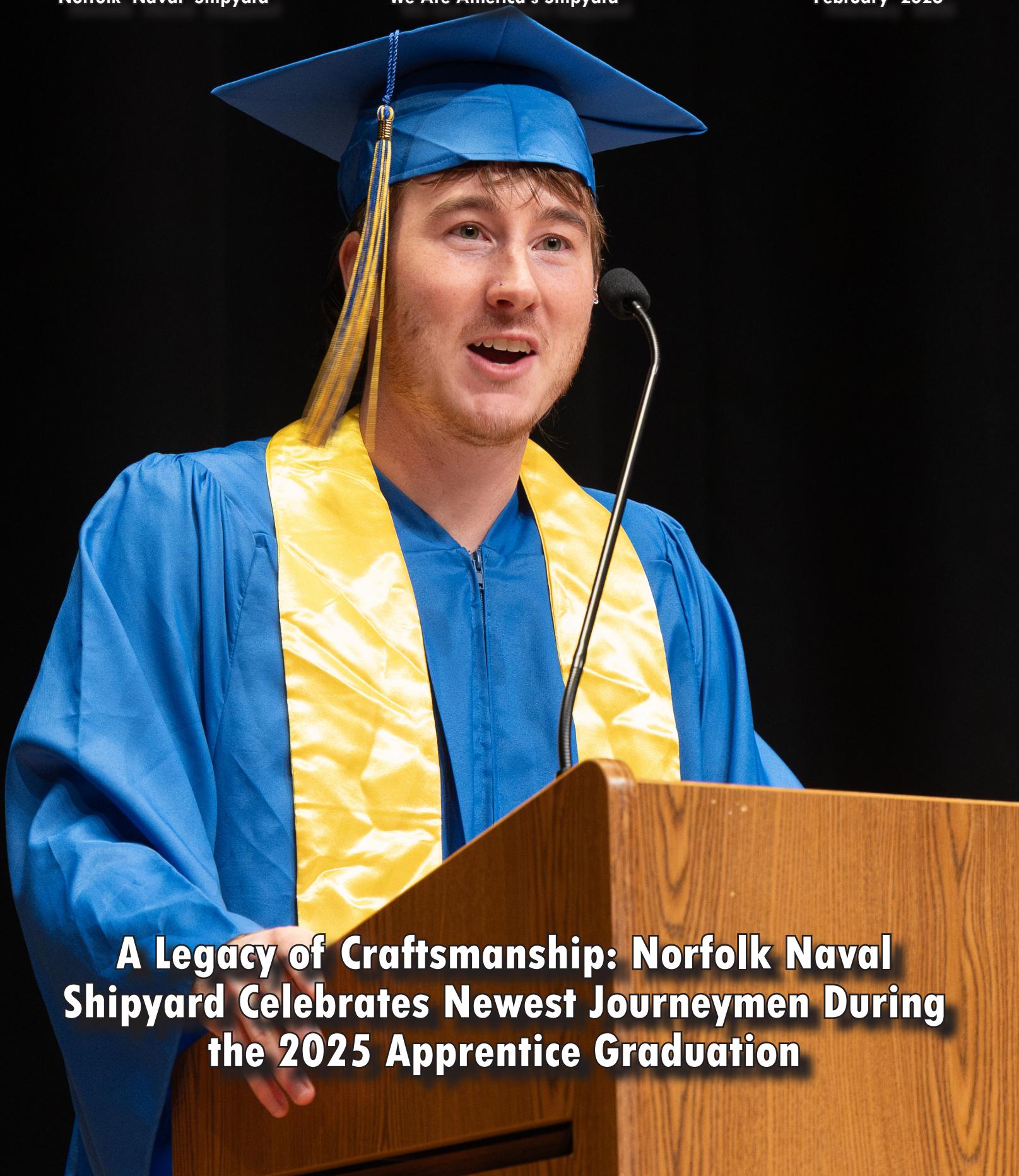


# SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

February 2026



**A Legacy of Craftsmanship: Norfolk Naval  
Shipyard Celebrates Newest Journeymen During  
the 2025 Apprentice Graduation**



# COMMANDER'S CORNER

*From the desk of Rear Adm. Kavon Hakimzadeh*



The new year has officially kicked off here at America's Shipyard – a year with the potential for success in operational readiness for our nation's fleet. The efforts of our shipyard workforce remain essential to our national security mission – and it is important that each of you continue to perform at your very best. We value your efforts and contributions above all, and we recognize that you are all essential in our collective mission in servicing our nation's fleet.

As we charge forward, I wanted to reiterate our unifying objective for 2026: **FOCUS**

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

and **FINISH**. This message echoes across our waterfront and I want to ensure that everyone understands what this means.

We must **FOCUS** intently on reducing the duration of every task at hand and **FINISH** by solving problems immediately instead of delaying or shifting dates to avoid hard conversations. The best way to **FOCUS and FINISH** is to ensure that you invest time in job readiness ahead of time, and you do **NOT** start a job until you are certain you can complete the work **WITHOUT INTERRUPTION!**

Ask yourself everyday: "Is what I'm doing contributing to getting projects completed?" If not, please shift your focus to a task that achieves the right goal.

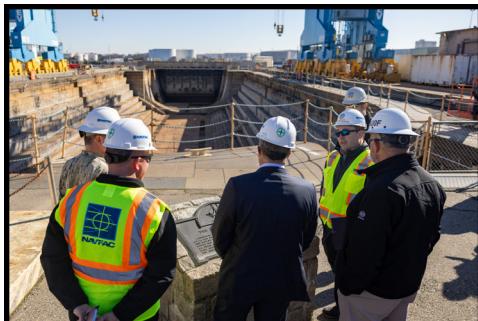
Our **ONLY JOB** is to return our nation's fleet to sea—**safely, efficiently, and on time!** Whether you are on the deckplate or supporting the mission across the shipyard, your role is vital.

This **FOCUS and FINISH** principle is most critical as we push toward the completion of two key assets: USS John Warner (SSN 785) and USS Dwight D. Eisenhower

(CVN 69). These ships are essential to protecting American freedoms, and our nation is counting on our dedication to see them through. Let's take pride in our craftsmanship and ownership in our shared goal of returning these critical national assets when they are needed.

Let us renew our commitment in each other. Let us meet every challenge head-on. Let us drive to the finish line together on every project. Because together, we can accomplish our goals and ensure a safer future for our nation – delivering these essential assets back to the front lines in service of the United States.

