

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

June 2025



**Norfolk Naval Shipyard Shines
as North Star for Latest in Laser
Ablation Efforts Across Shipyards**





COMMANDER'S CORNER

From the desk of Capt. Jip Mosman



Team NNSY,

As we charge forward into these summer months, I wanted to take a moment to ensure safety is at the forefront of our minds. Warmer weather means more heat-related risks, such as heat exhaustion. It's important that we continue to look out for one another and ensure we are all staying hydrated, maintaining vigilance, and making good decisions on the job. Your safety is paramount and it's important to know the risks going into each workday. The Navy and Marine Corps have officially kicked off the 101 Critical Days of Summer safety campaign to help increase the awareness of potential risks related to summertime activities. I encourage each of you to keep consciousness on safety 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, check out <https://navalsafetycommand.navy.mil/Off-Duty/101-CDOS/>.

June is National Safety Month – though the topic itself should be at the forefront of our minds year-round. We've seen a number of safety incidents this year, and I want to encourage us all to take care in ensuring each and every one of us are engaging in safe practices. Crosswalk and pedestrian safety is one of our main areas of recent concern, not just for those pedestrians but also for those operating vehicles. It's important for anyone crossing roads to utilize designated crosswalks and to look for traffic in all directions. If there are drivers approaching those areas, be sure you both have made

eye contact and acknowledge one another. Drivers, remember that you must yield the right-of-way to pedestrians in crosswalks and be prepared to stop in those areas where pedestrians may be. You can learn more at <https://www.nhtsa.gov/road-safety/pedestrian-safety>.

Second, let's talk PPE. It's important that everyone is being vigilant and understands what personal protective equipment is required and where. Be mindful of the areas you are working in or traveling through. There's so much going on along our waterfront, and I want to ensure that each of you are safe each day and able to go home after your shift just as you arrived before your workday. We must appreciate that many of us work in a heavy industrial environment, understand the associated hazards, and do what we can do to mitigate those risks. Recently, we have had a higher-than-normal trend of fracture injuries here at America's Shipyard. We need to make sure that we do what we can to be safe every shift, every day and prevent these types of injuries. The two trends contributing to the increase in fractures are slips/trips/falls (including ladders & stairs) and hand injuries due to lack of situational awareness.

Third, as we see the temperatures continue to climb, let's be mindful of the heat and how it can affect ourselves and our teammates. Heat safety is crucial during hot weather to prevent heat-related illnesses like heat exhaustion and heat stroke. Drink plenty of water, take frequent breaks in the shade or air-conditioned areas, and wear lightweight, light-colored clothing. Be alert for any symptoms associated with heat-related illnesses, like dizziness, nausea, or excessive sweating. If you or your teammates are experiencing any of these symptoms on the job, make sure you alert your team so that we can work to ensure the proper care is taken. Learn more about heat safety at <https://www.ready.gov/heat>.

Lastly, let's talk motorcycle safety. As part of Motorcycle Safety Month in May, Naval Safety Command put out their campaign, "Ride Right. Stay in the Fight." This call to action, highlighted in ALNAV 032/25, shared that as of late April, our Navy and Marine Corps have already lost 15 Sailors and 9 Marines to motorcycle fatalities this year. Those numbers are staggering, and it's important that we take the time to spread awareness and come together to help reduce

these mishaps, protecting our military and civilian personnel. I encourage all of you to be safe and remain vigilant, whether you ride a motorcycle or utilize other vehicles in your daily commutes. Learn more about motorcycle safety and this campaign at <https://navalsafetycommand.navy.mil/Off-Duty/Motorcycle-Safety/>.

Overall, it's important that we have detailed safety discussions every shift and everyone pays close attention to those things and actions that can hurt you. Be careful where you walk and maintain awareness of any potential hazards around you. Let's watch out for ourselves and each other to keep the numbers of injuries, especially those involving fractures, down as close to zero as possible. Thank you for your effort and attention to this. For more shipyard safety information, you can visit our Occupational Safety, Health, and Environment Office (Code 106) website at <https://webcentral.nnsy.navy.mil/Departments/C106/default.aspx>.

Thank you for all you do for our shipyard, our Navy, and our nation. Be safe out there!

Press Forward Team!


Capt. Jip Mosman
Commander,
Norfolk Naval Shipyard

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www.dvidshub.net/unit/NNSY



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 or visit 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.



NORFOLK NAVAL SHIPYARD CUSTOMER PROCUREMENT TRAINING

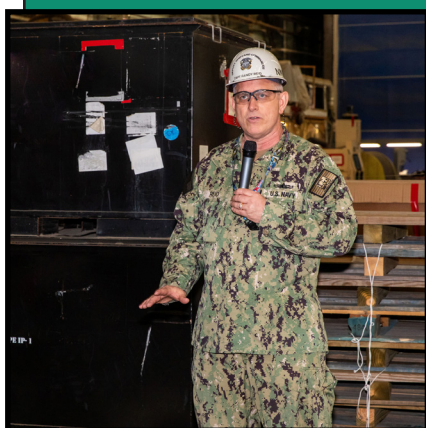
Code 400 will be providing Customer Procurement Training monthly in Bldg. 65, 1st floor training room for all NNSY employees interested in the procurement process. This training is geared primarily to stakeholders who would be involved on some level with creating, submitting, reviewing, or approving procurement packages or related documents. To see what dates are available or to sign up for a future session with Code 400, please reach out to Jeremy Weible at Jeremy.r.weible.civ@us.navy.mil or Lillian Kwong at Lillian.l.kwong.civ@us.navy.mil.



CHECK OUT THE NNSY LINKTREE TODAY!



Congratulations to the Woodcraft Shop (Shop 64) of NNSY's Preservation and Habitability Department (Code 970), winner of the February 2025 Safety Flag! NNSY Deputy Shipyard Commander Captain Randy Reid met with shop members May 9 to congratulate their achievement. The shop had no lost workdays for the month, and continues to implement improvements in working safely. At the recognition, individual awards were presented to Wade Kight, Jr. and Keshean Roundtree for their efforts in contributing to a safer workplace. (Photos by Shelby West, NNSY Photographer)



Congratulations to Norfolk Naval Shipyard's (NNSY) Naval Sea Systems Command (NAVSEA) Sailor of the Year Finalist EN1(SW/AW) Jermel C. Langley Jr. "He has demonstrated leadership, technical acumen, and commitment to our Sailors and the shipyard," said NNSY Command Master Chief Stephanie Canteen. "EN1 Langley competed at the next level against the entire Area of Responsibility (AOR) which was over 650 Sailors, and he was selected as one of five finalists to represent NAVSEA."

