

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

December 2025



**Congratulations to NNSY and NSAP's Newest
Chief Petty Officers!**



COMMANDER'S CORNER

From the desk of Rear Adm. Kavon Hakimzadeh



Ready for the New Year - Let's Focus and Finish to Meet the Mission

As 2025 comes to a close here at America's Shipyard, we're making significant progress maintaining our nation's fleet and setting ourselves up for success in 2026. This year has been a tough one, especially after facing the longest government shutdown our country has ever faced, but we have worked to get ourselves refocused on our mission through initiatives like incentivizing priority work support and carrying out our focus and finish plan.

This year, the shipyard welcomed USS Dwight D. Eisenhower (CVN 69) for its Planned Incremental Availability (PIA) – one we are focused on finishing early in 2026. We also accepted a call to action after the USS Harry S. Truman (CVN 75) collision in February, our team assisted in performing urgent repairs to ensure Truman was ready for sea once again. The shipyard returned USS Toledo (SSN 769) to the fleet in April, following the successful completion of its extensive Engineered Overhaul. USS New Hampshire (SSN 778) arrived at our waterfront in September for its Depot Modernization Period (DMP), our second Chief of Naval Operations (CNO) availability on a Virginia-class submarine, following USS John Warner (SSN 785). On John Warner, we also made a lot of progress on in support of our major priority for timely undocking early next year. In August, the shipyard implemented our pilot program to operationalize maintenance and improve leadership span of control to better meet our mission, and during my several months here so far, it's been my continued priority to ensure laser focus on our production. Finally, in October, we welcomed the official establishment of Naval Support Activity-Portsmouth, and I have appreciated the ongoing collaboration and partnering with Capt. Stephen Ramsey. These are just some of the many milestones on the 2025 timeline of America's Shipyard – all of which signify a win for our team and the Navy at large.

Our mission remains true as we surge

forward into the new year, and the goals have been set to FOCUS and FINISH our efforts on the Navy's fleet so each vessel can return safely to the front lines ready to serve the United States. We must remember what it means to be part of our team here at Norfolk Naval Shipyard – we are the vital workforce who ensures the operational readiness of our nation's fleet. We must FOCUS and FINISH – focus in on the work that needs to be done and finish strong so the vessels in our care are able to return to the front lines and defend us all from those who wish to oppose us. The goals are set and with each asset that comes to us, we have a duty to ensure we perform the work as safely and efficiently as possible so that it can return to the mission at hand. We need you all to be ready to take on the challenges ahead. Together, united, we can accomplish whatever comes our way and make America's Shipyard America's BEST shipyard!

Have a safe holiday season – let's be ready to take on whatever comes our way in 2026!

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

SHIPYARD COMMANDER
Rear Adm. Kavon Hakimzadeh

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OPERATIONS COMMAND**
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VICE SHIPYARD COMMANDER
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READ STTF ONLINE
www.dvidshub.net/unit/NNSY

NNSY DISCIPLINARY CORNER

During the month of October 2025, the command issued 60 actions. The following are examples of associated behaviors:

Three Probationary Terminations (non-supervisors) -
AWOL, Violation of Medical Certification Requirement

Involuntary Change to Lower Grade (supervisor) -
Careless Supervision

22 Suspensions (six supervisors/16 non-supervisors)
- Installed Car Seat Covers in Coworker's Car
While on Duty; Leaving Assigned Workstation
Without Authorization; Not Wearing Safety Glasses;
AWOL; Did Not Request Leave Properly; Left Crane
Unattended While Being Loaded; Used Government
Vehicle Improperly; Tardiness; Sleeping While on
Duty; Failed to Attend Scheduled Trainings and
Mandatory Medical Appointments; Unbecoming
Conduct

Seven Indefinite Suspensions (non-supervisors) -
Suspension of Access to Classified Information and
Assignment to Sensitive Duties

16 Reprimands (one supervisor/15 non-supervisors)
- Sleeping While on Duty; Left Jobsite Without
Authorization; AWOL; Not Wearing Safety Glasses;
Yelling and Cursing at Other Employees; Tardiness;
Failing to Complete Assigned Task; Using
Government Vehicle Without Authorization; Failing
to Meet All Criteria of Workmanship Standard;
Unsatisfactory Final Weld Product; Certified COWRR
without Reading the DL or TWD

14 Removals (two supervisors/12 non-supervisors)
- Failure to Complete a Work Assignment; Decision
to Revoke Security Access; Excessive Absences;
Violation of Last Chance Agreement; AWOL for
over 500 Hours; Absent for over 1 year; Unable to
Maintain Work Schedule

FEDERAL EMPLOYEES HEALTH BENEFITS (FEHB) SEASON

Open Season runs from Nov. 10 - Dec. 8

During this period, you have the opportunity to enroll, change plans or plan options, change enrollment type, or cancel enrollment for the Federal Employees Health Benefits (FEHB) Program and the Federal Employees Dental and Vision Insurance Program (FEDVIP). You also have the opportunity to re-enroll or newly enroll in the Federal Flexible Spending Account (FSAFEDS) Program. 2025 Open Season information, including premiums and plan brochures, can be found on the OPM website.



**DON'T DELAY
SET UP YOUR BENEFITS TODAY!**

MORE INFO
www.opm.gov/healthcare-insurance/open-season



**KEEP UP WITH THE LATEST INFO
REGARDING AMERICA'S SHIPYARD!**

**CHECK OUT THE NNSY LINKTREE
TODAY!**



Congratulations to NNSY's Boilermaker Shop (Shop 41), winner of the May 2025 Safety Flag! NNSY Industrial Operations Commanding Officer Captain Lawrence Brandon presented the flag and congratulated shop members Oct. 14. With no injuries or lost workday cases for the month, Shop 41 helps set the standard for production safety in America's Shipyard while maintaining focus on quality work and aiming for continuous improvement. At the event, individual certificates of appreciation were presented to Mikisha Manning and Ja'Quan Brown for their efforts in contributing to a safer workplace. (Photos by GSM1 Christian Bautista , NNSY Photographer)