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



The Honorable Brendan P. Rogers, Assistant Secretary of the Navy for Energy, Installations, and Environment visited Norfolk Naval Shipyard (NNSY) and Naval Support Activity Portsmouth (NSAP) on Jan. 22, 2026. Rogers toured waterfront production facilities and received key updates on Navy Shipyard Infrastructure Optimization Program (SIOP) projects that are essential to NNSY maintaining current and future classes of nuclear-powered warships. The Assistant Secretary of the Navy for Energy, Installations and Environment directly supports the mission, the warfighter, and their families. (Photos by Danny DeAngelis, NNSY Photographer)

## **NNSY DISCIPLINARY CORNER**

During the month of November 2025, the command issued 58 actions. The following are examples of associated behaviors:

Three Probationary Terminations (non-supervisors) - AWOL; Suspension of Access to Classified Information

21 Suspensions (six supervisors/15 non-supervisors) - AWOL; Unsatisfactory Workmanship; Left Jobsite Without Authorization; Smoking Violation; Failure to Notify Management When Not Attending TDY; Leaving Shipyard While in Paid Status; Falsification of Travel Voucher; Utilizing Government Vehicle to Stop at NEX for Personal Use; Used Employees in Paid Status to Perform Work on Personal Vehicle; Received Pay for Hours Not Worked; Inaccurately Input Time for Employees

16 Removals (three supervisors/13 non-supervisors) - Security Eligibility Status of "None"; Employee Received 6120; AWOL for significant amount of time; Unable to maintain regular working schedule due to injury; RA Denial; Left Worksite for hours every day without authorization; Convicted of Crime; Positive Drug Test

During the month of December 2025, the command issued 50 actions. The following are examples of associated behaviors:

One Probationary Termination (non-supervisor) - AWOL; Suspension of Access to Classified Information

Three Last Chance Agreements (one supervisor/two non-supervisors) - Supervisor was Not Completing all Forms in TGI or Properly Certifying; Left CIA During Working Hours Without Permission for Hours Each Day; Employee Yelled at General Foreman

Three Indefinite Suspensions (one supervisor/two non-supervisors) - Suspension of Access; Refusal to Drug Test; Failed Random Drug Test

12 Reprimands (one supervisor/11 non-supervisors) - Yelling and Cursing at another Employee; Tardiness; AWOL; Inappropriate Conduct; Left Work Without Permission

24 Suspensions (five supervisors/19 non-supervisors) - Leaving worksite earlier than authorized; smoking in non-smoking area; frequently late to meetings; AWOL; refusing to perform assigned tasks; dropped fire extinguisher from ladder; failing to satisfactorily complete welding competencies; delay in carrying out tasks; using inappropriate language towards another employee; going through another employee's assigned worksite and their things; recurring attendance problems; paying self for nighttime differential not worked; discrepancies with paying other employees overtime or charging leave

Four Indefinite Suspensions (non-supervisors) - Suspension of Access

16 Reprimands (one supervisor/15 non-supervisors) - AWOL; Refusal to put phone away and walking away from jobsite; failure to bring acceptable medical documentation; use of profane language toward zone manager; unsatisfactory weld; multiple tardiness; viewing inappropriate content while working and failing to provide oversight on machine operations; bumping into another employee; verbal altercation with another employee; leaving jobsite after being given a direct order; failing to follow proper work procedures

Five Removals (one supervisor/four non-supervisors) - On Worker's Compensation since 2020; No call no show since July 2024; Job Abandonment; Reasonable Accommodation Denial; Simple Assault and threats; Excessive AWOL



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

**CHECK OUT THE NNSY LINKTREE TODAY!**

## Shipyard Insider: BUZZ & BYTES



Congratulations to Shop 89 of NNSY's Temporary Services Department (Code 990), honored with the August 2025 Safety Flag! Captain Lawrence Brandon, Commanding Officer of NNSY's Industrial Operations, presented the flag and congratulated shop members Nov. 20. Thanks to efforts including implementing safety grams, employee engagement in identifying any potential hazards, and a continual focus on fundamental safety principles, this marks Shop 89's second win in three months. At the recognition, individual awards were presented to Morgan Nobles, Jasmin Sullivan and Daniel Williamson for their efforts in contributing to a safer workplace. (Photos by GSM1 Christian Bautista, NNSY Photographer)



Tis the season of giving! Norfolk Naval Shipyard (NNSY) held its annual Toys for Tots Campaign throughout November and December. With generous contributions from our employees and Sailors, our shipyard family donated more than 1,500 toys Dec. 12 that were given to children within the local community. Way to go NNSY and Bravo Zulu to NNSY Toys for Toys Coordinator Jon Echols and the team for making it happen! (Photo by GSM1 Christian Bautista, NNSY Photographer)



Vice Chief of Naval Operations Adm. Jim Kilby visited Norfolk Naval Shipyard Dec. 2 to highlight readiness initiatives and to tour America's Shipyard and its projects. During his tour, Adm. Kilby met with Sailors and leaders aboard USS Dwight D. Eisenhower (CVN 69) and USS John Warner (SSN 785), discussed the Shipyard Infrastructure Optimization Program (SIOP) and its efforts for modernizing dry docks and facilities, as well as met with shipyard workers in the Inside Machine Shop, Toolmakers Shop, and Rapid Innovation Lab. (Photos by GSM1 Christian Bautista and Danny DeAngelis, NNSY Photographers)



The Virginia-class nuclear-powered attack submarine USS New Hampshire (SSN 778) moved to Dry Dock 3 at Norfolk Naval Shipyard (NNSY) Dec. 9 for continuation of its Depot Modernization Period (DMP). This midlife availability spans a large scope of maintenance and refurbishment for the submarine to meet its full-service life. Work on New Hampshire will include shaft and full outer hull tile replacement; complete overhaul of steering and diving systems; extensive electrical alterations; and a wide range of structural and mechanical inspections and repairs. (Photo by Danny DeAngelis, NNSY Photographer)



The Navy Exchange (NEX) is excited to announce the addition of a new vending trailer, which offers a variety of beverages and snack items. This trailer will help support the workforce outside the CIA footprint, particularly during hours when the Mini Mart and Subway are closed after 1600 during the regular work week, and weekends/holidays. The vending trailer is located next to the former Rusty Anchor restaurant, building 1526, parked at the corner. (Photo by Danny DeAngelis, NNSY Photographer)



On December 15, 2025, Norfolk Naval Shipyard (NNSY) Engineering Tech George Lingenfelter of Utilities and Shore Power Branch (C900F.31), and the Naval Facilities Engineering Systems Command (NAVFAC) Mechanical Production team: Anthony Cheracles, Joshua Deese, and Richard Oglesby were awarded for their immediate response in resolving a critical issue with the USS John Warner (SSN 785). The submarine required an immediate steam rerouting to Dry Dock 3 and NNSY, along with NAVFAC, worked quickly to resolve the issue. Lingenfelter and the NAVFAC Mechanical Production Team resolved the matter and restored steam in less than six hours to the USS John Warner (SSN 785). (Photos by Danny DeAngelis, NNSY Photographer)



The NNSY Special Emphasis Division (Code 361) team, alongside Shops 38, 56, 89, 99, with nuclear engineering and radiological support codes, successfully executed a first-of-its-kind modified Aft End Event (AEE) at the Kenneth A. Kesselring Site in Ballston Spa, New York. The AEE is a highly complex evolution involving a naval nuclear propulsion plant. In this case, the work was performed on the Submarine 8th Generation General Electric, S8G, prototype reactor. The evolution required solutions to unique technical tasks, and working through inclement weather and the government shutdown to complete the mission on November 20. While NNSY frequently performs AEEs—typically a 7,000 manday evolution—this iteration utilized a modified process designed to drastically reduce the timeframe and adapt to the unique environment of the Kenneth A. Kesselring Site. In doing so, the team executed the evolution in approximately 5,000 mandays and reduced the crew requirement by approximately 40 personnel. Through efficiency and innovation, effectively overcoming technical hurdles, and an unwavering commitment to their mission, this achievement is a testament to great teamwork within the shipyard's codes and shops as well as partnering with Nuclear Power Training Unit – Ballston Spa and Naval Nuclear Laboratory.

# NNSY FLTHRO PRESENTS: UPCOMING TRAINING OPPORTUNITIES

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

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

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

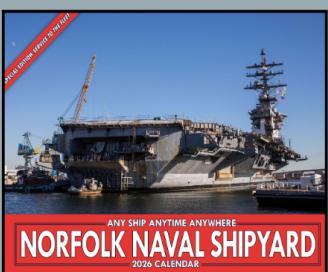
# BIG NEWS!

