CONyNTTS

4 MESSAGES FROM THE HELM
8 NEWS BRIEFS
13 SEASON OF SERVICE
14 HOLIDAY RECIPES
16 CELEBRATING FRED HARRIS
18 2016 SERVICE AWARDS
21 BE PREPARED
22 PERFORM EVERY DAY
24 SECURE OUR FUTURE
26 CONTINUOUSLY IMPROVE
28 PDP PROFILES
30 EMPLOYEE CORNER
40 RECENT NASSCO VISITORS
43 NASSCO-BREMERTON
44 NASSCO-NORFOLK

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Published by General Dynamics NASSCO Communications Department, P.O. Box 85278, San Diego, CA 92186-5278. Fall 2016. Direct comments to Dennis DuBard at Dennis.DuBard@nassco.com or Staci Ignell at Staci.Ignell@nassco.com

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On the Cover
SHIPBUILDERS POSSE AS BLOCK 174 MAKES IT’S WAY TOWARD THE PALMETTO STATE (HULL 558).

LEFT TO RIGHT: DANTÉ K., PHUONG V., MARCELO M., FABIO C., HUMBERTO B., GODOFREDO A.
FAREWELL FROM FRED HARRIS

My third priority was to secure new business for NASSCO. Since then, NASSCO has secured the largest backlog of commercial, Navy, and repair work in its history.

First, I want to say congratulations to each and every one of you. We capped what has been a tremendously historic year for our company and you all should be extremely proud for what you have accomplished as individuals and as a team.

With more than 60,000 tons of steel processed, six ships delivered, and a healthy repair order log, 2016 has been one for the books.

When I arrived at NASSCO ten years ago, I really didn’t know what to expect. For all I knew, California was the land of fruit and nuts. I also knew that NASSCO was a high performing yard with potential to grow even more.

Soon after settling into the new job, it became abundantly clear: NASSCO wanted to work and was in it to win. And, employees were willing to take chances.

As president, I made a pledge to focus on these three priorities:

Number one: to become one of the safest shipyards in the shipbuilding and repair industry. In 2014 we accomplished for the first time our lowest incident rate in history—3.9.

Number two: to improve productivity, quality, cost, and schedule performance for our BP and T-AKE programs to ensure profitability for NASSCO.

With remarkable commitment from both management and the trades, we turned the T-AKE program around and returned the yard to profitability. When I arrived, the first ship of the class was being delivered and we had spent 4.5-million man-hours building it.

The lead ship bid was for $2.5M man-hours. By the third ship, we had optimized the design and planning for the class. By the 14th ship, we needed less than 1.5-million man-hours to build her, resulting in a 79.2 percent learning curve for the program.

Each year, you all bring forward thousands of ideas for process improvement. This culture has allowed us to grow and change our processes for the better. In addition, with 31 different languages spoken, NASSCO is the most diverse shipyard in the world.

Our time together has been a journey. A journey filled with challenges, obstacles, lessons learned, proud workmanship, and many historic milestones and successes.

We witnessed peak times—and low times. We sought to raise the bar in the capability and quality of the ships we deliver to the U.S. Navy and for the Jones Act trade. We succeeded—and even made history along the way.

Great work has been accomplished within this company and you should all be extremely proud. Over and over, this team has tackled challenges head-on. The work we have completed and the milestones achieved have truly been a team effort.

I congratulate all of you and I look forward to watching the remarkable work you will accomplish in the future. I have so much pride in our company and I have enjoyed watching the company and each of you grow.

I have had a great, wonderful career over the last 38 years at General Dynamics—especially here at NASSCO. I will truly miss the work and the people. I leave NASSCO and BIW in the capable hands of Kevin, Dave, and Dirk.

As I close, I leave you with this. The ships we build and maintain serve a purpose greater than one’s self. Our ships serve as safe harbors and resemble resilient support for those who sail in harm’s way. Some of you may have been there before. We pray that our ships continue to protect our Armed Forces so they return safely to their loved ones at home.

Our ships also deliver goods and services that fuel America. Whether its power or food supply to rural schools or livestock and cargo to island communities, our ships play a critical role. Never forget this. You should also never forget that people all around this country and uniformed personnel around the world depend on the work you do.

I thank you from the bottom of my heart for the opportunity to serve as your president. It has been a gratifying journey and experience. I am very proud of the shipbuilding and repair milestones we have achieved and I will never forget them or you.

I am forever in gratitude.

Work safe,

Frédéric J. Harris
2016 WAS A YEAR I WILL NEVER FORGET.

We started the year strong with the delivery of the Farla Del Caribe, one of the world’s first liquefied natural gas-powered containerships (second after the NASSCO-built Isla Bella). We also broke ground, and opened this summer, our new prime line to replace the original line installed more than 40 years ago. A testament to our commitment to improved quality, schedule and cost, the new prime line operates 30 percent faster, can handle larger plates, and improves our blast and paint quality.

Throughout the year we celebrated various milestones for our ECO Class tanker program, including keel layoffs, christenings and launches, and deliveries. Work continued on the USNS Hershel “Woody” Williams (ESB 4) and our Repair Organization, truly a team with a global reach, completed availabilities on each coast and abroad.

From October of 2015 to this past November, we delivered eight ships in 55 weeks. That is a record for this yard that will likely not be surpassed. We also continuously improved upon our performance in quality and schedule for the tanker program, as was evident with each ship delivered. In fact, Hull 557 is the best yet. Prior to launch, our team completed the installation and tested the FRAMO and ballast systems, completed installation and testing of deck machinery, and blasted and initially coated all cargo tanks. This team effort adds up and enables us to deliver the ship two weeks earlier than originally planned.

In 2016 we secured major shipbuilding and repair contracts for future government and commercial work. The work we secured, including six new oilers for the U.S. Navy, two containerships for Matson Navigation Company, a fifth ESB, and maintenance availabilities for the U.S. Navy, have provided us with a healthy backlog. While 2017 will be a year of lower production than we have seen lately, our backlog will allow us to ramp up again in 2018. The better news is that our backlog will keep us at a steady workload for several years.

Please accept my sincere gratitude for your hard work this year. Please share my appreciation with your spouses, partners, and families. I know from personal experience that we could not do what we do every day without their love and support.

Thank you.

As we closed out 2016, we said farewell to a man who has earned our utmost respect and admiration. Fred Harris.

Upon arriving in 2006, Fred showed us how to become a more efficient operation, how to improve the quality of our products, while improving our cost to customers and our schedule performance within the yard. A true master shipbuilder, without equal, Fred always focused on the production team. By driving engineering, planning, and supply chain with a relentless sense of urgency, Fred knew that the production team would flourish, and he was right.

During Fred’s tenure at NASSCO, we delivered, 31 ships and repaired hundreds of others. That is more than any other major shipbuilder in the United States—by an impressive margin. Those ships are changing the way we deliver goods and services within the United States and its territories. More importantly, those ships protect our nation from enemies all over the world.

Fred’s legacy is, in part, the ships we have delivered throughout his 38 years at General Dynamics, and, in equal part, the ships we haven’t even built yet. The final part of Fred’s legacy is the people he has trained, all of us, to carry on the meaningful work of shipbuilding for many decades to come.

We thank you, Fred, for showing us how to be the operation we are today.