Canteen continued, "He was not selected for the following stage to represent NAVSEA, but just for EN1 Langley to compete in the top five shows his resilience and ability to persevere. He is truly a Sailor's leader and operates at the level of an experienced and well-rounded Chief Petty Officer. EN1 Langley continuously adapts to new challenges and does not shy away from difficult situations. All these attributes set him apart from his peers, which earned him a spot as a FY24 NNSY Sailor of the Year and NAVSEA finalist. Bravo Zulu EN1 Langley and a job well done!"



The Norfolk Naval Shipyard (NNSY) First Class Petty Officer Association (FCPOA) recently participated in the Adopt-A-Spot Cleanup in Portsmouth May 2. The team came together to clean up the perimeter of the base at Gate 15 and along Effingham St., George Washington Highway, and Elm Ave. A big thank you to the 18 volunteers for helping to keep our shipyard and our community clean. (Photos Courtesy of the FCPOA)



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://magellanasend.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.

NEXT GENERATION (NEXTGEN) LEADERSHIP PROGRAM ACCEPTING APPLICATIONS UNTIL JUNE 5 AT 12 P.M.

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 and Lauren Warne 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.



Important Information

»UPDATES REGARDING ANNUAL CURTAILMENT PERIOD AT NNSY

For 2025, NNSY will not be implementing the annual holiday curtailment period that takes place during the holiday season in December. Instead, departments are expected and responsible for managing the holiday leave of their employees to ensure both adequate shop manning and the opportunity for employees to spend time with their families during the holidays. For more information regarding this, please see NAVSHIPYDNORNOTE 5330 at <https://webcentral.nnsy.navy.mil/webdox/Notices/Notice%205330%20of%2024%20Feb%202025.pdf>.

»PLANNING FOREIGN TRAVEL? REMEMBER 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. This also includes cruises to island destinations. Remember these requirements below and be sure to reach out to your department security coordinator or to Lisa Lafitte at lisa.m.lafitte.civ@us.navy.mil for more information.

1. 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 and 4 for guidance on what is required.
2. Remember the requirements are not the same for every country.
3. 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/>.
4. For military members, a brief is required for both official travel (TDY/TAD) and personal travel leave (depending on travel location).
5. For DoD civilians, a brief is only required for official travel duty, unless otherwise stated in the DoD Foreign Clearance Guide. Go to <https://www.fcg.pentagon.mil/>.

» 101 CRITICAL DAYS OF SUMMER



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!

»REMINDER: COMPLETE YOUR CYBER AWARENESS TRAINING ON WAYPOINTS BY JUNE 30

NNSY employees should complete the fiscal year 2025 Cyber Awareness Challenge by June 30. This mandatory training is the Department of Defense's baseline standard for cybersecurity awareness and is required for all users with access to unclassified or classified networks.

To complete the training, please follow these steps:

- Log in to Waypoints at <https://don.csod.com/> and search for Course Number 00-DON-Cyber Awareness Challenge (DOD).
- If you have already completed the FY 2025 Cyber Awareness Challenge since October 1, 2024, you do not need to take it again.
- If you have any questions or have completed the training through a different method, please contact Code 109 Training at usn.nnsy.navshipydnorfolkva.mbx.c109-trng-development@us.navy.mil.

Please note: In Waypoints, it is noted that the training is due Sept. 1. This is a NAVSEA established date in the system and cannot be manually changed. At NNSY, the due date is June 30. Failure to complete the training by July 31, 2025, will result in your NMCI and SYLAN accounts being disabled. Additionally, per Navy policy, accounts that remain disabled for more than 45 days will be deleted.

»PANACEA BEHAVIORAL HEALTH AND WELLNESS SERVICES AVAILABLE

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. 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. 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.



**WE'RE CELEBRATING THE NAVY'S
250TH BIRTHDAY ALL YEAR LONG!**

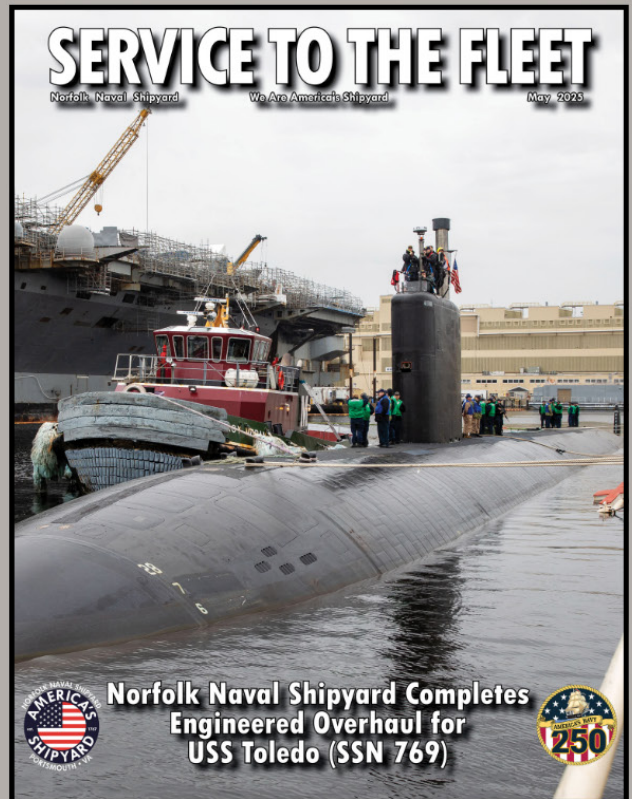
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NNSY

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



Norfolk Naval Shipyard Shines as North Star for Latest in Laser Ablation Efforts Across Shipyards

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST
PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHERS

Naval Sea Systems Command (NAVSEA) and the naval enterprise have continuously encouraged the workforce to push the boundaries of how they do business, seeking out the most cutting-edge technologies and processes to revolutionize the way maintenance and repairs are done worldwide. At Norfolk Naval Shipyard (NNSY), one such innovative tool that's been tested across the waterfront is laser ablation, an advanced technology that utilizes a high-powered laser beam to remove unwanted materials from surfaces. With opportunities during the latest availability for USS George H.W. Bush (CVN 77) at NNSY, America's Shipyard rose up with assistance from NAVSEA and Maritime Industrial Base (MIB) to secure one of the most powerful handheld lasers to add as a new tool in the toolbelt for our mechanics – the first of the four public shipyards to be provided this equipment.

At the head of this effort was NAVSEA 04XT Technology Focus Team (TFT) Hub Channel for Corrosion Control and Repair, a collective group across the enterprise working together to bring life into those innovative ideas and filling the needs of the workforce. Within the ongoing partnership and sharing of information, the team focused in on the Adapt laser series – specifically the Adapt CL-1000 – a powerful laser ablation tool that is able to eliminate rust, hazardous coatings, and corruptions from metal components in rapid time without altering the surface material. On the projects, it is standard practice to sandblast or utilize needleguns to clean the surface metals on the job – which can be taxing on the worker due to the heavy vibrations in their hand and arm, as well as the loud noises produced by these tasks. With laser ablation, it would be less taxing on the individual, reducing noise, hand, and arm

vibrations – as well as provide a cleaner and safer alternative in jobs that could utilize the laser instead.

