

# SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

May 2025



**Norfolk Naval Shipyard Completes  
Engineered Overhaul for  
USS Toledo (SSN 769)**







# COMMANDER'S CORNER

*From the desk of Capt. Jip Mosman*



Team NNSY,

As we welcome the month of May we can reflect on some big wins in America's Shipyard in recent weeks! In April, we completed USS Toledo's (SSN 769) Engineered Overhaul, a major achievement for us in America's Shipyard in supporting our Fleet and Nation. It's due to the hard work of our workforce, those from our project team to production shops and support codes, that saw this availability reach the finish line and I am very proud of each of you. From planning to implementation, everyone was able to come together as a team and get the job done. Your dedication to the mission drove us to a successful delivery, and now Toledo can return to the fleet ready to go. Fantastic work, team! Check out the full story on page 12.

Naval Foundry and Propeller Center (NFPC), one of our satellite locations located in Philadelphia, PA., reached a historic milestone in April in delivering the final major propulsor component for first-in-class submarine District of Columbia (SSBN 826) to General Dynamics Electric Boat. Years of planning and effort have been devoted to helping NFPC reach this milestone. NFPC members sought to innovate in the way they do business, raising the bar in multiple record-breaking pours for nonferrous casting in the Nation with the largest casting being well over 260,000 pounds with nearly one million pounds of bronze poured in all! Fantastic job, NFPC team! You can learn more on page 14.

I'm sure you all have seen announcements throughout the last couple months regarding

Naval Support Activity (NSA) Portsmouth Virginia and you may have some questions regarding what this means for the shipyard. In early February, our installation was officially established as NSA Portsmouth Virginia, becoming the "Home of Norfolk Naval Shipyard (NNSY)." Generally speaking, the installation covers the facilities and spaces outside the Controlled Industrial Area. All installation responsibilities now fall under Captain Gregg Benton, Officer in Charge, while NNSY remains under my leadership. Overall, NSA-Portsmouth encompasses NNSY as well as 42 other tenant commands. The separation of the installation from the shipyard gives shipyard leadership the opportunity to more fully focus on the shipyard and supporting the Fleet. We're continuing to work through this separation of services and responsibilities over the next several months, so I appreciate everyone's patience as we aim to finalize this process by October 2025. Check out the full story on page 18.

We recently had another significant milestone, not only for our shipyard, but also AUKUS (Australia, United Kingdom, United States). Four Australian civilian maintenance technicians from the Australian government's submarine company, ASC, graduated from the U.S. Navy's Radiological Controls Technician Qualifying School (RCTQS) held here at NNSY. The group's successful completion of this specialized training marks a key step in supporting Australia's acquisition of sovereign conventionally armed, nuclear-powered submarines under AUKUS Pillar I Optimal Pathway. You can learn more on page 16.

Now, let's talk about some important observances this month! May is now recognized as National OPSEC Awareness Month, helping to promote the importance of Operations Security (OPSEC) in protecting sensitive information and protecting NNSY, our Navy and Nation. During this month, individuals and organizations are encouraged to learn about the various security measures they can take to prevent unintended disclosure of information, whether through social media, email, or other communication methods. You can learn more on page 20.

At Norfolk Naval Shipyard, we recognize the critical importance of mental health and well-being for all of our employees and their families. During Mental Health Awareness Month, we take this opportunity to foster

an environment of support, understanding, and open dialogue about mental health. By prioritizing mental wellness, we aim to reduce stigma, increase awareness of available resources, and encourage a culture where seeking help is seen as a strength. Together, we can ensure that every member of our shipyard community feels valued, supported, and empowered to take care of their mental health, both on and off the job. If you're looking for additional assistance, you can contact the Employee Assistance Program at 1-844-DON-CEAP. In addition, another avenue available is the PANACEA Behavioral Health and Wellness Group, who offer mental health assessments and counseling at Callaghan Fitness Center every Tuesday from 9 a.m. to 4 p.m. Check out the full story on page 40. For more information or to make an appointment, please contact [info@panaceabhwc.com](mailto:info@panaceabhwc.com).

Lastly, we pause May 26 on Memorial Day to honor and remember the brave men and women who made the ultimate sacrifice in service to our country. This day serves as a solemn reminder of their selflessness, courage, and dedication to protecting the freedoms we hold dear. As we reflect on their sacrifices, we express our deep gratitude to the families who bear the heavy loss of their loved ones. Memorial Day is not just a time for remembrance, but also an opportunity for us to reaffirm our commitment to serving our Nation with the same sense of duty and honor exemplified by those who came before us. I invite you all to join us May 22 at the Bldg. 1500 Flagpole at 8 a.m. for our annual Memorial Day Fall-In for Colors Ceremony. Together, let's take the time to honor the fallen.

Thank you for your continued support in servicing our Nation's fleet. I will continue to do everything I can to ensure you stay informed, continue to be supported and have what you need to succeed.

Press Forward Team!

  
Capt. Jip Mosman  
Commander,  
Norfolk Naval Shipyard



## SHIPYARD COMMANDER

Capt. Jip Mosman

## EXECUTIVE OFFICER

Capt. Randy Reid

## COMMAND MASTER CHIEF

CMDCM Stephanie Canteen

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## READ STTF ONLINE

[www.dvidshub.net/unit/NNSY](http://www.dvidshub.net/unit/NNSY)



In recognition of NEXCOM's 79th Birthday, NSA Portsmouth Virginia Officer in Charge Captain Gregg Benton, NEX General Manager Monica Brown and NEXCOM employees celebrated with a cake cutting on April 1 at Scott Center Annex. (Photo by Danny DeAngelis, NNSY Photographer)



## NORFOLK NAVAL SHIPYARD MEMORIAL DAY FALL-IN FOR COLORS

May 22, 2025

8 a.m.

Bldg. 1500 Flagpole

Join us for this annual event in honor of our fallen military veterans of the U.S. Armed Forces!



# CHECK OUT THE NNSY LINKTREE TODAY!





Congratulations to Shop 98 of NNSY's Lifting and Handling Department (Code 700), closing out the year earning the Dec. 2024 Safety Flag! The shop had no injuries or lost workdays for the month. Shipyard Commander Captain Jip Mosman met with shop members March 24 to congratulate their earning this award. Shop 98 was awarded three safety flags in 2024 through a combination of increased safety surveillances, trainings and weekly safety meetings. At the recognition, certificates of appreciation were presented to Jerome Ruffins, Ron Denson, and Nate Gray for their efforts in contributing to a safer workplace. (Photos by Danny DeAngelis, NNSY Photographer)



Norfolk Naval Shipyard extended a hearty "Bravo Zulu" to its Production Resources Casualty Control Center (PRCCC) members March 17! Personnel were recognized for their dedicated efforts in assisting snow removal and restoring Norfolk Naval Shipyard to normal operations following the February 2025 snowstorm bringing the largest accumulation to the region in 15 years. "I wanted to bring everybody together to say thank you!" said Shipyard Commander Captain Jip Mosman during the recognition. "You all worked hard and because of your efforts, it was seamless." More than 80 members were presented a letter of appreciation at the event, with special recognition going to Cecil Lee and Tuesday Carathers for their dedicated service to the PRCCC coordinating needed resources and equipment. (Photos by Shelby West, NNSY Photographer)





Dog days of August? January blues? Not for NNSY's Temporary Services Department (Code 990), showing its commitment to safety year-round! On April 1, a joint recognition was held awarding Shop 89 the August 2024 Safety Flag, and Shop 99 the January 2025 Safety Flag! Code 990 has been dedicated to ongoing safety and improvement initiatives including additional safety surveillances, enhanced training and on-the-job workforce skill development. At the recognition, certificates of appreciation were presented to Shop 89's Keaton Wheeler, Tammy Frandsen, Timothy McDade, and Shop 99's Darrell Hawkins, and Brehonda Spence for their efforts in contributing to a safer workplace. Congratulations Code 990! (Photos by GSM1 Christian Bautista, NNSY Photographer)







Ten volunteers from Naval Support Activity Portsmouth, Virginia participated in a cleanup event April 9 at Scott Center Annex. Volunteers picked up 820 lbs. of trash and debris in under two hours. The installation cleanup is focused on providing a clean work/training and living environment for the installation's military, civilians, and families to ensure continued mission readiness. Thank you to everyone who participated! (Photos by Danny DeAngelis, NNSY Photographer)



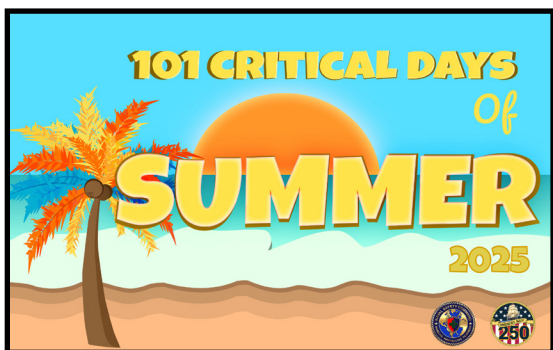
★ ★ ★  
*Memorial Day*

REMEMBER AND HONOR  
MAY 26, 2025





Congratulations to the Norfolk Naval Shipyard Comptroller Department (Code 600) and their OPSEC Coordinators Traci Owens and Anthony Knoch, who were awarded the First Quarter 2025 Excellence in Best OPSEC Practices Award Apr. 14. Code 600 and its coordinators have demonstrated effective OPSEC practices throughout the department, including the display and dissemination of important documentation including the Critical Information Cue Cards, Telephonic Threat Complaint forms, and the Do Not Discuss Classified Information labels on landline phones. In addition, they were recognized for their overall OPSEC posture within the department, the practice of the Clean Desk Policy by all personnel, and overall communication with the team regarding the latest information. The team was awarded the OPSEC flag and pennant as well as the Purple Dragon trophy to display in their area for the quarter. In addition, Owens and Knoch received a Certificate of Achievement for their efforts in leading the OPSEC charge. (Photos by Shelby West, NNSY Photographer)



The 101 Critical Days of Summer safety campaign is an annual Navy and Marine Corps initiative that spans from Memorial Day to Labor Day to increase awareness of potential risks related to off-duty recreational activities, as well as other summertime endeavors. We encourage the naval enterprise to continue getting out in front and not let our guard down in our collective efforts to educate about risk and understand behaviors that contribute to summer-related mishaps. To learn more about the campaign and to download additional safety information, please visit <https://navalsafetycommand.navy.mil/Off-Duty/101-CDOS>. Let's all work together to ensure a safe and wonderful summer!



# Connecting with our Community

Norfolk Naval Shipyard (NNSY) gives back to the Hampton Roads community in an empowering way. If you are interested in participating in future outreach events, please contact Erica Miranda at [erica.s.miranda2.civ@us.navy.mil](mailto:erica.s.miranda2.civ@us.navy.mil).

## Old Dominion University Digital Ship Challenge '25



NNSY employees, including members of the apprenticeship program, participated in a digital ship design competition Mar. 15 at Old Dominion University testing the creativity and critical thinkings of students regarding ship design. In support, NNSY presented different career paths available with live demonstration and presentation tools.

## Stonebridge STEM Career Fair



NNSY employees participated in Stonebridge Elementary School's STEM Career Fair Apr. 4. At this event, NNSY employees completed naval STEM activities to challenge the students and presented information about NNSY.