The Defense Commissary Agency has extended commissary shopping access for DoD civilian employees through Dec. 31, 2026 to select commissaries, including:

- Norfolk Naval Shipyard
- Norfolk Naval Base
- Naval Air Station Oceana
- Naval Amphibious Base, Little Creek
- Langley Air Force Base
- Fort Eustis
- Naval Surface Warfare Center Dahlgren

That means continued access to quality groceries and great savings at select commissaries for eligible civilian teammates who support the mission everyday!

Learn more at <https://corp.commissaries.com/civilian-expansion>



## SPECIAL EDITION CALENDARS NOW AVAILABLE!

The Special Edition Service to the Fleet 2026 Calendar is now available to download on DVIDS at <https://www.dvidshub.net/unit/NNSY>

Stay tuned for announcements regarding the printed copies coming soon to boxes across the shipyard!



JANUARY 2026

NOVEMBER 2026

FEBRUARY 2026

SEPTEMBER 2026

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

Open to all NNSY Employees:

Feb. 13: 11:20 a.m. to 12 p.m. via Teams  
May 15: 11 a.m. to 12 p.m. via Teams  
Aug. 14: 11:20 a.m. to 12 p.m. via Teams  
Nov. 13: 11:20 a.m. to 12 p.m. via Teams

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

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

Open to all NNSY Employees:

Feb. 13: 11:20 a.m. to 12 p.m. via Teams  
May 15: 11 a.m. to 12 p.m. via Teams  
Aug. 14: 11:20 a.m. to 12 p.m. via Teams

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



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



Congratulations to Norfolk Naval Shipyard's newest First Level Supervisor High Velocity (1LSHV) graduates, who were celebrated for their achievements Dec. 10! Individuals were selected for 1LSHV 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)



# Important Information

## »UPCOMING NNSY BLOOD DRIVES

There is currently an urgent need for blood across the country, including Type O. NNSY 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. All blood drives are held in the Bldg. 1500 Lobby from 8:30 a.m. to 1 p.m. The dates are: Mar. 18-19, May 20-21, July 22-23, Sept. 23-24, and Dec. 2-3. For more information, please contact Briana Darden at [briana.d.darden.civ@us.navy.mil](mailto:briana.d.darden.civ@us.navy.mil) or visit [www.health.mil/militaryblood/](http://www.health.mil/militaryblood/) to learn more and register for the drive of your choice. Walk-in are also accepted at all NNSY Blood Drive events.

## »NNSY ANNUAL TRAININGS NOW AVAILABLE

NNSY Annual Training for 2026 is now being uploaded into Waypoints. To see what items are available and to complete trainings, please visit <https://don.csodfed.com/>. Please contact the Waypoints Service Desk (<https://forms.osi.apps.mil/I/qAfxHZz00m>) for troubleshooting and reporting problems.

## »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://magellanascend.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.

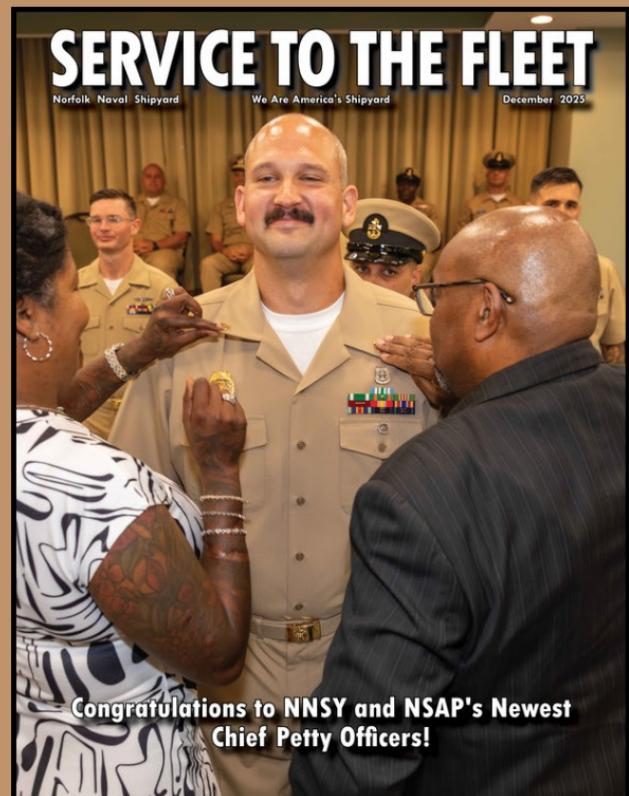
## »PANACEA BEHAVIORAL HEALTH AND WELLNESS SERVICES AVAILABLE

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@panaceabhw.com](mailto:info@panaceabhw.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](mailto:NNSY_PAO@us.navy.mil)



# A Legacy of Craftsmanship: Norfolk Naval Shipyard Celebrates Newest Journeymen During the 2025 Apprentice Graduation



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



From left to right: Capt. Lawrence Brandon, Commander, Norfolk Naval Shipyard (NNSY) Industrial Operations, takes to the stage as the keynote speaker during the 2025 Apprentice Graduation Dec. 17; NNSY's Apprentice Class of 2025 valedictorian Shop 71 Preservation Mechanic Trevor Temple speaks during the ceremony Dec. 17.

Friends and family gathered in Norfolk's Chrysler Hall theater Dec. 17 to celebrate the 88 graduates who turned their tassels to signify becoming journeymen during the Norfolk Naval Shipyard (NNSY) 2025 Apprentice Graduation.

The graduates, representing 21 trades across the shipyard, have completed a four-year training program combining academics, trade theory, and on-the-job experience, and are now promoted to journeymen within their respective trades.

"For over a century, since its official establishment in 1913, this program has been the lifeblood of this shipyard, transforming individuals from all walks of life into skilled artisans and leaders," said Capt. Lawrence Brandon, Commander, NNSY Industrial Operations, during his remarks to graduates. "Think about that: high school dropouts standing shoulder-to-shoulder with college graduates, teenagers learning alongside military retirees, men and women of every background, all united by a common goal mastering the skills vital to keeping our Navy's ships sailing strong. For those of you who have overcome the challenges, persevered through demanding training, and dedicated yourselves to mastering your craft, congratulations! You have earned this moment."

Brandon pointed out this year's graduates are becoming journeymen at a significant time for the Navy. "We live in a complex and challenging world," he said. "Our nation faces evolving threats, and the need for a strong and capable Navy is greater than ever. Your work directly contributes to the readiness of that Navy. Every weld you perfect, every pipe you fit, every engine you maintain, ensures that our ships can sail, can defend, and can protect our nation's interests around the

globe. The apprenticeship program has not only equipped you with technical skills to succeed but has also instilled in you the values of leadership, teamwork, and continuous learning. Never stop learning, never stop seeking new challenges, and never underestimate the power of your influence."

This year's class valedictorian, Trevor Temple, a Shop 71 Preservation Mechanic and Nansemond River High School graduate, finished the NNSY Apprentice Program with a 3.963 GPA, which also earned him an early promotion.

"When I started this program four years ago, I knew it would be challenging. What I didn't know was just how much it would shape the way I think, work, and lead," said Temple. "My trade is preservation but today represents more than just one trade. It represents every person in this graduating class, from machinists to electricians, welders to pipefitters, and every specialty in-between. Each of us has put in years of hard work and dedication to reach this point. The apprenticeship program is not easy. We've all had long days, tight deadlines, and moments where things didn't go as planned. But every challenge taught us something valuable – not just about our trades, but about perseverance, patience, and pride in what we do."