“With the push from the NAVSEA 04XT TFT as well as the immense generosity and investment from MIB who were able to do the research with inputs from the four shipyards, we were the first of the four shipyards to officially receive the Adapt CL-1000 and put it to the test with the CVN 77,” said Code 900S/970 Safety Advocate Matthew Maccord. Initially utilizing a rented unit prior to the official unit making its home at NNSY, teams came together from the Preservation and Habitability Department (Code 970), Operations Department (Code 300), Occupational Safety, Health and Environment Office (Code 106), Production Process Improvements Department (Code 900P), Innovation and Technology Division (Code 100TO.3), and Code 900S to begin the initial testing and training of folks to be able to utilize this technology and bring laser ablation to the deckplate.

Maccord said, “we purchased the Adapt CL-100 unit, a much smaller unit, to aid in our initial training efforts and to utilize the technology to a much smaller degree while we worked to get the shipyard prepared for the CL-1000. We became the pinnacle for this effort and made huge strides in training up our people and determining how this technology can be used and where. We took every precaution to see how this technology could be utilized safely here at NNSY.”

The Adapt CL-1000 is able to be set up in an area with a worker utilizing the handheld laser as well as safety glasses specifically tailored to work with that level of laser to protect their vision. The laser is able to sweep the surface in rapid time, producing a plasma field that pulsates and evaporates



the material on the surface, with the waste traveling through a cord into the sealed unit to be discarded appropriately following the job.

“The hours of cleanup we’re replacing is huge with the laser. Jobs aren’t done when the work is performed and completed – we have to make sure the spaces are cleaned up and ready for what comes next in line,” said Maccord. “The benefits are going to compound the more and more it’s utilized.”

Code 244A Project Engineering Planning Manager Randall Santiago added, “using the laser is faster overall than handtooling. Where certain jobs with handtooling can take two to three weeks with multiple folks on the job, we are able to do a square foot of surface in eight minutes with the laser

with minimal people working the job. Also compared to a needlegun or sander, the laser is easier to use overall. Laser ablation isn’t a replacement for the existing practices, it’s another tool for the toolset to use where it best fits.”

“Plus, it will help us protect our people from those long-term effects like carpal tunnel when we’re able to reduce those more strenuous jobs,” said Workforce Development Manager James Stalls. “We’re still in the initial phases of utilizing this technology, determining the best direction for where to implement and how, yet the possibilities are endless.”

The laser has been able to be utilized on jobs on the CVN 77 project and is planned to be utilized in more projects both inside the shops as well as shipboard. In addition, a mockup

Continued on next page.





space has been developed in the Apprentice School to facilitate more training across the board. Today, there are more than 40 laser operators readily available at NNSY with more being trained each month.

"This initiative fostered outstanding communication and collaboration across an entire NAVSEA community," said Carrier Team One (CT1) Project Planning Optimization (PPO) Process Manager Becky Lambert. "Our shipyard's championing

of this technology on CVN 77 secured our position as the first recipient of this game-changing equipment – all without impacting our budget! Now, the spotlight shines brightly on NNSY, and we're ready to demonstrate an exceptional return on investment in upcoming availabilities. This is a truly exciting time for our shipyard, and we're confident in our ability to deliver remarkable results!"

Recognizing Excellence: The Code 900T and Code 920 Teams' Collaborative Contribution to NNSY's Apprentice Program

STORY BY JEFF BUTLER • NNSY APPRENTICE PROGRAM PROMOTIONS AND TRADE THEORY SUPERVISOR

The Norfolk Naval Shipyard (NNSY) Apprentice Program has long been a cornerstone of developing highly skilled tradespeople for the ship repair industry. As the industry evolves, so too must the training programs designed to prepare the next generation of mechanics. In a significant step forward, the Code 900T Apprentice Training Division, in partnership with NNSY's Structural Group (Code 920), has turned a decade-long vision into reality by designing and constructing the Apprentice Mockup - a state-of-the-art training tool that will transform hands-on experiences for all apprentices at NNSY.

This mockup embodies the vision of the apprentice training team to provide apprentices with more realistic, hands-on training opportunities. The goal is clear: to ensure that apprentices not only grasp theoretical concepts but also gain the essential real-world experience they need to succeed in their roles at NNSY.

While the Code 900T Apprentice Training Division took the lead in the design and conceptualization of the mockup, the successful realization of this vision would not have been possible without the critical partnership of the Code 920 team. Their collaboration was integral to bringing the mockup to life, with Code 920 handling the heavy lifting - both literally and figuratively - ensuring the mockup would be a fully integrated and functional training tool. This combined effort brought together expertise from various shops and codes across NNSY to ensure all trades were represented.

The Apprentice Mockup is more than just a training tool - it's a dynamic, immersive learning environment that aims to mirror the real-world challenges apprentices will encounter. By collaborating with various trades, the Code 900T and Code 920 teams created a mockup offering apprentices hands-on experience in a variety of scenarios. This collaboration guarantees that apprentices will receive a well-rounded education, preparing them for the complexities of their future roles.

Designing and constructing this mockup was no small feat. The Code 900T Apprentice Training Division have worked closely with experts across multiple trades to ensure the mockup meets the highest

standards of quality, realism, and educational value. The Code 920 team's expertise in executing the design and handling the heavy-duty construction tasks was crucial in turning this vision into reality. The result is a space where apprentices can practice and hone their skills, gaining confidence and proficiency before transitioning to the job site.

As one team member reflected, this mockup represents years of dedication and careful planning: "This was a dream that took over a decade to bring to life. We wanted to create an experience that would provide apprentices with a true-to-life training environment, one that would better prepare them for the challenges they'll face on the waterfront."

Although the mockup is not yet fully complete, it is expected to be fully functional by September 1, 2025, and integrated into Trade Theory, marking a major milestone in apprentice training. This date will usher in a new era of hands-on, practical learning at NNSY, providing apprentices with unmatched training and preparation for the ship repair industry.

The recognition of both the Code 900T Apprentice Training Division and the Code 920 team is well-deserved. Their shared vision, commitment, and collaboration have resulted in a groundbreaking addition to the NNSY Apprentice Program. The mockup will not only provide apprentices with comprehensive, hands-on training but will also set a new benchmark for practical learning in shipbuilding. Thanks to their tireless efforts, NNSY apprentices will be better equipped to face the challenges ahead.

To the Code 900T Apprentice Training Division, the Code 920 team, and all the tradespeople who contributed to this project: your innovation, teamwork, and dedication to excellence have made an enduring impact on the NNSY Apprentice Program. Your hard work ensures that the next generation of skilled shipbuilders will have the training they need to succeed.



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. 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. 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>.

June 2: MSTeams (Virtual), 12:15 to 1:15 p.m.