As we begin the New Year, I ask each of you to consider your contribution to our NASSCO culture. Each of us is directly responsible for our own safety and our commitment to continuous improvement and quality. This year, 2017, we will take it a step further. We will adopt a safety goal of Zero Injuries. I’m not crazy. In the past, we have established safety goals based on an injury rate reduction from the year before. Such a goal implies that we are okay with accepting injuries as long as those injuries were fewer than the previous year. That thinking is simply wrong. We cannot accept injuries to any of us. Such a goal will force us to change our behavior and become the safest shipyard in the country. There will be more information with the practices we will adopt to drive to Zero Injuries in the coming months. Stay tuned. In the meantime, I ask each of you to focus on the two things you are in direct control of: the quality of your work, and most importantly, your personal safety and those working around you.

Happy New Year,

Kevin Graney
NASSCO NEWS BRIEFS

NASSCO Christens and Launches the *Liberty*

On December 10 at 3:30am, shipbuilders launched the *Liberty* into the San Diego Bay. Christi Duby, the wife of NASSCO Launch Master Larry Duby, pulled the trigger to launch the ship. A day prior, Tina Romo, a 41-year NASSCO employee, served as the shore removal honoree.

On December 17, Mrs. Debora Denning, wife of SEACOR’s vice president of engineering Tom Denning, christened the ship at a special ceremony. Miss Mandy Moe served as the flower girl for the festivities.
Retirement of Fred Harris, Leadership Appointments

In November, General Dynamics announced the retirement of NASSCO and BIW president Fred Harris at the end of 2016. “Throughout his extensive career with General Dynamics, Fred has held leadership roles at all three of our shipyards and made significant contributions to the U.S. Navy’s shipbuilding programs. I want to thank Fred for his commitment to shipbuilding and outstanding service to our company and employees. We wish him well in retirement,” said John P. Casey, executive vice president, Marine Systems.

Kevin M. Graney has been elected a vice president of the corporation and appointed as president of General Dynamics Bath Iron Works. These new appointments are effective January 1, 2017.

Dave Carver will remain vice president and general manager for NASSCO’s repair division, with responsibility for the four repair yards.

Tom Denning, of SEA-Vista LLC, and Bill Cuddy for General Dynamics NASSCO, make the delivery of the Constitution official.

NASSCO Shipbuilders Deliver the Constitution on Election Day 2016

On Election Day 2016, NASSCO shipbuilders delivered the Constitution, an American Jones Act-qualified ECO Class tanker, to SEA-Vista LLC. The ship was delivered during a special signing ceremony at the company’s shipyard in San Diego.

The Constitution is a 610-foot-long, 50,000 deadweight-ton, LNG-conversion-ready product tanker with a 330,000 barrel cargo capacity. The new ECO Class design symbolizes the emerging direction of the shipping industry in the U.S. toward cleaner, more fuel-efficient modes of transporting product. Construction on the ship began in June 2015.

As part of an eight-ship program for two separate customers, the Constitution is the sixth ECO Class tanker built by NASSCO shipbuilders to recently join the Jones Act trade.

“With this program we contracted with two customers seeking similar capabilities. A steady production run of eight ships improves hull-to-hull learning and has allowed us to deliver increasingly higher-quality, world-class vessels.”

NASSCO Marines Celebrate 241st Birthday

On November 10, NASSCO’s Marines gathered in celebration of the 241st birthday of the U.S. Marine Corps. The celebration included the traditional cutting and serving of the birthday cake, with the first piece served to the guest of honor, MGySgt Jeffrey Griffin; the second to the oldest Marine present, retired Sgt. Juan Gomez; and the third to the youngest Marine present, retired Cpl. Mitchell Hines. The annual celebration is organized by a group of NASSCO Marines.

Bay State Delivered; Joins Jones Act Trade

In late September, the Bay State, the fourth ECO Class product tanker for American Petroleum Tankers, was delivered by NASSCO shipbuilders. The construction and operation of the new ECO Class tankers are aligned with the Jones Act, requiring that ships carrying cargo between U.S. ports be built in U.S. shipyards. The Jones Act is responsible for more than 560,000 good-paying jobs countrywide and supports American shipyards, such as NASSCO.

Dave Farrell, project manager for American Petroleum Tankers, and Kevin Graney, vice president and general manager for General Dynamics NASSCO, make the delivery official.
Master Shipbuilder Lays Keel for Eighth Ship in ECO Class Tanker Program

On September 23, General Dynamics NASSCO hosted a keel laying ceremony for the Palmetto State, the eighth ship in an eight-ship ECO Class tanker program for two separate customers.

NASSCO employee and Master Shipbuilder Bill Johnson laid the keel for the ship by welding his initials onto a steel plate and affixing it to the ship’s inner structure. Johnson began his career at NASSCO nearly 50 years ago as a welder and currently holds the position of General Supervisor. During this time, he worked on 110 ships and served as the leading General Foreman for 50 of them.

The honor of Master Shipbuilder is attained after an individual reaches 40 years of service building ships. Johnson is also a veteran of the U.S. Army.

“The today’s keel laying is a celebration to give thanks to the many thousands of hardworking NASSCO men and women who have chosen shipbuilding as their profession – past and present.”

Secretary of the Navy Ray Mabus Visits NASSCO

The U.S. Navy’s highest ranking official, Secretary Ray Mabus, visited NASSCO on October 19 as a final thank you to shipbuilders for their work in building and maintaining America’s fleet.

SEASON OF SERVICE

NASSCO’s Annual Season of Service

Year-round NASSCO shipbuilders engage in efforts to make the communities in which we live, work, and play better places to live. We do this in the form of community clean-ups, coastal clean-ups, by serving as mentors to local school children, volunteering for local causes, serving on boards of non-profits, and much, much more. In December we are able to spread a little bit more cheer with our annual ‘Season of Service’ which consists of holiday toy drives and opportunities to volunteer – all within our local communities.

Thanks to all who make it happen!

In November, Team NASSCO volunteered at the Monarch School’s annual Thanksgiving Feast and Festival.

NASSCO Firefighters collect donations each year in support of the toy drive. This year they raised more than $2,000. Thanks to all who donated!

Each year the Supply Chain Management and Maintenance teams collect money for the toy drive. Longtime toy drive advocate Tommy Martin would use the money that was raised to shop for toys during Black Friday.

With Tommy now retired, the departments have carried on the spirit and tradition of supporting the toy drive while strengthening the bonds within their team. This year they took to the shops with the donations they collected to personally select toys and gifts.

In December, NASSCO’s annual Season of Service consists of holiday toy drives and opportunities to volunteer – all within our local communities.

Thanks to all who make it happen!
Family Traditions: Holiday Recipes

STUFFED PUMPKIN
(It’s not just for pie)

A three-generation (at least) family favorite recipe by the Langlais Family.
Submitted by: Daniel Langlais, Deputy Program Manager for LXR

Prep time: Approx 30 min
Bake time: Approx 1 ½ hrs

NOTE: Recipe can be adjusted for smaller pumpkin or additional stuffing.

ITEMS/INGREDIENTS:
• 1 medium sized pumpkin (deep orange in color are sweeter)
• 8-10 medium-sized potatoes
• 1-1/2 lb ground beef (2 lbs can be used is a more meatier stuffing is desired)
• 2 cloves crushed garlic
• 1 (chopped) celery stalk (approx ¼ cup)
• ¼ - ½ cup chopped onion
• ½ stick of butter
• ½ cup milk (more may be needed for consistency or number of potatoes used)
• salt (to taste)
• pepper (to taste)
• 2 tbsp olive oil

MEANWHILE:
• Peel and cut potatoes
• Boil until soft – approx 20 minutes
• Strain potatoes
• Add butter
• Add milk
• Mash potatoes to smooth consistency (add additional milk if desired, but the juices of the pumpkin will add to the potatoes)
• Add salt and pepper to taste

Cut the top of the pumpkin and clean it out (as if you were preparing a jack-o-lantern). Save the top.
Remove all seeds and strings (A spoon works well). Set aside when completed so to complete the ground beef and mashed potatoes.

