

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

September 2025



Rear Admiral Kavon Hakimzadeh Assumes Command of Norfolk Naval Shipyard Aug. 8





COMMANDER'S CORNER

From the desk of Rear Adm. Kavon Hakimzadeh



Becoming America's Best Shipyard

One of the biggest goals of my job will be barrier removal. During my listening tour before becoming shipyard commander, I heard so many times something similar to "I would do my job better this way or that way . . . if only THEY would let me do it." Well, I'm here to tell you that I am THEY, and you are authorized to do your job better. I may even get a T-shirt made that says "I am THEY" for when I walk around the shipyard.

Another thing I heard is that during wartime, all the extra, and in some cases non-value added, requirements will go away and we can really focus on the work. To that point, I would remind everyone we are now less than 500 days away from when our peer threat has specifically told us they are going to be ready to fight. They also are vastly outpacing our shipbuilding and ship repair capacity. Many of you see the importance of being ready for 2027. Given the availability lengths at America's Shipyard, there's no doubt that things we are doing today will impact the number of ships available to be on the ocean and ready to meet their missions in 2027.

To that end, I want us to focus on three things. One is **Leaders need to lead**. That means effective leaders listen, follow up, support, communicate, solve problems, and clear the path for their team to work, and they hold the team accountable for their work. Two is **Workers need to work**. Leaders need to lay out the right amount of work and enable our mechanics to complete that work in a given shift. In turn, our mechanics need to complete that work in a shift and make sure leaders know when anything prevents them from doing so. Three is **Focus and Finish is our plan**. We'll be discussing this a lot in the coming months as a "back to basics" approach similar to when the shipyard had dedicated "work gangs," multidisciplinary teams to include supervisors, engineering, supply, mechanic assistants and quality assurance to anticipate what our mechanics need to be successful and be empowered to solve problems as they go. Along with preparing to do the job, Focus and Finish will also prioritize projects at certain points in our availability timelines.

In addition to removing barriers, I'm also here to celebrate wins. As proud patriots of

America's Shipyard, you are accomplishing awesome things every day, and I want those recognized. You signed up to be the best, you work hard to be the best, and now you deserve to be recognized as the best. Through our planning, dedication, accountability and effective risk management, together we will become America's best shipyard!

Rear Adm. Kavon "Hak" Hakimzadeh
Commander, Norfolk Naval Shipyard

It's been a great first month as Commander of one of the Nation's most important shipyards! Before our Change of Command ceremony last month, I spent several weeks with the shipyard team learning about what each of you do, your commitment to excellence, and those restraints that are holding you back from achieving and going home satisfied every day.

After meeting with so many of you and getting an all-around look at America's Shipyard, I am more excited and privileged than ever to be leading this team. We have a tremendous growth opportunity before us and I will work to be a change agent for the better. My objective is to make us America's best shipyard!

I know there have been a lot of questions about the pilot program here at Norfolk Naval Shipyard (NNSY) to have an Admiral as Shipyard Commander, along with three Navy Captains, each assigned to focus on aircraft carriers, submarines, and our workforce and infrastructure. This pilot represents a profound change in the way we do business, and not just here but potentially across the public shipyards. As members of this workforce, this change should help drive home the recognition that Norfolk Naval Shipyard is critical to our fleet readiness, and the highest levels of Navy leadership to include the CNO and Secretary of the Navy are recognizing that more attention is needed in supporting all of you and improving our throughput on the waterfront.

SHIPYARD COMMANDER
Rear Adm. Kavon Hakimzadeh

**COMMANDING OFFICER, INDUSTRIAL
OPERATIONS COMMAND**
Capt. Lawrence Brandon

VICE SHIPYARD COMMANDER
Capt. Brandon Johnson

COMMAND MASTER CHIEF
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A large red teardrop-shaped graphic with a white cross in the center. The text is white and red, set against the red background.

**NORFOLK NAVAL
SHIPYARD BLOOD DRIVE**

**OCTOBER 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



A blue rectangular graphic with a white border. The text is white and yellow. There are two USN logos and a circular seal at the bottom.

**Congratulations to NNSY's
Chief Selects!**

NNSY/FMS:
ENC (Sel) Langley, Jermel
ENC (Sel) Mellington, Elizabeth
YNC (Sel) Ogburn, Rosalyn

NRMD:
ETNC (Sel) Compton, Zachery
MMNC (Sel) Lewis, Danielle (PG)

RCTQS:
MMNC (Sel) Hartman, Robert

FMB:
FCC (Sel) Lewis, Tyler
MRC (Sel) Singh, Raman
EMNC (Sel) Currall, Matthew
MMAC (Sel) Bridgman, Kyle (PG)





**CHECK OUT THE NNSY
LINKTREE TODAY!**



The Norfolk Naval Shipyard (NNSY) First Class Petty Officer Association (FCPOA) recently participated in the Adopt-A-Spot Cleanup in Portsmouth Aug. 1. The team came together to clean up the perimeter of the base at Gate 10, heading north westbound on Port Centre Parkway, along Edwards Street, and 3rd Street. A big thank you to the eight volunteers for helping to keep our shipyard and our community clean. (Photos Courtesy of the FCPOA)



Congratulations to the Norfolk Naval Shipyard (NNSY) Transformation Office (Code 100TO) and the Office of the Command Inspector General (Code 100CE), as well as their OPSEC Coordinators Sidney Baker and Laurie Simon, who were awarded the Second Quarter 2025 Excellence in Best OPSEC Practices Award July 21.

Code 100TO and Code 100CE and their 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 teams were awarded the OPSEC flag and pennant as well as the Purple Dragon trophy to display in their area for the quarter. In addition, Baker and Simon received a Certificate of Achievement for their efforts in leading the OPSEC charge. (Photos by Danny DeAngelis, NNSY Photographer)



Welcome aboard to Norfolk Naval Shipyard's (NNSY) newest employees! Then Shipyard Commander Capt. Jip Mosman swore in 143 employees as part of New Employee Onboarding Indoctrination July 28.