They usually raise components supporting work on carriers and submarines for America's Shipyard, but this time they get to raise an award for safety. Congratulations to NNSY's Shop 72 of the Lifting and Handling Department (Code 700), honored with the July 2025 Safety Flag! NNSY Deputy Shipyard Commander Captain Brandon Johnson met with shop members Oct. 31 to present the flag and congratulate their achievement. The shop had no injuries or lost workdays for the month, thanks to increased safety surveillances, more in-person discussions to strengthen safety awareness, and improved training to build skills. At the event, Paris Hugle was presented with a Certificate of Achievement for his leading efforts in contributing to a safer workplace. (Photos by GSM1 Christian Bautista , NNSY Photographer)

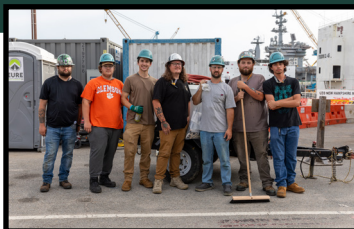


Norfolk Naval Shipyard (NNSY) has officially kicked off its Toys for Tots campaign from now until Dec. 10 - bringing joy to those less fortunate this holiday season. There are currently boxes across NNSY as well as Naval Station Norfolk for those interested in donating. For those in need this year who would like to apply to the Toys for Tots program, please go to www.toysfortots.org and follow the prompts. Help make the holidays special for children in need by donating a new, unwrapped, toy today!

For more information, please contact NNSY Toys for Tots Coordinator Jonathan Echols at jonathan.j.echols.civ@us.navy.mil or 757-929-6657. (Photo by Danny DeAngelis, NNSY Photographer)



Working together to ensure America's Shipyard is mission ready! Norfolk Naval Shipyard (NNSY) employees participated in a quarterly Clean Up America's Shipyard Day recently to promote shipyard pride, support workplace safety and assist storm preparedness. (Photos by GSM1 Christian Bautista, NNSY Photographer)





The Norfolk Naval Shipyard (NNSY) First Class Petty Officer Association (FCPOA) recently posted American flags around Tidewater Community College in honor of Veteran's Day. Thank you to the volunteers from the FCPOA and the Second Class Petty Officer Association (SCPOA) for supporting our community.



The Norfolk Naval Shipyard (NNSY) First Class Petty Officer Association (FCPOA) recently dropped off 173 pounds of non-perishable food items to the YMCA on Effingham St. as part of their annual Canned Food Drive to support the community. Thank you to all the volunteers as well as those who donated food items for supporting our community.



Recently, several NSA Portsmouth (NSAP) Navy Exchange (NEX) employees were recognized for their outstanding accomplishments: Superior Achievement Award — Kimora Robinson, NEX Associate; Bravo Zulu certificate to Elena Rakes, NEX Tailor; and Associate of the Quarter, Sharon Richards. Also, safety and on-the-spot awards were given to both Sharon Foreman, Sales Associate Supervisor, and Jeffrey Perry, Sales Associate, by Chief Joseph Petko, Fire Prevention, and Inspection Specialist. Foreman and Perry were recognized for their prompt response to a small brush fire on July 22 near the Morale Welfare and Recreation (MWR) Administration Building at Scott Center Annex. The associates quickly alerted others and used a fire extinguisher to contain the fire before the NSAP Fire Department arrived. (Photos courtesy of NSAP NEX)



The Norfolk Naval Shipyard (NNSY) First Class Petty Officer Association (FCPOA) recently participated in the Adopt-A-Spot Cleanup in Portsmouth. The team came together to clean up the outside perimeter of the base at Gate 10 and following Portsmouth Blvd. and Effingham St. A big thank you to the volunteers from the FCPOA and Second Class Petty Officer Association (SCPOA) for helping to keep our shipyard and community clean.



Norfolk Naval Shipyard hosted the 28th Flag and Executive Leader Implementation Course (FELIX) recently. Senior leaders from across the Navy were selected to participate based on their leadership effectiveness and role in improving performance through a Get Real Get Better approach – the Chief of Naval Operations' call to action for every Navy leader to apply a set of proven leadership behaviors and problem-solving best practices that empower our people to achieve exceptional results. Equipped with this learning and coached by the Navy's Office of Warfighting Advantage (OWA), these Navy leaders can then take these tools and best practices back to their organizations to continue to improve outcomes.

During the course, leadership had the opportunity to hear from Norfolk Naval Shipyard Commander Rear Adm. Kavon "Hak" Hakimzadeh about the importance of Gembas as well as Vice Chief of Naval Operations Adm. James W. Kilby regarding the importance of the Get Real Get Better initiative. (Photos by Shelby West and Danny DeAngelis, NNSY Photographers)

A Day at the Fair, the College Fair That Is

STORY BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHER



With bright banners and a steady buzz of questions and new ideas, Norfolk Naval Shipyard (NNSY) turned the parade field in front of Bldg. 1500 into a map of opportunity with the College and Career Fair held Sept. 23. Tables lined with representatives from colleges, universities, U.S. Navy programs and NNSY welcoming Sailors and their dependents. The focus was simple: provide military members and dependents with helpful information to take the next step into education, the Skillbridge Program, apprenticeships, or jobs hiring now.

Tables showed Bachelor's, Master's, and certificate paths, with fast tracks for working adults. "We have approximately 30 colleges and universities that came out today for our Sailors and their families," said Career Fair Coordinator Navy Career Counselor First Class Christina Sherman.

Norfolk State University Military Services and Veterans Affairs Coordinator Shameena Morris added, "We're here today to show the educational opportunities we offer for active duty military, for those who will be getting out of the military soon, veterans and their dependents who attended the college fair."

For some U.S. Navy Officers and Sailors, the career fair gave them the opportunity to look at programs that could benefit themselves and family members wherever they are stationed or located.. NNSY's Industrial Operations Commanding Officer Capt. Lawrence Brandon is one of them.

Brandon said, "As a senior leader for the U.S. Navy, we need to ensure we take care of our Sailors and their needs are met, whether if they are getting out or staying. The college fair is one way that provides an awesome opportunity."

Brandon continued, "There are so many colleges here that have already worked backwards to support the veterans in terms of financial support, military scholarships. They know what the Navy has to offer in terms of GI Bill and tuition assistance."