BAKING:
• When the ground beef mixture and mashed potatoes have been completed, combine the two and mix thoroughly.
• Fill the pumpkin with the mixture and replace the top. (Save any leftover mixture/stuffing as typically more may be required when serving)
• Place the pumpkin in a shallow baking pan and place in a 350 degrees Fahrenheit oven.
• Typically it takes about 1-1 ½ hours – the pumpkin is ready when the skin is a brownish-orange and a fork can pierce the skin and moves easily into the meat of the pumpkin.
• Slice the pumpkin and stuffing – serve and enjoy.

STUFFED PUMPKIN

When completely cooled, transfer cookies to wire rack. Heat glaze in microwave for 15-20 seconds and drizzle glaze over cookies in desired pattern. Allow glaze to dry completely approximately 2-3 hours. When the glaze is completely dry, the glaze will harden allowing for easy stacking and storing of the cookies.

DECADENT MAPLE WALNUT SANDIES

Submitted by: Dale Van Pelt, Contracts Manager, NASSCO-Mayport

During the holidays, the Van Pelt family prepares several cookies to share with family and friends. To make the perfect cookie, they must be simple to make and rather addictive. These Decadent Maple Walnut Sandies hit the mark perfectly on both points. We have been making platters of a variety of cookies every year for over 20 years and these are always a favorite by most recipients.

DOUGH INGREDIENTS:
• 4 sticks salted butter, softened to room temperature (no substitutions)
• 2 cups powdered sugar
• 2/3 cups + 3 tbsp. maple syrup
• 1/2 tsp. maple extract
• 4-3/4 cups all purpose flour
• 2 cups coarsely chopped walnuts

GLAZE INGREDIENTS:
• 1-1/2 cups powdered sugar
• 1/2 tsp. maple extract
• 1/4 cup + 2 tbsp. maple syrup
• pinch of salt
• 1/4 to 1/3 cups water

PREPARATION:

Prepare dough.
Cream butter with powdered sugar, maple syrup and maple extract until thoroughly mixed. Beat about two minutes. Mix in flour, one half at a time. Mix thoroughly, using hands as necessary as dough will be stiff. Fold in nuts and mix well.
Roll dough into 1 to 1-1/2 inch balls and place on ungreased cookie sheet, about 1 inch apart. Flatten each dough ball with the flat bottom of a cup until about 1/4 inch thick. Cookies will not spread very much, if at all, during baking process.

Bake
Bake at 325 degrees, 18-20 minutes until slightly golden brown on bottoms only. Do not over bake. Remove from oven and allow to sit in pan until completely cooled. While cooling, prepare glaze.

Prepare glaze.
Mix powdered sugar, pinch of salt with maple syrup and maple extract. Add water, one tablespoon at a time until the consistency of pancake syrup. Mix thoroughly to remove any clumps in powdered sugar.

When completely cooled, transfer cookies to wire rack. Heat glaze in microwave for 15-20 seconds and drizzle glaze over cookies in desired pattern. Allow glaze to dry completely approximately 2-3 hours. When the glaze is completely dry, the glaze will harden allowing for easy stacking and storing of the cookies.
CELEBRATING FRED HARRIS

In December, NASSCO employees bid farewell to retiring president Fred Harris.
2016 Service Awards

On October 10, we celebrated the men and women who have called long called NASSCO home: 45 shipbuilders with 25 years of service, three shipbuilders with 30 years of service, eight shipbuilders with 35 years of service, and 33 shipbuilders with 40 or more years of service.

This year, 17 shipbuilders joined the rank of Master Shipbuilder—a highly coveted rank held by those with 40 or more years of service at NASSCO.

CONGRATULATIONS!
NASSCO’s Longest Serving Employee Retires

In October, NASSCO shipbuilders said farewell to NASSCO’s longest serving employee to date, Mr. Arnold Rietz.

In 1964, a young Arnold stepped foot inside the NASSCO shipyard after accepting a position as a burner. During his 52 years of service, Arnold served as a mentor and father-like figure to many in the yard and maintained an impeccable work ethic.

On behalf of his colleagues at NASSCO, we say ‘Fair Winds and Following Seas’ to Arnold Rietz – and wish him a fulfilled retirement.

Childhood Friends Celebrate Master Shipbuilder Achievements Together

Childhood friends Gary Jones, Richard “Rick” Ludlum, and Stanley Hendrix celebrated their graduation from Kearny High in 1970. Soon after, they would independently find jobs at NASSCO and end up working at the same company together for 40 years (and counting).

At this year’s service awards banquet, each of them were recognized by NASSCO President Fred Harris as Master Shipbuilders – an esteemed honor only achieved with 40 or more years of service with the company. “I had the honor of achieving the title of Master Shipbuilder at our awards banquet this year,” said Gary. “I’ve known Gary since the third grade and we first met Rick in junior high.”

The trio recounts their time at NASSCO as each having many different opportunities and experiences offered to them along the way. Each took their own separate path to get where they are today: Stan works in the Accuracy Control Department, Gary in Engineering, and Rick in the Carpentry Shop. “NASSCO is a big company and has many types of jobs,” said Gary. “If you show initiative and willingness to work, you will find something that suits you.”

“And take advantage of what’s offered,” added Stan.

NASSCO Fire Department Conducts Annual MCI Training

On November 30, the NASSCO Fire Department conducted its annual Triage Multi Casualty Incident (MCI) training with personnel from the USS Stockdale, who played injured victims.

From big scale disasters to smaller scale incidents, firefighters are typically the first to arrive on scene, and often deal with a number of victims with injuries ranging from very minor to very severe. The training was conducted by Firefighter Alex Martinez and allowed the participants to enact several different scenarios as first responders to a scene.

USS America Undergoes Joint Strike Fighter Development Tests

AUTHOR: Steve Severs, LHA/LHD Program Manager

History was made off the California coast during a three week exercise in November as the Amphibious Assault Ship USS America (LHA 6) conducted Joint Strike Fighter (JSF) F-35B DT-111 development tests. These tests included multiple high sea state take-offs and landings, handling, night operations and aircraft maintenance exercises. Additionally, crew training on this unique aircraft was conducted.

The USS America recently completed a ten-month intensive Post Shakedown Availability (PSA) as part of NASSCO’s LHA/LHD Program. The PSA included the installation of a family of 20 JSF major ship modifications and the application of special thermal resistant flight coatings.

The Lockheed Martin F-35B lightning II is the USMC JSF variant that will eventually replace the current line of AV-8B Harriers. The F-35B is a state of the art fifth-generation fighter that has advanced sensors, stealth capability and can carry all of the latest smart weapons in the U.S. aircraft inventory.

NASSCO is currently installing these JSF modifications on the USS Essex (LHD 2) during a Planned Maintenance Availability (PMA) at the Naval Station. Eventually every LHA/LHD on both coasts will be modified to accommodate the F-35B aircraft.
PERFORM EVERY DAY

USS Theodore Roosevelt (CVN-71) Rough Riders Awards

AUTHOR: David Hastings, Repair Program Manager

Congratulations to the NASSCO Repair Team on the successful completion on the USS Theodore Roosevelt (CVN-71) FY-16 PIA. Since June, several NASSCO employees stood out as exceptional performers and the ship’s Commanding Officer, Captain Craig “Clap” Clapperton, awarded them Theodore Roosevelt’s “Rough Riders of the Week.” The following individuals were recognized:

1. DUANE BROOKS
   TEMPORARY SERVICES ELECTRICIAN
   Duane has been the leading force in setting up the Temporary Services for the “Consolidated Afloat Networks and Enterprise Services” (CANES). CANES is a major ship alt installation which covers the majority of spaces onboard USS Theodore Roosevelt. Duane as well set up the many other work items that NASSCO was assigned to throughout the ship. (Not pictured)

2. THANH THIEN
   CARPENTER
   Tran wooden-blanked all of the doors, windows, and penetration in support of the blasting and preservation efforts for PCMS work on USS Theodore Roosevelt. Work covered the entire ship’s island structure, and 1,092 feet of catwalk port and 1,092 feet of catwalk starboard.