## STEM EXPO at Churchland Primary and Elementary



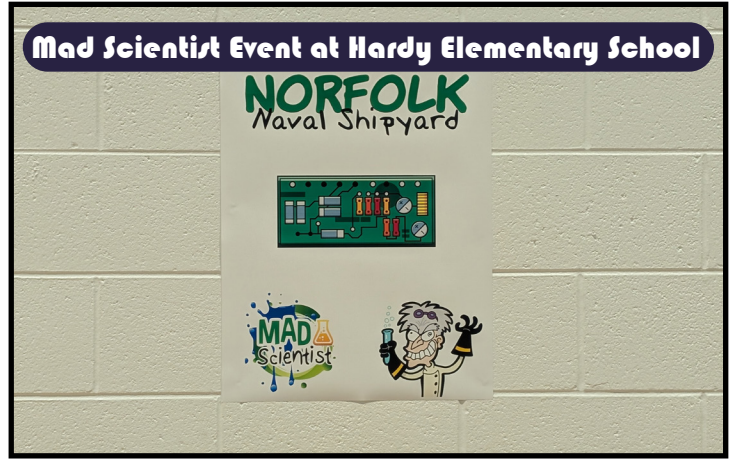
NNSY employees participated in Churchland Primary and Intermediate School's STEM EXPO Apr. 3. At this event, NNSY employees completed naval STEM activities to challenge the students and presented information about NNSY.





### Churchland Middle School STEM Night

NNSY employees participated in Churchland Middle School's STEM Night Mar. 25. At this event, NNSY employees completed naval STEM activities to challenge the students and presented information about NNSY.



### Mad Scientist Event at Hardy Elementary School

NNSY employees participated in the Mad Scientist event held at Hardy Elementary School Mar. 20. At this event, students were challenged with loading a submarine with material and ensuring that it remains at the accurate water level.



The Norfolk Naval Shipyard (NNSY) First Class Petty Officer Association (FCPOA) recently participated in the Adopt-A-Spot Cleanup in Portsmouth April 4. The team came together to clean up the perimeter of the base at Gate 15 and around the Pass and ID Office. A big thank you to 21 volunteers for helping to keep our shipyard and our community clean. (Photos Courtesy of the FCPOA)







Norfolk Naval Shipyard welcomed the Secretary of the Navy John Phelan Apr. 16 to meet with Navy leadership and our civilian workforce to discuss how we maintain, modernize and sustain our Nation's Fleet. Joined by Commander, U.S. Fleet Forces Command (USFFC) Adm. Daryl Caudle and Commander, Naval Sea Systems Command (NAVSEA) Vice Adm. James Downey, Phelan spoke with the America's Shipyard team as an opportunity to better understand challenges in ship maintenance and look for areas to improve readiness. (Photos by Danny DeAngelis, NNSY Photographer)



Norfolk Naval Shipyard (NNSY) Commander, Capt. Jip Mosman, joined NNSY Lead Sexual Assault Response Coordinator (SARC) Shalise Figueroa in April 2025 to sign the official proclamation for Sexual Assault Awareness and Prevention Month (SAAPM) at America's Shipyard. At NNSY, we stand united in our commitment to fostering a safe and respectful environment for all. We reaffirm our dedication to eliminating sexual violence through education, accountability, and support. This year's theme, "Step Forward. Prevent. Report. Advocate," reminds us that each of us has a role in creating a workplace where respect and dignity are upheld, and survivors are supported. Together, we honor the courage of those who speak out and renew our resolve to prevent sexual assault within our Navy and civilian workforce. (Photo by Shelby West, NNSY Photographer)



## Important Information

### » UPCOMING SERVICE CHANGES AT NSA PORTSMOUTH

For these announcements, Please contact SECO ENS Diana Olander at 757-396-3058 and [diana.s.olander.mil@us.navy.mil](mailto:diana.s.olander.mil@us.navy.mil) or ASECO Mr. John Powell at 757-396-8452 and [john.a.powell.civ@us.navy.mil](mailto:john.a.powell.civ@us.navy.mil) for more information.

Since April 2025, NSA Portsmouth, Virginia, has joined other installations in the region by allowing Uber and Lyft drivers to pick up and drop off personnel on the installation. These drivers have access to geo-fenced maps showing the areas they are allowed to drive within. Please ensure that if you use an Uber or Lyft ride, you do not ask the driver to go to any restricted areas. In general, the main limitation will be the CIA fence lines, which drivers will not be allowed to cross.

Beginning May 1, NSA Portsmouth will resume checking vehicle registrations and state inspection stickers at the gates to the Installation. Please take a moment to ensure that your vehicle documentation is up to date and current to avoid any delays when entering the base.

Starting May 7, a REAL ID will be needed at Pass and ID to obtain a CAC, Defense Biometric Identification System (DBIDS) card, or to be escorted on the installation with someone with access. Anyone with a valid CAC or Military ID will still be able to access the installation.

If you do not have a REAL ID, you will need to present alternative forms of identification, such as:

- Social Security Card
- Birth certificate
- Valid passport

These documents will be necessary for proper identification to be made for DBIDS or other types of IDs. Please ensure your identification is updated and compliant before this date to avoid any delays or issues with access. For more information on REAL ID, please visit <https://www.dmv.virginia.gov/licenses-ids/real-id/> or <https://www.ncdot.gov/dmv/license-id/nc-real-id/Pages/default.aspx/>.



**NORFOLK NAVAL SHIPYARD BLOOD DRIVE**

**AUG. 27-28 & OCT. 29-30, 2025**  
**BLDG. 1500 LOBBY**  
**8:30 A.M. TO 1 P.M.**

There is an urgent need for blood, including Type O. Walk-ins are accepted for all blood drive events.

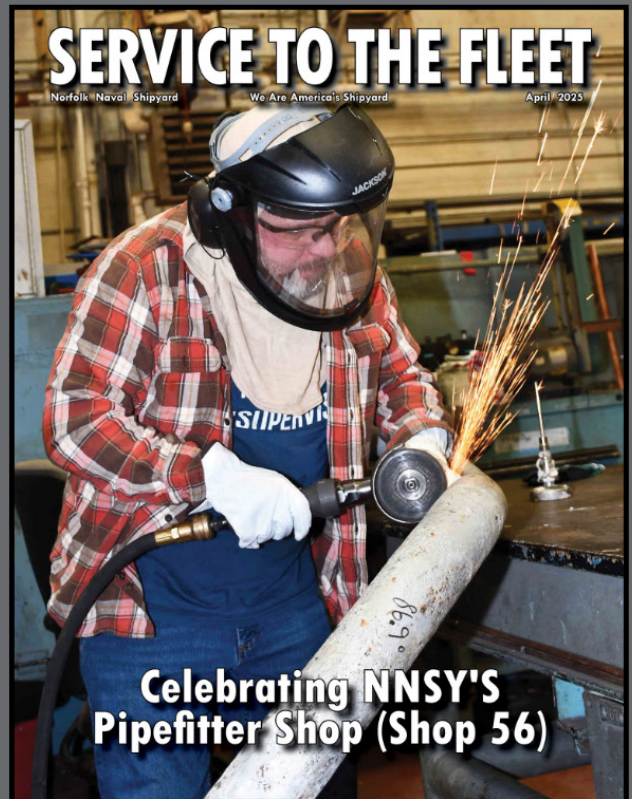
For more information, please contact Briana Darden at [briana.d.darden.civ@us.navy.mil](mailto:briana.d.darden.civ@us.navy.mil) or visit [www.health.mil/militaryblood](http://www.health.mil/militaryblood)

**PLEASE NOTE:** Due to scheduling conflicts, the drives scheduled for April 23-24, May 7-8, and June 24-25 are cancelled.

NNSY

# SERVICE TO THE FLEET

We Need You!



Do you have any story ideas? Upcoming events? Shipyard spotlight nominations, etc.?

We want to hear from you!

Contact NNSY PAO:  
[NNSY\\_PAO@us.navy.mil](mailto:NNSY_PAO@us.navy.mil)





# Norfolk Naval Shipyard returns USS Toledo to the Fleet following Engineered Overhaul

STORY BY MICHAEL BRAYSHAW • NNSY DEPUTY PUBLIC AFFAIRS OFFICER  
PHOTOS BY SHELBY WEST AND GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHERS

USS Toledo (SSN 769) returned to the fleet April 19, following successful completion of its Engineered Overhaul at Norfolk Naval Shipyard (NNSY).

Toledo's Engineered Overhaul involved maintenance requiring drydocking for refurbishment and modernization throughout the boat to extend its operational life.

"An Engineered Overhaul is a marathon, and I appreciate all the significant efforts from the project team, crew, and contracting partners to keep pushing us to the finish line," said Shipyard Commander Captain Jip Mosman.

The project team positioned itself for a successful availability by holding Strategic Planning Sessions for attaining equipment

and improving services, having ongoing meetings with the crew, and accomplishing advance work at Toledo's homeport in Groton, Connecticut prior to the boat's arrival to NNSY.

In addition, the project team performed a large amount of work pier side while the boat's hosting dry dock underwent structural upgrades as part of the Navy's Shipyard Infrastructure Optimization Program modernizing the Nation's four public shipyards.

To support nonstop execution of jobs during the overhaul, the project team established an Operations Control Center nearby the boat serving as a dedicated hub for resolving any work stoppages for the project team's mechanics, supervisors,





and zone managers.

A cross-functional group of 50 employees across shipyard production shops and codes rallied to support significant unplanned work on the boat's steering hydraulic cylinder prior to undocking.

Following its undocking in May 2024, Toledo's project team focused on moving the crew back onboard, completing jobs like mast and periscope installation, and conducting engine room testing.

"The Toledo team and all the codes, shops, and personnel in America's Shipyard who supported the efforts on the boat

should be very proud," said Mosman. "USS Toledo now returns to the Fleet ready to meet her mission!"

NNSY's mission to repair, modernize and inactivate Navy warships and training platforms directly supports NAVSEA's Strategic Framework and Line of Effort to generate readiness by ensuring maintenance, modernization and sustainment of ships, submarines and systems is completed on-time to maximize readiness and availability for fleet tasking.

For more information on NNSY's mission, visit: <https://www.navsea.navy.mil/Home/Shipyards/Norfolk/>





Members of the Naval Foundry and Propeller Center (NFPC) celebrate the delivery of the final propulsor component for the Columbia-class lead ship, the future USS District of Columbia (SSBN 826). Collectively, NFPC poured nearly one million pounds of bronze and removed well over 200,000 pounds of machine chips in developing four separate parts for the lead ship project. For more than a century, NFPC has manufactured propellers and propulsors for the U.S. Navy from their location in Philadelphia, offering unique capabilities and capacity to manufacture and deliver precision machined propulsor castings for undersea superiority.

# Naval Foundry and Propeller Center Delivers Final Propulsor Component for First Columbia-class Submarine

STORY BY NAVAL FOUNDRY PROPELLER CENTER PUBLIC AFFAIRS

PHOTO BY MARISSA WOLFE • NFPC PUBLIC AFFAIRS OFFICER

The U.S. Navy's Naval Foundry and Propeller Center (NFPC) delivered the final major propulsor component for the first Columbia-class ballistic missile submarine (SSBN), the future USS District of Columbia (SSBN 826), to General Dynamics-Electric Boat (GDEB) Apr. 8. GDEB accepted the component in Philadelphia, and transported it to the shipyard in Groton, CT, where it arrived April 10.

The delivery marks a historic milestone for NFPC, and the culmination of a years-long project. Well before the ship's keel was laid in 2022, NFPC was working on patterns, molds and castings for the propulsor – with the first sub-component pour in 2019 and the final large component being cast in 2021.

NFPC's journey to produce the propulsor for the District of Columbia has pushed engineering innovation to new heights, resulting in multiple record-breaking pours for nonferrous castings in the U.S. The largest casting involved was over 260,000 pounds and is already at GDEB for installation. Collectively, NFPC poured nearly 1 million pounds of bronze and removed well over 200,000 pounds of machine chips on the lead ship project.

Once completed, the District of Columbia will be the first ship of its kind, set to replace the Navy's current Ohio-class SSBNs.

The Columbia-class is the Nation's future Sea Based Strategic Deterrent, the Navy's number one acquisition priority, and will provide the most survivable leg of the Nation's strategic triad. The class will ensure continuous sea-based strategic deterrence into the 2080s and will be the largest, most capable and most advanced submarine produced by our Nation.

NFPC has produced four components for District of Columbia. Once completed at the foundry the components are transported by truck or barge to GDEB shipyard, which is responsible for final assembly of all Columbia-class submarines.