He continued, "What makes this program special isn't just work, it's the people. It's the coworkers who had your back when the job got tough, the instructors who pushed you to do better, and the mentors who took the time to teach you what couldn't be found in a textbook. That's what builds real experience – learning from those who came before us and paving the way for those who come next."



This year marked the 112th anniversary of NNSY's Apprentice Program, one of the most historic and honored apprentice programs in the nation. The program has been recognized by the U.S. Department of Labor, in partnership with the Secretary's Advisory Committee on Apprenticeship (ACA), as a 21st Century Registered Apprenticeship Trailblazer and Innovator.

"Class of 2025, as you embark on this next chapter, remember the lessons you have learned, the friendships you have forged, and the legacy you now carry," said Brandon. "You are not just employees of Norfolk Naval Shipyard; you are guardians of our nation's security. Embrace the challenges ahead, and never forget the vital role you play in protecting our freedom. I have no doubt that you will rise to the occasion and make

a significant contribution to this shipyard, our Navy, and our nation."

This year marked the 111th anniversary of NNSY's Apprentice Program, one of the most historic and honored apprentice programs in the Nation. The program has been recognized by the U.S. Department of Labor, in partnership with the Secretary's Advisory Committee on Apprenticeship (ACA), as a 21st Century Registered Apprenticeship Trailblazer and Innovator as well as one of the leading apprenticeships in the region. You can see the full photo album at <https://www.facebook.com/media/set/?set=a.982092693960124&type=3>.

# The MARF DLA Project: A Model of Teamwork and Innovation at Kesselring Site

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST | PHOTOS COURTESY OF MARF DLA PROJECT TEAM



As part of the MARF Defueling Layup Availability (DLA) Project at the Kenneth A. Kesselring Site (KSO), West Milton, New York, Norfolk Naval Shipyard workers, Lucia Specialized Hauling of VA, Inc., New York State Police and other agencies partnered to transport a loaded spent fuel shipping container which will be sent to Idaho National Laboratory, Idaho Falls, Idaho for extensive testing.

In a remarkable display of technical expertise and collaboration, the MARF Defueling Layup Availability (DLA) Project at the Kesselring Site in New York completed eight weeks ahead of schedule thanks to the skilled on-site expertise of Norfolk Naval Shipyard (NNSY) workers. The 160,000 resource-day project, which involved the defueling of the MARF prototype—a cornerstone in training U.S. Navy nuclear operators and testing advanced propulsion technologies since 1976—has become a testament to what can be accomplished through dedicated teamwork and innovative problem-solving.

The primary goal of the DLA project was clear: safely remove spent nuclear fuel from the MARF prototype and ship it to the Naval Reactors Facility located on the Idaho National Laboratory for extensive testing. This complex task required coordination among the Naval Nuclear Laboratory (NNL), NNSY, and multiple other agencies including local law enforcement and transportation authorities.

“Meeting the fuel shipment date was the key to making

this a success,” said Stephen Phillips, KSO MARF DLA Project Superintendent. “This evolution had to be strategically planned through NNL for full compliance with all federal, state, and local requirements.”

Project planning began in earnest January 2024, with early work starting that June. From June to November 2024, the project team concurrently planned and executed the availability to maintain the start defueling date. Despite the project’s complexity and working through unforeseen challenges, the team completed the crucial fuel removal phase in mid-June, a full six weeks ahead of the original target.

Phillips credited unwavering tenacity and great teamwork for staying ahead of schedule. “I did hear the words ‘feels like family’ multiple times over the course of the last 15 months. This definitely makes for a healthy work environment when you’re on a remote site for extensive periods of time,” Phillips noted.

Phillips added the Naval Nuclear Propulsion Program could



also glean long-term benefits from the team's efforts. "The MARF DLA will assist in further testing and calculations to support our nuclear fleet. Future designs could potentially reduce unneeded maintenance," he said.

Adm. William Houston, Director of the Naval Nuclear Propulsion Program, commended the team's efforts: "Their exemplary professionalism, technical expertise, and unwavering commitment have significantly contributed to the successful completion of this highly complex and critical mission. The team's ability to coordinate across multiple disciplines, maintain the highest standards of safety, and proactively address unforeseen challenges ensured the project was executed efficiently, within scope, and ahead of schedule."

NNSY Shipyard Commander Rear Adm. Kavon Hakimzadeh

declared this project as the first of several "early completion" milestones for Norfolk Naval Shipyard. "The MARF DLA team has set a new NNSY standard for problem solving and work throughput," he said.

The project team claimed complete availability (CA00) Dec. 19, 2025, 56 days earlier than originally planned. Overall, efficient execution of the project team saved the government \$44 million dollars compared to the original estimate. The MARF DLA Project demonstrates the Navy's capacity for innovation, safety, and efficiency. The teamwork and resilience shown at Kesselring Site will continue to serve as an example for complex projects in the years to come.

# NNSY's Newest Journey Level Leadership Participants Ready to Expand Their Horizons as Future Leaders of the Enterprise

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER



Here are the NNSY/NRMD-KB representatives in the 2026 NAVSEA Journey Level Leadership (JLL) Program. From left to right, front to back: Code 228 Engineering Technician Derek Beamon, Code 105.2 Radiological Engineer Cheyenna Pike, Code 900Q Nuclear Assessment Improvement Coordinator Monica Vann, Code 293 Combat Systems Electronics Technician Larry Stafford, Code 133.2 Non-Nuclear Sub-Safe/Carrier Certification Branch Quality Assurance Specialist (Shipbuilding) David Leon, and Code 1101.1 Workforce Development Specialist Tarane J. Parker. Not pictured: Code 105.5KB Health Physicist Brian Martin

Naval Sea Systems Command (NAVSEA) hosts their annual Leadership Development Continuum (LDC) for dedicated employees across the enterprise, providing opportunities for applicants to gain knowledge through unique experiences and develop into future leaders serving our Nation's fleet. One such program is the Journey Level Leadership (JLL) program, a one-year initiative for high-performing civilian employees who have demonstrated progressive leadership experience and seek to expand their horizons. For 2026, there are seven employees representing Norfolk Naval Shipyard (NNSY) in the program, with six stationed at the shipyard as well as another stationed at Naval Regional Maintenance Department, Kings Bay (NRMD-KB).

The JLL program provides each participant with a one-year experience, catering a hybrid environment for learning built to expanding the horizons and leadership potential of each individual. With classroom instruction, networking opportunities, team building, a 90-day rotation, and a

Capstone project pursuing an issue that aligns with the NAVSEA Campaign Plan – this experience not only builds up their toolbelt for future endeavors but also connects them directly to headquarters, the other shipyards, warfare centers, regional maintenance centers, and other areas across the enterprise that they may have never been linked to previously in their daily roles.

For NNSY, the six awarded this opportunity for 2026 from the mainannexare Code 228 Engineering Technician Derek Beamon, Code 133.2 Non-Nuclear Sub-Safe/Carrier Certification Branch Quality Assurance Specialist (Shipbuilding) David Leon, Code 1101.1 Workforce Development Specialist Tarane J. Parker, Code 105.2 Radiological Engineer Cheyenna Pike, Code 293 Combat Systems Electronics Technician Larry Stafford, and Code 900Q Nuclear Assessment Improvement Coordinator Monica Vann.