3. MARCELINO RAMOS
   ELECTRICAL WORKING FOREMAN
   Marcelino supervised the installation of the electrical system upgrade for the gymnasium on all of the ship’s force gym equipment and 16 ABT Switch Interlock Bars for 16 of the ships fire pumps.

4. JUAN PEREZ
   WELDING WORKING FOREMAN
   Juan supervised the welders for the NASSCO team in support of structural repairs on the island masts, JP-5 Tank repairs, and pipe repairs throughout the ship during the PIA.

5. JOHN OROPESA
   SHIP FITTER WORKING FOREMAN
   John supervised all of the ship fitters for the NASSCO team which included all of the structural repairs on the island masts, flight deck crack repair, and tank plate replacement during the PIA. (Not pictured)

“The Freedom has landed,” said Lee Downing, senior ship manager for the USS Freedom (LCS-1) upon receiving news that another critical milestone had been achieved during efforts to replace the ship’s port Main Propulsion Diesel Engine (MPDE).

Between management, leadership, the Freedom Project team, and the trades and sub-contractors assigned to work on the USS Freedom since her transition into the NASSCO sustainment execution contract in February 2016, the team has worked extremely well together. During this period nearly all critical systems have been subjected to troubleshooting for problem resolution, equipment overhaul, or maintenance. Work included both main propulsion diesel engines (MPDEs), all four ship service diesel generators (SSDGs), both medium pressure air compressors (MPACs), as well as both combining and splitter gears. Critical work on the MPDEs continues in the emergent dry docking with complete replacement of the port MPDE and camshaft, seawater pump and turbocharger containment work on the starboard MPDE. The SSDGs also have significant work on-going during the docking period.

Since work began in February, nearly 4,000 work orders have been accomplished and more than 52,000 man-hours expended. Zero incidents or accidents have occurred.

The USS Freedom has landed. Our sleeves are rolled up and our team is poised with heartfelt enthusiasm and commitment to continue quality work on the USS Freedom with a collaborative spirit, a commitment to safety, and the highest standards.

In the words of the wise: “Watch this space!”

AUTHORS:
Mel Sanders, LCS Variant One Program Manager
Larry Downing, LCS Variant One Ship Manager 2
Ravi Sinha, LCS Variant One Ship Manager 1
Secure our future

2016 NASSCO Environmental Star Awards

Congratulations to this year’s NASSCO environmental star awards recipients!

Shipbuilders in Stage of Construction (SOC) 2 officially completed production for the ECO tanker program. Following the completion of the last few assemblies for Hull 558, the SOC 2 team recounts the aggressive schedule needed to keep up with the record-setting production rate and the help they secured along the way.

Since 2014, shipbuilders in SOC 2 and the Steel Plate Shop completed 720,000 meters of welding – or 450 miles – wrapping up the most successful rate of steel sub-assemblies produced and the speed in which they were delivered to the customer in NASSCO’s history. With production ramped up to full capacity, it was determined during early build strategy meetings that a portion of the SOC 2 work scope would need to be subcontracted in order to successfully meet NASSCO’s milestone schedules. The portion of the ship selected to be subcontracted was the upper transverse corrugated bulkhead stools because they were the most repeatable products to be built in SOC 2. Thus, supply chain sent out a request for a quote, and soon after, McMahon Steel Company was selected to assist with the production of the ECO tanker program.

The partnership with McMahon Steel marked the first time in modern history of NASSCO that major portions of the hull structure were subcontracted out to a supplier. The scope of work consisted of a total of 12 corrugated bulkhead stools per ship for Hulls 552 through 558. Each stool is approximately 50 feet long and 11 feet tall.

Key attributes for fit up, alignment, dimensional accuracy control and weld quality were not new to McMahon Steel; they adapted quickly due to their current ability on building construction. New to them was the fillet weld air test (FWAT), vacuum box testing and preparation for paint in accordance with IMO regulations concerning edge radius. Quickly McMahon Steel complied with all requirements including the required documentation and as production became repeatable, more jigs (inspected by NASSCO Accuracy Control for level and accuracy) were assembled for additional building positions.

“With a dedicated crew we were able to come up the learning curve fairly quickly. Once the quality expectations were communicated to us we were able to perform the customer callouts with consistency and deliver each product to NASSCO on time to their schedule,” commented Kevin McMahon, vice president and CFO of McMahon Steel.

Mike Sullivan, NASSCO Manager for Steel Welding Engineering and Accuracy Control, commented, “Through teamwork and sharing of process improvements with McMahon, the schedule was maintained and cost improvements were realized and shared with NASSCO.”

SOC 2 extends their appreciation to John, Derek, Kevin McMahon and the team from McMahon Steel for helping NASSCO meet our schedule and goals.

As part of our efforts for environmental stewardship, each year NASSCO recognizes the individuals and team who go above and beyond to lessen our footprint on the environment.

2016 NASSCO Environmental Star Awards Recipients

Individuals
- Duane Fitzpatrick
- Eric Bockelman
- Israel Ruiz
- Juan Abarca Rangel
- Michelle Pritchard
- Ramon Lara
- Stanley Huddleston
- Theodore Thomas

Teams
- Blast Cell Team
- ECO-5 Pre-Launch Wash Down and Graving Dock Sampling Team
- Low Impact Development Area Refurbishment Team and HWAA Improvement Team
- LCS, Singapore Compliance and Hazmat Shipping Teams

Department or Outside Organization
- Rigging Department
- Omega Industrial

For more photos, please visit: nassco.com/estarawards

McMahon Steel Company
Helps Support ECO Program Schedule

For more photos, please visit: nassco.com/estarawards
Continuous Improvement Performance

AUTHORS: Stephen Murray, Manager for Continuous Improvement and Bob Liddell, Senior Manufacturing Engineer

PERFORMANCE OF OUR CONTINUOUS IMPROVEMENT GOALS FOR 2016

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Congratulations to everyone who engaged in our Continuous Improvement efforts for 2016. We have exceeded or are very close to our goals (at time of writing). If you haven’t yet participated in submitting a PI, please do so before the year’s end, ideally two or more PIIs.

An easy way to generate PIIs is Structured Group Brainstorming. Structured Group Brainstorming is a collaborative process that involves getting a group of folks in a room with a facilitator (supervisor or Lean Specialist) and asking the assembled group what frustrates you in getting your job done? or “What frustrates you in getting your job done?”

The NASSCO project selected by the SCMC addressed the difficult task of passing a Contractor Purchasing System Review and obtaining government approval of a contractor’s purchasing system. The objective of a Contractor Purchasing System Review is to evaluate the efficiency and effectiveness with which the contractor spends government funds and complies with government policy when subcontracting. This review provides the administrative contracting officer with a basis for granting, denying, or withholding approval of the contractor’s purchasing system.

NASSCO received approval of its purchasing system for the first time in August 2016. Approval was granted by NASSCO’s government administrative contracting officer for a three year period. The Supply Chain Management Excellence project that was presented by the NASSCO team detailed the necessary steps and action taken to accomplish this significant goal.