In addition to producing propulsors for the next three ships in the Columbia-class, NFPC has continued work for the Navy's Virginia-class fast attack submarines.

NFPC has been manufacturing propellers and propulsors for the U.S. Navy for more than 100 years in Philadelphia. The current workforce benefits from a wide range of individual experience, with team members ranging from trade school graduates to seasoned engineers and mechanics with over 40 years of service all working together. NFPC offers unique capabilities and capacity, achieving its mission to design, manufacture and deliver precision machined propulsor castings for undersea superiority.



# LEADERSHIP PROGRAM OPPORTUNITIES AVAILABLE BEGINNING MAY 1

## Journey Level Leadership Program (JLL)

The Journey Level Leadership Program (JLL) is a one-year program for high performing, GS 11-13/equivalent civilian employees with three or more years of NAVSEA experience and demonstrated progressive leadership experience. In JLL you will expand your horizons and leadership potential with classroom instruction, networking, team building, an experiential 90-day rotation, and a Capstone project pursuing an issue that aligns with the NAVSEA Campaign Plan. The program uses mentoring, professional assessments, and personalized feedback to maximize its impact.

The JLL supports NAVSEA's leadership mission with a talent pipeline given common language, experiences, and connection with NAVSEA existing and developing leaders. The program's NAVSEA-centric focus broadens the horizons of participants by connecting them to Headquarters, Shipyards, Warfare Centers, Regional Maintenance Centers, and other elements within the Enterprise.

This exciting program strengthens and develops your personal leadership abilities in project management, problem and conflict resolution, team building, time management, and virtual communication skills. These enhanced leadership traits, position JLL graduates to pursue new career challenges within NAVSEA.

**Cost:** All travel and per diem costs will be centrally funded. Labor will be paid by individual activities.

**Qualifications for JLL program include:**

- NAVSEA Civilian employees, GS 11-13 (equivalent)
- Three (3) or more years of NAVSEA service by start of program
- Able to commit to a 3-month rotation away from your home activity
- Supervisor and Organization Sponsor support (endorsements) to pursuit of the opportunity
- Drive and desire to improve your skills, knowledge and capabilities
- Commit to a 12 month Continued Service Agreement upon completion of graduation

**Application requirements for JLL program include:**

- 1) Assemble the following in a single pdf not to exceed nine pages for uploading:
  - Application signatures: You obtain Applicant and Supervisor. SES/Flag-level endorsement will be obtained by the NNSY Advance Leadership Program Managers in the next step.
  - Capstone preferences
  - Complete responses to narrative questions
  - Resume (2 page maximum)
  - Last 3-year performance ratings
- 2) Submit questions regarding JLL and APPLICATIONS by 12 p.m. Thur., May 15, 2025 to Shelly A. Simpson [shelly.a.simpson2.civ@us.navy.mil](mailto:shelly.a.simpson2.civ@us.navy.mil) and Lauren Warne [lauren.l.warne.civ@us.navy.mil](mailto:lauren.l.warne.civ@us.navy.mil).
  - NNSY Advance Leadership Program Managers will review for completeness of requirements and obtain Department Head Endorsement, then if applicable, SES/Flag-level endorsement. **NOTE:** Nomination packages received after this deadline, or incomplete packages, will not be considered.
- 3) Applications will be returned to the JLL applicants the week of June 2- 5. Download and complete the JLL application packages in Waypoints (24-NAVSEA-Journey Level Leadership (JLL) Program Application package) by COB Fri., June 6, 2025. **NOTE:** Nomination packages received after this deadline, or incomplete packages, will not be considered.

For information regarding JLL, FAQ's, reference library and the application package, visit the JLL website: [https://flankspeed.sharepoint-mil.us/sites/NAVSEA\\_10D5](https://flankspeed.sharepoint-mil.us/sites/NAVSEA_10D5).

## Next Generation (NEXTGEN) Leadership Program

Naval Sea Systems Command (NAVSEA) created the Next Generation (NEXTGEN) Leadership Program to develop capable leaders for NAVSEA, now and in the future. This self-paced program is available enterprise wide. Individuals will gain leadership skills through a blended course approach (classroom & online) which involves assessment, experiential learning, and individual development opportunities. The program's goal is to prepare GS 7 -11 employees for future management positions within NAVSEA and increase retention rate of employees at the entry level.

**Cost:** All travel and per diem costs will be centrally funded. Labor will be paid by individual activities.

**Qualifications for NextGen program include:**

- NAVSEA Civilian employees, GS 7-11/equivalent
- One full year of NAVSEA experience (no more than three years)
- Commit to a 12-month Continued Service Agreement upon completion of graduation

**Application requirements for NextGen program include:**

- 1) Assemble the following:
  - Application signatures: You obtain Supervisor endorsement. SES/Flag-level endorsement will be obtained by the NNSY Advance Leadership Program Managers in the next step.
  - Complete responses to narrative questions (maximum of two pages for three questions)
  - Resume (two-page maximum)
  - DAWIA transcript (if applicable)
  - Department Head Endorsement Form (Local NNSY requirement)
- 2) Submit questions regarding NextGen and APPLICATIONS by 12 p.m. Thurs., June 5, 2025 to Shelly A. Simpson [shelly.a.simpson2.civ@us.navy.mil](mailto:shelly.a.simpson2.civ@us.navy.mil) and Lauren Warne [lauren.l.warne.civ@us.navy.mil](mailto:lauren.l.warne.civ@us.navy.mil).
  - NNSY Advance Leadership Program Managers will review for completeness of requirements, vet for eligibility, and obtain Department Head Endorsement, then if applicable, SES/Flag-level endorsement. **NOTE:** Nomination packages received after this deadline, or incomplete packages, will not be considered.
- 3) Applications will be returned to the NextGen applicants the week of June 30-July 3. Download and complete the NextGen application packages in Waypoints (24-NAVSEA Next Generation Leadership (NextGen) Application Package) by COB Wed., July 9, 2025. **NOTE:** Nomination packages received after this deadline, or incomplete packages, will not be considered.

For information regarding NextGen, FAQ's, reference library and the application package, visit the NextGen website: [https://flankspeed.sharepoint-mil.us/sites/NAVSEA\\_10D5](https://flankspeed.sharepoint-mil.us/sites/NAVSEA_10D5).







# Forging the Future: U.S. Trains First Australian Radiological Control Technicians to Support AUKUS Submarine Force

STORY BY NORFOLK NAVAL SHIPYARD, PEARL HARBOR NAVAL SHIPYARD & INTERMEDIATE MAINTENANCE FACILITY, AND AUKUS INTEGRATION AND ACQUISITION PUBLIC AFFAIRS  
PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

In a milestone for the AUKUS (Australia, United Kingdom, United States) enhanced trilateral security partnership, four Australian civilian maintenance technicians from the Australian government's submarine company, ASC, graduated from the U.S. Navy's Radiological Controls Technician Qualifying School (RCTQS) at the Norfolk Naval Shipyard March 26, 2025. The group's successful completion of this specialized training marks a key step in supporting Australia's acquisition of sovereign conventionally armed, nuclear-powered submarines under AUKUS Pillar I Optimal Pathway.

The RCTQS provides the specialized training required to uphold the U.S. Navy's nuclear and radiological safety standards and ensure compliance with U.S. regulatory requirements. The rigorous six-month program provides detailed theoretical and

practical-skills training with participants demonstrating their knowledge and abilities through comprehensive assessments and examinations. Upon qualification, these technicians are responsible for ensuring adherence to U.S. radiological controls requirements and standards during the operation and maintenance of naval nuclear propulsion plants at nuclear shipyards and maintenance activities. Since its inception, RCTQS has been instrumental in developing personnel with the knowledge and skills necessary to protect Sailors, workers, the public and the environment.

"This is an intense, demanding school that teaches complex theory and application of radiological controls," said RCTQS instructor Donald Sweeney. "The Australian students were well prepared, focused, and committed from day one. They





continue to exceed expectations at every step and are well positioned to perform their roles on conventionally armed, nuclear-powered submarines in their home country. I look forward to hearing about their future success.”

The ASC technicians started their training in the fall of 2024 after spending three months training at the Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) in Hawaii. Over the next three years, approximately ten ASC technicians will enter the RCTQS program.

“Having the Australian maintenance personnel training and working side-by-side with our American trainees builds Australia’s technical expertise and readiness to keep the U.S. submarines assigned to Submarine Rotational Force – West ready to operate,” said Meganne Atkins, acting director of the AUKUS Integration and Acquisition Office.

Norfolk Naval Shipyard (NNSY) Commander Capt. James “Jip” Mosman emphasized the benefits of the collaboration: “Incorporating the Australian technicians into our training facility has been a great opportunity to build a positive and productive partnership. The intensive training they received lays the groundwork for them to effectively lead and execute radiological operations.”

Participating in the training has been an invaluable experience for the Australian cohort.

“The skills and knowledge we have gained as well as the professional relationships we have forged are essential for us to safely and securely steward Australia’s conventionally armed, nuclear-powered submarines,” said ASC trainee Steve\*. “We are more confident than ever in our ability to meet Australia’s regulation requirements and to uphold the responsibility imposed upon us in our duties to maintain the integrity and viability of the program.”

More than 130 Australian civilian submarine maintainers are currently training at PHNSY & IMF to maintain nuclear-powered fast-attack submarines. “As the lead maintenance activity for Submarine Rotational Force – West, we are charged with ensuring the Australian personnel are ready to conduct maintenance on U.S. submarines,” said Capt. Ryan McCrillis, PHNSY & IMF’s commander. “Being able to send RCTQS trainees to Norfolk, Virginia, where the Navy has established

this centralized high-quality training facility, ensures that when our submarines start rotating to Western Australia, the right people with the right training are ready to keep them fit to fight.”

The AUKUS trilateral security partnership strengthens the participating nations’ lethality and warfighting capabilities, enhances readiness by adding capacity and resilience to the submarine industrial base and is essential to securing a free and open Indo-Pacific region through operating more interoperable high-end allied warships to deter aggression.

The AUKUS I&A Program Office is the U.S. Navy office responsible for executing the trilateral partnership to assist Australia in acquiring conventionally armed, nuclear-powered attack submarines at the earliest possible date while setting the highest nuclear stewardship standards and continuing to maintain the highest nonproliferation standard.

Norfolk Naval Shipyard, one of the nation’s four public shipyards, focuses on generating fleet readiness and putting more combat-ready platforms at sea. As part of a broader effort to standardize radiological training across the service, the U.S. Navy established the RCTQS at the shipyard in 1996. Developed with input from multiple naval shipyards, the program has continuously evolved to incorporate the latest safety protocols and technological advancements. To date, RCTQS has trained nearly 7,000 radiological control technicians, playing a vital role in supporting the Naval Nuclear Propulsion Program.

Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility is a field activity of Naval Sea Systems Command and a one-stop regional maintenance center for the U.S. Navy’s surface ships and submarines. It is the largest industrial employer in the state of Hawaii, with a combined civilian and military workforce of approximately 6,400. It is the most comprehensive fleet repair and maintenance facility between the U.S. West Coast and the Far East, strategically located in the heart of the Pacific, being about a week’s steaming time closer to potential regional contingencies in the Indo-Pacific.

***\*Per ASC protocols, employee last names are not publicly released***





# Naval Support Activity Portsmouth Virginia Established Separating Shipyard and Installation Responsibilities

**STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST  
PHOTOS BY GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHER**

Naval Support Activity (NSA) Portsmouth Virginia was established in early February. All installation responsibilities now fall under Captain Gregg Benton, Officer in Charge, while NNSY remains under the leadership of Shipyard Commander, Captain Jip Mosman. The establishment of the installation gives Mosman the opportunity to more fully focus on the shipyard and supporting the Fleet. NNSY is now a tenant of NSA Portsmouth Virginia.