Pike had previously participated in the NAVSEA Next Generation of Leadership (NextGen) Program in 2022 and

decided to pursue other opportunities in the NAVSEA LDC to continue to harness her professional skills. "When I started the NextGen Program, I had no idea just how massive NAVSEA is, despite having been at NNSY for several years. It was eye-opening," said Pike. "Programs like this open lanes that people may not otherwise know exist and give opportunities to those who wish to support the mission in a different way."

Leon, similar to Pike's path, had graduated from the NAVSEA NextGen Program in 2023. NextGen is considered the first tier of the NAVSEA LDC and he wanted to continue forward to the second tier – which is the JLL program. "People keep asking me, 'what do you get when you graduate?' My answer is nothing, just a plaque and the experience. I do not have a particular goal. I don't like to act with rewards in mind, I act purely for self-improvement. JLL will consistently force me to take on new challenges and allow me to grow being comfortable with being uncomfortable. It allows me to explore what opportunities are out there."

Beamon has been serving the federal government for more than 23 years and saw the JLL as a unique opportunity to expand his horizons further than ever before. "I wanted to broaden my perspective, connect with senior leaders, and explore new pathways for advancement," he said. "When I received the announcement for the JLL, I felt compelled to apply. I felt deep gratitude to be selected. This moment reminded me that growth often comes when you step forward with courage, and it affirmed the value of investing in development."

"My primary goal is to acquire comprehensive knowledge and refine my people and process skills to foster enhanced personnel development," said Vann. She had initially been inquiring about the Executive Development Program at NNSY when she discovered the opportunity and decided to 'shoot her shot' and pursue the JLL. "I believe the insights gained from this opportunity will significantly increase my contributions to the NAVSEA organization."

Stafford, who is the lead technician for the Ultra High Frequency Satellite Communications System for the USS Dwight D. Eisenhower (CVN 69) Project, decided to apply to enhance his own leadership skills and gain a deeper understanding of the inner workings of NAVSEA. "These types of programs are important to allow the existing leadership to see the skillset and interests of the new generation of personnel that are working in the various locations within NAVSEA," he said.

"They allow the new personnel an opportunity to see other areas that might interest them in their future endeavors and may entice them to stay and grow within NAVSEA."

Parker's role at NNSY is all about supporting the development, readiness, and sustainment of the workforce through strategic planning, coordination, and execution of workforce initiatives. He saw the JLL as an opportunity to help develop himself for the future. "I want to expand my enterprise-level perspective and strengthen my ability to lead strategically across organizational boundaries within NAVSEA," he said. "I aim to apply advanced leadership frameworks, systems thinking, and data-informed decision-making to real-world challenges through rotational assignments, applied projects, and mentoring relationships. These experiences will help me translate leadership theory into practical solutions that enhance workforce development, organizational performance, and mission readiness."

Code 105.5KB Health Physicist Brian Martin stationed at NRMD-KB also received this honor. "This program is an opportunity to network with other managers at different NAVSEA facilities so I can explore the different avenues that are available for advancement," said Martin. "I want to meet people and see what the different factions are for the organization beyond the maintenance and operational aspect – which is what I'm more familiar with. I want to see what else is out there."

Together this team of individuals bring their own expertise and talents to the stage, all eager to learn and excel in the JLL. The program aims to strengthen and develop each person's personal leadership abilities in project management, problem and conflict resolution, team building, team management, and virtual communication skills. The NNSY/NRMD-KB representatives have already kickstarted this adventure and are excited for what the future holds for them in this journey.

Stay tuned to upcoming Service to the Fleet editions where we'll highlight each of the NNSY/NRMD-KB representatives taking on the JLL program and hear their thoughts and goals as they press forward. To learn more about the JLL program and to stay up-to-date with future announcements for application, please visit [https://flankspeed.sharepoint-mil.us/sites/NAVSEA\\_JLL](https://flankspeed.sharepoint-mil.us/sites/NAVSEA_JLL).

## Who Will Be The Next Shipyard Spotlight?

Do you want to highlight a teammate who goes above and beyond the call of duty? Submit your request to [NNSY\\_PAO@us.navy.mil](mailto:NNSY_PAO@us.navy.mil) today for a chance to be a future monthly spotlight in our Service to The Fleet magazine!





## SHIPYARD SPOTLIGHT: KARYN ASHLEY, CODE 950 ELECTRICAL/ELECTRONICS OPTICAL/ELECTRICAL HULL FITTING AND MEASUREMENT QUALITY JUMPER WORK LEADER

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

Norfolk Naval Shipyard's (NNSY) Electrical/Electronics Department (Code 950) personnel are a big fan of Code 950 Optical/Electrical Hull Fitting and Measurement Quality Jumper Work Leader Karyn Ashley, just like she is of the Green Bay Packers.

Ashley has worked at NNSY since July 2018, starting as an apprentice and becoming a Work Leader after her graduation in 2023. Currently, she is the Work Leader for the Hull Fitting/ MQJ Lab which has been in operation for nearly two years. In this role, Ashley ensures adherence to some of the Navy's highest standards in safety and quality assurance.

"I oversee and perform Level 1/SUBSAFE work, overhauling hull fittings, fabricating arco set inserts for the copper hull fittings per Pro 20 certification guidelines which saves, time, money and are better quality inserts than purchasing from vendors, training fellow mechanics and apprentices on Industrial Process Instruction (IPI) and Submarine Maintenance Standard (SMS), along with multiple SUBSAFE

[quality assurance] forms protocols," said NNSY's Code 950 Electrical Electronics Optical/Electrical Hull Fitting and Measurement Quality Jumper Work Leader Karyn Ashley.

She also checks the quality of work done coordinating with NNSY's Non-nuclear Inspection Division (Code 133) and works with other shops to ensure the work flows consistently. Also, Ashley supports the waterfront teams with special tooling and makes recommendations on shop improvements for increased productivity.

She was nominated by NNSY Code 950 Electrical/Electronics Electrical/Optical Hull Fitting and Measurement Quality Jumper Lab Supervisor Myshalai Whalen.

"Ms. Ashley has demonstrated superior performance and leadership as a Work Leader for Code 950's Hull Fitting Section," said Whalen. "Her tireless work ethic and passion for success have led to the completion of 40 electrical hull fittings, saving the Navy approximately \$400,000."

Whalen added, "As a leader, Ms. Ashley ensures the future of

our nation's warfighting machines and the next generation of superior mechanics. She is all gas, and no brakes, when taking others to the top. Her team is highly trained, and their work is delivered with precision, accuracy and dedication."

Ashley finds the most rewarding part of her job is her hands-on approach for successfully completing projects, start to finish. She enjoyed overseeing her section completing their first fiber work for the Light Weight Wide Aperture Array (LWWAA) Block III fiber hull fittings for the USS John Warner (SSN 785). The LWWAA is a fiber optic-based sonar system. Her team directly impacts the Navy's mission and national security by supporting sonar and combat systems.

She understands that being a good leader means leading by

example and knowing her team.

"To be a successful leader, you need to communicate effectively and understand that people work and learn differently and how to utilize that for the bigger picture," said Ashley.

She encourages everyone to focus on self-improvement and finding purpose in what they do in support of the U.S. Navy and nation. She also shared her best career advice: "Breathe and step out of your comfort zone."

When she is at home, Ashley enjoys spending time with her family, gardening, kayaking, horseback riding, coloring, cheering on the Green Bay Packers and riding scooters.