The information provided during the fair was even personally helpful for Brandon.

"As a father, this college fair gave me a chance to connect with these various colleges, universities and NNSY programs to see what's out there for my children. I just spent some time on one of the tables where they specialize in cybersecurity," said Brandon. "I have an 18-year-old son playing soccer in Rome. He's very interested in cybersecurity. Rome doesn't offer cybersecurity degrees, so we're probably going to bring him back to the States after a year to look at a cybersecurity degree,

or if he decides to stay in Rome to pursue an online degree in cybersecurity. I talked to a representative from Indiana Tech and they have all of that, easy day for me."

The college fair was also a time for the NNSY People Experience Division (Code 1102) to speak with attendees about programs and job opportunities offered at the shipyard.

"We are here to solicit resumes for all the different potential jobs that we're going to direct hire for, as well as promote our Skillbridge program, apprenticeship program and other resources that Sailors and their families could benefit from," said NNSY People Experience Management Analyst Nicholas Boyle.

NNSY's Apprenticeship Program, in partnership with Tidewater Community College (TCC), is designed to attract talented individuals who want to learn a vocation and directly support maintaining and modernizing the U.S. Navy Fleet. Apprentices participate in a rigorous training program combining TCC's academic classes with NNSY's trade theory training and on-the-job learning experience. All academics are provided during working hours within the program's first year. Skillbridge lets active duty members spend their last months in uniform working with government agencies and other businesses. It is a hands-on internship that can lead straight to a job.

Boyle said, "For Navy, specifically, 180 days is authorized by their commanding officer for E5 and below, and for E6 and above, it goes down as low as 90 days or even less."

Sailors heard from peers who are already moving forward. "I'm finishing a degree right now in occupational safety," said NNSY Sonar Technician First Class Joshua Rich. "I was looking to see if there are any resources available for my transition here a little bit, just to better prepare myself for that transition."

NNSY People Experience (Code 1102PE) Management Analyst Carlton Brooks, added, "The college fair today can become a beneficial strategy for the Sailors and their families. It's events like these that support NNSY's mission of repairing, modernizing, and inactivating our Navy's warships and training platform and make us America's Shipyard."

For more information about U.S. Navy programs and resources, contact NNSY Career Counselors at 757-396-1300 or email christina.v.sherman.mil@us.navy.mil. To learn more about NNSY's programs and job opportunities, contact the People Experience Office by calling 757-967-4548 or emailing NNSY_People_Experience@us.navy.mil.

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



NNSY Sailor of the Quarter

ET1 Noah H. Stillwagon



NNSY Junior Sailor of the Quarter

ET2 Xavier D. Martinez





Congratulations to the Norfolk Naval Shipyard (NNSY) Quality Assurance Technical Support Division (Code 130S), as well as their OPSEC Coordinator Kirsten Forrester, who was awarded the Third Quarter 2025 Excellence in Best OPSEC Practices Award Oct. 21.

Code 130S and its coordinator have demonstrated effective OPSEC practices throughout the department, including the display and dissemination of important documentation including the Critical Information Cue Cards, Telephonic Threat Complaint forms, and the Do Not Discuss Classified Information labels on landline phones. In addition, they were recognized for their overall OPSEC posture within the department, the practice of the Clean Desk Policy by all personnel, and overall communication with the team regarding the latest information. The team was awarded the OPSEC flag and pennant as well as the Purple Dragon trophy to display in their area for the quarter. In addition, Forrester received a Certificate of Achievement for her efforts in leading the OPSEC charge. (Photos by GSM1 Christian Bautista, NNSY Photographer)



Congratulations to Norfolk Naval Shipyard's (NNSY) and Naval Support Activity Portsmouth's (NSAP) Chief Petty Officer (CPO) selectees for FY26. Marking the culmination of six weeks of focused training and guidance from the NNSY/NSAP CPO's Mess, these Sailors were officially pinned during a ceremony at Dry Dock Club Sept. 16, signifying their change in rank, title and increased level of responsibility as the command's newest CPOs. Your hard work, dedication, and leadership have brought you to this proud milestone in the Chief's Mess. Welcome to the next chapter of service and tradition — Anchors Aweigh! (Photos by GSM1 Christian Bautista, NNSY Photographer)



Important Information

»NAVSEA WORKFORCE SURVEY NOW AVAILABLE

In preparation for the upcoming NAVSEA Inspector General Command Inspection, the NAVSEA Workforce Survey is open now until December 4. Workforce feedback will improve effectiveness of focus groups during the Command Inspection. Military and government employees are encouraged to participate. Survey participation is voluntary, responses are considered Inspector General confidential, and no respondent's identity will be determined. Survey data is managed, maintained, and safeguarded by the NAVSEA Inspector General. Responses to questions should not contain sensitive information, personally identifiable information, or classified information. Personnel are NOT required to sign into FlankSpeed accounts or be on a government computer to complete the survey. Participants can complete the survey from any personal computer. Check out the survey at <https://forms.osi.apps.mil/r/iAWT1y8gd>.

»DONCEAP IS AVAILABLE TO DON EMPLOYEES 24/7

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 quality of life. The Department of the Navy values its employees and has partnered with Magellan Health to provide a new centralized employee assistance and work/life program for employees and their families. The Department of the Navy Civilian Employee Assistance Program (DONCEAP) provides a wide range of services to employees and their families.

Employees can access services 24/7 through the DONCEAP website at <https://magellanascent.com/> or by phone at 1-844-DONCEAP (1-844-366-2327). Representatives 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.

»PANACEA BEHAVIORAL HEALTH AND WELLNESS SERVICES AVAILABLE

Panacea Behavioral Health and Wellness Center, a patient-centered mental health and wellness practice, is currently offering counseling services to Sailors, veterans, spouses, and family members at Norfolk Naval Shipyard (NNSY). 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.