(Photo by Danny DeAngelis, NNSY Photographer)



The USS Gerald R. Ford (CVN 78) FY-26 Planned Incremental Availability Project Team completed its weeklong Integrated Project Team Development (IPTD-1) at the Ronald Reagan Trade Center in Washington, D.C. July 18. This was a major opportunity given Norfolk Naval Shipyard (NNSY) will be the first public shipyard to host a Gerald R. Ford-class aircraft carrier for a maintenance availability. The focus areas of this IPTD were to develop leaders and to create a high-performing integrated project team; linking the team to Navy leadership perspectives; and tactical and strategic work on the project that can be done through exercises and team building. Approximately 50 participants including project team members and NNSY leaders took part in this event. "The weeklong event plays huge dividends in building the Ford Team across multiple stakeholders [including NNSY, Ship's Force, Mid-Atlantic Regional Maintenance Center, and the contractors]," said CVN 78 Project Superintendent B.J. Baker. "The relationships built during these events start building the culture of Ford Team that will be carried throughout our availability." (Photo courtesy of CVN 78 FY-26 PIA Project Team)



Norfolk Naval Shipyard (NNSY) Shop 26 Welders have received a Radiographic Testing (RT) 100 percent first-time pass rate on all weld joints (both nuclear and non-nuclear) since February 2025. NNSY nuclear welders work with primary system components supporting work at NNSY and other locations including Naval Station Norfolk, Nuclear Regional Maintenance Department (NRMD)-Kings Bay, and Nuclear Power Training Unit New York. NNSY's non-nuclear welders work secondary system components on carriers and submarines at NNSY, including on USS Montpelier (SSN 765), USS John Warner (SSN 785) and USS Dwight D. Eisenhower (CVN 69). Production radiography films regularly receive oversight from internal and external auditors and technical experts. Findings have confirmed the high quality and first-time success of the NNSY welders and RT inspection team. (Photos by Shelby West, NNSY Photographer)



Norfolk Naval Shipyard Commander Rear Adm. Kavon “Hak” Hakimzadeh and USS Montpelier (SNN 765) Project Superintendent Michael Harrell recognize USS Montpelier Project Nuclear Zone Manager Brian Goodwin and USS Montpelier Deputy Project Superintendent Matt Caudle for tackling the challenge of directly implementing the “Focus to Finish” pilot program and showing readiness to make adjustments during the execution phase. The “Focus and Finish” pilot initiative consolidates tasks that result in an integration point along with the essential resources to reduce digital delays, transitions, and prolonged waiting periods between the start of tasks. The vessel is receiving significant work such as the replacement of shafts, inspections and maintenance of both internal and external tanks, and the overhaul of key systems including high-pressure air, hydraulics, ventilation, steam, and retractable bow planes. From left to right: Hakimzadeh; Goodwin; Caudle and Harrell. USS Montpelier Project Zone Manager Alex Swanner (not pictured) was also recognized for his role in implementing the “Focus to Finish” pilot program. (Photo by Shelby West, NNSY Photographer)



Norfolk Naval Shipyard (NNSY) employees are expanding their focus on workforce development with the new Outward Performance training currently being piloted at the shipyard. This training provides participants with transformative tools to become accountable in their roles, take ownership, create collaboration, and resolve conflicts to build a more cohesive team. Employees who had recently attended a Train the Trainer event put their skills to the test July 22 – 24 in Bldg. 1763, providing students with the pilot class as well as garner feedback to improve this new endeavor for future iterations. This event is a great win for the shipyard as our facilitators are a step closer to implementing this training to the greater shipyard population. (Photos by Danny DeAngelis, NNSY Photographer)



Captain Gregg Benton (right) and Captain (SEL) Stephen Ramsey (left) participated in a Change of Charge Ceremony on July 11 for Naval Support Activity, Portsmouth, Virginia (NSAP). The ceremony was presided over by Commander, Navy Region Mid-Atlantic (CNRMA), Rear Adm. Carl Lahti (center). Benton served as the Officer in Charge (OIC) for NSAP following its initial stand-up in February 2025. NSAP is home to Norfolk Naval Shipyard (NNSY) and more than 40 other tenant commands. Apart from overseeing the main installation, Ramsey is now responsible for overseeing annexes and areas including St. Juliens Creek Annex, Scott Center Annex, Southgate Annex, Paradise Creek, and New Gosport and Stanley Court Military Housing. (Photo by Danny DeAngelis, NNSY Photographer)



Norfolk Naval Shipyard joined other Navy commands in the community for Navy Night with the Norfolk Tides at Harbor Park Aug. 9. Shipyard Commander Rear Adm. Kavon "Hak" Hakimzadeh participated in a pre-game ceremony to honor all the brave servicemembers serving in the Navy. In addition, Command Master Chief (CMC) Stephanie Canteen sang the National Anthem. Thank you to everyone who joined for a fun-filled evening in celebration of #AmericasNavy250! (Photos by Danny DeAngelis, NNSY Photographer)



Important Information

»FOR 2025, NO 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>.



NORFOLK NAVAL SHIPYARD PATRIOT DAY FALL-IN FOR COLORS

Sept. 11, 2025
8 a.m.
Bldg. 1500 Flagpole

Join us for this annual event in memory of those who served and those who lost their lives Sept. 11, 2001.



»GOVERNMENT RETIREMENT AND BENEFITS PLATFORM DISCONTINUED, MIGRATING TO ONLINE RETIREMENT APPLICATION

The retirement portion of the Government Retirement and Benefits (GRB) platform has been discontinued and has now been migrated over to the Online Retirement Application (ORA) as of July 15. This new program is now the only method to submit electronic retirement applications. Retirement applications can no longer be submitted through the GRB. OPM has created an ORA video guide that walks users through the application, which is available here: <https://youtu.be/xtF58B031U?si=ZANBbL7Yf89MYxNa>. Additional information can be found on OPM's website here: <https://retire.opm.gov/help>.

PLEASE NOTE: You cannot request an ORA account unless you are six months away from your retirement date. We do not know at this time if that rule will be relaxed. Applications should be submitted 60-90 days before retirement. Employees who need assistance should contact their HR specialist.

»BLUE BIN OFFICE RECYCLING PROGRAM DISCONTINUED, NEW PARTNERSHIP BETWEEN NAVY AND SPSA

The Blue Bin Office Recycling Program has been discontinued and replaced through a partnership between the Navy and the Southeastern Public Service Authority (SPSA).

All office waste, including recyclables, will now be processed through SPSA Materials Recovery Facility (MRF). SPSA MRF has the capability to separate all recyclable materials from municipal wastes and eliminates the need for the recycling blue bins. Effective immediately, all office waste, trash, and recyclables should now be disposed of together in centrally located trash dumpster. The comingled refuse (single stream) will be transported to SPSA/Recycling & Disposal Solutions (RDS) MRF for further processing via the regional refuse contract. For questions related to this matter, please contact NAVFAC Ops Manager Theresa (Teri) Arnold at (757) 708-6774.