“NNSY had a combined organizational structure, with the Shipyard Commander and staff being responsible for both the Base Operating Services (BOS) for NNSY’s main site and eight annexes, as well as waterfront ship and submarine repair, refueling, and modernization operations, and reporting to both Commander Navy Installations Command (CNIC) and Naval Sea Systems Command (NAVSEA),” said NSA Portsmouth Virginia Executive Director Dwaine Whitham. “These BOS functions took focus away from the Shipyard Commander’s

key mission.”

Whitham continued, “Further, the proposed organizational changes bring NNSY into alignment with other [public] shipyards and is consistent with the Shore Command and Control (C2) Navy Corporate Forum (NCF) initiative.”

NSA Portsmouth joins the other installations under the leadership of Commander Navy Region Mid-Atlantic (CNRMA). “We have reached initial operational capabilities for NSA Portsmouth Virginia,” said Benton. “I want to thank everyone for helping us achieve our newest milestone.”

NSA Portsmouth Virginia is home to Norfolk Naval Shipyard and more than 40 other tenant commands. The installation is responsible for annexes and areas including St. Juliens Creek Annex, Scott Center Annex, Southgate Annex, Paradise Creek, and New Gosport Military Housing.

NNSY and NSA Portsmouth Virginia will continue to divide their services and responsibilities over the next several months





with the official establishment ceremony planned for October 2025. Personnel and community members will notice new signage going up over the next few months with a new logo that represents the mission and vision of NSA Portsmouth Virginia. "Even though we have divided into two commands, NNSY is committed to continue to work with the installation to ensure the transition is smooth. Undoubtedly, we will learn more and find gaps as we operate separately as much as possible," said Mosman. "Thank you to all personnel at both commands for all you do in support of our Navy and our nation."

The following services were previously managed by NNSY and are now under NSA Portsmouth Virginia: Port Operations; Emergency Management Services; Fire and Emergency Services; Force Protection; Explosive Safety; Environmental Compliance; Conservation; Base Support Vehicle and Equipment; Facility Investment; Facility Management; Real Estate; Facility Services; Utilities; Unaccompanied Housing; Morale and Welfare Recreation Functions; Child and Youth Programs; Family Housing; Intra-Station Moves; Fleet and Family Readiness; Community Support; and Fuel Support.

"The establishment of NSA Portsmouth Virginia will allow Captain Mosman and I to concentrate on NAVSEA requirements," said NNSY Executive Officer Captain Randy Reid.

"The establishment of NSA Portsmouth Virginia created an organization that concentrates just on the installation and that will be a benefit to the shipyard in the long run," said Reid. "This streamlined and concentrated effort will create a better product for both NNSY and the installation once everything is fully restructured."



# Shipyard Trivia

BY MARCUS ROBBINS • NNSY HISTORIAN



USS Coral Sea was constructed at and launched from the Newport News Shipbuilding and Dry Dock Company on April 2, 1946. It was placed into commission on October 1, 1947 at Norfolk Naval Shipyard (NNSY). Over its active service-life the ship saw duty both in the Atlantic and the Pacific Oceans including wartime service off of Vietnam. Over time, it rightly earned the nickname of the "Ageless Warrior."

Ships shall sail the ocean blue seemingly all alone on a clear course, yet no matter how large an ocean might be, sometimes a voyage collision happens and for the Coral Sea that fact was no different. On the night of April 11, 1985, while conducting flight operations off the coast of Cuba, the Coral Sea collided with the Ecuadorian oil tanker, the Napo.

Coral Sea, having recently left NNSY at the end of January 1985 after an extensive 16-month long overhaul, suddenly found itself in need of voyage repairs and arrived back on April 19, 1985 for emergent structural repairs. The ship rested on the blocks in Dry Dock 8 that Friday afternoon, and by Saturday morning the shipyard's workforce were well into the tasks of rip outs, main deck repairs and superstructure work. Drawings, designs, parts and teamwork from dozens of shops and codes across the shipyard had come together on short notice in response to Coral Sea's needs.

Shipyard Commander Capt. Michael Gluse wrote to the workforce in Service To The Fleet a short but concise column with the title "We've got work to do" in his Commander's Comments on April 19, 1985. The takeaway paragraph for myself as I was here to witness this availability is where the CO states, "It's going to be tough but that isn't new to us. This yard's heritage is full of tough assignments done well, of getting damaged ships back to sea because our Navy and our nation needs them there."



As written within the June 2017 issue of Service To The Fleet, our then NNSY Structural Department (Code 920) Production Manager J. C. Arline gave the following statement in regard to the repairs. "We did the bow for the Coral Sea when it was wrecked [in 1985]. We built that bow right here in the shop, and floated it on a barge around to Dry Dock 8. They took it off and set it onboard." Code 920's efforts contributed to Coral Sea's repair finishing early and six million dollars under cost.



After the conclusion of this unique repair, a recognition photo was taken in the bottom of the dock with the NNSY workforce team and Capt. Gluse. The ship was sent back to duty on June 10, 1985 with a "new car look."





THINK. PROTECT. OPSEC.



NATIONAL

OPSEC

Awareness Month

MAY  
2025





# Securing Our Future: Celebrating the Importance of Protecting Information During National OPSEC Awareness Month

**STORY AND PHOTO BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST**  
**GRAPHIC BY LORENZO RAINES • NNSY VISUAL INFORMATION SPECIALIST**

In today's digitally connected world, it's more important than ever before to safeguard information in your personal and professional environments – especially from those who seek that information to exploit it for their own means. At Norfolk Naval Shipyard (NNSY) and across the Department of the Navy (DON), the Operations Security (OPSEC) Program instills upon the workforce the necessity to protect our Nation's Critical Information and Indicators (CII) from our adversaries. In May, we celebrate National OPSEC Awareness Month across our enterprise, rallying around this important initiative as we work together to protect our Navy's vital assets.

"At NNSY, it's important that we think about OPSEC as more than just training or a poster or bulletin you see hanging up on the walls across the shipyard," said NNSY OPSEC Program Manager Terri McCoy. "We live in a time where information can be shared across the world in mere moments – thanks to an abundance of information meshed with technology like cell phones or social media making information readily available to all. Even unclassified details that may seem insignificant to most are pieces of a puzzle, and when placed together can form a picture for our adversaries of operations conducted inside our gates. Our program highlights best practices on a variety of topics in order for our workforce to best safeguard our information, encouraging routinely applying OPSEC into our daily activities to enhance our effectiveness in protecting ourselves and the work we do for our Nation's fleet."

OPSEC is defined as a process used to protect sensitive information from falling into the wrong hands. Originally developed by the U.S. military during the Vietnam war, the Commander in Chief of the Pacific Fleet, Admiral Ulysses Sharp, launched Purple Dragon teams to conduct self-assessments monitoring daily operations throughout the fleet. Through those actions, the Purple Dragon teams discovered that small, seemingly insignificant details of operations, once gathered and combined, would give the adversaries valuable sensitive information that could be detrimental if used against them. Since the early days, the program has continued to evolve with the world, aiming to ensure our Nation is able to make the best choices in order to have the necessary safeguards in place to protect all information from falling into the wrong hands.

At NNSY, the OPSEC Program spans across the shipyard with OPSEC Coordinators assisting their shops and codes to follow routine processes and procedures in order to protect information, including utilizing a continuous cycle of a six-phase process: identify critical information; analyze threat; analyze vulnerabilities; access risk; apply countermeasures; and periodic assessment. Together, the workforce is expected to identify CII that could be valuable to our adversaries, determine the overall threat and what vulnerabilities could garner access to that information, place countermeasures in

order to safeguard that information, and routinely access those practices to ensure we are doing everything we can to protect information and prevent anything from falling into the wrong hands. In addition to these daily actions, each department or code is required to provide all employees with key items to be placed either in their workspaces or on their person, including the CI Cue Card, Telephonic Threat Complaint Form, DoD Form 2056 Phone Labels, OPSEC Pocket Cards as well as access to the NNSY Critical Information and Indicators List (CIIL) that lists essential facts, elements and components of the program.

As shipyard teams work hard around the clock to practice OPSEC in their workspaces, an assessment is conducted every quarter to determine which code or department excelled the most in regards to OPSEC that particular quarter. Those recognized are presented the official NNSY OPSEC flag and the Purple Dragon trophy by the OPSEC Program Manager and Shipyard Commander, Capt. Jip Mosman, for their achievements, as well as a pennant and certificates of achievements for their OPSEC Coordinators who led the charge. Overall, NNSY's OPSEC Program has seen much success as the team rallies together in order to take control of CII and its protection.

"OPSEC is more than just a checklist – it's a mindset," said McCoy. "Regardless of the medium where the information resides: print, electronic data on the internet, agency databases, electronic mail, and, in some cases, on personal electronic devices - OPSEC awareness for the individual employee of NNSY means being aware of the information accessed daily and understanding the most mundane information may be golden in the hand of adversaries. From a simple social media post to unguarded conversations in public places, small oversights can lead to significant vulnerabilities. As we take the time to celebrate National OPSEC Awareness Month in May, it's important to be reminded to stay vigilant about what we share and how we share it, reinforcing the idea that security is everyone's responsibility."

Ultimately, OPSEC is about being aware and recognizing that even the most seemingly harmless information can tie into a larger, potentially dangerous picture should it fall into the hands of our adversaries. In celebration of National OPSEC Awareness Month, there will be a DoN OPSEC Virtual Symposium held May 8 from 8:30 a.m. to 3:30 p.m. via Teams as well as First Annual OPSEC Awareness Symposium May 15 from 9:30 a.m. to 3:30 p.m. at Naval Station Norfolk's C-9 Theater, giving insight on the latest information regarding OPSEC for our Navy workforce. To learn about the DoN OPSEC Program and National OPSEC Awareness Month activities, visit <https://www.navifor.usff.navy.mil/opsec/>. To learn more about the Purple Dragon, visit <https://www.dvidshub.net/news/379440/opsec-history-purple-dragon>.





Scott Durdle recently became Norfolk Naval Shipyard's Nuclear Production Manager (Code 300N). "I'm excited about this new opportunity to lead the Nuclear Production Department to deliver the ships and submarines back to the fleet to continue to support the Navy's mission," said Durdle.

## Norfolk Naval Shipyard's Nuclear Production Manager Scott Durdle Brings New Perspective to the Position

STORY AND PHOTOS BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

Normally, Norfolk Naval Shipyard's (NNSY) Nuclear Production Managers (Code 300N) start their shipyard career as a mechanic and work their way up to become the Nuclear Production Department Head; however, this wasn't the case for NNSY's newest Nuclear Production Manager, Scott Durdle, who recently took over the position after starting his NNSY career in April 2023.

"I served over 30 years in the U.S. Navy before becoming a shipyard employee, but this isn't my first time working at NNSY," said Durdle. "I was stationed at the Norfolk Naval Shipyard Naval Reactors Representative's Office serving first as the Moored Training Ship Conversion Program Manager and then as the Deputy Naval Reactors Representative until I retired as a Commander in September 2022."

Durdle also completed tours at the Naval Reactors Field Offices at Nuclear Power Training Unit (NPTU) Charleston and NPTU Ballston Spa, where he provided oversight of day-to-day operations, planned and executed maintenance shutdowns, and trained students and staff. He completed tours onboard

the Los Angeles-class attack submarine USS Albuquerque (SSN 706) and the Nimitz-class nuclear aircraft carrier USS John C. Stennis (CVN 74).

"After retiring from the Navy in 2022, I became a defense contractor for about a year," said Durdle. "It was a remote job, which I wanted to like, but I missed my three passions: personal development, delivering ships to the fleet and project management. This particular job did not have any of those. There wasn't any camaraderie either and I missed that. Fortunately, NNSY's Operations Manager (Code 301) position became available. This was a perfect fit for me. I applied and was hired in April 2023 which eventually led me to becoming Nuclear Production Manager."