The event was attended by executives from all business units and from the corporate office, and concluded with comments and pictures with General Dynamics Chief Executive Officer, Phoebe Novakovic.

Structured Group Brainstorming Benefits

- Creative “1+1=3” the compound effect of the group is greater than the individual
- Generates a large number of ideas
- Will generate good PIIs
- All team members involved
- Sense of ownership in decisions
- Leads to problem solutions

Contact Steve Murray, Manager Continuous Improvement, at smurray@nassco.com or Bob Liddell, Senior Manufacturing Engineer, at rliddell@nassco.com for any assistance with Lean Six Sigma or facilitation of Structured Group Brainstorming.

4S
- Sort
- Set in order
- Shine
- Standardize
- Sustain

5S
- Sort
- Set in order
- Standardize
- Sustain
- Excel

Use bread or bagel bag ties to label tangled cords in your garage.

Place socket protectors so children can’t put their fingers in. This is perhaps the most important form of error proofing (poka yoke) you will ever do.

A poka-yoke is any mechanism in a lean manufacturing process that helps an equipment operator avoid (yokeru) mistakes (poka).

Use a suspended tennis ball as a “poka yoke” in the garage. When driving your car into the garage, you know exactly how far to drive before stopping. When the tennis ball hits the windshield, you’re done! This way there’s no unexplained dents or mangled bicycles.

5S is the name of a workplace organization method that uses five Japanese words: sort, set in order, shine, standardize and sustain.

Do you spend endless hours looking for tools? Usually they are hidden in a closet, drawer or all over the garage. A great idea is to create a shadowboard on which you outline your often used tools. Add hooks or pins to that board to locate those tools. This is a great way to track your tools, to eliminate the waste of motion or excess of inventory and so that you get returned at the end of the maintenance job or if a neighbor borrowed some of your tools for the day.

A great 5S example of sort, set in order, shine, standardize and sustain for elimination of searching and motion wastes in an emergency would be for you to have an emergency kit.

In California, fires are common and earthquakes are a possibility. Prepare and have an emergency kit in your car and at home and at least three days of food and water at home. The kit should include one gallon of water per person, per day for at least three days, and don’t forget about food for pets. Keep a hand-crank or battery-powered radio with extra batteries to stay up to date on the latest weather alerts. Include a flashlight with extra batteries. Mainain a first kit with gauze, tape, bandages, antibiotic ointment, aspirin, a blanket, non-latex gloves, scissors, hydrocortisone, thermometer, tweezers, and instant cold compress.

Put together a tool kit with basic tools, in case you need to shut off utilities. Keep hand sanitizer and garbage bags for sanitation. Have plastic sheeting and duct tape in case of broken windows or a leaky roof. Have a whistle to signal for help so rescuers can locate you. Be sure to store all important documents – birth certificates, insurance policies, etc. – in a fire-proof safe or safety deposit box. Assign one family member the responsibility of learning first aid and CPR, and learning how to shut off utilities. Have a checklist to ensure all items are ready and that stored goods remain within expiry dates.

Prior to washing, sort clothes into two labeled baskets: light and dark. This helps eliminate the need to re-sort clothes when it comes time to wash. When a basket is full, it’s time to load the washing machine.

Do you find that small cabinets beneath your sink tend to get cluttered with cleaning products and you can never find what you need as it gets cluttered? One way of making best use of the space is to install a tension rod to outline your often used tools. Add hooks or pins to that board to locate those tools. This is a great way to track your tools, to eliminate the waste of motion or excess of inventory and so that you get returned at the end of the maintenance job or if a neighbor borrowed some of your tools for the day.

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Use bread or bagel bag ties to label tangled cords in your garage.
When did you start at NASSCO?
August 2014.

What brought you to NASSCO?
I graduated from a maritime school, and wanted to work in the shipbuilding industry. I had some shipyard experience, and knew that when I moved to San Diego I wanted to build ships at NASSCO.

What were your previous jobs prior to NASSCO?
I worked as an engineer in a shipyard’s welding certification/testing facility in Russia. I was part of a team that was responsible for trades’ qualification exams and welding processes approval. I started at NASSCO as a shipfitter trainee and worked up to a journeyman.

What rotations have you had as a PDP?
I have already completed rotations in Safety and Repair Production.

What have you learned as a PDP?
I have only been a PDP for a few months, but have already had a chance to learn a lot about different aspects of NASSCO’s business and department functions. The rigorous repair rotation gave me a great example of how important it is to work together in order to complete the job at hand. It is very crucial to have strong communication and collaboration between different people, trades, departments and organizations.

The program gives an opportunity to gain a perspective of NASSCO’s business structure. I learned about common challenges and problems that departments face on a daily basis. The understanding of that will help to predict and eliminate many unpleasant surprises, and avoid unnecessary delays. Furthermore, the program gives an opportunity to meet many people in our business; this helps to be more efficient by simply knowing who to talk to in order to get the job done.

What degree do you have and where did you go to school?
I received a Bachelor’s degree in Welding Engineering from Virginia Tech and mentioned the NASSCO’s business structure. I learned about common challenges and problems that departments face on a daily basis. The understanding of that will help to predict and eliminate many unpleasant surprises, and avoid unnecessary delays. Furthermore, the program gives an opportunity to meet many people in our business; this helps to be more efficient by simply knowing who to talk to in order to get the job done.

What have you learned as a PDP?
I have been interested in spending time in a shipyard before pursuing a career in Naval Architecture, and a job in San Diego couldn’t be turned down.

What were your previous jobs prior to NASSCO?
During my summer breaks in college I held a variety of internships and other summer jobs. Most notably I had a business internship with a telecommunications company and an industrial engineering internship with a defense contractor who makes unmanned vehicles.

What rotations have you had as a PDP?
I have rotated through Repair Production, Repair Administration, Program Management, Cost Engineering, Safety, SOCs 5 and 6 Steel, Rigging, Supply Chain Management, SOCs 4 and 5 Outfitting, SOCs 3 Steel, Project Engineering, Functional Engineering, Test and Trials, and most recently SOC 6 Onboard.

What have you learned as a PDP?
The PDP program has provided me with experiences and skills that I would have never expected. My original intent in joining the PDP program was to learn more about the way ships are designed and built in order to make myself more valuable as an engineer trying to design ships. Having the opportunity to rotate through 13 different departments within NASSCO has given me a thorough knowledge of the entire shipbuilding process, from initial design stages in engineering to the testing and trials of the final product out at sea. However, I did not realize how much I would develop personally. Communication and organization have become some of my strongest qualities and I have developed leadership skills and management abilities that can be applied to nearly any situation. The knowledge and skills that this program has given to me are countless and I look forward to taking them into the next stage of my career.

What degree do you have and where did you go to school?
I have a Bachelor’s degree in Environmental, Earth and Ocean Science from the University of Massachusetts – Boston.

What were your previous jobs prior to NASSCO?
I grew up commercial shell-fishing throughout my childhood with my older brother. I was employed at a boat yard during high-school. I worked my way through college waiting tables and working as a deckhand on a research vessel in Boston Harbor. After college I fell back on the commercial fishing industry in order to save money to move to California, and was even featured in season one of National Geographic’s ‘Wicked Tuna.’ After moving to California I worked at Polypeptide Laboratories in Mira Mesa as a Pharmaceutical Chemist.

What rotations have you had as a PDP? So far I have worked in Waterfront Services (both as a diver and then as my initial rotation with the PDP), Steel Production Control, Outfit Production Control and Repair Production.