**Code 950 Electrical/Electronics is a big fan of Norfolk Naval Shipyard's Code 950 Electrical/Electronics Optical/Electrical Hull Fitting and Measurement Quality Jumper Work Leader Karyn Ashley, just like she is of the Green Bay Packers. Ashley has worked at Norfolk Naval Shipyard since July 2018 and started as an apprentice and became a Work Leader after her graduation in 2023. Currently, she is the Work Leader for the Hull Fitting/Measurement Quality Jumper Lab which has been in operation for nearly two years.**

# Talking Shop:

## Multiple Shops Make a Team to Assist with the USS Dwight D. Eisenhower (CVN 69) Maintenance Period to Keep on Schedule

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

When the nuclear Nimitz-class aircraft carrier USS Dwight D. Eisenhower (CVN 69), affectionately known as "Ike," entered Norfolk Naval Shipyard (NNSY) in January 2025 for a Planned Incremental Availability (PIA) period after completing a historic nine-month deployment, the clock started ticking. Every day in the yard is a day the ship is not serving in the fleet—and as the Navy's operational tempo remains high, returning Ike to the sea on schedule became a mission in itself. What followed was a unique collaboration: 14 Sailors from NNSY's Fleet Maintenance Submarines (FMB) and Fleet Maintenance Shop (FMS)—who normally operate in very different worlds—came together as one team to get the job done.

In most circumstances, FMS personnel are associated with administrative work: production reports, paperwork, and supporting contractors from behind a desk. FMB Sailors, in contrast, are the hands-on experts, typically working on active submarines, fabricating and repairing custom parts that cannot simply be ordered from a catalog. These Sailors are familiar with the tight confines and systems unique to the silent service—not the sprawling complexity of a Nimitz-class aircraft carrier in drydock.

But the Eisenhower project team needed all hands on deck. The workload was immense, the timeline tight, and ship's force was already tasked in many other areas. So, FMS and FMB Sailors were brought together—in some cases out of their comfort zones—to effectively integrate and assist the Ike project. This was not just about additional support on the availability; it was about combining skillsets, sharing knowledge, and receiving on-the-job learning for the Sailors.

For FMS Sailors like NNSY Operations Department (Code 300) Machinist Mate Second Class Parker Pasqual and Machinist Mate Second Class Josemari Mamalaylen, who are usually immersed in administration, the move to Ike was a welcome challenge.

"At FMS, I do production reports and help contractors—but it's all behind the desk," said Pasqual. "Now, I'm out here turning wrenches, maintaining the hands-on skills I trained for."

Mamalaylen echoed this: "Since I do admin work every day, working on the Ike team keeps me from getting rusty, plus I get to learn new things."

For the FMB team, the new environment was just as instructive. Sheet Metal Shop (Shop 17) Hull Maintenance Technician First Class Merin Oakley, a seasoned pipefitter and welder, noted that the carrier's scale and systems were very different from submarines.

"Being the middleman is a unique, helpful opportunity for the civilians to increase their knowledge, and for the ship to increase its production," Oakley explained. "We're the jack-of-all-trades. Every day is different, and there's always something to learn."

The integration team quickly became more than just extra hands—they became liaisons between the ship's force and civilian contractors. With knowledge of both Navy life and the realities of shipyard work, they helped bridge any communication gaps and speed up problem-solving.

"It's called integration," said Inside Machine Shop (Shop 31) Chief Machinery Repairman Raman Singh, who led the team. "We are integrating civilians with the military, so we help each other out and learn what we do. Our mission is to get ships out of the yard on time, and working hand-in-hand is how we accomplish that."

Hull Maintenance Technician First Class Alejandro Guajardo, of the FMB training office, summed it up: "We can weld as much as we want in the shop, but actually applying it on a carrier is totally different. The experience makes everyone better."

This effort was not without its difficulties, including adapting to a ship whose systems and layout were unfamiliar to many. But the consensus was clear: the teamwork and cross-training not only accelerated Ike's return to the fleet, but made every Sailor involved stronger and more versatile.

The success of the Ike's integration team is already shaping future maintenance periods for other ships and submarines. "This is going to be a continuous thing," said Chief Singh. "We're going to integrate civilians with military, work together as a team, and move toward a final goal—to get ships and submarines ready for their mission."

The story of FMS and FMB coming together for Ike is more than a tale of meeting a deadline—it's a testament to the Navy's adaptability, teamwork, and the pride Sailors take in their craft. As Eisenhower prepares to leave the shipyard in 2026, she does so thanks to the effort of a team that truly exemplifies "Service to the Fleet"—across rates, shops, and specialties.



**NNSY FMB Mechanics Shop (Shop 17) Hull Maintenance Technician Second Class Jay Llanos selects a welding rod for a welding project he is working on onboard the Nimitz-class aircraft carrier USS Dwight D. Eisenhower (CVN 69).**



**NNSY Fleet Maintenance Support Branch (Code 300) Machinist Mate Second Class Parker Pasqual inspects a refrigerator unit onboard the Nimitz-class aircraft carrier USS Dwight D. Eisenhower (CVN 69).**



**NNSY Operations Department (Code 300) Machinist Mate Second Class Josemari Mamalaylan works on a refrigeration unit onboard the Nimitz-class aircraft carrier USS Dwight D. Eisenhower (CVN 69).**



**NNSY FMB Inside Machine Shop (Shop 31) Chief Machinery Repairman Raman Singh listens to Norfolk Naval Shipyard Fleet Maintenance Support Branch (Code 300) Machinist Mate Second Class Parker Pasqual as he explains what has been completed thus far to getting a walk-in reefer up and running onboard the Nimitz-class aircraft carrier USS Dwight D. Eisenhower (CVN 69).**

# NNSY Shuttle Service

The Norfolk Naval Shipyard Shuttle Service provides shuttles both inside and outside the Controlled Industrial Area (CIA). Please see the latest information as of October 2025 below.

## Shuttle FAQs

- Signs will be posted at each shuttle location
- Shuttles will run in both the CIA and on the Installation from 0500-1700, Monday through Friday EXCEPT on Federal Holidays
- CIA and Installation routes are **SEPARATE** and rules regarding entry to the CIA remain the same
- Two shuttles will be running on each route throughout the day
- 15 minutes is the estimated wait time at each stop

### Installation Shuttle Stops

#### North Bound

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

#### South Bound

1. Bldg. 16
2. Bldg. 1575
3. Bldg. 706 - Gate O
4. M-1 and Bldg. 1500 (behind the building)
5. Gate I
6. Returns to Gate D, route begins again.

### CIA Shuttle Stops

#### North Bound

1. Bldg. 369 North Side and Dry Dock 8
2. Bldg. 369 Southeast Corner
3. Bldg. 369 South Side
4. Bldg. 269
5. Bldg. 298
6. Pier 5
7. Bldg. 1505
8. Bldg. 61 and 62 - Gate R

#### South Bound

1. Bldg. 1505
2. Bldg. 163
3. Bldg. 510R
4. Bldg. 269 and S1
5. Returns to Bldg. 369, route begins again.



NNSY FMB Training Division Hull Maintenance Technician First Class Alejandro Guajardo (left) inspects the weld for any discrepancies that Hull Maintenance Technician Second Class Fitzroy Powell performed onboard the Nimitz-class aircraft carrier USS Dwight D. Eisenhower (CVN 69). An integration team consisting of Sailors attached to FMB and Fleet Maintenance Support Branch (Code 300) was created to assist with the workload during Ike's Planned Incremental Availability (PIA) period to do their part to keep the carrier on schedule to return to the fleet.