»RADIOLOGICAL QUALIFICATION - RETURN TO VERIFYING IN THE EDC

As of Aug. 8, NNSY ARCMIS data has been updated on the NSY (Naval Shipyards) Certification dashboards in the NAVSEA HCC (Human Capital Center)/EDC (Enterprise Digital Capabilities). All radiological certifications on the EDC 'Overall Certifications' dashboard and the 'ARCMIS Certification' dashboard should now reflect what's in ARCMIS. If any discrepancies are found, please notify the POC listed below.

Effective immediately, discontinue using ATMS to verify a person's radiological qualification status for performing work. All radiological qualifications should be verified via the NSY Certification Dashboard in the EDC. To access the EDC, visit <https://edw.csd.disa.mil/navsea/TabNav.aspx?id=125>. For questions related to this matter, please contact NNSY Radiological Support Division (Code 105.4) POC Nate Woodington at nathan.a.woodington.civ@us.navy.mil.

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.



Norfolk Naval Shipyard (NNSY) is working with Verizon to install ten new cell phone towers across the shipyard. Several towers have been assembled using existing light poles throughout the yard, while other locations call for the erection of new poles. These new cell towers will improve communications across the shipyard and advance mission readiness. (Photo by Shelby West, NNSY Photographer)



The Norfolk Naval Shipyard People Experience Team was 'buggin' out' with military families within the community July 31 at the STEMKAMP Family Day on behalf of Chesapeake Public Schools, held at Oscar Smith High School! (Photos courtesy of the People Experience Team)



NNSY

SERVICE TO THE FLEET

We Need You!



Norfolk Naval Shipyard Implements Use of Submerged Arc Welding for Shafting Repairs

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



Rear Admiral Kavon Hakimzadeh Assumes Command of Norfolk Naval Shipyard

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY DANNY DEANGELIS AND GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHER

Rear Adm. Kavon "Hak" Hakimzadeh relieved Capt. James P. "Jip" Mosman by assuming command of Norfolk Naval Shipyard during a ceremony at the shipyard's Trophy Park Aug. 8.

Hakimzadeh has assumed authority and responsibility for NNSY and its subordinate installations and activities' personnel, equipment, and operations as the 112th shipyard commander of the historic naval shipyard.

In this role, he will lead shipyard modernization and adoption of advanced technologies to improve shipyard productivity to best meet the demands of the fleet.

Hakimzadeh recently reported to the shipyard as part of a new pilot program focused on improving the Navy's overall combat readiness and ensuring mission success. The pilot will focus senior leaders on primary mission areas within NNSY's large span of control, enabling improved performance in aircraft carrier and submarine maintenance.

As Commander, Naval Shipyard, Norfolk, Hakimzadeh, will report operationally to Commander, U.S. Fleet Forces

Command (USFFC) and administratively to Commander, Naval Sea Systems Command (NAVSEA).

Hakimzadeh graduated from Carnegie Mellon University with a degree in Electrical Engineering and was commissioned through the Naval Reserve Officers Training Corps in May 1992. He holds master's degrees from Old Dominion University, the Naval War College, and the Johns Hopkins University School of Advanced International Studies. He was also a Massachusetts Institute of Technology Seminar XXI fellow.

He has served in five Pentagon assignments including the Joint Staff (J-3) readiness division. He most recently was assigned as the commodore of NNSY following a tour as Commander, Carrier Strike Group Two.

During the same ceremony, Capt. Lawrence Brandon assumed command of the newly established NNSY Industrial Operations Command. As Commanding Officer, NNSY Industrial Operations, Brandon will work closely with Hakimzadeh while focusing on nuclear work and the processes core to shipyard



operations.

Brandon's naval career began in 1993 when he enlisted as an Electrician's Mate in the Naval Nuclear Propulsion Program. He is a graduate of the U.S. Naval Academy and Naval Postgraduate School with Bachelor of Science and Master of Science degrees in Systems Engineering with a focus on Network-Centric Systems. Since 2013, Brandon has held several positions at NNSY including Deputy Project Superintendent, Business and Strategic Planning Officer, and Operations Officer. He served as Director of Aircraft Carrier Maintenance at Fleet Forces Command, Chief Engineer aboard USS George H.W. Bush (CVN 77), and Maritime Readiness Branch Head at OPNAV N83. Most recently, Brandon was the Principal Military Deputy at the Industrial Operations Directorate of the Naval Sea Systems Command.

Following a successful command tour, Mosman will assume the role of Chief of Staff at Commander, Navy Regional Maintenance Center (CNRMC).

Since Mosman took command in June 2023, NNSY achieved its best performance in several years for a depot-level aircraft carrier availability with the early delivery of George H.W. Bush back to the Fleet in November 2024, as well as the completion of the Navy's first inactivation of a Moored Training Ship, Sam Rayburn (MTS 635). These accomplishments add further credence to the importance of availability planning. Additionally, Mosman improved support to shipyard production personnel including issuance of individual toolkits to mechanics and establishing distribution hubs stocked with consumable materials used daily in ship maintenance, helping to ensure the nonstop execution of work.

NNSY is one of the oldest, largest, and most multifaceted industrial facilities belonging to the U.S. Navy, specializing in repairing, overhauling and modernizing ships and submarines, playing a critical role in supporting the operational readiness of the fleet.



Norfolk Naval Shipyard Establishes Submarine Maintenance Operations Center Detachment to Provide Timely Deliveries Back to the Fleet

STORY BY MICHAEL BRAYSHAW • NNSY DEPUTY PUBLIC AFFAIRS OFFICER | PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

Aligned to the U.S. Navy goal of having 80 percent operational availability of fast attack submarines by 2027, Norfolk Naval Shipyard (NNSY) has established a Submarine Maintenance Operations Center (SMOC) Detachment to support timely depot-maintenance deliveries back to the fleet.

“The goal of the SMOC is to support, at a very tactical level, availabilities in execution and planning to set them up for success,” said Capt. Steve Mongold, Officer in Charge of NNSY’s SMOC Detachment. “What that boils down to is whatever the project superintendents tell me they need—whether it be material, resources, modifications to the work package, technical adjudication, you name it—it’s the SMOC’s mission to help them get it. We are going to coordinate directly with supporting commanders and their organizations to hold each other accountable for delivering support in a timely and effective manner to get the desired outcome.”

NNSY’s current depot-level submarine availabilities include USS Montpelier (SSN 765) undergoing an Engineered Overhaul, and USS John Warner (SSN 785) as the first Chief of Naval Operations (CNO) Virginia-class Extended Drydocking Selected Restricted Availability at NNSY.