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



From left to right: Code 100TO.32 Rapid Innovation Lab Engineer Adam Seamster, Code 100TO.32 Industrial Engineer James Martin, Shop 52 RADIAC Electronic Measurement Equipment Mechanic Chris Burke, Code 100TO.32 Mechanical Engineer Dixie Cox, and Shop 52 RADIAC Electronic Measurement Equipment Mechanic Shane Wilson show off a RADIAC monitoring device with the developed fittings from the Rapid Innovation Lab.

EYE ON INNOVATION:

NNSY's Rapid Innovation Branch Teams with RADIAC Laboratory to 3D Print Tools to Ensure Safety of Workers

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

In Norfolk Naval Shipyard's Radioactivity, Detection, Indication, and Computation (RADIAC) Calibrations Laboratory (Shop 52), the team works daily to ensure equipment is tested and measured accordingly so that it works properly as well as does not pose any safety risks for those handling the equipment. It's imperative to Shop 52 that when the electricians are working on the devices, they have what tools are needed so that they remain safe while working with the high levels of voltage. Though it is rare for shocks to happen in the workplace, to greater protect the workers so that such situations do not happen, Shop 52 turned to the Code 100TO.32 Rapid Innovation Branch to develop designs, as well as 3D print prototypes and final products to improve the way they do business.

"Our team is constantly working with hundreds of pieces of

equipment, calibrating them and repairing them as needed. We deal with high levels of voltage and though we are good about working safely and avoiding shocks in the workplace, there were still some risks that we felt could have been improved upon," said Shop 52 RADIAC Electronic Measurement Equipment Mechanic Chris Burke. He and his supervisor went to the Rapid Innovation Lab with an idea in hand for a certain piece of monitoring equipment to provide the protective barriers needed to ensure the safety of the mechanics.

"We worked with Shop 52 and prototyped a casing out of Plexiglas on either side to give it a basic shape," said Code 100TO.32 Industrial Engineer James Martin. "Together we discussed the rules and specifics needed to work in these high voltage conditions and we were able to print out something to those specifications. After the prototyping, we tested it and



Shop 52 RADIAC Electronic Measurement Equipment Mechanic Chris Burke works on calibrating a piece of equipment with the developed 3D printed casing from Code 100TO.32, the first device developed in their partnership.

were able to make adjustments – and had a final product in their hands within three days.”

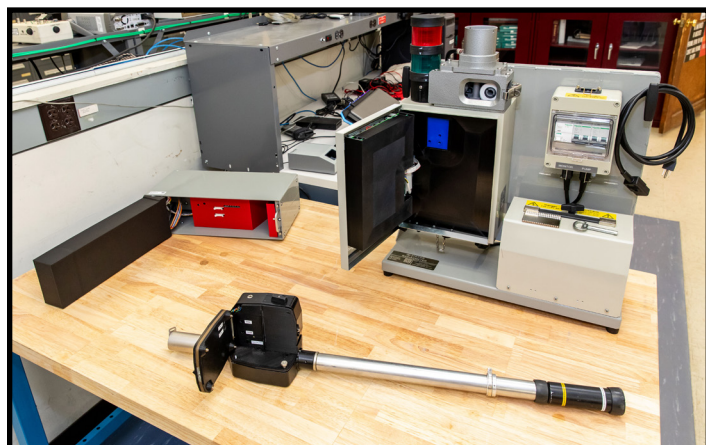
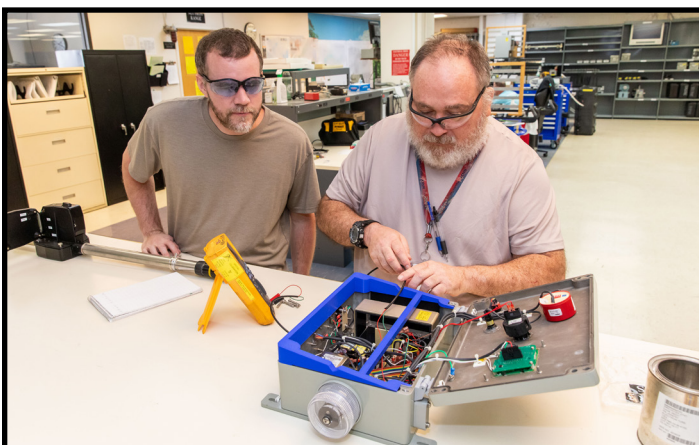
With this success, the partnership continued as Shop 52 and Code 100TO.32 discussed other design opportunities, including making a wedge for a monitoring device to protect the wiring being tested as well as the employees working on it, as well as fittings on an extendable monitoring device that had intricate designs that would be difficult to obtain without the use of additive manufacturing. Each job took between a few days to a few weeks to work through the process of development and testing – yet Shop 52 has noted that these devices will bring lasting effects to their workplace.

“Safety is paramount for our team and though there are layers of safety put into every job we do, if there’s a way we can better the way we do business and protect our teammates – we’re going to explore those options,” said Shop 52 RADIAC Supervisor Josh Brickhouse.

“These calibrations we do with this equipment take up to three hours each and it’s vital that we as mechanics have the

tools needed to ensure our safety so that we’re able to get that work done as safely and efficiently as possible,” added Burke. “I’ve been very happy with what’s been developed with the Innovation Lab – they were able to take my concept and made it into something that will last. Plus they made something that’s aesthetically pleasing and easy to use – so we’re able to get our jobs done better than ever before. We’ve been looking at other ways to benefit from their expertise and improving other calibration jobs and devices we use.”

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.



Left: Shop 52 RADIAC Electronic Measurement Equipment Mechanic Shane Wilson and Code 100TO.32 Industrial Engineer James Martin show how a wedge print works inside a piece of monitoring equipment, protecting the wiring and the worker calibrating the equipment; Right: This RADIAC monitoring device that is calibrated by Shop 52 is able to extend to do hull surveys and maximize the distance when achieving readings. Code 100TO.32 was able to aid in developing fittings to the intricate design of the device.



SHIPYARD SPOTLIGHT: TAJUANA “RENEE” MARTIN CODE 109 CUSTOMER SERVICE BRANCH MANAGER

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Retail therapy, Carolina Panthers football, the U.S. Navy and contributing to the mission success of Norfolk Naval Shipyard (NNSY) bring joy to Code 109 Information Technology and Cybersecurity Department Customer Service Branch Manager Tajwana “Renee” Martin. She was also recently Acting Division Head for Code 109.4 Waterfront Support.