What have you learned as a PDP? After having a perspective of NASSCO from only one department for a year and a half, it has been interesting to learn how all the departmental efforts combine to fulfill our world class contracts. Furthermore, I have grown to better appreciate the massive undertakings that go into constructing or repairing ships of this size.

What degree do you have and where did you go to school? I have a Bachelor’s degree in Environmental, Earth and Ocean Science from the University of Massachusetts – Boston.

When did you start at NASSCO?
July 2015.

What brought you to NASSCO?
I had spoken with recruiters from NASSCO at several events throughout my college career and been interested in the work NASSCO performs. Upon nearing graduation, a recruiter came to Virginia Tech and mentioned the PDP program. I had always been interested in spending time in a shipyard before pursuing a career in Naval Architecture, and a job in San Diego couldn’t be turned down.

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What degree do you have and where did you go to school?
I received a Bachelor’s degree in both Ocean Engineering and Aerospace Engineering from Virginia Tech.
EMPLOYEE CORNER

Holiday Spirit at NASSCO
Various departments at NASSCO show off their holiday spirit.
2016 President’s Cup Champions: Trident

Congratulations to Team Trident – champions of the 2016 President’s Cup! An extension of SIGNs, the President’s Cup is made up of several friendly competitions throughout the year, such as volleyball, kickball, and more.

Sports and Interest Groups at NASSCO (SIGNs) are voluntary, employee-driven organizations formed around common interests or shared backgrounds, with the goal of building relationships and teamwork among NASSCO employees.

2nd Place: PumChakalakaPum – Patricia Gonzales, Ruben Roman, Rene Barboza and Jose Ramos.

3rd Place: That’s Bowling – Jorge Guerrero, Jessica Cervantes, Steve Shock and Corey Smith.

INDIVIDUAL AND TEAM ACHIEVEMENTS FOR THE SEASON:

Team High Scratch:
1. Team 3 – Alfredo Canela, Pete Preciado, Ron Fernandez and Fred Shaw
2. Team 4 – Nelson Agbayani, Oscar Velasco, Ricardo Manzo and Ben Gravador
3. Pin Dejos – Gus Perez, Sara Sarnecki, Bob Palmer and Jason Wallace

Men’s High Scratch:
1. Ben Gravador – 254
2. Steve Shock – 253
3. Corey Smith – 253

Women’s High Scratch:
1. Mary Ellis – 211
2. Erin Eastman – 192
3. Leticia Calixto – 158

Join the fun or learn more at www.nassco.com/employees/signs.

CONGRATULATIONS TO ‘TEAM 1’
THE FALL 2016 SIGNs NASSCO BOWLING LEAGUE CHAMPIONS!

2016 SIGNs NASSCO Bowling League Champions: Chris Rathbun, Steve Carr, Ben Gravador, Vince Magers and Sean Homing.

The supervisors team in front of the Liberty (Hull 557) December 7, 2016
Taming Stress

Whether it is the stress of our day-to-day routines, the holidays or special occasions, stress relievers can help restore calm and serenity to your chaotic life. If your stress is getting out of control and you need quick relief, try one of these tips.

SET YOUR PRIORITIES

You might want to do it all, but you can’t, at least not without paying a price. Learning to say no or being willing to delegate can help you manage your to-do list and your stress. Before you get overwhelmed by too many activities, it’s important to decide what offer the most positive impact and eliminate unnecessary activities. Pick a few favorite activities and really enjoy them, while skipping the rest.

DO SOMETHING YOU ENJOY.

You may feel that you’re too busy to do these things. But making time to do something you enjoy can help you relax. It might also help you get more done in other areas of your life. Try a hobby, such as gardening, writing, crafts, or art.

BREATHE!

This sounds like a no-brainer, but sometimes we forget to take deep breaths and really give our bodies the oxygen we need. By merely stopping to take a few deep, cleansing breaths can reduce your level of negative stress in a matter of minutes. If you visualize that you are breathing in serenity and breathing out stress, you will find the positive effects of this exercise to be even more pronounced.

HAVE A GOOD LAUGH

A good sense of humor can’t cure all ailments, but it can help you feel better, even if you have to force a fake laugh through your grumpiness. When you laugh, it not only lightens your mental load but also causes positive physical changes in your body. So read some jokes, tell some jokes, watch a comedy or hang out with your funny friends.

GO TECH-FREE

Constant cell phone buzzes and email alerts keep us in a perpetual fight-or-flight mode due to bursts of adrenaline. Not only is this exhausting, but it contributes to mounting stress levels, especially in women. Turn off your gadgets and enjoy spending time with your family and friends.

GET ACTIVE

Regular exercise is one of the best ways to manage stress. Walking is a great way to get started. Even everyday activities such as housecleaning or yard work can reduce stress. Stretching can also relieve muscle tension. Physical activity can pump up your feel-good endorphins which can improve your mood and help the day’s irritations fade away. Consider walking, jogging, gardening, housecleaning, biking, swimming, weightlifting or anything else that gets you active.

GET ENOUGH SLEEP

Stress can cause you to have trouble falling asleep. When you have too much to do — and too much to think about — your sleep can suffer. But sleep is the time when your brain and body recharge. The quality and amount of sleep you get can affect your mood, energy level, concentration and overall functioning. Stick to a consistent schedule.

These are only a few of the many things you can do to help relieve the stress you experience. Try one or two until you find a few that work for you. Practice these techniques until they become habits you turn to when you feel stressed. If these don’t work for you there are many more techniques that you can explore online.

Source: Mayo Clinic
Our Continued Commitment to a Drug-Free Workplace (And Prop 64)

AUTHOR: Jennifer Ronge, Labor Relations

On November 8, 2016, California voters approved Proposition 64, which legalizes the recreational use of marijuana for adults 21 years of age and older. While marijuana use is now legal in California, the drug remains illegal under federal law. Employees must remember that NASSCO is a drug-free facility dedicated to ensuring a safe work environment for all employees. Although it may now be legal from a criminal law perspective to use or possess marijuana, it remains prohibited in our workplace. As a Department of Defense Contractor NASSCO is required to institute and maintain a program for achieving a drug-free workplace. NASSCO’s procedures are designed to meet Department of Defense requirements to improve workplace safety and provide employees with resources to address substance abuse. NASSCO will continue to maintain a drug-free workplace, comply with the Department of Transportation and U.S. Coast Guard regulations, conduct appropriate drug tests, and continue to comply with current practices and procedures.

Regardless of the changes under Proposition 64, NASSCO is dedicated to maintaining and enforcing a drug-free workplace for the benefit of our employees, customers and community partners. If you have any questions regarding the drug-free workplace policy, Human Resources is here to help. We can be reached at 619-544-8506.

As part of NASSCO’s Guiding Principles, we are committed to Honesty and Integrity in the workplace. 
If you see something that isn’t right, say something.

To report any suspicious activity or damages, please notify your supervisor, manager, the NASSCO Human Resources Department, or the NASSCO Ethics Officer immediately. As a last resort, the General Dynamics Ethics Helpline is also available to employees who wish to make anonymous reports.