**Want your shop featured next in our Talking Shop Series?**

**Email [NNSY\\_PAO@us.navy.mil](mailto:NNSY_PAO@us.navy.mil) today!**

For questions regarding the shuttle program, contact Danie Larrew, [danielle.n.larrew.civ@us.navy.mil](mailto:danielle.n.larrew.civ@us.navy.mil).





NORFOLK NAVAL SHIPYARD

## Scholarship Opportunities

National Association of  
Superintendents (NAS)  
Scholarship Applications  
Accepted until April 17

The Norfolk Naval Shipyard (NNSY) Chapter of the National Association of Superintendents (NAS) is now accepting applications for the NAS annual scholarship program, which will be due no later than Apr. 17.

This scholarship is intended to recognize outstanding student dependents of NNSY employees at large and outstanding student dependents of NAS members. Applicants are evaluated based on their academic achievements and personal activities, with appropriate consideration given to special circumstances of need. Scholarship selectees will be presented with a check for college expenses (tuition, books, room & board, etc.), along with a Superintendents Association Scholarship Certificate. We will award a total of 10 each \$750 Scholarships (five each for student dependents of NNSY employees at large and five each for student dependents of NAS members).

To receive an application, please reach out to any current NAS member (see [NNSY\\_NAS@us.navy.mil](mailto:NNSY_NAS@us.navy.mil) for a full list of members). All applicants MUST have a sponsored NAS member reflected on their application to be considered.

Completed applications and all supporting documentation must be received by the Superintendent's Education Committee Chair no later than Apr. 17 (Attn: Brian Bennett, Code 130) to be considered. Applications may be emailed ([brian.d.bennett1.civ@us.navy.mil](mailto:brian.d.bennett1.civ@us.navy.mil)) or hand delivered (Tori Lee or Brian Bennett, Code 130, Bldg. 184, 4th floor).

### Criteria for Eligibility:

- Sons and daughters, wherever residing, and other dependents of a person who has been an active NNSY employee for at least the last two consecutive years are eligible. Shipyard employees who are not NAS members should obtain sponsorship from an active NAS member for their dependent application.
- Applicants must be enrolled (or accepted for enrollment) at an accredited college, university, or graduate school for the upcoming fall term and provide proof of same.

# ACCESS CODE: CODE 107

## OFFICE OF COUNSEL

STORY BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER



**NNSY Office of Counsel (Code 107), the in-house legal team, is tasked with navigating the complex web of laws and regulations that govern one of America's oldest and largest naval shipyards. Front row, from left: Assistant Counsel Davone "Norra" Pe Benito, Associate Counsel Colleen Shook, Counsel Jim Metcalfe; back row from the left: Associate Counsel and Civilian Personnel Law Section Lead Kimberly Karle, Associate Counsel William Stoddard, and Associate Counsel Pascal Nkengla. Not pictured: Associate Counsel Ryan James and Paralegal Specialist Jacqueline Thompson.**

Tucked away from the bustling dry docks and piers of Norfolk Naval Shipyard (NNSY), a small team of legal professionals works tirelessly to defend and enable the shipyard's critical mission. They are the Office of Counsel, Code 107, the in-house legal team tasked with navigating the complex web of laws and regulations that govern one of America's oldest, largest and most complex naval shipyards.

Led by Counsel Jim Metcalfe, the office functions as the shipyard's dedicated law firm, providing crucial legal guidance and defending the Navy and our shipyard in litigation. Their scope is vast, covering everything from contracts and environmental regulations to ethics and labor relations.

"We are the shipyard's legal counsel," said Metcalfe. "We defend the shipyard in litigation, and we assist with all aspects of the laws that touch Norfolk Naval Shipyard."

A significant portion of their work involves civilian personnel law, advising managers on employee-related issues ranging from misconduct investigations to disciplinary actions. This support is vital for a workforce of thousands. The team also represents the Department of the Navy in employment litigation, including discrimination claims and appeals, and contract litigation covering a wide range of supplies and

services acquired to support the shipyard.

This constant churn of high-stakes work presents significant challenges. The office operates in a fast-paced environment, often tackling novel legal questions under tight deadlines.

"I love this shipyard because it's just there is never a boring week," Metcalfe explained. "There's always some issue that requires an attorney to assist the management in getting through the process. We get to do a lot of work on issues that are often the first Navy or even government entity to deal with that problem."

The volume of work, from advising on multi-million dollar contracts to handling congressional inquiries, can be daunting. Kimberly Karle, Associate Counsel and Civilian Personnel Law Section Lead, noted that managing the "constant churn" is one of the office's primary challenges.

To overcome this, the attorneys rely heavily on collaboration and teamwork. "We overcome them by working together as a team, and we work with our shipyard management team...to defend the shipyard and the Navy," said Metcalfe.

This collaborative spirit extends beyond their own office. Associate Counsel Pascal Nkengla highlighted the importance of their internal and external networks. "We have a good

community of practice. We share information with each other, not only in our office, but in the Department of the Navy," Nkengla said. "I love to workshop my issues and cases with each of the individual attorneys here, and I learn so much from everybody."

This teamwork directly supports NNSY's primary mission: repairing, modernizing, and inactivating the U.S. Navy's fleet. By providing sound and timely legal advice, Code 107 helps managers navigate complex legal issues efficiently, allowing them to remain focused on getting ships back to the fleet on time.

"I think the primary support that we give is in trying to assist supervisors and managers in being more efficient at that part of their job so that they can also focus more on getting the ships out on time," Karle said. When a supervisor faces an issue, from a mishap on the waterfront to an employee dispute, Code 107 provides the guidance needed to resolve it properly and swiftly.

Ultimately, the attorneys of Code 107 see themselves as partners in the shipyard's success. They provide the

legal framework that allows the engineers, mechanics, and technicians to perform their vital work for the nation.

"They're out there doing good work for the Navy and the nation," Metcalfe said. "We like supporting our clients and helping them execute for America." It is a sentiment echoed throughout the office—a deep pride in serving not only their clients within the shipyard but also the larger mission of the U.S. Navy.

Karle extends an open invitation to shipyard leaders: "We are a resource for them...We are very friendly, and we want to be as helpful as possible."

While their work is done in offices rather than on the dry docks and most of the time, behind the scenes, the impact of Code 107 is felt across the shipyard. This small team provides the essential legal framework and defense that allows thousands of shipbuilders to focus on their primary mission. By expertly navigating the intricate legal landscape, the Office of Counsel ensures that America's Shipyard remains ready and able to deliver for the U.S. Navy and the nation.



**Left to right:** NNSY Code 107 Assistant Counsel Davone "Norra" Pe Benito and Associate Counsel William Stoddard talk through recommended advice for NNSY leadership on an issue; NNSY Code 107 Counsel James Metcalfe (left) and Associate Counsel and Civilian Personnel Law Section Lead Kimberly Karle explore emerging aspects of civilian personnel law; NNSY Code 107 Paralegal Specialist Jacqueline Thompson discusses a document needed for an upcoming review board; NNSY Code 107 Associate Counsel Pascal Nkengla prepares for an upcoming Merit System Protection Board. (Thompson photo by Miller).