“I have worked with Capt. Mongold to potentially reduce the scope of work being performed on Montpelier based on operational needs of the boat,” said Montpelier Project Superintendent Michael Harrell. “The network of resources outside of the shipyard is expanded by having the SMOC Detachment here close to the project, helping us to get answers faster and do what we need to do to deliver on time or early.”

In spring 2023, the Chief of Naval Operations designated Submarine Forces (SUBFOR) as the single accountable commander responsible for on-time completion of submarine depot availabilities in the public shipyards. Submarine Forces initially stood up a SMOC at Commander, Submarine Force Atlantic (SUBLANT) headquarters to provide support to all

submarine availabilities across the four public shipyards. Now establishing a detachment allows a sharper focus on the submarine projects at NNSY, while serving as a pilot for the other shipyards to set up their own SMOC detachments. NNSY’s SMOC Detachment declared Initial Operating Capability on June 30, 2025.

Mongold said, “the real advantage with the SMOC is the Type Commander is much more closely involved with the maintenance, and so we bring the decision-making authority closer to the problem and to quicker resolution. There’s been many instances where we’ve been able to get decisions within hours or even minutes.”

The SMOC Detachment is also assisting availabilities in planning such as for USS New Hampshire (SSN 778), helping to condense the work package to be more executable and save resource days.

SMOC Detachment Deputy and Operations Lead Anthony “T-Mac” McFadden is one of the group’s three leads bringing his shipyard knowledge and experience to bear. “I’m excited because I’ve previously been on shipyard teams where we’d work so hard, but still didn’t complete the availability on time,” said McFadden. From the outside looking in, it’s like, ‘you all are failing.’ Now, with CAPT Mongold here, they know we’re working hard, they see we’re working hard, and what can we do to make it better for us to be successful? The ideas he’s bringing with the work we’re doing, it’s exciting to me. I can tell the other guys, ‘he’s here to help and make sure we’re successful.’”

Mongold said, “There are great people here doing great work. It’s really, ‘what do we need and how can we help that great work deliver the desired outcome? What are those micro things that are in the way and slowing the work down or making it harder to get done?’ A fresh set of eyes may help shed some heat and light on those things and get them answered.”

Left: Aligned to the U.S. Navy goal of having 80 percent operational availability of fast attack submarines by 2027, Norfolk Naval Shipyard (NNSY) has established a Submarine Maintenance Operations Center (SMOC) Detachment to support timely depot-maintenance deliveries back to the fleet. From left to right: USS John Warner (SSN 785) Deputy Project Superintendent, Commander Wendell Holmes; USS John Warner Project Superintendent Jed Sweigart; USS Montpelier (SSN 765) Project Superintendent Mike Harrell; NNSY SMOC Officer In Charge Captain Steve Mongold; SMOC Technical Lead Alex Gaspar; SMOC Deputy and Operations Lead Tony “T-Mac” McFadden; and SMOC Material Lead Calvin Estes.

Norfolk Naval Shipyard (NNSY) held a ribbon cutting ceremony July 28 in honor of the new Machine Tool Research (MTR) Computer Numerical Control (CNC) shaft lathe installation inside Shop 31. From left to right: Facility and Equipment Manager (Code 900F) Joe Singer, Shipyard Commander Capt. Jip Mosman, and Code 931 Group Superintendent Benny Bray.



Norfolk Naval Shipyard Hosts Ribbon Cutting in Celebration of Newest Shaft Lathe Installation

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Through a partnership with Norfolk Naval Shipyard's (NNSY) Inside Machine Shop Mechanical Group (Code 931), Production Facilities Department (Code 900F), and the Shipyard Infrastructure Optimization Program (SIOP), NNSY recently welcomed a new Machine Tool Research (MTR) Computer Numerical Control (CNC) shaft lathe to its arsenal within Shop 31, fitting the team with the tools needed to grow the workload of shafts at the shipyard.

As part of the NNSY Machine Shop's modernization and consolidation initiative, the team sought new equipment to meet the needs of the ongoing shaft repairs done within the yard and the increase of propulsion shaft repairs. With aging equipment spanning across nearly 70 years, this new acquisition was needed to increase capabilities and to allow for the older equipment to get the repairs and upgrades needed while not affecting production.

"The bulk of a shaft's restoration work must take place in a lathe – and with aging equipment being unreliable due to needed repairs, this work can become a bottleneck," said Code 900F.21 Engineering Tech/Project Manager Kamau Adams. "We had three lathes that would constantly require

maintenance, making it harder to keep up with the need. With the purchase of this fourth lathe, we can now focus on getting the work done while also upgrading our new lathes. And though these upgrades will take time, the payback will be an increase in capacity that will ensure NNSY excels in shaft repairs for the enterprise."

The project began building the package for the \$22 million lathe, the official groundbreaking of the project taking place in January 2024. Through challenges in infrastructure and foundation, the new shaft lathe was fully operational and turned over to Shop 31 June 30, 2025. The shipyard held a ribbon cutting ceremony July 28 to celebrate the new tool and the teamwork that went into bringing it to NNSY.

"This project has been a tremendous undertaking and this shaft lathe is our pride within Shop 31," said Code 931 Group Superintendent Benny Bray. "Here at Norfolk, we do shafting across three different class availabilities – so it's important that we have these lathes operational. This project was a huge undertaking and was a testament to the amazing teamwork with our NNSY shops, NAVFAC, NAVSEA, SIOP and more getting the lathe acquired, delivered, installed, and operational. It took



NNSY's new MTR CNC shaft lathe became fully operational June 30 and the Shop 31 team has been hard at work with shaft repairs since its installation.

a lot of work and coordination – and together, we reached the finish line with first class quality.”

Then Shipyard Commander Capt. Jip Mosman was first with the command as the Production Resource Officer (Code 900) when the initial project was established and was excited to see it reach the finish line. “It’s great to see Shop 31 getting this new lathe installed and seeing our workforce able to get the work done with this state-of-the-art machine. It’s important that we at America’s Shipyard fit our teammates with the tools they need to succeed – and this was a big win as we continue to expand in our capabilities for shaft repair,” said Mosman.

“NNSY acquired this shaft lathe to ensure the missions of the fleet can be met and that all shaft repairs can be delivered on time to ship availability and rotatable pool schedules,” said Adams. “We’re in line to receive one more lathe – which will continue to increase our capacity so we can serve our mission.”

This is the third of five shaft lathes purchased under the SIOP, a comprehensive, long-term recapitalization effort that is delivering integrated investments in infrastructure and industrial plant equipment at the Navy’s four public shipyards, expanding shipyard capacity and optimizing shipyard configuration to meet the Navy’s nuclear-powered fleet maintenance requirements.