June 4: Bldg. 1763, 2nd Floor, Room 224 (New Training Facility), 10 to 11 a.m.

Find Your Path With Norfolk Naval Shipyard



On Thursday, May 8, and Saturday May 10, 2025, NNSY People Experience hosted the first two "Find your Path" events with great success. These events were focused on assisting people interested in applying for the NNSY Apprenticeship Program. At the events, attendees received information on how to apply for the apprenticeship program, how to sign up for the required Virginia Placement Test (VPT) through Tidewater Community College (TCC), resume and interview tips, and trade information and demonstrations. They were also able to attend breakout sessions led by Doreka Porter-Wright and Michael Matusiak. These sessions explained what to expect as an apprentice and included testimonials and Q&A. FLTHRO representatives, Tricia Thompson and Megan Lee and TCC representative, Erin McNair also attended and were able to answer attendees' questions. Tables were set up for Shop 11 Shipfitters, Shop 17 Sheet Metal Mechanics, Shop 31 Machinists, Shop 56 Pipefitters, and Shop 72 Riggers. Representatives from each of these shops had hands-on materials to help showcase their trade, and using their knowledge and experience, were able to answer questions and garner a lot of interest in their shops. Trade representatives included Christin Raynor, Ferdinand VeraCruz, Larry Greenough, Amber Beatty, Chris Fleming, Kareem Thompson, Sean Campbell, Jarrod Ballance, Nino Perkins, Cameron Blaney, Bo Davis, and Michael Tolentino. PE team members in attendance were Ebony Perry, Jamie Trower, Nicholas Boyle, and Christi Claar with registration assistance from Sara Anderson.

NNSY People Experience plans to host more "Find your Path" events focused on a wide variety of potential candidates, including veterans, entry-level, mid-career, transitioning military, and blue and white-collar positions.



Norfolk Naval Shipyard Honors Executive Development Program Graduates

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



Norfolk Naval Shipyard (NNSY) hosted an Executive Development Program (EDP) graduation on April 25, 2025, at the Drydock Club on Scott Center Annex.

The EDP is a competitive six-month program that selects four of the best-qualified applicants in permanent GS-13 and GS-14 positions for each cadre, providing participants with an opportunity to shadow senior leaders across the naval enterprise and gain a better understanding of how various NAVSEA commands support the broader Navy mission. The most recent graduates comprised Cadre 13 for the program.

“Cadre 13 came into the program with a lot of enthusiasm and wanted to learn all about NNSY and Naval Sea Systems Command (NAVSEA), including how it ties into their area of responsibility,” said Norfolk Naval Shipyard Business and Strategic Planning Manager George Fitzgerald.

“The group performed a study of annual mandatory training at the request of the Chief of Staff,” said Fitzgerald. “They researched requirements and training alternatives, resulting in recommendations that could save the shipyard close to 70,000 man-days per year.”

The graduates provided positive feedback on the program and shared the valuable lessons they learned.

“Participation in the program has positioned me to apply my enhanced skills and broadened perspectives to drive organizational excellence and innovation within my parent department and Norfolk Naval Shipyard,” said NNSY Information Technology Manager Arnold Jones. “Key takeaways from the program include a deeper understanding of NNSY’s strategic priorities, strengthened leadership skills, expanded professional networks, and a renewed commitment to public service and the shipyard’s mission.”

“Over the past six months, we’ve gained invaluable insights into leadership, strategy, and decision-making,” said NNSY Procurement Analyst William Webb. “We’ve learned not only from our interactions with leadership but also from each other, sharing experiences and perspectives that have shaped us into stronger, more effective leaders.”

“Participating in the Norfolk Naval Shipyard Executive Development Program was a truly transformational experience that expanded my understanding of the broader naval enterprise and reinforced the strategic importance of NNSY within it,” said NNSY Program Manager William “Vann” Stubbs. “In an organization where many manage, this program is designed to identify, develop, and elevate those who will truly lead. It is a rare, once-in-a-career opportunity with lasting impact.”

“The leaders that we met really took our discussions seriously and allowed free and open conversations and it gave a raw and unedited impression of how genuine leadership can motivate a workforce,” said NNSY Supervisory Engineer Marcel Lane. “As I complete the program, I feel the best way for NNSY to succeed is to empower their people, listen to their needs, and spur their growth.”





Honoring our Fallen Heroes: Norfolk Naval Shipyard Stands Together at Annual Memorial Day Fall-In for Colors

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY DANNY DEANGELIS AND GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHERS

Sailors and civilians gathered at the flagpole outside of the Norman Sisisky Engineering and Management Building at Norfolk Naval Shipyard (NNSY) the morning of May 22, solemn yet resolute as salutes were raised with the colors flying high above the forming crowd. United as one, the crowd joined for the annual Memorial Day Fall-In for Colors – an event aimed to bring the shipyard together in reverence and remembrance of those devoted service members who paid the ultimate sacrifice in defense of our nation’s freedom, lost but never forgotten.

“Today we mourn our fallen military heroes whose valor and devotion echo through time, reflecting on the extraordinary courage and selflessness of those who gave everything for the freedom we cherish,” said Shipyard Commander Capt. Jip Mosman. “Memorial Day is far more than just a holiday or the kickoff to summer. It’s a sacred national moment of remembrance, a day for us to pause, reflect, and give thanks for the lives laid down in service to our country. Their courage, sacrifice, unwavering devotion to duty – these are the very foundations upon which our freedoms rest.”

He continued, “Many of you are veterans and understand the weight of service, commitment to duty, and the bonds forged in shared sacrifice. Many of you have family members, friends, and neighbors who have served, some who have made the ultimate sacrifice. You know firsthand the cost of freedom. But even if you have no direct connection to the uniformed military, you are connected to the mission. You are connected to the defense of our nation. You are connected to the legacy of those we honor today. Because here, at America’s Shipyard, we are the guardians of our nation’s fleet. We are the ones who keep our ships seaworthy, our sailors safe, and our nation secure. The ships that leave these docks and piers, the ships you work on with such dedication and skill, are the very ships that protect our shores, protect our power, and defend our interests around the globe. The work you do here is a direct contribution to the defense of freedom. And that is why Memorial Day is so important to us here at NNSY. We are not just maintaining and repairing ships; we are maintaining and repairing the shield of our nation. We are upholding the



legacy of those who came before us, those who gave their lives to protect the values we hold dear. We honor them today.”

Members of the shipyard workforce including the Federal Managers Association (FMA) held a wreath dedication during the ceremony as well as crafted a symbolic Battlefield Cross out of personal effects from shipyard veterans to represent fallen service members. In addition, there were musical performances from Code 1200’s Michelle Read, as well as a rendition of “Taps” and “Amazing Grace” by bagpiper Thom Metz, a retired Lt. Col. from the United States Army. The invocation and benediction were provided by USS Dwight D. Eisenhower (CVN 69) Chaplain Lt. Cdr. Larry Jones.