Martin is a retired Chief Warrant Officer and has contributed to the success of NNSY since February 2021 and finds her career at the shipyard to be very rewarding.

Recently, Martin was recognized with a Patriot Award presented by the Employer Support of the Guard and Reserve (ESGR) recognizing leaders for outstanding support of Guard and Reserve members and their families. Martin earned this honor for going “above and beyond” assisting a Code 109 member preparing for deployment.

“As a veteran herself, Mrs. Martin uniquely understands the challenges of the military,” said NNSY IT Specialist Shenay Graham. “Throughout my deployment, her consistent encouragement and genuine check-ins meant the world to me.”

Graham continued, “What truly sets her apart, however, was her willingness to look after my family while I was deployed. Knowing I was concerned about my elderly grandparents, she personally offered to check in on them and ensure they were doing well.”

Martin’s genuine commitment to her team is evident in how she leads.

“I find two things most rewarding about my job. First, it’s

the people—working with and mentoring my team, building strong relationships, and watching them grow professionally is incredibly fulfilling,” said Martin. “Second, it’s knowing that we are actively fulfilling the Department of War mission by supporting our warfighters.”

Martin continued, “It gives me a deep sense of purpose. I always remind my team that we are part of something much bigger. While our individual contributions may seem small at times, together we make a meaningful impact.”

She finds the most challenging aspect of her job is providing Tier 1 support, which is designated as the first level of help to resolve problems without requiring technical expertise.

“We’re often the first point of contact, which means when support is delayed or something goes wrong—regardless of where the issue originated—our team is typically the one held accountable,” said Martin. “Our visibility puts us in a unique position to build trust, drive solutions, and ensure that the warfighters and shipyard personnel have what they need to succeed.”

Martin believes that good communication, teamwork, and staying mission-focused are all keys to successfully overcoming any challenge.

“I prioritize open dialogue within my team and with other stakeholders to quickly identify root causes and work toward effective solutions,” said Martin. “I also remember not to bring yesterday’s challenges into today, which helps me, and my team maintain a fresh perspective and stay resilient.”

Martin draws on her experience as a warfighter; she stays calm under pressure and works hard to motivate her team and keep them focused on their goals.

She believes a good leader provides a supportive environment in which each team member feels appreciated.

"I think a good leader inspires trust and confidence by leading with integrity, empathy, and accountability," said Martin. "They communicate clearly, listen actively, and understand the strengths and challenges of their team members."

Martin praises her best friend, Purple Heart recipient, Chief Warrant Officer Cottie Allen, for contributing to her success as a leader.

"Cottie told me, every task matters, especially when supporting our military and the larger defense mission," said Martin. "This advice has kept me motivated and helps me

lead by example, reminding my team that our work is about something greater than ourselves."

Martin continued, "Additionally, it's essential to hold yourself accountable, learn from your mistakes, and continuously improve—that's how you grow into a stronger professional and leader."

Graham also shared that Martin's committed support for her military service went far above and beyond on her recent deployment. She praised Martin for being an outstanding leader and advocate for veterans.

"Martin's dedication to her employees, both professionally and personally, is what makes her such an exceptional supervisor," said Graham.

When she's not at work, Martin is an ardent Carolina Panthers football fan and enjoys a little retail therapy.



Code 109 Customer Service Branch Manager Tajuana "Renee" Martin was recently recognized with a Patriot Award for giving outstanding support to their employees' military service and family. The award is presented by the Employer Support of the Guard and Reserve (ESGR).

Talking Shop:

Celebrating NNSY's Locksmith Shop (Shop 64)

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

If the film *The Italian Job* (2003) made safe cracking look flashy, Norfolk Naval Shipyard's (NNSY) Woodcraft Shop (Shop 64) makes it look mission ready. Inside the shipyard, smell of cut brass and oil hangs in the air. Benches are tight with tools, tags, and small parts. Every drawer has a purpose, and every key has a story.

NNSY locksmiths Susan Epperson and Jerry Manning, seated in the Woodcraft Shop, guard the flow of keys, safes, and secured spaces across ships, submarines, and shore. Their scope is wide and steady. As Locksmith Shop Lead Mechanic Susan Epperson puts it, "We do everything. We help people out of a lot of jams, getting them out of any lock situation. We can open anything, mostly by picking or whatever is feasible."

Their work keeps watch sections moving, keeps classified material protected, and keeps crews on task. It supports the shipyard mission to return ships and submarines to the fleet on time and under budget. No drama, just skill and speed when it counts.

The pace is steady and high. "We service about 300 safes, we make 2,000 keys a year, approximately 100 times a year we help shipyard employees and Sailors get their keys out of their locked vehicle, about 100 jobs pertaining to people who got locked out of their office or their desk each year, among other things," said Epperson. That volume keeps

waterfront jobs on time. It also keeps controlled spaces tight when crews shift, deploy, or swap compartments.

"We are woodcrafters that do locksmithing," said Epperson. "Locksmiths under the Woodcraft Shop, so we keep our woodcraft qualifications current as well as our locksmithing qualifications."

After some hands-on training is conducted, the locksmiths go to a two-week lockmasters course in Kentucky. The training covers federal safe systems and approved procedures. It adheres to the rules used across Navy and Department of War (DoW) work. Students learn to open, repair, and document without harming the container or record trail.

Graduates go on a controlled list. Only those names can open and service federal containers. "We work on government-only locks. We guard our certification," said Epperson. "That rule protects material and protects us locksmiths as well."

Think of Charlize Theron's character Stella from *The Italian Job*: calm hands, steady breath, and a safe that needs to open now. That is Shop 64 on a long day when gears grind and time gets loud.

"Major challenges are some of these safes we have to work with that are stubborn or a type of safe we never worked on before," said Epperson. "We bounce ideas off of



Norfolk Naval Shipyard's Locksmith Shop Lead Mechanic Susan Epperson has been working as the shipyard's locksmith for 11 years. She originally intended to work at the shipyard for a year to save money to purchase a house on the beach with her husband. "I worked here a year to the date and saved up all of our money. We were going to close on our beach house on Tuesday, and he passed away on Saturday. So that kicked that plan in the head," said Epperson. "Because I had my job at the shipyard, I was able to take care of myself, so I've been doing this ever since." Epperson plans to retire from NNSY in a few years.

each other because we're not taught any of this in school."