Previously, NNSY’s shaft lathes were operating in a degraded state. Installing a new lathe improves reliability and capacity, and standardizing shaft lathes allows workers to immediately operate the equipment at any of the four naval shipyards when needed.

Recapitalizing the shipyards’ century-old infrastructure increases maintenance throughput and improves quality of service for the Navy’s 38,000 shipyard employees.

Since 2018, SIOP has completed nearly 50 facilities projects, totaling approximately \$1 billion, including utilities, flood protection, and training facilities. Almost 300 items of industrial plant equipment, valued at over \$600 million, have been delivered, including new cranes, faster and more precise shaft lathes, 5-axis routers, and precision cutting machines.





Code 100TO.32 Mechanical Engineer Dixie Cox and Electroplating Shop (Shop 36) Work Leader Jeff Brittingham share the various tools being worked as part of the ongoing partnership in developing new tools and processes for electroplating capabilities for the shipyard and Navy.

EYE ON INNOVATION:

Partnership between Rapid Innovation Branch and the Electroplating Shop Brings New Tools to Light

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

It all started with a Gemba walk through the shops – members of the Code 100TO.32 Rapid Innovation Branch touring the shops to speak with the Norfolk Naval Shipyard (NNSY) workforce and see what assistance they may need in improving their processes and tooling. When they reached the Electroplating Shop (Shop 36) and asked what they could do to help, Shop 36 Work Leader Jeff Brittingham jumped at the chance to see what they could develop in order to innovate electroplating operations at America's Shipyard. Now two years later, the partnership has seen more than 30 tools developed and processes adopted, with more developments on the horizon.

"Electroplating is an additive repair process like thermal spray, welding, and cold spray. We are frequently chosen for light repairs because we are minimally invasive and we can go right to the parts on the ships that need repair instead of removing them from the boat to take into the shops," said Brittingham. "Our processes can be a bit tedious so anything we can do to improve ergonomics and safety for our teammates, we wanted to give it a try. Since we've begun this partnership

with the Innovation Lab, we've come a long way with huge savings in time and cost for our repair jobs with the tools and processes we've been able to develop together."

With each new idea that sparks, Brittingham works alongside Code 100TO.32 Mechanical Engineer Dixie Cox and the Rapid Innovation Branch to see what designs they can come up with to satisfy the projects they tackle on a daily basis. "We think up an idea that might work and Dixie runs with it," he said. "She comes up with the model, we test it out, tweak it as necessary, go through however many prototypes we need until we come to a final product."

The tools developed range from more general tooling to items specifically made to complete a certain type of job. For example, the team was able to develop a paintbrush tool which is a basic applicator tool with two heads on it and a section for a wire to run through it. The tool is able to support a power supply, be covered in mesh and sponging, and be used with the electroplating solutions to be applied to the parts needed for repair. Previously, the team would have to come up with their own tooling for this initiative, typically out of materials that



Shop 36 Work Leader Jeff Brittingham shows off the paint brush tool and double bow tie tool that was developed with the Code 100TO.32 Rapid Innovation Branch Lab. These tools are used to innovate the way the team makes daily electroplating repairs in bores, valves, and more.

do not stand up for multiple usage. With the heat-resistant plastics used in 3D printing, they were able to develop something that could withstand the chemicals used while also being ergonomically superior for the user of the tool.

"We're able to print complex internal geometries that couldn't be captured without additive manufacturing," said Cox. "We're able to research what materials work best for each job and evolve our designs from there, providing the shop with what they need. Designs from projects with other clients can inspire designs for use in the electroplating shop. We developed a fire pump tool that has two separate sets of internal channels: the plating solution flows through one set and the conductive wires pass through the other set. It's been really cool to test the limits of additive manufacturing and support the shipyard team!"

For the Electroplating Shop, thanks to innovating the way they do business with these new tools and processes, they've been able to cut down repair jobs from months of service to weeks or even days. What's more – they've ensured safer tooling and processes for the employees doing the work, and been able to expand the repairs they are able to conduct. The shop that had previously conducted primarily lighter repairs is now approaching more structural repairs shipboard within the Navy's procedures.

"I like to use the term 'time on target' – which means we focus on how much time are we actually spending plating and conducting our jobs, and not having to fumble with tooling and processes," said Brittingham. "With the help from the lab, we can maximize our time. We've been able to perform several critical repairs on the USS John Warner (SSN 785) project in record time thanks to what we've created together. And we're continuing to improve every day with new ideas becoming reality. We aren't limited by the processes of the past – I've been very impressed with the Innovation Lab's ability to give us first-time quality in the parts we're looking for. They've been able to provide a lot of suggestions, share with us areas

we may have overlooked in the process that helps improve the way we're doing business. When prototyping, we're able to discuss how it operates and come up with suggestions together – and that feedback is important. It's a one-stop shop for modeling, printing, prototyping and feedback – and it leads to having a tool in your hand that you can be happy with."

Brittingham continued, "what's more – the lab offers a diverse team with expertise in various fields like engineering, electrical work, inspections, and more. We've been able to get feedback from these folks, coming up with ideas to improve the designs we're making. They've completely revolutionized our processes, from fixtures to tooling to tank plating and engraving. I can't wait to see what we develop next."

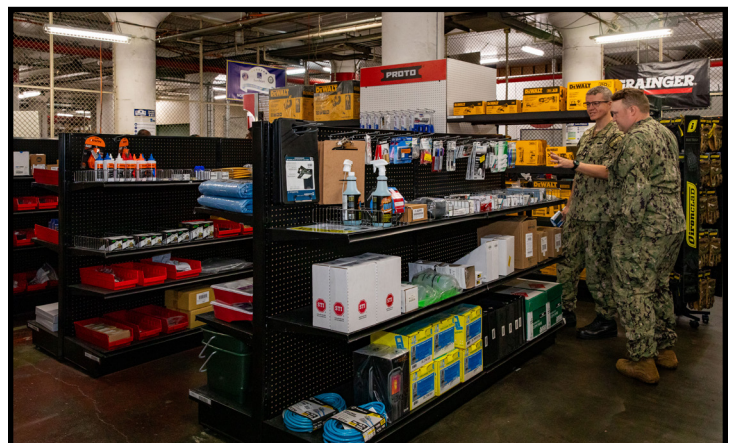
What started as an ask for how the team could help has evolved into a years-long partnership developing new tools and processes to improve the work being done safely and efficiently in the Electroplating Shop. Interested in working with the Innovation Lab? Visit the NNSY SharePoint site at https://flankspeed.sharepoint-mil.us/sites/NAVSEA_NSY_NORFOLK and click the Hot Links section to reach the 3D Print Request form. Provide your contact information and a description of what you need and the team will reach out to coordinate further details, files or designs, as well as schedule visits to the space to assess on-site. In addition, you can also visit the Code 100TO.3 Innovation & Tech Insertion Division in Bldg. 31 First Floor to bring your ideas to them firsthand.