Capt. Mosman also shared the enduring history of the United States Navy as it celebrates a significant milestone with the 250th Anniversary in 2025. “Since the Navy’s founding in 1775, even before our nation declared its independence, the Navy has stood watch over our shores, projecting American ideals across the seas. For two and a half centuries, Navy Sailors have braved storms and battle, carried the torch of freedom, and answered the call with honor, courage, and commitment. From

the earliest days of wooden ships and iron men to today’s cutting-edge fleets and cyber defense, the Navy has played a critical role in defending our Constitution and securing peace around the world. We know that this strength, this tradition, has been built on the backs of those willing to give everything.”

He continued, “As we honor those who fell, let us remember that behind every name etched on a headstone, behind every folded flag, lies a story. A story of someone who loved, who dreamed, who chose to serve something greater than themselves. A story that ended not in defeat, but in selfless sacrifice. And for that enduring legacy, we are forever grateful. Let us carry the memories of our fallen comrades in our hearts as we go forth. Their sacrifices are a constant reminder of the cost of freedom and an inspiration to us all. Let us press forward with their spirits as our guides, ensuring that their legacy of service and sacrifice is honored in all that we do, and that the ideals they fought for continue to shine brightly in the future of our nation.”

Our Yard History:

The Structural Shop, Building 163

STORY BY MARCUS W. ROBBINS • SHIPYARD HISTORIAN | PHOTOS FROM THE SHIPYARD ARCHIVES

Have you ever wondered why the shipyard shops are positioned like they are and what planning went into it? Or, do you enjoy viewing very early images of some of those individual "big box stores" that we still preform work in today at America's Shipyard? In the coming months, we shall begin our journey looking back at some of our principal shops. Today, let's explore the first constructed structure, Building 163.

Planning, everything begins with a vision and then a drawn plan. This shipyard's southern expansion to convert the recently acquired 273 acres of the Schmole Tract becomes the footprint of our modern waterfront. With World War I heating up in Europe, Uncle Sam's new steel navy was in desperate need for an additional building yard and Norfolk was ready to answer that call. The drawn plan entitled "Proposed Final Layout for Development" of December 28, 1917, Public Works Drawing #4707 places several new key structures (Machine Shop, Foundry, Power Plant, Steel Storage and Dry Dock 4) in their exact location of today along with the Structural Shop, Building 163.

With the first pile actually driven October 31, 1916, well before the final layout plan was formally adopted, shows the importance for the establishment a shop to fabricate and shape metal. Building 163 was also the first of any of the modern structures to rise as evidenced by the below cropped image #1291 looking northeast taken August 30, 1917 with a rare image of Back Creek in the foreground.



At an original built length 696 feet in length by 300 feet wide, the structure was later expanded from the triple door area to the north by a couple of hundred feet once the decision not to construct Dry Dock 5 was made, which is a story unto itself for another day.

Upon the second floor of "A" Bay, there is a full building length with a 100-foot-wide layout and mold loft suitable to fabricate full size template paper and lightweight wooden

mockups to guide the craftsmen on the first floor with cutting, rolling, forging and welding of various metal shapes. Although the mold loft is relatively quiet today in this age of computer drafting, it was extremely instrumental in the emergency collision repairs that were made to the aircraft carrier USS Coral Sea (CV 43) in 1985 and the destroyer USS Radford (DD 968) in 1999.

Any metal working shop needs a fully functional Forge Shop and we are no different. Specific equipment consisting of furnaces, presses and rollers may have changed over the years yet this steam powered forging hammer of the early 1930s era proclaims a sense of authority for the work performed here. Take note of the shop office sign beyond and focus upon the title, "Master", as it conveys a sense of pride and craftsmanship which extends to this day for the folks that carry on this ancient art.

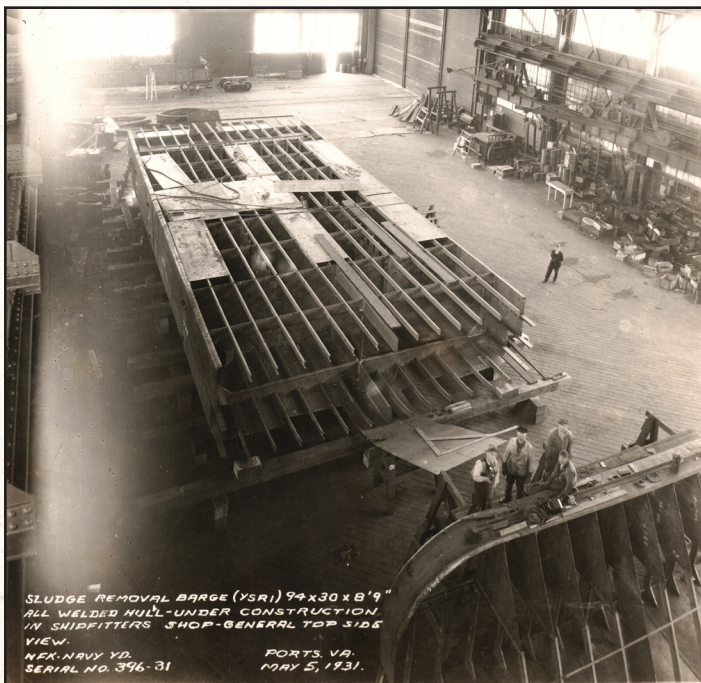


Under the roof of the Structural Shop in the very early 1930s electric arc welding becomes the emerging technology of the day to build components and even ships of steel. The days of riveting had indeed passed away permanently as weld beads provide increased efficiencies of both time and service durability. While not shown here the entire keels of our several 1930s destroyers are fabricated inside of the shop before being taken to Dry Dock 2 for large scale construction. By example, the associate image of the sludge removal barge YSR1 was completely assembled by welding inside the shop upon a thick wooden board floor.

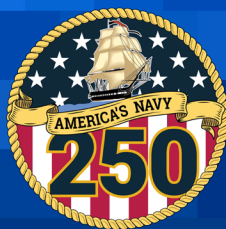
You might say, how did they get that barge out of the building? Well, if you look in the upper right of this May 5, 1931 image you would see what was referred to as the "triple doors" yet when fully rolled up the two supporting mullions were removable to allow large metal assemblies to pass. outside on the railroad tracks. A couple of decades ago, in the early 2000s, this door assemble was replaced with the extremely large rollup door that we are familiar with today.

And as I have written about before, World War II changed everything at the old Norfolk Navy Yard and Building 163 was no different, it needed to be expanded. As the calendar turned into December 1938, there was no need to save space for the extended length supporting a twin horseshoe of the proposed Dry Dock 5 as it was to be replaced with a new Assembly Structure, Building 261. Now Building 163 had room to grow towards the north.