Code 300N is responsible for approximately 500,000 mandays a year of nuclear work, which is approximately one-third of the workload NNSY performs. This includes nuclear work performed at Naval Submarine Base Kings Bay, Georgia; NPTU Charleston; NPTU Ballston Spa; and Nuclear Regional Maintenance Department (NRMD) Norfolk, Virginia.



"Unlike most of my successful predecessors, I was not 'born and raised' at NNSY as a civilian employee," said Durdle. "I do believe, however, with my experiences as both enlisted and as an officer, service aboard both aircraft carriers and submarines, and 18 years working for Naval Reactors that I bring a different perspective to this position where I understand the business from a different lens than most people see it. It is with this perspective and experience that I aim to make Code 300N the best department possible and focus on completing nuclear work with first-time quality."

Durdle hails from Sheridan, Michigan. After graduating high school, Durdle knew he wasn't ready for college, and thought joining the Navy would be a good holdover choice until he figured out what he wanted to do.

"I was a straight C student all through high school. I did just enough to get by," said Durdle. "A friend of mine who had enlisted in the Navy came back and told me about all this money he was getting for joining the Navy's nuclear program. I liked this idea, so I joined the Navy as a nuclear electrician's mate. What started as a six-year commitment, ended up being a 30-year career."

During his career, Durdle found himself becoming a "lifetime learner." He's earned a bachelor's degree in business administration at Limestone College, Gaffney, South Carolina and a second bachelor's in nuclear engineering technology at Excelsior College, Albany, New York. He most recently earned a master's degree in project management from Liberty University, Lynchburg, Virginia; and is certified as a Project Management Professional (PMP) by the Project Management Institute. Additionally, in 2024 Durdle became a certified John Maxwell Speaker, Trainer, and Coach.

"Not only did I focus on college during my time in the Navy, but I also worked on qualifications above that required for my pay grade," said Durdle. "I qualified as engineering watch supervisor as a second class petty officer and engineering officer of the watch as a first class petty officer. Both of those accomplishments were rare onboard submarines because those positions were geared towards Sailors and officers of higher ranks."

So what made Durdle go from a straight C high school student to a successful "lifetime learner?"

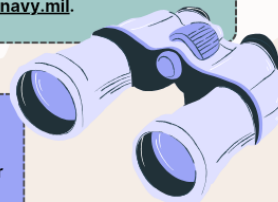
"I married my high school sweetheart, Marianne, and I became responsible for somebody other than myself," said Durdle. "It gave me a drive from that time moving forward and I headed on a lifelong pursuit of bettering myself. This allowed me to provide for my wife of 33 years to allow her to focus on raising our three children. This was my initial drive but now I just enjoy continuing to learn as much as I can about project management, leadership, and any other topic that seems interesting."

He added, "Now I will face new challenges, continue to learn and pass down the knowledge and experience I have gained over the years to Code 300N employees for their professional development growth. It is my hope one day, that many Code 300N personnel will commit to becoming 'lifetime learners' and show our Navy, our country and the world why Norfolk Naval Shipyard is America's Shipyard!"



## REMEMBER TO FOLLOW THESE REQUIREMENTS.

Spring is here and summer is approaching fast. As a government worker (civilian and military) there are DoD requirements that have to be met at least 30 days prior to travel on leave or official travel to a foreign country. Foreign travel also include cruises to island destinations. For more information, please reach out to your department security coordinator or to Lisa Lafitte at [lisa.m.lafitte.civ@us.navy.mil](mailto:lisa.m.lafitte.civ@us.navy.mil).



01

There are instructions that govern what is required of you as a government employee in order to be able to travel to a foreign country for Official Travel and/or Personal Leave. (DoD Directive 4500.54G Foreign Clearance Guide) Refer to <https://www.fcg.pentagon.mil> (FCG) Sections 1, 3 & 4 for guidance on what is required.



02

Remember the requirements are not the same for every country.

03

There are required trainings that must be completed prior to receiving your travel brief from security, which can be found at <https://www.fcg.pentagon.mil/>.

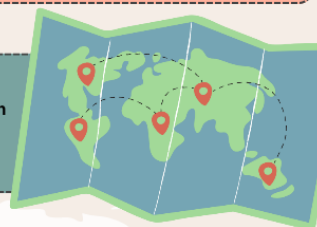


04

For Military members a brief is required for both Official Travel (TDY/TAD) and Personal Travel Leave (depending on travel location).

05

For DOD Civilians a brief is only required for Official Travel Only, unless otherwise stated in the DOD Foreign Clearance Guide. Go to <https://www.fcg.pentagon.mil>.



06

Contact your (DSC) Departmental Security Coordinator for any further questions.





# Norfolk Naval Shipyard Engineering and Planning Department Shifts Leadership to Accelerate Force Generation

STORY AND PHOTO BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST



With world events constantly changing, the U.S. Navy needs to change as well to continue to conduct its mission of protecting America at sea. Alongside its allies and partners, the Navy defends freedom, preserves economic prosperity, and keeps the seas open and free. The United States is engaged in long-term competition. To defend American interests around the globe, the U.S. Navy must remain prepared to execute its timeless role, as directed by Congress and the President.

"Navy leadership is looking at everything through a warfighting lens, and so must we. The time is now to increase the Navy's capability and capacity so we can be ready to surge effectively," said Naval Sea Systems (NAVSEA) Commander Vice Adm. James Downey.

One change NAVSEA made to support this effort was aligning all four public naval shipyards to have a senior naval officer as the Engineering and Planning Department Head (Code 200). It was not uncommon for the public shipyards to have a civilian employee in this role prior to the change.

"I think part of assigning a Captain to lead Code 200 is to help us challenge what processes we use today; what metrics we look at; and whether or not we can change, amend, or remove burdensome processes – those which overwhelmingly influence success for mechanics on the waterfront," said NNSY's Planning and Engineering Officer Capt. Jonathan Gandy. "Plus, naval officers who lead in shipyards have lived on both sides of the fence – as a Sailor on ships or submarines, as well as in various naval shipyard leadership roles where civilians carry the weight of successful work execution on which the Fleet so desperately depends. Our NNSY military leadership have the potential and the obligation to strengthen communication, relationships and workflow between the Fleet and our civilian shipyard employees."

Up until recently, Gandy was NNSY's Production Resource Officer (Code 900) for approximately 15 months where he was in charge of the majority of the shipyard shops that train and equip the mechanics to perform their duties to return the ships and submarines to the active fleet ready to support the

Navy's mission.

"Capt. Gandy brings an experience and perspective not only from his time at prior commands, but also from his time here at NNSY as Code 900," said Norfolk Naval Shipyard Commander Capt. Jip Mosman. "He has a strong desire to work on changing how we do business, not for the sake of change, but for improving results. His focus on people, the processes, and the deliverables will most certainly help Code 200 be the best that it can be in support of our mission."

The entities that today form Code 200 can trace their origin back to 1866, though the department title or designation has changed and evolved in the years since. Until 1993, the individual who led what is today's Engineering and Planning Department was a military officer, the last being Capt. Robert P. Schack. He turned over to the late Laurence Dutton, a former 82nd Airborne paratrooper, who became the first civilian to lead Code 200 and retired in January 2009 with 46 years of service at NNSY. Since then, Code 200's department head has continued to be a senior civilian employee until March 31st when Gandy became the Engineering and Planning Officer.

The Engineering and Planning Department is the organization that provides the technical direction for the mechanics to perform the work on the submarines and aircraft carriers at the shipyard. One of the functions of Code 200 is to provide task group instructions, often referred to by their acronym TGIs, to the mechanics before starting the task they are assigned to do. Code 200 also plays a pivotal role as the aircraft carrier planning yard, a capacity in which NNSY influences the modernization and upkeep work on aircraft carriers on both East and West Coasts.

"Code 200 is involved in all the different overhaul and repair efforts on the aircraft carriers and submarines at the shipyard for maintenance, repair and modernization," said Gandy. "In addition, we go beyond the shipyard gates to conduct emergent repairs on ships and submarines on deployment and even augment our private yard partners who do work on amphibious ships. A recent high-profile example is when the shipyard sent a flyaway team to Souda Bay, Greece to repair the damage sustained by the USS Harry S. Truman (CVN 75) following a collision with the merchant vessel, the Besiktas-M, on February 12th. Engineers from Code 200 worked side-by-side with mechanics to return a Navy capital asset back on mission."

Although the future isn't always clear, one thing is for certain. Code 200 will do its part to the best of its abilities to ensure ships and submarines are delivered back to the fleet on time and ready for tasking.

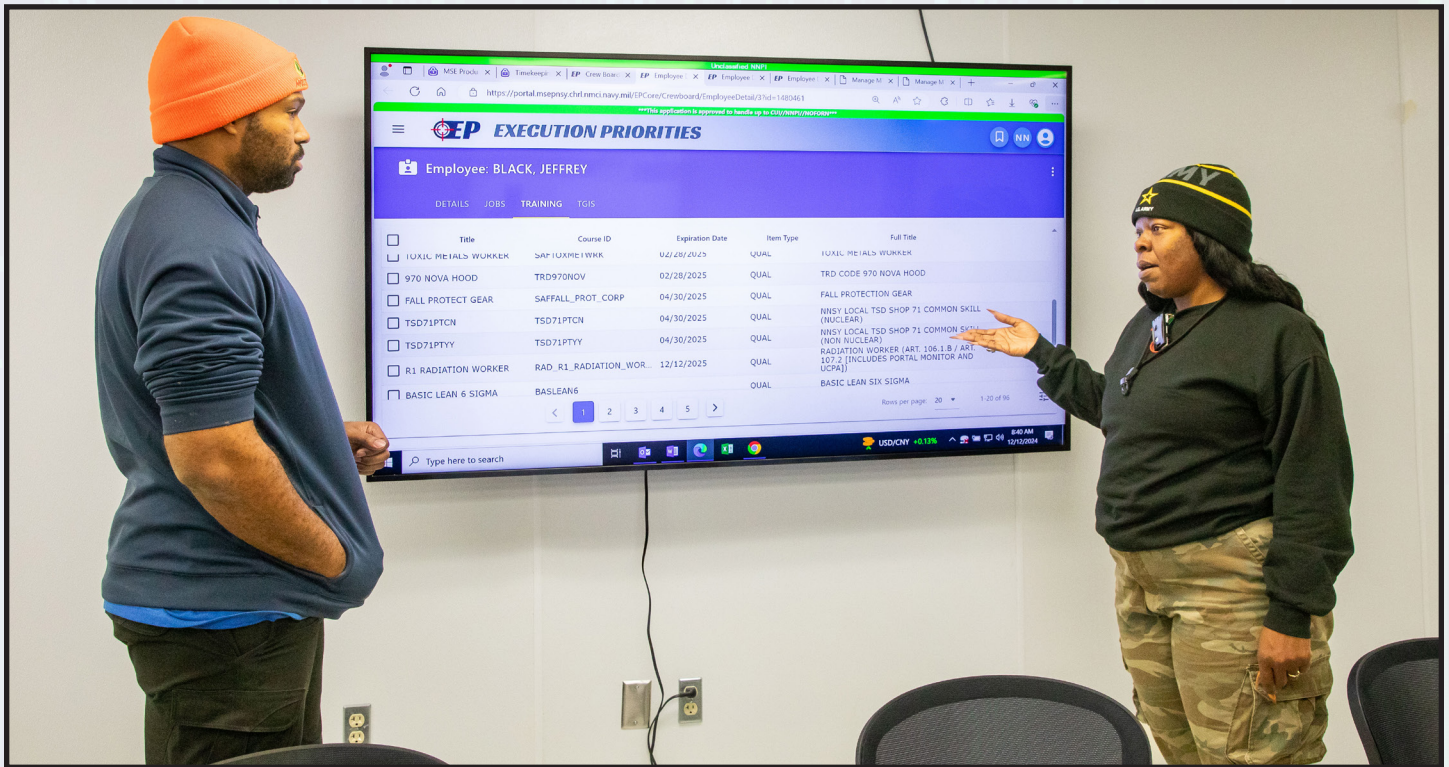


# Digital Crewboard

## Innovative New Tool Improves Efficiency for Norfolk Naval Shipyard

STORY BY NORFOLK NAVAL SHIPYARD PUBLIC AFFAIRS

PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER



The Digital Crewboard now implemented at Norfolk Naval Shipyard (NNSY) integrates cutting-edge features that simplify task management, help track progress and ensure all team members stay aligned with their responsibilities.