From design to print, the Innovation Lab creates a paddle prototype for Shop 36 that will be used to stir electroplating chemicals.



Norfolk Naval Shipyard (NNSY) held a ribbon cutting ceremony Aug. 4 to celebrate the opening of the new General Services Administration (GSA) Servmart. This new location, sponsored by the Supply Department (Code 500) in partnership with GSA, Defense Logistics Agency (DLA), and Grainger, provides employees with on-site support from supply chain experts to get the materials they need when they need it. Then Shipyard Commander Capt. Jip Mosman; incoming Shipyard Commander Rear Adm. Kavon "Hak" Hakimzadeh; Supply Officer Capt. Diana Dalphonse; Ryan Schrank, Director (Acting), Program Operations GSA; and Tania Godoy, Regional Sales Vice President, Grainger, cut the ribbon in honor of the grand opening. The GSA Servmart is located on the first floor of Bldg. 276 and is open Monday through Friday from 7 a.m. to 3:30 p.m. (Photos by Shelby West, NNSY Photographer)



DEOCS

Defense Organizational Climate Survey



OPEN TO ALL NNSY EMPLOYEES: WE WANT TO HEAR FROM YOU!

The Defense Organizational Climate Survey (DEOCS) is live now at Norfolk Naval Shipyard! This survey provides each of you the chance to share your views on the organizational climate of America's Shipyard as we continue to work to improve our team overall and bring positive change at all levels. The survey will take approximately 15 to 20 minutes to complete and can be taken on any electronic device.

The link to the survey is surveysdrc.com/DEOCS

You can also scan the QR code below. PLEASE NOTE: QR scanning is not allowed in the CIA, at the CIA fence line, or aimed towards the CIA per NNSY PED Policy

Share your perspective. Let your voice be heard!

Convenient. Confidential. Crucial.

**Survey Available:
Aug. 18 - Sept.
16, 2025**

SCAN FOR SURVEY





What's New With Waypoints



SAVE THE DATES! YOUR FY25 TRAININGS ARE HERE!

Be sure to check out your Waypoints Annual Training Requirements on <https://don.csodfed.com/> under the Learning tab.

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

BE PART OF THE WAYPOINTS COMMUNITY!

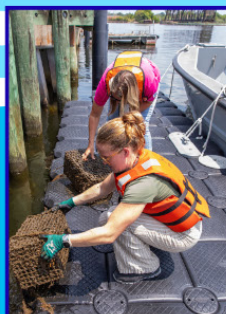
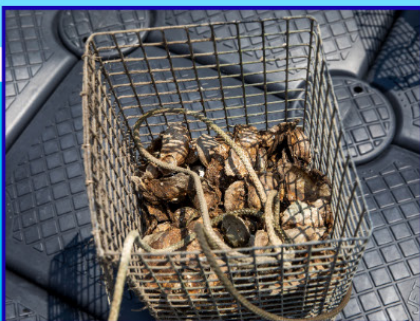
Join the NNSY Waypoints Team for regular updates on Hot Topics, Reminders, News You Can Use, and Training Resources. Connect with us at our weekly MS Teams town hall, Wednesdays at 9 a.m.

For Waypoints questions, comments, or concerns, please reach out to the NNSY Waypoints Service Desk at <https://forms.osi.apps.mil/r/qAfxHZz00m>.

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

NAVSEA AND NAVFAC *Oyster Gardening Program*

Did you know a single adult oyster can filter up to 50 gallons of water a day? The Elizabeth River Foundation and Chesapeake Bay Foundation united to create the Oyster Gardening Program to improve water quality in the Elizabeth River and Chesapeake Bay using these natural water purifiers. This program was adopted by Naval Sea Systems Command (NAVSEA) Environmental Engineering Branch (106.31) in 2008. Naval Facilities Engineering Command (NAVFAC) started its program in 2021. Although NAVSEA and NAVFAC are raising oysters at both Norfolk Naval Shipyard (NNSY) and Naval Support Activity Portsmouth, Virginia (NSAP), this is the first year they united for the Oyster Gardening Program! (Photos by Shelby West, NNSY Photographer)





NORFOLK NAVAL SHIPYARD STUDENT LOAN REPAYMENT PROGRAM (SLRP)

For more information, Contact:
Donald R. Banks, Jr.
SLRP Administrator
(757) 967-4397
Donald.r.banks.civ@us.navy.mil

**Applications Accepted
through Dec. 5, 2025**

Program Highlights and Changes

The Federal Student Loan Repayment Program (SLRP) allows agencies to assist in setting the debt federally insured student loans as a means of recruitment, retention, or as an incentive for prospective or current employees of the agency, under 5 CFR 537. NNSY has chosen to implement the SLRP as a retention strategy aimed at specifically addressing critical series that are difficult to retain and difficult to fill. The series deemed critical may vary each fiscal year. Positions that are difficult to fill and retain within critical series will be given priority in selection if the number of applicants surpasses the available funding. The SLRP functions as an incentive program, where applications compete within peer groups. Selection is required, and as such, approval is not guaranteed. NNSY may support up to a maximum of \$10,000 (gross) per year, subject to a cumulative maximum of \$60,000 (gross), for any one employee, per lifetime. This amount is subject to taxation prior to distribution to loan holders.

Selection Panel

Panel will only convene if it is determined that NNSY will exceed allotted funds.

Minimum Criteria for Eligibility:

- Employed by NNSY
- Open to all positions/job series. The codes with the highest attrition/hard to retain codes will have priority if we have more applicants than funding allows
- Federal student loans in good financial standing.
- Must have 3.0 or higher on DPMAP
- No misconduct or performance disqualifiers
- Forms and application instructions are located: [https://flankspeed.sharepoint-mil.us/sites/NAVSEA_NNSY_C1100/c1102/SitePages/Student-Loan-Repayment-Program-\(SLRP\).aspx](https://flankspeed.sharepoint-mil.us/sites/NAVSEA_NNSY_C1100/c1102/SitePages/Student-Loan-Repayment-Program-(SLRP).aspx)

101 CRITICAL DAYS OF SUMMER

WEATHER SAFETY

Severe weather can cause accidents, property damage, injuries and death.