From the triple doors to the north all of the working bays were extended including the mold loft above and by December of 1940 the expanded building was fully functioning as the final image confirms. The coming storm that would later be known as World War II grew darker and darker, yet now Norfolk was positioned better to help in the fight that was to come. Building 163 remains a vital part of our Shipyard's heritage now into the 21st century because - "history matters."



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 or the NNSY Community Connectors Team at NNSY_Community_Connectors@us.navy.mil.



Talking Shop:

Celebrating NNSY's Insulator Shop (Shop 57)

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

It is important to provide protection for the many components onboard U.S. Navy vessels, from cold pipes to hot steaming pipes, vents to ducts, and equipment to machinery. Proper actions are taken to safeguard Sailors from becoming injured and to prevent damage to the ships' pipes, vents, ducts, equipment and machinery. One such precautionary measure is using insulation strategically placed around said items to prevent any injuries or damage from occurring. This is where Norfolk Naval Shipyard's (NNSY) Insulation Shop (Shop 57) comes in.

"Here in Shop 57, we prefabricate installations for various ships like submarines and aircraft carriers," said Shop 57 Work Leader Luther Tynes. "We fabricate insulation that is used to control temperature and energy efficiency within Navy ships. It helps maintain a stable temperature inside the ship, which is particularly important in cold or hot climates, preventing excessive heat buildup or freezing conditions."

Shop 57 has various workstations such as the temp mat table, insulation cloth table, sewing stations, Bandsaw Room and the nuclear insulation work area.

"When we receive a job order, the first step in the process is to assess the project/requester insulation needs based on the ship type, material needed, efficiency standards, and regulatory requirements," said Shop 57 Inside Shop Supervisor Frank Reyes. "Supervisors and or mechanics create detailed plans for the insulation system. This includes selecting the right type of insulation material (e.g., fiberglass, temp mat, calcium silicate) and determining the thickness and density required for optimal performance. Once the materials are delivered to the prefabrication facility, they are cut and shaped according to the design specifications. This may involve precision cutting of insulation to match the measurements needed for the systems and or components. Once the insulation materials are prefabricated and undergo verification, they are packaged for shipment. Each package is clearly labeled with drawings."

Shop 57 has approximately 15 employees who work diligently to play their part to support NNSY's mission of repairing, modernizing, and inactivating the Navy's warships and training platforms.

"America's Shipyard is made of many shops and codes that form one team," said Reyes. "Shop 57 is just a member of the bigger picture. Because together we strive to deliver on time, every time, anywhere to protect this great nation of ours, the United States of America."



Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Mona Freeman has over 20 years of experience as an Insulator, the last four years being at NNSY. To Freeman, working at the shipyard is like serving in the U.S. Navy without a uniform. "I feel like I'm doing my part to help my country," said Freeman. "Although it's a small part of the puzzle, I still feel like I'm contributing to helping with the Navy."



Above: Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Nathan Pope has been working at the shipyard for over eight years. He enjoys facing challenges that the job brings each day. "What I learned a long time ago is that when you face a challenge, regardless of what it is, you need to pace yourself and don't rush because you're going to mess up more and you have to start all over. So I take my time, stay alert, and depend on my teammates," said Pope.



Above: For Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Meredith Wilson, it is more than just a job; it changed her life. "Since I first came to the shipyard almost six years ago, working here has changed my life for the better and because of that, I am grateful that Norfolk Naval Shipyard gave me a chance to help change my life around," said Wilson.



Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Aleashea Raspberry Baily came to the shipyard to experience new things. "I worked at HIL, where they construct new ships," said Baily. "I wanted to do something different and to find new challenges in my craft and Norfolk Naval Shipyard provided the opportunity to do just that."





Above: Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Linda Willis came to the shipyard in 2010, but this wasn't her first shipyard. "I worked 20 years at Mare Island Naval Shipyard in Vallejo, California," said Willis. "When Mare Island Naval Shipyard closed, I was placed on a work stoppage list, which meant I was given priority when a job like the one I was doing became available. A position became available at Norfolk Naval Shipyard, so it was either change coasts or get laid off. I chose the former."



Right: Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Chantal Williams applied to become a painter at the shipyard, but she was offered a job as an insulator instead. "My dad has a company where one of his jobs is to install housing insulation, so I thought, 'I know this,' but little did I know," said Williams. "Even though this job wasn't what I expected at first, I found the creativity that comes with the job. To me, this job is like starting with nothing and then ending up with something beautiful, just like a sculpture."





Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Kristie Powell takes her job seriously because she knows that it could lead to injury if not done properly. "One of the things we do in the shop is place insulation around steaming hot pipes on the aircraft carriers and submarines," said Powell. "This prevents the Sailors from getting burned while they are out performing their duty and defending our country."



Before coming to Norfolk Naval Shipyard 14 years ago, Insulation Shop (Shop 57) Insulator Barry Belcher worked in the auto glass industry. "Every time I started training a new apprentice in the auto glass industry, I told them, 'As young as you are, you should go work at the shipyard because they have better benefits,'" said Belcher. "One by one, I kept losing apprentices to the shipyard. Then one day, someone told me, 'You should take your own advice.' That's when I decided to come work at Norfolk Naval Shipyard to receive the better benefits I always told the auto glass industry apprentices about way back then."



Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Anthony Lewellen enjoys his job because it gives him the freedom to do his work. "My job as an insulator is more like arts and crafts," said Lewellen. "Because of that, I have more freedom to do the stuff I feel is the best way of doing it. It doesn't matter how I get to the final product, just as long as I do it safely and efficiently and the final product meets all requirements."



Norfolk Naval Shipyard Insulation Shop (Shop 57) Insulator Justin Leonetti first came to the shipyard approximately nine years ago as a contract firewatch before joining the apprentice program two years later. "My preference was to become a pipefitter, but I ended up being chosen to work as an insulator in Shop 57," said Leonetti. "I accepted the offer and went through the apprenticeship program to become an insulator instead of a pipefitter. And of the seven years I've been doing this job, I have no regrets. I truly enjoy my job."

Want your shop featured next in our Talking Shop Series?

Email NNSY_PAO@us.navy.mil Today!

NNSY FLTHRO PRESENTS: UPCOMING TRAINING OPPORTUNITIES

All trainings will be held via Teams. NNSY employees have two ways to register:

1. Self-Register at Waypoints by searching for the Course # and requesting registration under "View Details".
2. Email the NNSY Career Counselors at NNSY_WFD@us.navy.mil and specify the course and date, along with the last 4 digits of your DOD ID /CAC #.

A calendar event containing the Teams link will be emailed within 24 hours of the event. Ensure you gain supervisory approval prior to attending. This office is not responsible for any pay concerns.

Resume Writing: Learn tools and tips to writing an effective Federal Government Resume

Open to all NNSY Employees:

August 5: 11:20 a.m. to 12 p.m. via Teams
November 14: 11 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-RW) FLTHRO Resume Writing

Workers' Compensation: Provides an overview of the Workers' Compensation program, discuss how to file a claim for work-related injuries or occupational diseases and benefits associated with on the job injuries.

