarines. I enjoy the work here in the shipyard, and being able to work with such a large diverse group of military and civilians has taught me a lot.”

“Our jobs can be very demanding and challenging at times which has helped me prepare and train for Ironman competitions, which is the most physically and challenging single-day sporting event in the world. You have to be really flexible, stay focused, and concentrate on the three events of swim, cycle, and run right after each other with no breaks,” said Ambler. “If you lose focus, bad things can happen. You really learn how to do things when they don’t go as expected.”



“When I was on a 116-mile ride, I got a flat at mile 113. I had to change my tire with only three miles left. While changing the tube, I realized the tire was torn. I had been in that situation before so I knew what I needed to do,” he explained. “Having that skill of being quick on your feet helps being a project manager because I have an idea of what to do when things just don’t go right, or if things have to change quickly. You are much more willing to go with the change or do something a different way to make it work. Always think outside of the box and figure out a way to resolve the issue when things don’t go as planned.”

Ambler recently finished an Ironman competition on September 22. He did a 2.4 mile swim, a 116-mile bike ride, and a 26.2 mile marathon all in one day. It took him 14 hours and 22 minutes from beginning to end.

His next Ironman triathlon will be in 2021 around his fiftieth birthday. His bucket list includes the USA triathlon Olympic distance national championship. He revealed it is tougher requiring a different mindset, and focused on speed instead of distance which is different than what he has trained for, but he isn’t afraid of a good challenge.

## 10 Things You Didn't Know About Brian

1. I am a Penn State and Jacksonville Jaguars fan.
2. I like wearing fun socks.
3. I don't ever want to jump out of an airplane.
4. I have a sister, a son, a daughter, and a grandson.
5. My favorite food is pizza and I eat it every Friday night.
6. I enjoy swimming in open waters.
7. I am from Lancaster, PA.
8. My dream trip is to go to London.
9. My favorite athlete is Olympic Champion Gwen Jorgenson.
10. I proved a doctor wrong when I was told I wouldn't run again.



## Veteran Rick Nelson continues his service as an advocate

By Kristi Britt • Public Affairs Specialist

Rick Nelson, Code 1142 Command Indoctrination Lead Facilitator, was born with a passion for the military. A Navy brat from Troy, New York, Nelson had lived in places all along the East Coast, from Boston to Mayport to Pensacola until finally his family settled in Virginia Beach.

"I had always known that I wanted to go into the Navy," said Nelson. "I was inspired by my family and the men and women who served and I understood the importance of those who chose to serve. I wanted to be part of a team that worked hard to make a difference. I did four years of Navy Junior Reserves Officers Training Corps at Bayside High School and I was the executive officer of my senior class. I had planned on becoming an Aviation Boatswains Mate."

After graduating high school however, Nelson found a calling in another branch of military.

"I was dating a girl whose father was a Marine," said Nelson. "He laid out his dress blues and he said to me, 'son, these pretty much speak for themselves.' And they truly

did. I wanted to serve my country and seeing the uniform laid out before me inspired me to act. So I went to the Marine recruiters and signed up."

Nelson went through boot camp to become a Huey Mechanic (Aircraft Avionics Technician, U/AH-1), his goal to become a crew chief and serve his country with pride.

However, Nelson was soon diagnosed with muscular atrophy and was honorably

*"I was and continue to be so proud of what we do each and every day to service the fleet and how we support each other."*

*- Rick Nelson*

discharged due to his medical needs before he could accomplish his goals to the fullest.

"I was very humble and proud to be able to serve my country," said Nelson. "I wanted to continue my time with the Marines but I knew that even as a veteran I could continue to serve my country in some way."

Nelson knew about Norfolk Naval Shipyard from his father, who had become a rigger in Shop 72 when he had got out of the Navy. At the time, Nelson was an apprentice at Norfolk Shipbuilding and Drydock; however, upon its apprentice school closure in 1983, he was in need of a new path.

"I decided to try my hand at the apprentice exam at NNSY and though I didn't score high enough I was able to accept a helper-trainee position," said Nelson. "Today, I've been with the shipyard for 34 years and my career has taken me from a WG-1 helper-trainee to a GS-12. I've been able to manage several very successful programs in my time here, and I've gotten to work with some amazing people. It's been a truly wonderful experience."

Nelson is one of the first faces new employees see when coming into the shipyard for their first week on the job. As the lead facilitator for command indoctrination, he spends two days ensuring these new recruits have the knowledge they need to be successful at NNSY.