"The Digital Crewboard is currently being utilized in both our production shops and across waterfront availabilities and at this stage, the tool is particularly beneficial for production supervisors, as it enhances task visibility and coordination," said Code 100TO.4 Digital Transformation Division Erin Small.

Small continued, "However, as the program continues to evolve, we are actively exploring opportunities to expand its integration to include additional organizations—such as Job Readiness Cell (JRC), inspection codes, and engineering, to name a few—to support a more collaborative and comprehensive workflow across the enterprise."

This innovative new tool is intended to improve communication and efficiency across NNSY.

"I've been using Digital Crewboard since its release to the waterfront community and I think it's a great step towards shop-to-shop communication, especially when it comes to shared work between the shipyard shops and codes," said C930/X38 Missile Crew Supervisor Ian Hamilton.

Currently available across all four public shipyards, the Digital Crewboard is accessible through the Execution

Priorities (EP) platform, making it easy to monitor key tasks and workflows in real time.

"I've been using the Digital Crewboard for a couple of months now, and I really like that most everything that we use daily on the computer is centralized in one place," said Outside Marine Machinery Supervisor Kyle Gentilini. "It's a one-stop shop."

With its user-friendly interface and robust functionality, Digital Crewboard can serve as an invaluable asset in ensuring smooth operations and fostering collaboration across teams.

"I find the greatest benefits of Digital Crewboard to be the versatility of loading status of jobs, progress made and goals," said 3D Metrology/Optical Director and Naval Coordinate Metrology ICoP Deputy Mark Aston.

The 100TO.4 Digital Transformation Division recently completed the integration of the remaining production codes into the Digital Crewboard, and as usage continues to grow, division members will evaluate the platform's overall impact and return on investment for NNSY.

Keep an eye out for more updates and training sessions on Digital Crewboards. To gather additional information or if you have questions, please email [NNSYC100TO4@us.navy.mil](mailto:NNSYC100TO4@us.navy.mil) or find more information and training videos on the Digital Crewboard sharepoint site: <https://flankspeed.sharepoint-mil.us/sites/NNSYDigitalCrewBoards>.



# THANK YOU FOR YOUR DEDICATED SERVICE!

Norfolk Naval Shipyard held a Length of Service Ceremony Apr. 3 in recognition of personnel who have served our nation for 30 and 35 years. We salute each of you for your continued dedication to our nation and our mission in servicing the fleet. You are each an inspiration to us all! Well done! (Photos by GSM1 Christian Bautista, NNSY Photographer)

## 30 YEARS OF SERVICE



**Jonathan Halter**  
Code 200



**Nathan Freeman**  
Code 300



**Joseph Spitler**  
Code 300



**Charles White**  
Code 300N



**David Allen**  
Code 900



**Kelly Brownson**  
Code 900



**Bernard Harrell**  
Code 900



**Jeanne Dowdell**  
Code 1100



**Mark Hyvarinen**  
Code 2300

### Not Pictured:

Isiaah Baker, Code 900 – 30 Years  
Sherri Hunt, Code 900 – 30 Years  
George Reed, Code 900 – 30 Years  
Tarane Parker, Code 1100 – 30 Years  
Joseph Gray, Jr., Code 700 – 35 Years  
Albert Vincent, Code 900 – 35 Years  
Kerry Peters, Jr., Code 1500 – 35 Years  
Douglas Hoyns, Code 2300 – 35 Years



# THANK YOU FOR YOUR DEDICATED SERVICE!

## 35 YEARS OF SERVICE



**Jonathan Elms**  
Code 106



**Carl Sexton, Jr.**  
Code 130



**David Washbourne**  
Code 700



**Henry Graham**  
Code 300



**Jennifer Vasquez**  
Code 600



**Willis Austin**  
Code 900



**Dora Terrell**  
Code 900



**Thomas Turner**  
Code 900



**David Yell**  
Code 900



**Christi Claar**  
Code 1200



**Roger Bashaw**  
Code 1201



**Scott Turner**  
Code 1500



**Courtney Bolze**  
Code 2300



**Steven Lahmann**  
Code 2300



**Eric Plutchak**  
Code 2300





# Talking Shop:

## Celebrating NNSY's Rigger Shop (Shop 72)

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

A common trope in cartoons is the “piano drop.” A character would be pulling a rope to lift a heavy piano, using a pulley system, to a window on a high-rise building. The rope could break; another character may cut the rope; the character would lose their grip on the rope; regardless, invariably the piano would take a plunge, almost always on someone or something, often with a resounding “BONG” as it smashes on the ground, sometimes accompanied by the screen shaking. In the suspension of disbelief, this would make for a good laugh. However, for Norfolk Naval Shipyard (NNSY) Crane and Rigging Operations (Code 740) Shop 72 – Riggers, they take their job of lifting and handling very seriously.

“There are many components that cannot be moved without Code 740,” said Crane and Rigging Operations (Code 740) Deputy Superintendent Sean Rountree. “I would say 90 percent of repairs must have crane and rigging support. This makes us vital to ensure NNSY meets its mission of repairing, modernizing and inactivating the Navy’s warships and training platforms.”

Shop 72 performs various crane and in-hull ship or building rigging operations. The shipyard’s lifting and handling operations range from the removal of components in engine rooms onboard submarines and aircraft carriers to the replacement of ship antennas. The weight of a load can range anywhere between 50 – 150,000 pounds.

Due to the nature of the job, to ensure all lifting and handling evolutions are conducted safely and expertly, Shop 72 puts much time into planning and engineering in order to have a successful lift, especially when it comes to highly complicated evolutions such as lowering equipment through a submarine scuttle.

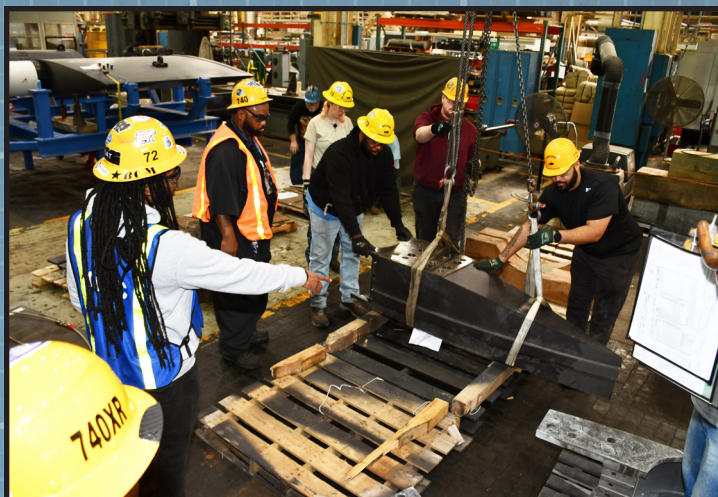
In addition to supporting NNSY with lifting and handling evolutions, Shop 72 also supports Naval Station Norfolk, Norfolk, Virginia; Naval Submarine Base Kings Bay, Georgia; Portsmouth Naval Shipyard, Kittery, Maine; Puget Sound Naval Shipyard and Intermediate Maintenance Facility, Bremerton, Washington; and Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility, Pearl Harbor, Hawaii, as well as other activities abroad.

Recent wins for Shop 72 include the successful installation of the shaft for the Virginia-class attack submarine USS John Warner (SSN 785) and the capstan testing on the Los Angeles-class attack submarine USS Toledo (SSN 769).



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) Lifting and Handling Specialist Nathaniel Purdie had served in the U.S. Navy for 14 years as a Boatswain’s Mate. “After I left the Navy, I started working here at the shipyard for 13 years,” said Purdie. “The only thing that changed for me was I am no longer serving our country in uniform, but I am still serving our country nonetheless.”





Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) Rigger in Charge Assa Tomlin (left) joined the shipyard through the Helper to Worker Program six years ago. He worked his way up to being a rigger in charge during lifting and handling evolutions. “Not only am I a subject matter expert during an evolution, but I also watch the lift with a wide-angle view to ensure there or no safety concerns and that the lift is going according to plan,” said Tomlin.



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) Rigger Tamayne Pittman (left) communicates with the crane operator via hand signals during a lift as Shop 72’s Expert Rigger and Subject Matter Expert Patrick McGill (right) stands at the ready to assist if any challenges occur during the lift. “Even though I am a subject matter expert, I’m still learning something new every day,” said McGill. “Every lift has its unique challenges and it overcoming those challenges give us the experience needed to perform our job correctly and safely.”



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) Crane Rigger Tamayne Pittman (left) uses hand signals to communicate with the crane operator and crane riggers Jermaine Harry (center) and Logan Thomas (right) during a lifting and moving evolution. “Effective communication is a key factor before, during and after any lifting and handling operation,” said Pittman. “Not only is communication important to the way we conduct the lifting and handling task, but more importantly, it’s effective communication that keeps everyone safe.”





Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Dwight D. Eisenhower (CVN 69) project Rigger in Charge Zachary Freeman earned a bachelor's degree in management before coming to work at the shipyard. "After earning my degree at Old Dominion University, I decided that management wasn't for me," said Freeman. "I decided to try something new and different, something I could do with my hands, so I joined the apprentice program and became a rigger and I have no regrets."

Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Dwight D. Eisenhower (CVN 69) project rigger Brandon Askew has been at the shipyard for seven years and looks forward to more. "I enjoy what I do and I enjoy the life that I built working here at the shipyard," said Askew. "I've built strong bonds with my coworkers to the point where we aren't just coworkers, but we are friends too, which makes the job all that much more enjoyable."



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) Expert Rigger and Subject Matter Expert Patrick McGill (left) and Rigger in Charge Assa Tomlin (right) provide guidance and instruction during a lifting and handling evolution. "Shop 72 is a team that works together to get the job done," said McGill. "There is no other way to ensure the safety and smoothness during all operations." Tomlin added, "A team works well to get the job done; a family is where we have each other's back. With that said, Shop 72 is more than a team, we are a family too."







Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Dwight D. Eisenhower (CVN 69) project rigger Brandon Askew and Rigger in Charge Zachary Freeman (right) discuss an upcoming lifting and handling operation. "It's my job and the rest of the Shop 72 Eisenhower project team to ensure all rigging needs are met for the aircraft carrier," said Askew. "With the help from the crane operators, we lift anything from materials, equipment, conex boxes, and anything else that needs to go on or come off the ship."



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Montpelier (SSN 765) project riggers Domonique Kuy (left), Chad Saeger (center) and Kai Loree participate in a lifting and handling evolution for USS Montpelier (SSN 765).



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Montpelier (SSN 765) project riggers Kai Loree (left) and Chad Saeger (right) prepare to hook up the shackles and pendants to the crane cables. "Shop 72 moves large components to and from the boat to include, but not limited to, pumps, motors, and equipment," said Loree. "Because we are working with tight spaces, it's critical that the rigger in charge, the riggers, and the crane operator communicate with each other and work together as a team. This will allow us to have a safe and efficient lifting and handling evolution, which supports NNSY's mission."



(Left to right) Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Dwight D. Eisenhower (CVN 69) project riggers Reginald Robinson, Victoria Cutchain, Gary Carr, Brandon Askew and Zachary Freeman support all lifting and handling operations for the Eisenhower project.





Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Montpelier (SSN 765) project rigger Domonique Kuy has been with the shipyard for 10 years and is an apprentice program graduate. “When I first applied for the apprentice program, I had no idea what a rigger was until I actually got here,” said Kuy. “I have no regrets about becoming a rigger; matter of fact, it’s the best job I ever had.”