General Dynamics Ethics Helpline
1-800-433-8442
www.gd.ethicspoint.com

NASSCO Ethics Officer:
Mike Williams (619) 544-7541
or mwilliam@nassco.com

GENERAL DYNAMICS
NASSCO

Social Media and Protecting the NASSCO Brand

A FEW GUIDELINES REGARDING SOCIAL MEDIA ENGAGEMENT AS AN EMPLOYEE OF NASSCO:

• The same rules that are found in NASSCO’s policies apply to your online activities. All employees must abide by the company’s policies prohibiting harassment, discrimination, and retaliation.
• Avoid posts that might constitute harassment, bullying, or abusive conduct.
• Maintain the confidentiality of NASSCO’s trade secrets and proprietary business information. Do not disclose NASSCO trade secrets and proprietary information in your social media posts. This information should never be made available to people outside the company.
• Respect all copyright, trademark, and other intellectual property laws.
• Be fair and courteous to customers, contractors, suppliers, visitors, and people who do business with NASSCO.
• Online posts should never include statements, photographs, videos or audio clips that are violent, obscene, threatening or intimidating to other employees, customers, contractors, suppliers, visitors, or the public.
• Refrain from posting personal communications during paid working hours.

These guidelines should help you make responsible decisions about your use of social media. If you have any questions about the use of social media as a NASSCO employee, please contact Connie Lundgren, Labor Relations at (619) 544-8824 or connie.lundgren@nassco.com.
Birth Announcements

IVANNA COLLINS
Born: June 13, 2016
Grandmother: Martha Castaneda, Outfit Production Control
Father: Carlos Collins, Pipefitter SOC 5

SANTIAGO OSUNA
Born: August 23, 2016
Father: Ulises Osuna, Planning
Mother: Ana C. Sanchez, Planner/Scheduler

NOAH JAMES HENRY
Born: October 10, 2016
Father: Neil Henry, Area Manager II
Mother: Lessly Gonzalez, Engineer II

SELENA ADELINE B. ENCELAN
Born: October 16, 2016
Mother: Raquel B. Encelen, Medical Assistant

NAAYAH ALARCON
Born: August 17, 2016
Mother: Cyndy Alarcon, Training and Development Specialist

Retirement

MATHES A. BURKE II
November 4, 2016
24 years
Asst. Manager IDNA

DAVID BRUCE DUPONT
October 3, 2016
32 years
Supervisor Estimating Repair

BRIAN J. GELDART
October 14, 2016
22 years
Manager Machine & Electrical Systems

JORGE GUERRERO
November 30, 2016
39 years
Rigging Working Foreman

GERARDO A. CEBALLOS
Retiree
October 13, 2016
18 years
Outside Machinist

JOHN J. CERUTTI
Retiree
October 5, 2016
18 years
Maintenance Supervisor

ROBERT J. PALMER
October 3, 2016
24 years
Trades Training Instructor

ARNOLD RIETZ
October 27, 2016
52 years
Burner

GERARDO A. CEBALLOS
Retiree
October 13, 2016
18 years
Outside Machinist

JOHN J. CERUTTI
Retiree
October 5, 2016
18 years
Maintenance Supervisor

FERNANDO M. ROMAN
October 21, 2016
41 years
Asst. Superintendent Production

JAMES T. SANDERS
October 26, 2016
31 years
Supervisor Steel Yard & Hazmat

ANTHONY J. SILVA JR.
October 31, 2016
38 years
Welding Maintenance

FRANZ STRUSS
October 3, 2016
28 years
Sr. Engineering Specialist

Gerardo A. Ceballos
Retiree
October 13, 2016
18 years
Outside Machinist

John J. Cerutti
Retiree
October 5, 2016
18 years
Maintenance Supervisor

Patrick L. De Baca
Retiree
October 1, 2016
20 years
Foreman Fitting

Julian Gonzalez
Active
November 16, 2016
13 years
Welder

Anthony Mercieca
Retiree
September 24, 2016
26 years
Area Manager

David Francis Waite
Retiree
August 27, 2016
13 years
Carpenter

The colleagues of Jack Siems (above) wish him fair winds and following seas in his retirement:

“The Jacks of our world may retire… but their spirit and memory will continue long after they’re gone.”

Jack retired from NASSCO in July 2016.

SUBMIT BIRTH ANNOUNCEMENTS
Email information and photo to communications@nassco.com.
RECENT NASSCO VISITORS

1. Students from the Monarch School
2. CAPT Brian Metcalf, USN
3. Mobility Summit Group
4. Students from the Calexico Unified School District
5. Project Management Institute
6. Congressman Scott Peters thanks Fred Harris for his four decades of service
7. Secretary of the Navy Ray Mabus and Congressman Scott Peters
8. NASSCO Community Shipyard Tour
9. Representatives from Marriott Hotels
NASSCO-Bremerton: Two Years and Counting!

NASSCO’s 2014 award of the CVN MSMO contract expanded our reach into the Pacific Northwest and this fall marked two years since we stood up the NASSCO-Bremerton business unit. NASSCO-Bremerton has successfully completed a 16-month major availability on USS Nimitz and nine upkeep avail on both USS John C. Stennis and USS Nimitz.

Typically CVN CNO availabilities are 17 months in planning but USS Nimitz only had seven. NASSCO stood up a new operation and built a new team, all while providing world-class customer service to a new customer. Most of the planning was accomplished by NASSCO-Norfolk as the team in Bremerton was still being assembled. During planning, the geographically dispersed integrated project team was able to overcome the challenge of distance through ship-checking fly away teams ensuring our customer understood from day one that the NASSCO team is committed to success in the Pacific Northwest. USS Nimitz underwent extensive modification and overhaul to include 19 modifications, two ship alterations and 169 repair items. Adding to the challenge were seven modifications and 44 repair items planned and negotiated as new work during project execution. With project and trade resources from all NASSCO business units, we were able to complete all original, new and growth work without impact to the ship’s operational schedule.

The NASSCO-Bremerton team would like to thank NASSCO-Norfolk and NASSCO-Bremerton: Two years and Counting! NASSCO-Bremer ton and San Diego for their unyielding support. During nine upkeep availabilities, the Bremerton team has replaced numerous water and air tight doors, replaced non-skid in three hangar bays and various flight deck sections, accomplished 90,000 square feet of non-skid replacement in 30 days, flushed communications antennas, ventilation ducting, and many other repairs. All CMAVs have been successfully executed with tight deadlines and multiple critical paths without affecting Navy operational schedules.

Successes over the past two years have been made possible by all NASSCO business units sharing best practices and lessons learned, and is a testament to the value our company can provide the Navy. All involved should be proud of our collective success and excited as we shift focus to the USS John C. Stennis CNO availability in spring 2017 and three scheduled upkeeps.

EHS Employee of the Quarter

Environmental, Health and Safety (EHS) Representative John Chapman was recently selected as the NASSCO-Bremerton EHS Employee of the Quarter. He was recognized for his efforts to reach across departmental boundaries, professionally build open lines of communication within the EHS team, and for his continuing commitment to maintain trust and confidence with both his colleagues and, most importantly, with company customers. John has more than 20 years of experience in the shipyard industry and has served in the U.S. Naval Reserve. His skills include management of hazmat operations, safety programs, shipyard competent person (SCP) duties, and a strong background in EHS compliance. He has been a dedicated employee since the opening of NASSCO-Bremerton, ensuring that employees are empowered to work safely while meeting the requirements of our company and customer.

In his role as EHS Representative, John’s primary duty is to conduct ship inspections, looking for EHS discrepancies that pose risks to people or the environment. John looks for any deviations from regulations or contract requirements, such as temporary service plans, walking/working surfaces, hot work, fire prevention, and housekeeping, just to name a few. John has cross-trained with EHS Manager, Sean Goulden, to learn about operation and maintenance plans, and has recently assumed responsibilities for management of several programs, including respirator fit testing, fall protection, and Satellite Accumulation Area inspections. He also oversees a portion of the Mobile Industrial Equipment and Fire Watch Training programs by issuing licenses after completion of training. These multi-faceted skills that John has acquired help him to support the company’s goal of “delighting our customer,” both internal and external ones. John’s positive attitude is infectious and helps to build positive relationships within the Puget Sound Naval Shipyard. His efforts helped in a reduction of HAZMAT Authorization and Waste Designation from 10 business days to three, allowing for a seamless beginning to new production operations.