**OPPOSITE PAGE: Rick Nelson brings energy and experience to the shipyard's New Employee Orientation every two weeks.**

**RIGHT: Where it all began. Nelson in 1966.**



“It’s important for these new members of the shipyard team to come in and know that they have a support system there for them to help them out every step of the way,” said Nelson. “I’m part of that first impression and I want them to have a memorable and enjoyable experience at the shipyard. It makes me proud to see these new faces blossom into their own careers.”

Something that has never changed about Nelson is his passion for the military. During his time at the shipyard, Nelson has been part of the Wounded Warrior Program, aiding those new recruits as they begin their transition into the shipyard family. He was able to speak at various events for Wounded Warriors, and was presented the Army Wounded Warrior Civilian Patriotic Service Award in Washington D.C. in Sept. 2014.

Even with his continued efforts, Nelson knew there was more he could be doing to service the military. Under the Diversity and Inclusion Office, the team began to look at incorporating different employee resource groups, ERGs, to bring to NNSY. One of those groups would be centered around military service.

“In the military, different commands have family readiness groups that support the service members and their families,” said Nelson. “I got together with some Sailors, Marines, and veterans I had known personally and we came up with the idea of the Veteran Employee Readiness Group. We wanted a group where our members could come together for a common goal, whether they served, are spouses or children of service members, or simply those who wanted to show their support for our service men and women.”

The Veteran Employee Readiness Group has been at NNSY for approximately four years now and Nelson is an active member as well as one of the founders. He has served as the president for two terms, and is currently the membership officer for the group.

“I’ve been so proud of this team and their accomplishments over the years,” he said. “We have done a very successful DVD collection campaign, a flag collection campaign, our annual Toys for Tots collection, our fall-in for colors for Veterans Day and Memorial Day, and more. We’ve even been asked to assist Dahlgren Naval Surface Warfare Center in setting up their own Veteran Employee Readiness Group. Our members get involved and show their

passion for the military and the shipyard. They inspire me each and every day.”

Nelson added that seeing the vast amount of people come out from across the shipyard to support their events has been something that truly fills his heart with joy. “We held our annual Memorial Day fall-in for colors in 2016 and as our trumpeter played Taps I couldn’t help but look across the rows of people that had fallen into place that morning and I had to hold back my tears. I was so overcome with emotion from my shipyard family coming together to honor those who have paid the ultimate sacrifice for our nation. I was and continue to be so proud of what we do each and every day to service the fleet and how we support each other.”



Fitness Coordinator Jackie Stiffler and Base Support Officer Capt. Paul Amodio cut the ribbon at MWR's new outdoor track.

By Jennifer Zingalie, Public Affairs Specialist  
Photos by Tony Anderson, NNSY Photographer

At Norfolk Naval Shipyard (NNSY), overcoming challenges is imperative for ensuring on-time delivery of ships to the fleet.

Recently, employees took on a different kind of challenge with the opening of the shipyard's new Morale Welfare and Recreation (MWR) running track across from Callahan Fitness Center Oct. 6.

"In honor of the shipyard's 250th anniversary we are holding a 250 Fitness Challenge during the month of October," said Jackie Stiffler, NNSY MWR Fitness Coordinator.

A ribbon cutting to present the track was followed by a 250-lap group relay to kick start the 250 Challenge with everyone in the shipyard invited to run.

"I can't stress enough the importance of having a great physical fitness and MWR program on an installation," said Capt. Paul Amodio, NNSY Base Support Officer and Master of Ceremonies. "Superior quality of life programs like we have here at NNSY lead to a good work/life balance and are really at the heart of successful operations."

The 250 Challenge also includes several

different fitness tasks, such as pushups, squats, calorie burn and more with an award for those who meet all challenges.

The addition of the track also helps the shipyard's active duty community combat another challenge, which is having a safe place for their Command Fitness Leaders (CFL) to conduct the required Physical Readiness Test (PRT). Typically, commands must use several road guards to ensure safety of runners because PRTs had to be conducted on the roadways.

"We had been expressing our need for a track and it just so happened another installation had some excess material from a track they installed," said Chad Rickner, NNSY MWR Director. "We were able to acquire that material and have it installed, at no cost to us, thanks to our Regional MWR Facilities Development branch."

The track is made of material called porous pave, which is made of rubber chips that come from recycled tires.