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Montpelier (SSN 765) project rigger Chad Saeger has been working at the shipyard for over five years. He fills the role of work leader for lifting and handling evolutions. “Being a work leader for the crane, I leave the crane in all the work, I sign the positions for my rigging team and I ship check the jobs with my team,” said Saeger.



Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS John Warner (SSN 785) project rigger Mike Byrum enjoys his job because it allows him to work with shipyard employees from multiple shops. “Shop 72 is a support shop vice a lead shop,” said Byrum. “A lead shop works on a specific skill and trade like the Pipefitter Shop (Shop 56), the Electronic Industrial Controls Mechanic Shop (Shop 67) and the Inside Machinist Shop (Shop 31), to name a few. As a support shop, Shop 72 takes care all of the lifting and handling needs that the lead shop needs for their jobs.”





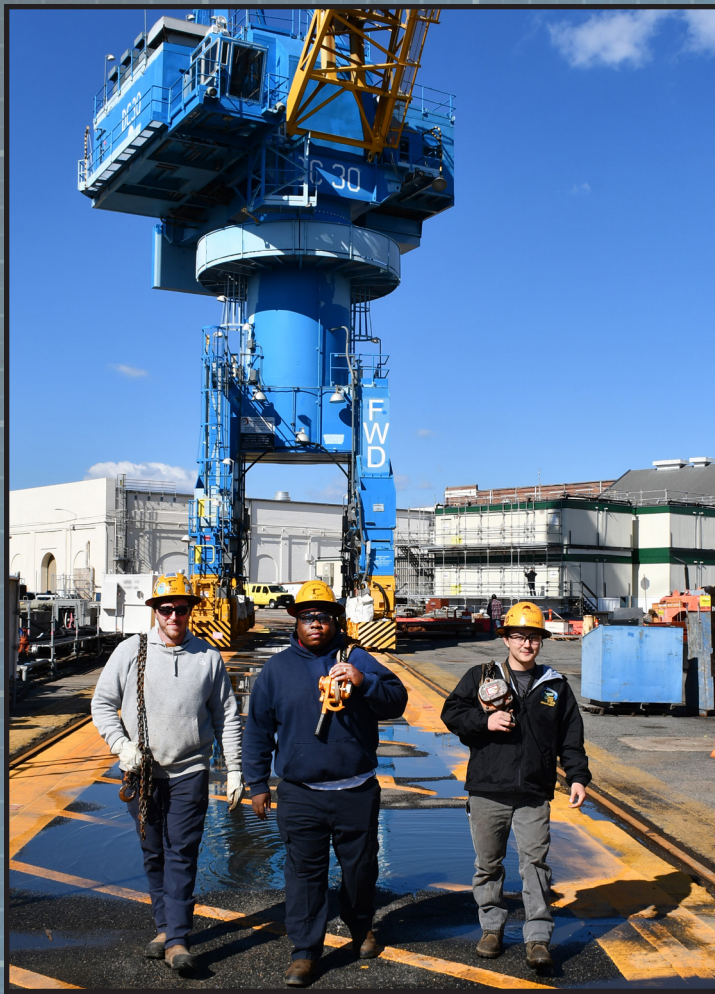


Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS John Warner (SSN 785) project rigger Laffon Brelland has been working at the shipyard for five years, previously working as a rigger at a private shipyard. “The thing I like about my job is that I am constantly learning new things,” said Brelland. “I might learn it from someone who’s been working here 20 plus years or down to an apprentice. I feel the key element in learning is to keep an open mind regardless of how long someone has been at the shipyard or what their position is.”

Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS John Warner (SSN 785) project riggers Mike Byrum (right) and Laffon Brelland work together as they move a heavy lift transport (HTL) inside Dry Dock 3. “The cool thing about the 150-ton HTLs is that we can do things that haven’t been done before at the shipyard,” said Byrum. “For instance, we removed and reassembled the John Warner’s shaft which improved the process for a safer and more efficient way to maintain more control while performing this task.”







**Norfolk Naval Shipyard Lifting and Handling Department (Code 700) Rigger Shop (Shop 72) USS Montpelier (SSN 765) project riggers Chad Saeger (left), Domonique Kuy (center), and Kai Loree (right) are all NNSY apprentice program graduates who now train rigger apprentices. "We train the apprentices in all aspects of being a rigger," said Saeger. "Our cranes can lift upwards of 100,000 pounds, which can be dangerous. It is my job to teach these young apprentices how to do the job safely and proficiently because one day, they will be training apprentices as well and that is the part that feels awarding to me knowing that I helped train the trainer."**

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*Hurricane Preparedness* weather.gov/hurricane

## Prepare Before Hurricane Season

- Develop an evacuation plan
- Assemble disaster supplies: food, water, batteries, charger, radio, cash
- Get an insurance checkup and document your possessions
- Create a communication plan with a hand-written list of contacts
- Strengthen your home

## Prepare in Advance to be Ready for 2025 Atlantic Hurricane Season

STORY BY SUSANNE GREENE •  
NNSY PUBLIC AFFAIRS SPECIALIST

It's never too early to prepare for the Atlantic Hurricane Season which runs from June 1 to November 30.

Hurricane researchers are predicting another active year with 17 named storms during the 2025 Atlantic Hurricane Season. Researchers are forecasting that nine will become hurricanes and four are predicted to reach major hurricane strength with sustained wind speeds of 111 miles per hour or higher.

Helpful tips to ensure that you and your family are prepared for the upcoming 2025 Atlantic Hurricane Season include developing an evacuation plan; assembling disaster supplies; getting an insurance checkup and documenting possessions; creating a communication plan with a list of contacts; and strengthening your home.

You can visit [www.ready.gov](http://www.ready.gov) for more information in preparing for emergencies including hurricanes.

(Graphics courtesy of NOAA and [weather.gov/hurricane](http://weather.gov/hurricane))



Join us for National Hurricane Preparedness Week May 5 - 11 on our NNSY social media platforms as we highlight a different preparedness topic each day. Sunday: Know the Risk - Water and Wind; Monday: Prepare Before Hurricane Season/Know Your Zone/Storm Surge; Tuesday: Understand Forecast Information/High Winds; Wednesday: Get Moving When a Storm Threatens/Inland Flooding; Thursday: Stay Protected During Storms/Tornadoes; Friday: Use Caution After Storms/Rip Currents; and Saturday: Take Action Today.





Have you set up your IDP yet? Visit Waypoints today to get started!

## WHAT IS AN IDP?

An individual Development Plan (IDP) is formal documentation of a discussion controlled by an employee so they can take charge of their own career. The IDP is an action plan developed by the employee, which describes activities they would like to pursue to attain their goals. These goals are both short-term and long-term. The short-term goals are objectives established by the employee to ensure they maintain proficiency in their current role while pursuing their long-term career development goals. The objective of an IDP, alongside providing a roadmap of goals for the employee, also helps ensure the organization has the right people in the right positions at the right time to positively impact NNSY.

If you are not ready to begin the conversation or don't know where to start, please feel free to contact the NNSY career counselors at [NNSY\\_WFD@us.navy.mil](mailto:NNSY_WFD@us.navy.mil). You can also locate their SharePoint site in the Command University site under Workforce Development.

## IDP BRIEFS ARE AVAILABLE EACH MONTH!

The IDP with Waypoints Briefing is held multiple times a month for those looking to understand the purpose and process of IDPs. The Workforce Development (WFD) Career Counselors will share examples of IDP conversations, provide details on the program and introduce individuals to the IDP feature utilized in Waypoints. The briefings are open to all Norfolk Naval Shipyard employees, with limited seating for each class being 24. Virtual classes will be held via Teams Meeting and links/guidebook will be provided.

Employees interested in participating can register for an upcoming class today via Waypoints at <https://don.csod.com> and searching for 24-NNSY (C900CU-IDPBRF) C900CU IDP Briefing. The sessions will appear for you to request OR email name, last 4 of DOD ID #, a session date to [NNSY\\_WFD@us.navy.mil](mailto:NNSY_WFD@us.navy.mil). Walk-ins also welcome as first come, first serve per available seating. For more information visit <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/Individual%20Development%20Plans%20IDP/Home.aspx>.

May 5: MSTEams (Virtual), 10 to 11 a.m.

May 7: Bldg. 1763, 2nd Floor, Room 224 (New Training Facility), 7:30 to 8:30 a.m.

May 13: Bldg. 1763, 2nd Floor, Room 224 (New Training Facility), 12:15 to 1:15 p.m.





## SHIPYARD SPOTLIGHT: ZULEIKA ALDEGÓN

CODE 100TO.4 ASSET CAPABILITIES BRANCH MANAGER

STORY BY SUSANNE GREENE ◦  
NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST ◦  
NNSY PHOTOGRAPHER

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This month's Shipyard Spotlight shines on Norfolk Naval Shipyard (NNSY) Asset Capabilities Branch Manager Zuleika Aldegón. She has worked at NNSY for more than 26 years since starting her shipyard career as an apprentice.

"In 1998, I started as a Shop 99 Temporary Service Pipefitter and from there I worked my way to work leader, apprentice supervisor, Quality Assurance Manager, Shop 99 Resource Manager, Code 900R Project Resource Manager, Code 900R Branch Manager and now Code 100TO.4 Branch Manager," said Aldegón. She made a permanent change of station for three years through Puget Sound Naval Shipyard to Japan and served as a Project Resource Manager and traveled on temporary duty to support Puget Sound Naval Shipyard for several years.

As part of NNSY's Transformation Office (Code 100TO), Aldegón's Code 100TO.4 Digital Transformation Division (Code 100TO.4) supports advanced digital technology planning, development, research, and pilots for full scale implementation and delivery to shipyard end users.

Her current role at NNSY involves communicating and collaborating with internal and external stakeholders to manage the alignment of new technology assets, strategies, processes and resources to maximize asset performance and align them with the goals and operational needs of the fleet.

She was nominated for the shipyard spotlight by NAVSEA 0452 Logistics Management Specialist Colt Brinkman.

"Ms. Aldegón is vital to the overall digital transformation of Norfolk Naval Shipyard," said Brinkman. "I rely on her support for the success of [radio frequency identification] initiatives, with respect to NNSY."

Brinkman continued, "She provides professional level expertise, advisement, and implementation, despite contract constraints, vendor performance, and overall sustainability of a technological evolution of the yard regarding IT solutions, specifically supply-related."

Aldegón enjoys helping people and bringing new innovations to the shipyard but, like most positions, it also comes with its share of challenges.

"Sometimes we fear being too timid or being too strong as women," said Aldegón. "It's important to find our voice and craft it perfectly for the roles we are fulfilling."





Aldegon is the proud mom of a "sassy" 3-year-old Ma'Lani, and a toy poodle, Diamond. She enjoys traveling, is very faith and family-oriented and loves her beautiful family and friends. She says she finds strength in prayer when facing adversity.

"It is important to pray, and God has blessed me with awesome mentors and individuals to coach who keep me accountable," said Aldegon.

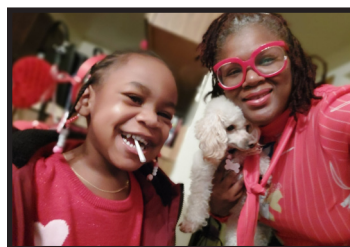
She believes that a leader's worth is reflected in the growth of their team.

"I have a great teammate, Prince Happoldt, who works for me. However, I learn from him daily, both professionally and personally, and I aspire to be more like him," said Aldegon. "A leader is effective when we build trust, mutual respect, boundaries, effective communication and invest in our team."

Aldegon continued, "It's not about me, it's about the team and there is no 'I' in team."

Aldegon shared some great career advice she has received over the years.

"No one can take your knowledge away and always bet on yourself; minimize the distractions and remain humble," said Aldegon.