Open to all NNSY Employees:

August 5: 11:20 a.m. to 12 p.m. via Teams
November 14: 11 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-WC) FLTHRO Workers' Compensation

Writing a Position Description: Focus on how to write an effective Position Description for Wage Grade (WG) and General Schedule (GS) employees.

Open to NNSY Supervisors/ Managers/Trusted Agents Only:

July 16: 9 to 11 a.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-PD) FLTHRO Writing a Position Description



Congratulations to our NNSY Sailors of the Second Quarter for FY25!



NNSY Sailor of the Quarter

EN1 Alejandra Baxter



**NNSY Junior Sailor of the
Quarter**

ET2 Kaitlyn Doyle



**NNSY Bluejacket of the
Quarter**

EM3 Alan Herrera





SHIPYARD SPOTLIGHT: JESSICA MCRAE

CODE 105.4 LEAD RADIOLOGICAL INSTRUCTOR

STORY BY SUSANNE GREENE ◊
NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST ◊
NNSY PHOTOGRAPHER

=====

A teacher by trade, Jessica McRae has a passion for teaching, numbers and singing. Her enthusiasm is contagious and makes her a pitch-perfect match as Norfolk Naval Shipyard's Code 105.4 Lead Radiological Instructor.

McRae graduated in 2011 with an Applied Mathematics degree from Old Dominion University and has been at NNSY since November 21, 2011. Her father, Nuclear Engineer Clinton McRae, is a shipyard veteran Nuclear Engineer and Professional Development Facilitator for Code 2300T.

"When I was applying for the job, I told Dad that I had no idea about this nuclear stuff, but he reassured me that they would teach me everything I needed to know, and I may like it...and I did," said McRae.

McRae was nominated for this month's Shipyard Spotlight by NNSY Health Physicist Alex Withrow.

"Ms. McRae operates independently, developing and delivering Norfolk Naval Shipyard's Basic Instructor Training (BIT) course, giving our upcoming instructors the tools, from public speaking to learning theory, to be effective trainers in the shipyard," said Withrow. "She runs the shipyard's Radiological Continuing Instructor Training (CIT) course, designing the curriculum and researching training and development strategies to keep the organization moving forward."

Withrow continued, "Ms. McRae works to develop multi-modal training, including lectures, written materials, and videos, to appeal to all learning styles and to utilize available content delivery methods."

She is also leading a successful corporate initiative to develop NNSY's Radiological Instructors that includes all government and private shipyards, and lab facility partners.

McRae worked for Reactor Servicing as a Radiological Control Technician (RCT) for five years and then was asked to help Code 105.3's newly established training branch, 105.3T, to prepare the new hires for qualification school and teach RCT Continuous Training. She became a qualified instructor in 2016 and has continued her training endeavors from initial RCT new hires to requalifications for mechanics and technicians.

McRae continues to apply for her takeaways from NNSY's Radiological Controls Technician Qualifying School (RCTQS) in her current role.

"I enjoyed my learning at RCTQS because it was a clear strategic approach...read it, tell it, write it, show



it; again, and again, and again until the foundation and what was built on it was solid," said McRae. "So, no matter what the problem was, it could be solved with some critical thinking."

McRae continued, "I felt like RCTQS was difficult and rigorous, but also accomplishable and that's what I want to instill in all my instructors...what we do is sometimes difficult and rigorous, but it's also accomplishable if we employ some critical thinking."

She really enjoys what she does and her role with the team. She believes a good leader must be inclusive and not exclude others' ideas and opinions.

"If you're walking alone, you have the possibility of falling into a ditch and no one be there to help you because you're alone. Being a good leader means not walking by yourself. You can't be a leader if you have no one to lead," said McRae.

McRae continued, "You need to have a mindset of inclusivity. I want to know what's on your mind and in your brain. I can only see what I see my way because of the life I have lived...this is what I see and where I'm strong. Where are you strong? What are you gifted or talented in? What are your life experiences that we can add to the pot to make this work?"

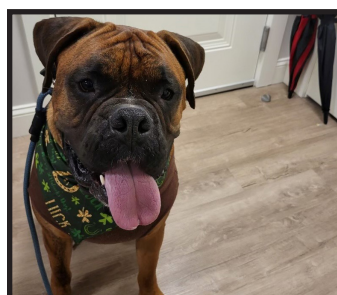
She is also appreciative of the openness at the shipyard and how the shipyard brings different people together.

"You can make your own destiny at NNSY. If you are determined, you can be a part of the shipyard and enjoy what you do," said McRae. "You can find your niche and soar."

McRae considers herself a teacher by trade and currently tutors math students from local middle schools, high schools

and colleges. Here at the shipyard, McRae created a "Math Monday" class to support RCT requalification and assist with the understanding of radiological fundamentals mathematically. She also teaches a weekly Bible study for women at Old Dominion University and loves to sing background vocals for local artists and at her church.

"My go-to karaoke songs are Teena Marie's 'Square Biz' and 'Rollin' (Air Raid Vehicle)' by Limp Bizkit," said McRae. "Rollin' is a fun song, and you can really get the crowd going."



NNSY is showing an upward trend in fractures.

FRACTURE TREND AWARENESS

at **NNSY** 

Trending:

- ★ FY23 captured 15 Fractures; FY24 captured 19 Fractures; FY25 has captured 20 Fractures.
- ★ X26, X99, and C900F have all had 2 Fractures in the last 3 months.
- ★ 9 of the 10 Fractures in the last 2 months have been on the waterfront (DD, Pier, Projects)
- ★ Losing grip, stumbling, tripping on floors, stairs and ladders resulting in fall is leading event types.

Fractures represent severe injuries with substantial impact to the mission and can cause long term complications depending on the severity of the injury.



What's New With Waypoints



SAVE THE DATES! YOUR FY25 TRAININGS ARE HERE!

Be sure to check out your Waypoints Annual Training Requirements on don.csod.com under the Learning tab.

Due June 30, 2025:

- 00-DON-Cyber Awareness Challenge (DOD)

Due July 1, 2025:

- 00-DON-NCIS Counterintelligence and Insider Threat Awareness and Reporting Training

Due September 30, 2025:

- 00-DON-Operations Security (OPSEC)
- 00-DON-Anti-Terrorism Level 1 Awareness Training
- 00-DON-Identifying and Safeguarding Personally Identifiable Information (PII)
- 00-DON-Workplace Violence Prevention
- 24-NAVSEA Annual Security Refresher Training
- 24-NAVSEA Naval Nuclear Propulsion Information (NNPI) Training
- 24-NNSY Environmental Awareness Training
- 24-NNSY RAD INDOC for Waypoints
- 24-NAVSEA Restricted Data Training
- 24-NSYC Drug Free Workplace for Employees

A NEW Naval Shipyards Waypoints Service Desk has been created! The new service desk will now allow naval shipyard employees to submit a ticket for any Waypoints issue, question or concern.