The locksmiths received a call from a shipyard department after a safe built in 1930 accidentally became locked and personnel were unable to open it. "Old gear asks for patience, not heat," said Epperson.

Safes and locks fail when they have reached their end of life date, a mechanism broke or other reasons. But at the end of the day... it doesn't matter. It's any time, anywhere. That is not a slogan, it is a plan. A stuck safe at 4:30 p.m. can stall a job, delay a turnover, or hold up a watch bill. The team keeps a jump kit ready and phones on.

Epperson says with a grin that they help people, and "we put our capes on." Manning added, "Just waking up knowing that as simple as getting somebody in their car... that's what gets me up in the morning. That feeling comes from serving sailors and coworkers, not [making] headlines. The win is a clean click, a signed log, and a team that can finish a task."

When a driver locks keys in a car on base, the response is joint and steady. Epperson puts it plain: "We work hand in hand with Naval Support Activity--Portsmouth's police. They

handle the scene and identification confirmation, we handle the door."

Manning added, "That rhythm keeps stress low and damage near zero. The goal is always the same, get the Sailor back to work or home without a hitch."

Support reaches beyond the piers. Shop 64 backs Fleet Maintenance Submarines (FMB) located at Naval Station Norfolk, Norfolk, Virginia, to support the submarine fleet. It doesn't matter what time a calls come in.

Manning adds, "If a squadron calls, we go. That can mean a pier at dawn, a hangar late at night, or a secure site downrange."

It circles back to that "cool heist energy," only pointed in the right direction. Think Stella's steady hands, not the chase. The clicks here cut delays, hold the schedule, and set up the next scene to play on time. For America's Shipyard, the locksmiths do their part in returning the ships and submarines back to the active fleet to support the Navy's mission. It might not be an Italian Job, but it's a job that holds the key to helping keep the United States safe.



Norfolk Naval Shipyard's Locksmith Jerry Manning grew up hearing many sea stories from his father who had served in the U.S. Navy onboard submarines. "I grew up hearing all of the submarine adventures that he was on and I used to love listening to my father telling them," said Manning. "I never served in the Navy, so when I started working at the shipyard about 5 years ago, I went aboard my first submarine, the USS Wyoming (SSBN 742), to conduct some work onboard. I couldn't wait to get home to call him up to tell him that I've been onboard the Wyoming. I think he was just as excited as I was. Not long after that, dad passed, but at least I was able to say 'Hey, I got to go on the sub,' before he died."

ACCESS CODE: CODE 614 PAYROLL DIVISION

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST



Left to right, front to back: Norfolk Naval Shipyard's (NNSY) Comptroller Department (Code 600) Payroll Division (Code 614) Acting Payroll Supervisor Reyna Sallinger, Financial Technician Heather Crittenden, Financial Technician Vicki Mottley, Financial Technician Rachel Lewis, Financial Technician David Massey, Financial Technician Suzy Poffinberger, and Accounting Officer Amanda Schneider makes up the Payroll team who supports over 10,000 NNSY employees. Not pictured: Financial Management Analyst Yvette Taylor.

For some people, it's simply human nature to do something just because someone said not to. This also applies to anything that is locked. People feel the urge to find out what's behind something secure, whether it's a door, locker, vault, or chest. When they don't understand why they can't enter or why something is off-limits, rumors, myths, and misunderstandings spread quickly. In this article, we will explore what goes on behind the secure door of the Payroll Department (Code 614).

"For me, it was always that door. Everybody saw it, but nobody was allowed in. So what was the secret behind it?" asked Reyna Sallinger, Acting Payroll Supervisor for Norfolk Naval Shipyard's (NNSY) Comptroller Department (Code 600) Payroll Division (Code 614). "We handle sensitive data, not only for Payroll but also for the Travel Department (Code 615), which shares our space. The door keeps people's personal information safe."

To address this issue, Payroll and Travel had set up customer service kiosks outside their work areas a couple of years ago which also improves customer service.

"Most of our customers come from the waterfront because they can't access computers to print their Leave and Earnings Statement (LES) or their master time. We can do that for

them right there," said David Massey, a Code 614 Financial Technician. "We also help shipyard personnel with questions, pay issues, different types of leave, and more."

Massey added, "Our six financial technicians are assigned specific departmental codes to manage payroll duties. This way, we provide consistent service and employees don't have to explain their situations repeatedly. Each technician specializes in different payroll areas. If one of us is at the customer service kiosk and doesn't know the answer, we can quickly go behind the locked door, find out the answers, and return with the correct information. We don't give answers without checking first."

Payroll personnel use a system called Defense Civilian Pay System (DCPS). This is the official pay system that connects with Supervisors' Desk (SUPDESK), the program supervisors use to submit time for their teams. Once supervisors submit their time, Payroll checks for discrepancies and makes necessary changes. Then, the information goes to the Defense Finance Accounting Service (DFAS), which pays over 10,000 shipyard employees.

"One of our biggest challenges is getting supervisors to enter their team's time accurately into SUPDESK every day. This

ensures that employees get correct pay for their time worked,” said Sallinger. “In any given pay period, we track over 36,000 missing hours. Each week, my team runs a missing time report and contacts supervisors to check the status of those hours. If supervisors submitted their hours accurately each day, it would save us time contacting them, allowing us to better serve our customers, the shipyard employees.”

Payroll also processes several types of leave, including Family Medical Leave Act (FMLA), Paid Paternity Leave (PPL), Military Leave (ML), Workers Compensation leave, and the Student Loan Repayment Program (SLRP).

“We work closely with personnel to make sure that any requests for leave or time off are entered into the system. This way, employees can focus on their lives during their time off, without worrying about their pay or leave status,” said Code 614 Financial Technician Heather Crittenden. “We collaborate with Personnel Administrative Services (Code 1102) and Fleet Human Resource Outsourcing (FLTHRO) quite often. Employees submit their packages to Code 1102 and Fleet HRO, but they ultimately come to Payroll, where we process them in the DCPS program so they can use their leave in SUPDESK.”