**This month's Shipyard Spotlight shines on Norfolk Naval Shipyard (NNSY) Asset Capabilities Branch Manager Zuleika Aldegon. She is the proud mom of a "sassy" 3-year-old Ma'Lani, and a toy poodle, Diamond. She enjoys traveling, is very faith and family-oriented and loves her beautiful family and friends. She says she finds strength in prayer when facing adversity.**



# ACCESS CODE: THE MID-ATLANTIC REGIONAL TEST LABORATORY (CODE 134)

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST



**Right: Norfolk Naval Shipyard Mid-Atlantic Regional Test Laboratory Analytical/Environmental Laboratory Branch (Code 134.1) Physical Science Technician Quay Young looks through a microscope. “Code 134.1 performs a variety of tests on environmental samples such as rainwater and wastewater,” said Young. “We perform asbestos sampling, metal sampling and painting sampling to ensure the safety of shipyard employees, Sailors, the community as well as the environment itself.”**

Norfolk Naval Shipyard (NNSY) is comprised of many departments and several divisions all referred to as codes. Each code has its own role to play to support NNSY’s mission of repairing, modernizing and inactivating the Navy’s warships and training platforms. Through the text and photos of this article, you will gain access to see how NNSY’s Mid-Atlantic Regional Test Laboratory (Code 134) of the Quality Assurance Department (Code 130) supports the shipyard’s mission.

“Code 134 is responsible for all the analytical and mechanical testing that NNSY needs to ensure the safety of shipyard employees, Sailors, outside communities and the environment,” said Mid-Atlantic Regional Test Laboratory Director Rick McGiff. “We have 39 employees that are either chemists, material engineers, physical science technicians or engineering technicians.”

The test laboratory has 83 accredited methods across four scopes of accreditation. Some of the tests Code 134 conducts include, but are not limited to, performing toxic metal tests on paint; asbestos identification and quantification; environmental testing according to local, state and federal government regulations and discharge permits; oils and liquid

gasses testing; and detrimental material testing to mitigate any harmful effects of materials on ship components, for shipyard employees and Sailors.

“Code 134 performs various analyses that support the work being conducted on the submarines and aircraft carriers at the shipyard,” said USS Dwight D. Eisenhower Project Superintendent Cmdr. Jason Downs. “These analyses allow our workforce to recognize the hazardous constituents in the items they are working, ensuring the appropriate safety precautions are understood.”

Downs continued, “Additionally, the water, fuel and nitrogen sampling ensures the shipyard meets the ship’s system cleanliness and safety requirements. Without these critical analysis results, the projects would not be able to accomplish all types of work.”

Mid-Atlantic Regional Test Laboratory as a whole not only supports NNSY, but also supports and works with state and local agencies, as well as ships pierside and aircraft stationed at Naval Station Norfolk, Norfolk, Virginia; Nuclear Regional Maintenance Department (NRMD) Norfolk, Virginia; and the Naval Foundry and Propeller Center (NFPC), Philadelphia,



Pennsylvania.

"Code 134 provides valuable onsite and remote support throughout the year," said NFPC Materials Engineering Branch Head (Code 1430.2) Sarah Jordan. "NFPC would not be able to support casting Virginia and Columbia class components in the foundry without the assistance and quality expertise of Code 134."

Proper guidance and policies are critical when it comes to performing numerous tasks at NNSY. Code 134 writes, reviews and updates policies regularly to ensure all safety and product requirements are met within acceptable guidelines.

"Shop 11F [Metal Forging Shop] only conducts forging and heat treatment jobs with written instruction from Code 134," said Metal Forging Shop (Shop 11F) Metal Forger Work Leader Eric Slate. "At NNSY, all heat treatment schedules are generated by Code 134. They are the engineers who research material and component specifications and determine which forging and/or heat treatment operations are needed."

Slate continued, "Code 134 governs our forging and heat treatment industrial process instruction, runs our hardness testing, chemical composition testing and destructive testing with test pieces from our heat treatment jobs. Code 134 is the go-to code whenever we have specific and/or complex questions about the materials we work with."

Although most tests and analyses conducted at the Mid-Atlantic Regional Test Laboratory are common and routine, there are times when the tests and analyses requests can be challenging.

Code 134 supported the single media discharge maintenance for the S8G platform at the Kenneth A. Kesselring Site (KSO), West Milton, New York. Code 134 performed resin testing on-site at KSO to identify and confirm the type of resin before it was installed as well as test to confirm the resin's ability to remove chloride ions once installed.

Rick McGiff added "This was a new charge for Code 134. There were a lot of questions we had to find out the answers to perform this particular task at a new location. Questions about equipment, materials, logistics, travel and point of contact. Working together with the folks at the Kesselring site and here at the shipyard, helped us come up with the answers we seek."

The Mid-Atlantic Regional Test Laboratory will continue its role as part of the "Force behind the Fleet" and supporting the NAVSEA Line of Effort to generate readiness through data integration and real-time analysis to deliver decision-making advantages. Code 134 will use innovative technologies and predictive analytics to improve efficiencies, identify risks and opportunities, and forecast performance to ensure the U.S. Navy's warships are ready when called upon to carry out the Navy's mission.



Above, left to right: Norfolk Naval Shipyard Mid-Atlantic Regional Test Laboratory Nuclear Chemistry/Industrial Applications Branch (Code 134.2) Chemist Jasmine Whitaker prepares for a microwave digestion analysis in the Detrimental Materials Laboratory. "Code 134.2 has a high-quality water lab, a gas lab, an oils lab, a detrimental materials lab and an industrial processing applications lab," said Whitaker. "We test for foreign materials in water; we test the breathing air and receipt inspection of nitrogen and APL/QPL (Approved/Qualified Products List) samples as well; Norfolk Naval Shipyard Mid-Atlantic Regional Test Laboratory Materials Evaluation Branch (Code 134.3) Senior Materials Engineer Bailey Zydron prepares to conduct a tension test which pulls the sample apart to test its strength. "Code 134.4 provides a broad range of tests that requires us to break or destroy equipment and systems parts and materials," said Zydron. "The type of testing and analyses we perform is tension testing, hardness testing, microcopy to look at cross-sections of materials for grain structure and breaks, acid etching, macro and micro-acid etching, and failure analysis."



Right: Norfolk Naval Shipyard Mid-Atlantic Regional Test Laboratory Organic Chemistry Branch (Code 134.4) Quality Assurance Specialist Joe Iriarte worked in Code 134.4 as a Sailor, prior to becoming a civilian employee after he retired from the Navy. "The Organic Chemistry Branch (Code 134.4) provides test analysis and reporting of oil samples, lubricating oil samples and hydraulic samples from various systems and components for the fleet," said Iriarte. "Our customer base, of approximately 200, spans from commands and facilities in the Navy, Marine Corps, Army, Air Force, Coast Guard and other federal agencies."



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# Norfolk Naval Shipyard Welcomes PANACEA Behavioral Health and Wellness to Assist Sailors, Personnel, and Family Members

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST

GRAPHIC COURTESY OF PANACEA BEHAVIORAL HEALTH AND WELLNESS CENTER

In observance of Mental Health Awareness Month, May is a time to shine a light on the importance of emotional well-being – promoting open conversations around mental health. Everyone has an important role to play in fostering a culture that prioritizes mental wellness, breaking down the stigmas associated. Together, we can provide overall awareness in what resources are available, offer support to our teammates whenever possible, and encourage others to seek aid when needed – providing them the help they need without shame or fear.

At Norfolk Naval Shipyard (NNSY), we stand by our workforce and want to ensure each teammate is cared for, providing the resources needed so that everyone has the tools they need to not only protect their physical health – but also their mental health. One such tool comes in the grant partnership with Panacea Behavioral Health and Wellness Center, a patient-centered mental health and wellness practice who joined our efforts in 2024.

“We’re excited to be part of America’s Shipyard, providing an avenue for those who need a safe place to be heard and supported through their mental health journey,” said Sandra Walker Nichols, PhD, APRN, FNP-BC, GNP-BC, PMHNP-BC, a psychiatric nurse practitioner with Panacea. “Our team at Panacea is well-trained to assist those in the military environment and has a wide range of talents and personalities suited to assist those who reach out to us.”

She continued, “We want folks to know that we’re here to support them. It’s our goal to help make people’s lives better and to get them on the right path for them. We want to have conversations with you, listen to what you have to share. So many people need someone to talk to, someone who can

validate what they are going through without judgement, someone who can empathize with you and help you find your way through it. We at Panacea are here to help!”

Panacea currently offers counseling services to Sailors, veterans, spouses, and family members. Civilians are also welcome and encouraged to participate, with Panacea covered under most insurance providers for civilians, in-network with all Tricare plans, and grant funding from the Virginia Department of Veterans Services. Panacea has representatives available every Tuesday at Callaghan Fitness Center from 9 a.m. to 4 p.m., offering assessments and counseling services to those within the shipyard, including active duty, veterans, dependents, and civilians. Representatives will also be available soon at Naval Station Norfolk for those stationed there. For more information or to schedule an appointment, contact [info@panaceabhwc.com](mailto:info@panaceabhwc.com). If any additional dates are needed, Panacea encourages NNSY teammates to reach out to see what dates and times are available so a member of their team can assist.

“As we continue to serve at America’s Shipyard, we are continuing to be flexible in our offerings, looking for new ways to benefit the Sailors, families, and workforce in promoting healthy mindsets,” said Nichols.

“We recognize the critical importance of mental health and well-being for all of our employees and their families,” said Shipyard Commander, Capt. Jip Mosman. “Together, we can ensure that every member of our shipyard community feels valued, supported, and empowered to take care of their mental health, both on and off the job.”

## **DEPARTMENT OF THE NAVY CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (DONCEAP)**

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

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







# C-FRAM FRAUD SCHEME AWARENESS

## MAY EDITION: DEFECTIVE PRICING

Contractors inflating their proposed costs in order to increase profits or limit losses

### NAVY EXAMPLE 1

In Feb. 2025, Lockheed Martin Corporation (LMS) agreed to pay \$29.74 million to resolve False Claims Act allegations of defective pricing on contracts for F-35 military aircraft. This payment is in addition to \$11.3 million that LMC previously paid to the DoD for the same undisclosed cost and pricing data on some of the same contracts.

Per court documents, between 2013 and 2015, LMC inflated pricing proposals submitted for F-35 contracts by failing to provide accurate, complete, and current cost and pricing data during the negotiations leading to the award of five contracts for the production or sustainment of the F-35. The government alleged that LMC had knowledge of suppliers' cost or pricing data that it did not disclose in violation of the Truth in Negotiations Act (TINA). Congress enacted TINA in 1962 to help level the playing field in sole source contracts - where there is no price competition - by making sure that government negotiators have access to the cost or pricing data that the offeror used when developing its proposal. The government alleged that had LMC provided accurate, complete, and current cost and pricing data, JPO would have awarded the contracts in lower amounts.

### NAVY EXAMPLE 2

In July 2024, Sikorsky Support Services, Inc. (SSSI) and Derco Aerospace, Inc. (Derco) agreed to pay \$70 million to resolve False Claims Act allegations that they overcharged the Navy for spare parts and materials needed to repair and maintain the primary aircraft used to train naval aviators.

The government alleged that SSSI and Derco, which were both wholly-owned subsidiaries of the same parent company, knowingly entered into an improper cost-plus-percentage-of-cost (CPPC) subcontract.

Under that contract, SSSI agreed to purchase parts from Derco at the cost that Derco paid other suppliers for those parts, plus a fixed 32 percent markup. SSSI, in turn, submitted cost vouchers to the Navy for reimbursement of the amounts it paid to Derco. The government alleged that, by failing to disclose that the costs claimed by SSSI were the product of an illegal CPPC subcontract between SSSI and Derco, SSSI and Derco knowingly presented false and fraudulent cost vouchers to the Navy.

**Indicators (Red Flags):** Excess profits on a specific contract, product line, or division. Apparent high prices compared to similar contracts, price lists, or industry averages.

### LEARN MORE TODAY

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

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