Consider the following:

- Know the difference between a weather watch and a weather warning.
- Sign up for alerts through your installation, TV and radio station.
- Consider purchasing a portable emergency weather radio with weather band capability.



Did you know ?

In 2024, there were 17 severe storms, five tropical cyclones, one winter storm, one major flood, one heat wave and one major wildfire.



SHIPYARD SPOTLIGHT: ROBERT CAUDILL CODE 900Q QUALITY ASSURANCE SPECIALIST

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

With more than seven years of experience at Norfolk Naval Shipyard (NNSY), Robert Caudill, Jr. is a seasoned professional as a Quality Assurance Specialist in the Production Quality Department (Code 900Q). His attention to detail is both an asset to his code and helps provide him with an edge in NNSY's golf league too.

"Robert Caudill's zeal for personal mastery, helping improvement efforts, and learning is why he was selected for Code 938 Quality," said Norfolk Naval Shipyard Assessment Improvement Coordinator Stephanie Files. "He brings optimism, passion and humor to our team."

Files continued, "his drive for growth, development and first-time quality as well as his creativity, knowledge, accuracy, and gift of gab has made him a 'value added' addition to our team."

Caudill started at NNSY as an Electrical Shop (Shop 51) Apprentice and graduated with honors as a mechanic, advanced to a Shop 51 Supervisor, an Electrical Ship Systems Inspector and is currently a Quality Assurance Specialist.

He is responsible for conducting performance-based surveillance and self-assessment, data analysis and trend identification. He drives process improvement initiatives and mentors his team to strengthen their capabilities and develop a positive work environment. "He has consistently demonstrated

his expertise and dedication in a variety of critical roles, including Electrical Supervisor, Electrical Inspector, and Quality Assurance Specialist," said NNSY Quality Assurance Specialist Eric Lewis, Jr. "Caudill's diverse background provides him with a unique perspective and a deep understanding of the complexities of shipyard operations."

Lewis continued, "Caudill's ability to gather and analyze background information for investigations has been invaluable in identifying root causes and developing effective solutions to prevent recurrence."

Caudill finds mentoring others to be the most rewarding part of his job, something he said was instilled in him by his first supervisor Leighton Thomas.

"Being able to guide personnel, share knowledge, and elevate the team's performance gives me a sense of purpose beyond the technical side of the job," said Caudill. "Watching those around me grow while maintaining a high standard of quality across the board is where I find true professional satisfaction."

Everyone at NNSY can relate to facing obstacles at work. Caudill faces his professional challenges by staying true to his values and focusing on the bigger picture.

"One of the most challenging aspects of my role as a Quality Assurance Specialist is navigating the balance between

enforcing strict compliance and maintaining effective working relationships across diverse teams,” said Caudill. “Quality assurance isn’t always received with open arms, especially when timelines are tight or when findings impact production.”

Caudill continued, “Holding the line on standards while still communicating with respect and fostering a collaborative environment requires strong emotional intelligence and diplomacy.”

His diverse experience at NNSY also helps him face challenges.

“I lean on my experience. I’ve worn different hats as an electrician, supervisor, inspector and each one has taught me how to work with different types of people,” said Caudill. “I try to listen more than I talk, speak with purpose, and lead with consistency.”

Caudill said remaining consistent in working with others is particularly important.

“People watch how you move, how you react, how you show up and when they see that you’re steady, fair, and genuinely care, they respond,” said Caudill. “I’m still learning every day, and I think that’s what separates good leaders from the rest: the willingness to reflect, adapt, and keep showing up for the

team no matter what.”

Given his experiences and approach to his work, he offers this advice for new employees or anyone considering opportunities at America’s Shipyard.

“My advice to someone starting a career at NNSY is simple: show up with humility, stay hungry to learn, and take pride in your work because what you do here matters,” said Caudill. “This place will test you, and it will challenge how you think, how you communicate, and how you handle responsibility.”

“There’s a wealth of knowledge around you, and the people who succeed here are the ones who know how to learn from it,” said Caudill. “Also, take ownership of everything you touch. Whether you’re sweeping a space, pulling cables, signing paperwork, or inspecting a system, what you do has a direct impact on the safety of our Sailors and the Navy’s mission.”

After hours, Caudill spends time playing in the shipyard’s golf league.

“The league’s been a great way to connect with folks from different departments,” said Caudill. “We talk a little trash, share some laughs, and occasionally hit a fairway. It’s competitive, but it’s all good fun.”



Norfolk Naval Shipyard (NNSY) Quality Assurance Specialist Robert Caudill is responsible for conducting performance-based surveillance and self-assessment, data analysis and trend identification. He drives process improvement initiatives and mentors his team to strengthen their capabilities and develop a positive work environment.

Our Yard History:

Norfolk's Workforce and Facilities, 80 Years Ago

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

The past few months, we have explored the locations where the work gets done here at America's Shipyard or as I like to say our "big box stores". For this month of September, we should take pause to commemorate a milestone in our long proud history, the end of World War II.

Some 80 years ago now, we look back on how Norfolk's skilled workforce, those men and women along with the facilities they worked within helped win the war right here on the shores of the Elizabeth River.

I think I can best summarize Norfolk's contribution with the text below that I wrote for the entrance panel of my current exhibit within the Heritage Room located at the NNSY Headquarters building. This is a location where one can view both period ship construction images and typical hand tools used by both the craftsmen and women of the era.

This exhibit pays honor to the memory of the World War II years, basically from the late 1930s until 1945. The Norfolk Navy Yard's role supporting our ultimate victory is highlighted as you observe these various original displays and artifacts.

The Norfolk Navy Yard directly contributed to the Navy's effort in first securing victory in Europe over Germany on May 7, 1945 (V-E Day) and followed with victory over Japan which was finalized on September 2, 1945 (V-J Day).

- **PRODUCTION** - During six years of the war effort 6,850 ships underwent repair, overhaul, alteration, modification or conversion at Norfolk. Of this number, 2,238 were placed in drydock. Noteworthy, this yard supported repair of six major British warships along with others from various allies. This yard also repaired three private merchant tankers along with commissioning and final outfitting of 85 vessels built at

other yards all the while constructing 101 vessels upon this waterfront of all types and classifications including nine lost.

- **PLANT** - Monies and work were put in place equipping the yard for heavy construction beginning in 1938. Afterwards we see such projects as Pier 5, Dry Dock 8, Pier 6 and a major expansion of the Building Ways structure in order to build capital ships (Battleships & Aircraft Carriers). Also, many of today's Production Shops are built or much expanded supporting increase for our shipbuilding. The Hammerhead Crane was also erected in seven months.
- **PERSONNEL** - March 29, 1942 was the first date for women serving at this location which eventually peaked at total of over 3,500 performing a great variety of occupations upon the complex. February 15, 1943 is our all-time highest civilian employment date for World War II at 42,893.