Please note: Before submitting this ticket, please go to the 'Support Center' tab after logging into Waypoints. If you're unable to find a resolution, then submit a ticket by completing the form linked below. You will receive an automated email with the ticket number and the information you entered on the form.

**Submit your ticket using
<https://forms.osi.apps.mil/r/qAfxHZz00m>.**

For questions: please email NNSYWaypointsHelp@us.navy.mil



NNSY Shuttle Service

The Norfolk Naval Shipyard Shuttle Service is now running two shuttles per route Monday through Friday from 0500 to 1700. Shuttles routes include both inside and outside the Controlled Industrial Area (CIA).

Installation Shuttle Stops

North Bound

1. Gate D - Bldg. 369
2. Gate I - Bldg. 273, 298 and 510
3. Bldg. 1763 - Training Facility
4. M-32 Trailers and Bldg. 276A
5. Bldg. 1500 - Gate N
6. Clinic
7. Gate R - Bldg. 61 and 62
8. Bldg. 1575
9. Bldg. 15
10. Bldg. 74

South Bound

1. Bldg. 16
2. M-1 and Bldg. 1500
3. Gate H - Bldg. 273, 298 and 510
4. Returns to Bldg. 369, route begins again.

CIA Shuttle Stops

North Bound

1. Bldg. 369 North Side
2. Bldg. 369 South Side
3. Bldg. 269 and 269A
4. Bldg. 298
5. Pier 5
6. Bldg. 300

South Bound

1. Bldg. 61
2. Bldg. 1505
3. Bldg. 163
4. Bldg. 510R
5. Bldg. S1 and 1744
6. Returns to Bldg. 369, route begins again.



For questions regarding the shuttle program, contact Danie Larrew,
danielle.n.larrew.civ@us.navy.mil.

MISSION STATEMENT

Deliver optimal material and logistic solutions, expertise, and customer service on time, every time, everywhere to ensure fleet readiness and mission success at America's Shipyard.

VISION STATEMENT

Trusted supply chain experts in high performing teams that deliver 100% of material requirements on time.

MOTTO

We deliver for America:
Right Material, Right Time, Right Place.

Point of Contact

Code 500—Bldg. 1500, 2nd floor

Duty Phone: 757-635-6109

Code 500 Supply Department

Feedback

(Located in our main page in Webcentral)

<https://forms.osi.apps.mil/r/632F6K5CHY>

Project Material Managers (PMMs) Code 520.2 Supply Department

~ The front line for carriers, submarines, and within shops regarding materials ~

PMMs begin their involvement in projects at A-12, where they track Prefab Material and attend project meetings, including DPLs (Daily Priority List), SRVs (Short Range View), and ERVs (Event Readiness).

PMMs provide expeditors with the most current jeopardy list, escalate material issues to external organizations when needed, track special material, and keep the project team apprised of material issues as well as monitor and coordinate the submittal of the DHA/BHJ to ensure capturing the component demand.

Project Management

- Project Material Manager
 - ⇒ Material work stoppages
 - ⇒ DLR carcass management
 - ⇒ Critical path material tracking
 - ⇒ Project consumables ordering
- Future Use Material
- Escalating material requirements



A list of all current PMMs is posted on the Code 520 WebCentral page to include the projects that they are assigned to.

Code 520 Division Head—Carolyn Parish

Code 520.2 PMM Acting Branch Head—Mark Ragsdale

NNSY_C520.2@us.navy.mil



NORFOLK NAVAL SHIPYARD

HOTLINE

FOR REPORTING: FRAUD, WASTE, ABUSE
AND MISMANAGEMENT

757-396-7971

EMAIL:
NNSY_IG_HOTLINE@US.NAVY.MIL

IDENTITIES OF WRITERS &
CALLERS FULLY PROTECTED

OR WRITE:
NNSY HOTLINE
COMMAND INSPECTOR GENERAL
BLDG. 706
PORTSMOUTH, VA 23709

NAVSEA INSPECTOR GENERAL
Phone: 1-800-356-8464
Email: usn.ncr.comnavseasyscomdc.mbx-
NAVSEA-IG-Hotline@us.navy.mil

NAVAL INSPECTOR GENERAL
Phone: 1-800-522-3451
Email: NAVIGHotlines@navy.mil

DOD INSPECTOR GENERAL
Phone: 1-800-424-9098
www.DOD.mil/Hotline

C-FRAM FRAUD SCHEME AWARENESS

JUNE EDITION: FALSE STATEMENTS AND CLAIMS - CYBERSECURITY

Knowingly and unwillingly falsifying, concealing, or covering up a material fact by any trick, scheme, or device; making any materially false, fictitious or fraudulent statement or representation; making or using any false writing or document knowing it contains any fraudulent statement or entity.

Government contractors are increasingly facing False Claims Act (FCA) enforcement actions for cybersecurity failures and false certifications. The Department of Justice's (DoJ) Civil Cyber-Fraud Initiative, launched in 2021, seeks to hold accountable entities or individuals that put U.S. information or systems at risk by:

- 1. Knowingly providing deficient cybersecurity products or services,**
- 2. Knowingly misrepresenting their cybersecurity practices or protocols;**
- 3. Knowingly violating obligations to monitor and report cybersecurity incidents and breaches.**

March 2025: MORSECORP, Inc. (MORSE) agreed to pay \$4.6 million to resolve allegations that MORSE violated the FCA by failing to comply with cybersecurity requirements in its contracts with the Department of the Army and Air Force.

February 2025: Health Net Federal Services Inc. (HNFS) and its corporate parent, Centene Corporation agreed to pay over \$11 million to resolve claims that HNFS falsely certified compliance with cybersecurity requirements in a contract with the DoD to administer the Defense Health Agency's TRICARE health benefits program for servicemembers and their families.

October 2024: The Pennsylvania State University agreed to pay \$1.25 million to resolve allegations that it violated the FCA by failing to comply with cybersecurity requirements in 15 contracts or subcontracts involving the DoD and NASA.

June 2024: Guidehouse, Inc. paid \$7.6 million, and Nan McKay and Associates paid \$3.7 million to resolve allegations that they violated the FCA by failing to meet cybersecurity requirements in contracts intended to ensure a secure environment for low-income New Yorkers to apply online for federal rental assistance during the COVID-19 pandemic under the emergency rental assistance program established by Congress in 2021.

May 2024: Insight Global, LLC. (Insight) agreed to pay \$2.7 million to settle allegations that it failed to establish adequate cybersecurity measures to protect personal health information (PHI) and personally identifiable information (PII), in violation of the FCA under a contract with the Pennsylvania Department of Health which used federal funds from the Centers for Disease Control and Prevention (CDC).

LEARN MORE TODAY

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

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

NORFOLK NAVAL SHIPYARD



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2025