During the longest federal government shutdown in American history, which lasted 43 days from October 1 to November 12, 2025, the entire Payroll and Travel department teams worked hard to share pertinent information with employees. To do this, they held targeted meetings with first- and second-line supervisors to provide all the available information.

“There were times when we delivered the most current information to the general employees during the morning

session, by the time of the afternoon session with the supervisors, the information had changed. That’s how frequently things changed during the shutdown,” said NNSY Executive Support (Code 1100) Director George Fitzgerald.

As the shutdown went on, and employees continued not getting paid, a 30-minute meeting on the waterfront expanded into larger town hall-type meetings several times a week with the shipyard senior leaders, and FLTHRO and Payroll representatives. Each person provided the latest information on what the shipyard and community were doing to assist employees. Though the shutdown has ended, these meetings are continuing to be offered through the end of the year to help resolve pay, leave and other issues.

NNSY Industrial Operations Commanding Officer Captain Lawrence Brandon said, “The seven person Payroll team is working hard to ensure that over 10,000 employees get paid correctly and on time. I assure you that Payroll is doing an outstanding job of keeping everyone updated on the latest information regarding the shutdown and its impact on our pay and leave.”

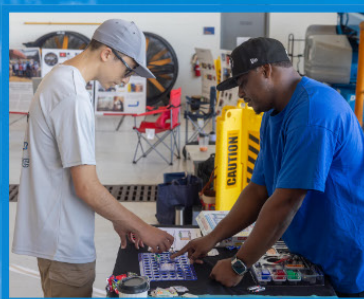
To better serve their customers and gather information more quickly, Payroll is scanning thousands of hard copies to create a digital archive. This will save time in the long run and allow them to focus more on supporting shipyard employees.

For more information or questions, email the payroll office at NNSY_C631@us.navy.mil, and the appropriate person will respond promptly. Note that Payroll used to be Code 631, but it has recently changed to Code 614. The email address remains the same.



Left to right: Acting Payroll Supervisor Reyna Sallinger and Executive Support Director George Fitzgerald answer questions from shipyard employees at one of the federal government shutdown information town hall meetings held Nov. 12; Norfolk Naval Shipyard's (NNSY) Pipefitters and Insulators division (Code 960) Pipefitter Shop (Shop 56) Pipefitter Mechanic Travis Thompson is being assisted by NNSY Comptroller Department (Code 600) Payroll Division (Code 614) Financial Technician David Massey at the Payroll Division customer kiosk.

Norfolk Naval Shipyard Participates in the 2025 Naval Air Station Oceana Air Show



Norfolk Naval Shipyard joined Naval Air Station (NAS) Oceana in celebrating the strength and innovation of our U.S. Navy as well as the precision and power of naval aviation during the annual NAS Oceana Air Show Sept. 19-21. Check out these photos from Sept. 19's NAS Oceana STEM Day to kickoff the weekend festivities, inviting Virginia Beach and Chesapeake fifth graders to explore the science, technology, engineering, and math that goes into America's Navy. Thank you to the teammates who participated in the air show and if you'd like to learn more about events like this, please contact the People Experience Team at NNSY_People_Experience@us.navy.mil.

(Photos by Danny DeAngelis, 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)

CELEBRATING NORFOLK NAVAL SHIPYARD'S FIRST LEVEL SUPERVISOR HIGH VELOCITY GRADUATES



Congratulations to Norfolk Naval Shipyard's newest First Level Supervisor High Velocity (ILSHV) graduates, who were celebrated for their achievements Sept. 17! Individuals were selected for ILSHV within their first year of attaining the position of First Level Supervisor, which provides a mix of leadership development methods including classroom learning, on-the-job shadowing and team participation. (Photos by Shelby West, NNSY Photographer)



Happy Holidays!

From
Norfolk Naval Shipyard



MARK YOUR CALENDARS!
**NORFOLK NAVAL
SHIPYARD BLOOD DRIVES!**

There is currently an urgent need for blood across the country, including Type O. Norfolk Naval Shipyard is launching its support with various Blood Drives scheduled throughout the year. Those with access to the base are welcome to join us on the scheduled dates.

For more information, please contact Briana Darden at briana.d.darden.civ@us.navy.mil or visit www.health.mil/militaryblood to learn more and register for the drive of your choice. Walk-ins are also accepted at all NNSY Blood Drive events.



Every two seconds, someone in the United States needs blood, which means more than 38,000 blood donations are needed per day.

**All Blood Drives are held in the Bldg.
1500 Lobby from 8:30 a.m. to 1 p.m.**

2026

Jan. 6-7 Mar. 18-19 May 20-21
Jul. 22-23 Sept. 23-24 Dec. 2-3

BLOOD DONATION IS A SIMPLE FOUR STEP PROCESS



Register online or participate as a walk-in.



Mini-physical, where your health is evaluated.



The donation, which only takes about eight to ten minutes.



Refreshments, where you get a snack and drink afterwards.



Safe blood saves lives and improves health. It is the most precious gift that anyone can give to another person: the gift of life.



SIGN UP TO BE A BLOOD DONOR TODAY!

SERVICE TO THE FLEET • DECEMBER 2025



Norfolk Naval Shipyard Hosts Health and Wellness Fair to Kick Off Open Season

STORY BY SUSANNE GREENE •
NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard held its first Health and Wellness Fair since COVID on Thursday, Nov. 7, 2025, and had more than 500 attendees.

Personnel were able to meet with plan advisors and gather information on health, dental, and vision plans. They were able to determine which plan would best meet their individual or family needs. Many employees learned that they did not need the high-cost coverage and were able to save money.

"The greatest benefit for the employees in attending the health fair was to get the information from the vendors directly," said NNSY Administrative Management Specialist Supervisor Melanie Prescott. "Throughout the year, the employees are directed to OPM.gov [Office of Personnel Management website] to gain the knowledge needed before making one of the biggest decisions on their health care."