Anyone who wishes to take advantage of the one-eighth mile track will need to run eight laps in order to reach one mile, and 12 laps to reach the one and a half mile mark.

With the opening of the track, additional fitness elements were included and MWR plans to continue to add strength and agility features to enhance the fitness experience.

"With these added elements our five-star MWR has created a phenomenal fitness destination to support the readiness of our shipyard Sailors and civilians," said Amodio.

At the kick-off, 27 employees ran the relay and completed 250 laps within 40 minutes, proving shipyard employees are ready to meet any challenge.

Naval Supply Command, Weapons Systems Center, Norfolk's Nathalie Behn, completed the most individual laps with 30 laps or 3.75 miles total, said Stiffler.

The track was completed in approximately three weeks through the collaboration of Regional MWR Facilities Development, Region Fleet and Family Readiness programs, and Naval Facilities Engineering Command.

"We're happy to be the recipient of these excess materials that saved us money and create a safe running space for the NNSY community," said Rickner.

# Legally driving and parking your **VEHICLE ON NNSY**

**Registration** All vehicles accessing any military installation must be registered at any military Pass & ID office. The vehicle owner or person cited on the registration must register the vehicle. The vehicle's license plate must match the make and model. **Note** If you no longer own a vehicle that was registered in your name, the vehicle must be deleted from your registration record at Pass & ID. *Vehicles not registered with the military are subject to towing.*

**Lost or stolen** placards must be reported to the NNSY Security Office (Bldg. 1618) where a Voluntary Statement, OPNAV 5580/2 must be filled out. A copy of the statement will go back to the respective codes parking coordinator prior to a replacement placard being issued. If a parking placard is damaged, broken, torn or split, return the placard to the respective code's parking coordinator for a replacement.

not assigned parking placards and have been provided designated parking lots for their use. **(A2) NNSY EMPLOYEES** should contact their respective parking coordinators in the code they are assigned. If they don't know who that is, ask a supervisor.

**ITEMS NEEDED TO REGISTER** driver's license, DMV registration, state inspection (if applicable) and proof of insurance.

**Citations/Towing** If a vehicle is cited for three or more parking infractions within a 12-month period, the vehicle is subject to towing.

If a vehicle receives three or more **Armed Forces Traffic Tickets** for illegally parking, within a 12-month period - base driving privileges can be suspended for up to 90 days. Driving on NNSY during a suspension may result in increased suspension for up to one year.

**(Q) I am Active Duty and not sure where I can park, who do I contact? (A)** Sailors attached to a vessel/ship at NNSY should ask their specific command what area/lot has been designated to them for parking. All commands have been briefed on their respective areas of designated parking. **(A2)** Active Duty assigned to NNSY on orders, should contact their respective parking coordinator in their code.

**TOWED VEHICLES** may be retrieved from Scott Center Annex (Bldg. 1559) Mon-Fri 9 a.m. - 5 p.m. at a cost of \$85, \$10 each additional day. **MUST** provide proof of vehicle ownership, insurance and driver's license.

**Parking placards** are assigned to all drivers by each codes parking coordinator and must clearly be displayed in a vehicle at all times. If the placard is not visible, the vehicle may be cited and is subject to towing.

**(Q) I need a placard, who do I contact? (A) ACTIVE DUTY (non-NNSY)** Sub Sailors should contact their respective commands. Fleet Forces parking placards were provided to their commands. Carrier Sailors, E-6 & below are

## **PARKING PLACARD KEY**

**Yellow Parking Placards** - Issued to those who have been assigned a reserved space by the Parking Control Administration.

**Blue Parking Placards** - Issued to personnel who are authorized to park in any General Parking Lot, and only in spaces not marked reserved, handicapped, vanpool, gov't vehicle., etc.

**Orange Parking Placards** - Issued to Sub/Carrier personnel. Used to park *only* in their designated parking lots/areas and *does not* authorize parking in any other lot/area of the installation.

**Green Visitor Parking Placards** - Issued to official visitors to NNSY. Not to be used as a daily convenience by those issued general blue or yellow placards. Green visitor placards are for those who have official business at Bldg. 1500, or other installation Bldgs. Personnel who work inside Bldg. 1500, should not use green visitor placard to park in a visitor space.

# NATIONAL AMERICAN INDIAN HERITAGE MONTH

NOVEMBER 2017



## STANDING TOGETHER

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PHOENIX, ARIZONA

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