The before mentioned overarching summary when coupled with the featured images of our employees can provide us today a glimpse of what those that came before us endured. As it was then, it still is about our greatest assets today, our people working within the facilities of this vital industrial complex and their ability to provide service to the nation's fleet.

As we look to the future today in the 21st century and our present role to defend the nation, it is equally important to look to the past in order to draw inspiration. Let us remember how the men and women of the old Norfolk Navy Yard helped win World War II right here on the shores of the Elizabeth River because - "history matters."





PHOTO SERIAL 3462 (42)



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.

Duty Phone: 757-635-6109

Did you know that the Supply Department Code 520.1 Sourcing Branch provides training on the Job Material List (JML)?

Stop having your JML returned and causing unnecessary delays within the process!

The initial JML training is provided every **first Monday of every month** and any additional training on the **second Tuesday of every month**.

Location: Building 1500, 2nd floor, Room 500/800 Conference Room

Topics Covered include feeling out a JML, the routing process, mandatory sourcing and more.

Please reach out to Code 520.1 to be added to the class!

NNSY_C520.1@us.navy.mil



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.

LEVEL UP!!!



Navy Financial System Changes

What You Need to Know at Norfolk Naval Shipyard

On October 1, 2025, Norfolk Naval Shipyard will be transitioning to a new financial system, Navy Enterprise Resource Planning (ERP), as part of an ongoing initiative to improve accountability and overall expenditure tracking for all government spending.

What does that mean for YOU – the shipyard worker?

PAYROLL:

- It is imperative that supervisors input time daily.
- All supervisors must input time by COB Sept. 30, 2025 to support NNSY's transition to ERP. Note: This is the middle of the pay period.
- Code 600 will send frequent missing time reports throughout Sept. as a reminder to enter time.
- After Sept. 30, Code 600 will be limited to making any FY25 timekeeping changes until the legacy system feeds are turned back on which is expected mid-December.

PURCHASE CARD:

- Purchase card transactions must post by Sept. 19, 2025.
- Cardholders need to monitor all transactions placed after Aug. 1 to ensure the transaction is processed no later than Sept. 15.
- Cardholders are encouraged to work with vendors to charge transactions. It takes approximately three days from the time the card is swiped to posting.
- It's important that we are planning as much as possible and purchasing items we will need during the September/October billing cycle.
- Purchases during the financial system transition (Sept. 25 – Oct. 15, 2025) will be limited to emergent purchases because they will require a manual transaction process.

TRAVEL:

- Travel crossing over FY25 and FY26 (Sept. 30 – Oct. 1, 2025) should be limited as much as possible. We understand crossover travel may be necessary for long-term TDY. If possible, it is HIGHLY recommended using the FY crossover as a reset period for employees on long-term TDY.
- The end of Sept. will be a "brown out period" where we cannot process any FY25 vouchers. In mid-Sept., Code 600 intends to send travel support to off-station sites to help long-term TDY employees submit vouchers to cover most of Sept. Only approximately two weeks will remain unresolved until the financial system transition is complete and unresolved vouchers can be processed.
- When DTS opens for FY26 travel in late Aug./early Sept., it is imperative to submit travel authorizations early so they can be approved prior to the "brown out period" and without interfering with voucher processing at the end of the month.
- Vouchers for FY25 need to be submitted immediately. The current requirement is to submit vouchers within 5 days upon return. The travel team is working to resolve all outstanding travel actions prior to the financial system transition.
- TDY travel vouchers will be prioritized over all local travel vouchers. Local travel for any portion of Sept. 2025 needs to be submitted as soon as possible to process before Sept. 30, 2025. All local travel not processed by Sept. 30 will be processed using the miscellaneous document process which is lengthy in the new financial system. The requirement to submit local travel within 30 days will remain the requirement through the financial system transition.



September is

SUICIDE PREVENTION

Awareness Month



C-FRAM FRAUD SCHEME AWARENESS

SEPTEMBER EDITION: SMALL BUSINESS- CONTRACTOR OWNERSHIP

The government limits competition for certain contracts to small business known as "small business set-asides"

The federal government strives to award at least 23 percent of all federal contracting dollars to small businesses annually. To further this goal, the government sets aside certain contracts for small businesses with specific socioeconomic characteristics.

Common categories of set-aside contracts are:

- Small Disadvantaged Business
- Woman-Owned Small Business
- Veteran-Owned Small Business

All three categories require at least 51 percent ownership by the eligible party.

A common fraud in set-aside contracts is providing false information to qualify as an eligible small business by:

- Establishing a woman, minority, or veteran figurehead as company owner.
- Falsifying company financial information to appear small.
- Using subsidiaries of large companies to appear as a small business.

Paragon Systems Agrees to Pay \$52M to Resolve False Claims Act Allegations Concerning Fraudulently Obtained Small Business Contracts

(Claims resolved by the settlement are allegations only. There has been no determination of liability as to those claims)

In Nov. 2024, Paragon Systems, Inc. (Paragon) agreed to pay \$52 million to settle allegations that the company violated the False Claims Act by knowingly causing purported small businesses that it controlled to fraudulently obtain small business set-aside contracts.

The settlement resolves allegations that Paragon, acting through former high-ranking corporate executives, knowingly engaged in a fraudulent scheme to use purported small contracts reserved for Women-Owned Small Businesses (WOSBs), Service-Disabled Veteran Owned Small Businesses (SDVOSBs) and other small businesses. The former high-ranking Paragon officials who carried out this alleged scheme included the company's President, Vice President of Business Development, Vice President of Operations, Compliance Manager and Contracts Manager. The U.S. contends the former Paragon executives engaged female relatives and friends to serve as figurehead owners of purported small businesses for those companies to obtain DHS set-aside contracts relating to the provision of security services at federal buildings, and that the Paragon-controlled companies then subcontracted substantially all of the work under the set-aside contracts to Paragon.

One of the purported small businesses, Athena Services International LLC (ASI) and its joint venture with Paragon, Athena Joint Venture Services LLC (AJVS), along with their owner, Alisa Silverman, have collectively agreed to pay more than \$1.6 million to resolve their liability in connection with the alleged small business contracting fraud scheme. As part of the settlements, Paragon, ASI, AJVS, and Silverman have agreed to cooperate with the Department's Investigation of other parties and any related litigation.

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.

WE WILL NEVER FORGET



PATRIOT DAY

September 2025