Prescott continued, "the face-to-face conversations with the insurance representatives helped them get the facts and make their decisions easier."

As NNSY's first Health and Wellness Fair in several years, the event was very successful and a great opportunity for NNSY personnel to attain helpful information in advance of the 2025 Federal Employees Health Benefits Open Season ongoing now through Dec 8, 2025.





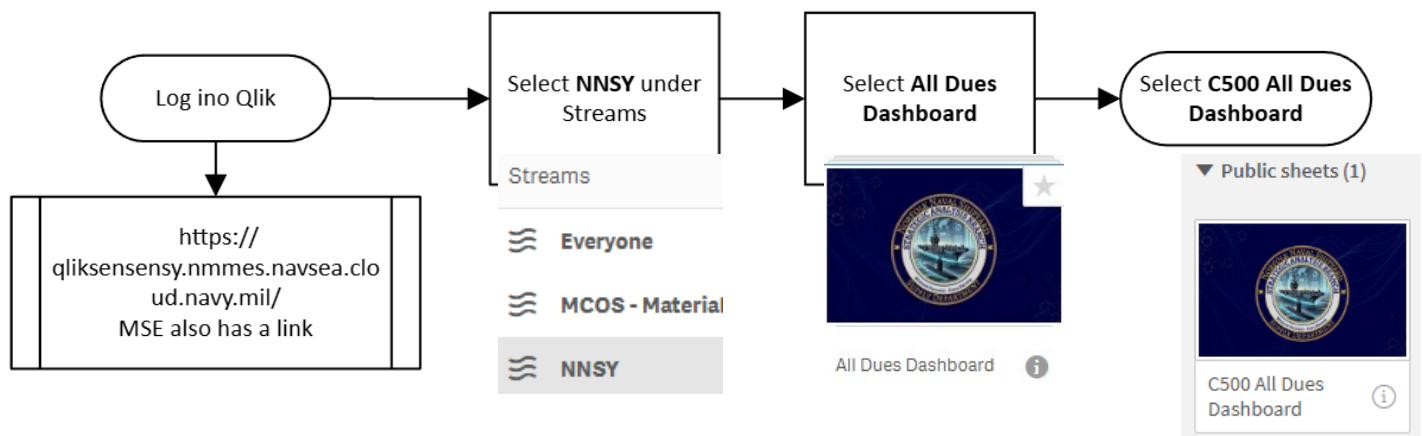
MISSION STATEMENT

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



C500 Supply Department welcomes the shipyard team to utilize the new material "All Dues" report in Qlik



- Project spreadsheets are now available in a centralized Qlik application
- Refreshed hourly with more comprehensive and accurate data
- Readily available for users (no need to wait for an email each morning)
- Super fast and easy breakdown/filtering - export as needed

****The first time you try to log in you may receive a 404 error; this is normal. Just wait about 10 minutes to log in again and you should have access, otherwise reach out the POC below. ****

Point of contact

C510.2 Mathew Moore

Mathew.W.Moore.civ@us.navy.mil

(757) 396-1784

BATTLE RHYTHM SET

MAKE READY FOR
UNDOCKING



USS JOHN WARNER (SSN-785)

FEB. 4, 2026

#FOCUSANDFINISH

C-FRAM FRAUD SCHEME AWARENESS

DECEMBER EDITION: BRIBERY AND KICKBACKS

Acceptance of Something of Value in Exchange for Preferential Treatment

18 U.S. Code §371 - Conspiracy to Commit Offense or to Defraud United States -- Federal law that makes it a crime for two or more people to conspire to commit a federal offense or to defraud the United States. For a conviction, the prosecution must prove that an agreement was made, at least one person took an "overt act" to further the conspiracy, and at least one conspirator acted. Penalties can include up to five years in prison and a fine, or both.

Elements of the Crime:

- **Agreement:** Two or more people must agree to commit a federal crime or to defraud the United States
- **Overt Act:** At least one of the conspirators must take some action to advance the conspiracy. This action can be any step, no matter how small, once the agreement has been made.

Three individuals sentenced for VA Bribery Scheme

In July 2025, three of the four defendants in a U.S. Department of Veterans Affairs (VA) bribery scheme were sentenced:

- **Monika D. Schorer:** Eight months imprisonment, three years supervised release, \$10,000 fine, and restitution of \$213,154.50
- **Teresa D. Schorer:** Eight months imprisonment, three years supervised release, \$10,000 fine, and restitution of \$213,154.50
- **Eric S. Smith:** Year and a day in the Bureau of Prisons, three years supervised release, \$120,433.45 restitution, \$185,422.10 forfeiture

According to Court records, Monika and Teresa Schorer (who are twin sisters) were employees of the VA Medical Center in Mountain Home, Tennessee. Each took cash bribes from surgical sales representatives, Eric S. Smith and Landon Chester that enabled Smith and Chester to overbill the VA Medical Center, often for unnecessary medical items. As part of the plea agreement, Monika and Teresa Schorer pled guilty to conspiracy to commit honest services wire fraud in violation of 18 U.S.C. §§ 1343, 1346, and 1349. Smith and Chester pled guilty to conspiracy to commit honest services mail fraud and bribery in violation of 18 U.S.C. §371.

Per Court records, the bribes took the form of cash-stuffed envelopes and a promised ownership interest upon retirement in a Virginia limited liability company, Four Corners Medical Supply and Equipment LLC (Four Corners). Four Corners had become a VA vendor with the cooperation of Teresa Schorer. In exchange for the bribes, the Schorers consciously permitted a substantial fraud against the VA; used a VA computer to set up Four Corners in the government's payment system; hid and concealed their arrangement by making false disclosures on their Office of Government Ethics Forms 450; alerted Smith and Chester when their VA supervisor began asking questions; and provided other assistance to Smith and Chester not generally available to VA vendors. Monika Schorer also issued a letter purportedly from the VA Medical Center to try to thwart the investigation.

Report Fraud, Waste, Abuse, or Mismanagement to the NAVSEA OIG: <https://www.navsea.navy.mil/Contact/Inspector-General/IG-Hotline/>

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.

Happy New Year!