# THE HERITAGE HOUR

## A Glance Into the Vital History of Norfolk Naval Shipyard

STORY BY VICTORIA PENDLETON • NNSY NON-NUCLEAR INSPECTION EMPLOYEE DEVELOPMENT BRANCH QUALITY ASSURANCE SPECIALIST  
PHOTOS FROM THE SHIPYARD ARCHIVES

### LOG 02-26: THE NORFOLK NAVAL SHIPYARD APPRENTICE PROGRAM: A TRADITION ACROSS THE CENTURY AND BEYOND



For more than 100 years, the Norfolk Naval Shipyard (NNSY) Apprenticeship Program has grown people from the community into the journeymen who built the shipyard into what it is today. This time on Heritage Hour, we look back through time to remember the graduates through the decades.

While the waterfront and the clothing styles have certainly changed since the apprentice class of 1915, the dedication to completing the program is the same to this day. Long before the first nuclear powered submarine would come into the drydocks for maintenance, these journeymen built friendships along with their skills. Some came in as soon as they met the age requirement, others came in later in their lives. Many, but not all, would earn the distinction of honor graduate and be recognized for their efforts. All these aspects were just as true for the 1915 class as the 2025 class and all those in between.

1985 saw the largest graduating class up until that point with almost 350 personnel. That year, the graduation took place at Chrysler Hall instead of Willett Hall due to the sheer number. Later graduations would take place at Willett Hall until it could no longer support the needs of NNSY. Once more,

the graduates would walk across the stage in Norfolk that also hosted symphonies and Broadway shows.

Throughout the decades, the apprentice classes have shifted in the number of graduates. While some boasted hundreds, some years only had a few dozen. The apprenticeship program is not an easy one, and not everyone who starts it walks across the stage after four years. In 1965, over 50 of those who started failed to graduate. Through the decades, there is visible and warranted pride in those that made it to end.

In 1975, NNSY Commanding Officer Rear Admiral Elmer Westfall addressed the graduates and told them to see themselves 25 years into the future: "When you recall the successful years between now and the year 2000, let it be said with pride that we knew who and what we were. We set our sights high, and we kept faith in the future." Fifty years later, his words can be carried forward for the graduates of 2025: in 2050, what successes will they reflect upon as they look back to this point in time as they added their chapter to the history of Norfolk Naval Shipyard.



From left to right, top to bottom: the Norfolk Naval Shipyard Apprenticeship Class of 1915 taken on the waterfront; this photo from the Nov. 29, 1985 edition of Service to the Fleet features the honor graduates from the Apprentice Class of 1985 at the Trophy Park gazebo; this photo from Sept. 11, 1945 features a class of World War II veteran apprentices learn drafting skills on desks that had cast iron bases; this photo from the Nov. 5, 1965 edition of Service to the Fleet features class speaker Robert L. Greiner (Shop 17) receiving his certificate during the 1965 graduation; this photo from Oct. 19, 1955 features the graduating apprentices of 1955 standing in formal rows; This photo from Nov. 4, 2005 features the graduating class of 2005; this photo from Nov. 19, 2015 features the graduating class of 2015 at the Trophy Park gazebo; the program for the Dec. 4, 1975 Apprentice Graduation and Awards Ceremony that took place in the T.A. Willett Auditorium at Woodrow Wilson High School, which would later be known as Willett Hall.

NORFOLK NAVAL SHIPYARD  
Apprentice Graduation  
and  
Awards Ceremony



WOODROW WILSON HIGH SCHOOL  
T. A. WILLETT AUDITORIUM  
7:30 P.M.  
DECEMBER 4, 1975  
PORTSMOUTH, VIRGINIA



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

## WHAT IS AN IDP?

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

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

## IDP BRIEFS ARE AVAILABLE EACH MONTH!

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

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

Feb. 9: MSTEams (Virtual), 12:15 to 1:15 p.m.

Feb. 18: Bldg. 1763, 2<sup>nd</sup> Floor, Room 224 (New Training Facility), 12:15 to 1:15 p.m.

# C-FRAM FRAUD SCHEME AWARENESS

## FEBRUARY EDITION: BID RIGGING

An illegal conspiracy where companies secretly agree to manipulate the bidding process, rather than competing honestly to win a contract

**31 U.S.C. §§3729-3733** -- The False Claims Act (FCA) is a federal law that penalizes individuals and companies for defrauding government programs by creating liability for knowingly submitting false claims.

The FCA was originally enacted in 1863 in response to defense contractor fraud during the American Civil War.

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Competition generally drives down prices for government contracts by forcing contractors to offer lower, more competitive bids to win business. This market pressure incentivizes companies to operate more efficiently, reduce costs, and improve service quality to be more attractive to the government.

Bid rigging occurs when some or all of the bidders collude to influence who gets awarded the project contract and/or at what price point.

### Defense Contractor Berg Co. Agrees to Pay \$3.3 Million to Resolve Allegations of Causing Fraudulent Bids

In July 2025, Berg Companies, Inc. (Berg) agreed to pay \$3.3 million to resolve allegations that it violated the False Claims Act by submitting, or causing the submission of, false claims under prime vendor contracts with the Defense Logistics Agency (DLA).

Berg manufactures rigid wall shelters and sells them to the federal government, including through various prime vendor programs. In Sept. 2019, Berg was acquired by Hunter Defense Technologies, Inc.

Berg was a vendor to Noble Sales Co., Inc. (Noble), a prime contractor to DLA for Maintenance, Repair and Operations (MRO) contracts for the European Command. Under the MRO contracts, the DoD can place orders for goods and services through Noble. Noble is then required to solicit bids from two independently competing vendors for transactions below \$25,000 and from three independently competing vendors for transactions at or above \$25,000.

Berg admitted that, from 2019 to 2021, Berg coordinated with Noble and two other Noble vendors to submit inflated quotes for Berg-made rigid wall shelters so that the other vendors would win the awards at inflated prices. In the first scheme, Berg admitted that it coordinated and submitted inflated quotes on two solicitations for the sale of 10 Berg-made rigid wall shelters that Noble awarded to a New Mexico-based vendor. In the second scheme, Berg admitted that it coordinated and submitted inflated quotes on 26 solicitations for the purchase of 29 Berg-made rigid wall shelters that Noble awarded to a Florida-based vendor. As a result of these schemes, the government contends that the requirements were not competed as required by the prime vendor contract and the military customers were overcharged for the Berg-made rigid wall shelters.

Berg cooperated with the government in this matter. As part of the settlement, Berg acknowledged and accepted responsibility for the facts which form the basis of this settlement.

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](mailto:NNSY_IG_HOTLINE@us.navy.mil).

# NORFOLK NAVAL SHIPYARD HO'LINE

FOR REPORTING: FRAUD, WASTE, ABUSE  
AND MISMANAGEMENT

757-396-7971

EMAIL:

[NNSY\\_IG\\_HOTLINE@US.NAVY.MIL](mailto:NNSY_IG_HOTLINE@US.NAVY.MIL)

OR WRITE:

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

IDENTITIES OF WRITERS &  
CALLERS FULLY PROTECTED

NAVSEA INSPECTOR GENERAL  
Phone : 1 ( 800 ) 356 - 8464

Email : [usn.ncr.sea-00.mbx.navsea-ig-hotline@us.navy.mil](mailto:usn.ncr.sea-00.mbx.navsea-ig-hotline@us.navy.mil)

NAVAL INSPECTOR GENERAL

Phone : 1 ( 771 ) 237 - 0001

Web Form : <https://www.secnav.navy.mil/ig/Pages/innhome.aspx>

DoD INSPECTOR GENERAL

Phone : 1 ( 800 ) 424 - 9098

<https://www.dodig.mil/Components/Administrative-Investigations/DoD-Hotline>