In his spare time he is an avid sportsman, and likes to fish and hunt when he has time. When he’s not taking care of the house or doing chores, he enjoys spending time with his wife, two daughters and son, as well as extended family and friends. Thank you John for your hard work and congratulations on being selected as the EHS Employee of the Quarter for the 3rd quarter of 2016! Bravo Zulu to a job well done John!
On October 17, 2016, the USS Bulkeley (DDG-84) arrived at NASSCO-Norfolk to begin its FY16 selected restricted availability (SRA). The SRA consists of 192 work items involving structural repairs, non-skid replacement, ventilation repairs, ship alterations, and miscellaneous repairs are expected to be completed by February 2017.

During the availability, the project team will oversee basic modification, maintenance and repairs with a focus on tanks, intakes, up-takes, louvers, and several topside deck areas. Modernization to the ship’s self-defense system, communications systems, and habitability work will include retrofit to the largest berthing space onboard.

NASSCO-Norfolk has executed this availability with safety, quality, cost and scheduled milestones met.

On November 10, while in progress of Selected Restricted Availability (SRA) on the USS Bulkeley (DDG-84), NASSCO-Norfolk NDT Department accomplished its first through paint ultrasonic test (UT) inspection. Fifty-two UT inspection readings on 20 louver mating surface structures throughout the ship needed to be tested to provide reports for recommendation and repair, as part of the 20 percent milestone. The new process on this inspection saved approximately 36 labor hours in the setup, removal, and reapplying of the new paint, along with the material cost, saved an estimated $1,200, and enabled NASSCO-Norfolk to accomplish all required testing and documentation ahead of the milestone deadline.

This new process was initiated through NASSCO-Norfolk’s Process Improvement Initiative (PPI) program. The previous process for UT testing, involved having the production shops to remove all paint from the surfaces to be inspected prior to accomplishing the UT test. This often required multiple face-to-face meetings between the production shop and the NDT inspector. These meetings have been completely eliminated. This new UT process can be completed on both plate structures and piping systems. After the old UT testing was completed, the areas where the paint was removed had to be re-painted, sometimes with multiple coats of paint. The new process uses an electronic portable thickness gauge which uses transducer’s to measure the thickness of material using sound waves, giving a digital read-out of the thickness of both the metal and thickness of the paint. This resulted in giving the ability to measure from one side, eliminating the need to access the opposite side and eliminating the need to perform paint removal in order to take the UT readings.

The first successful through paint ultrasonic testing inspection was conducted onboard the USS Bulkeley (DDG-84).

American Red Cross Blood Drive at NASSCO-Norfolk
AUTHOR: Kieara Walden, Senior Benefits Administrator

On September 16, NASSCO-Norfolk successfully revived the American Red Cross Blood Drive at our Norfolk, Virginia location. The bloodmobile was on-site, visibly parked in the yard, which helped to gain attraction of willing givers. A huge “thank you” goes out to everyone who volunteered or donated. NASSCO-Norfolk was able to collect enough blood to save a potential of 57 lives.

Stay tuned for the next American Red Cross Blood Drive coming to NASSCO-Norfolk in Spring 2017.

In November, a team of 19 NASSCO-Norfolk employees participated in the Norfolk Harbor 5K on a course through historic Downtown Norfolk along with two thousand other runners and walkers. Everyone enjoyed beautiful weather, a little friendly competition and camaraderie. Congratulations to our fastest male participant, Brendan Rooney, who finished in 23:54, and our fastest female participant, Anna Kennedy, who finished in 26:39. Great job everyone!
Dawn Kriz Receives Area OSHA Award

Environmental, Health and Safety (EHS) Director Dawn Kriz was recently awarded the Occupational Safety and Health Administration (OSHA) Certificate of Appreciation from the Norfolk, Virginia Area Office for her “support and contribution to the Virginia Ship Repair Association (VSRA) OSHA Partnership and the VSRA Safety and Health Programs.” Dawn, the co-chair of VSRA’s Safety Management Board, spearheaded the effort to standardize a VSRA endorsed Hot Work Permit for authorizing hot work aboard vessels in the Port of Norfolk. The standardized permit removed conflicting operational issues associated with having many different kinds of permits, such as who signs, where they sign, how often, and so on. Her efforts also included a written work instruction on how to complete the permit and a port-wide training program distributed through the VSRA Training Program.

“Partnering with OSHA is for those partner-companies. and has the active participation of 34 maritime OSHA Partnership in existence, assisted with creation and implementation of the five year renewal agreement between VSRA and OSHA in 2016, which is the only partnership between OSHA and VSRA partners remain subject to enforcement, but the partnership provides an opportunity to work cooperatively with OSHA to find effective ways to reduce worker injuries, illnesses, and deaths. Dawn also assisted with creation and implementation of the five year renewal agreement between VSRA and OSHA in 2016, which is the only maritime OSHA Partnership in existence, and has the active participation of 34 partner-companies.

OSHA Area Director. He continued, “The partnership between OSHA and VSRA demonstrates that VSRA members are committed to providing a safe and healthful working environment for every worker.” Through their partnership programs, OSHA enters into an extended, voluntary, cooperative relationship with employers, employees, and employee representatives to encourage, assist, and recognize their efforts to eliminate serious hazards and achieve a high level of worker safety and health. Partnership members remain subject to enforcement, but the partnership provides an opportunity to work cooperatively with OSHA to find effective ways to reduce worker injuries, illnesses, and deaths: Dawn also assisted with creation and implementation of the five year renewal agreement between VSRA and OSHA in 2016, which is the only maritime OSHA Partnership in existence, and has the active participation of 34 partner-companies.

Congratulations to Dawn on her hard work and engagement with OSHA and VSRA initiatives! (Portions of this article are taken from http://www.virginiashiprepair.org/Newsletter/110/1322)

Tacos for Trash at NASSCO-Norfolk

AUTHOR: Valerie Reagan, Procurement Manager

Last year, NASSCO-Norfolk received the Hampton Roads Sanitation Department’s (“HRSD”) Pollution Prevention (P2) award for pollution prevention. Keeping with this tradition NASSCO-Norfolk employees joined together for their 3rd Annual Tacos for Trash, led by Supply Chain of Business Operations. At this annual event, NASSCO Norfolk employees come together on their lunch breaks and remove pounds of trash and other debris from the parking lots and wetland areas surrounding the Ligon Street facility. This year employees successfully collected numerous bags of trash and other debris. As with the tradition, Supply Chain traded tacos for the trash cleanup. Overall, Tacos for Trash has become a hit with NASSCO-Norfolk employees as they take pride in their shipyard and do their part to help prevent pollution at work. Congratulations NASSCO Norfolk for making a difference at work and in your community!

American Heart Association
Heart Walk

AUTHOR: Kieara Walden, Senior Benefits Administrator

Beach to help raise awareness and support the cause, related to this county’s #1 and #5 fatal medical conditions - heart disease and stroke. The path for the walk was set along the park’s lake with scenic views; the park itself is an abandoned landfill that was converted into a beautiful mountain and parkland, hence the name “Mt. Trashmore.”

Jason Nichols, personal trainer at NASSCO-Norfolk’s on-site Fitness Center, was instrumental in organizing and leading the team walk initiative. Kieara Walden and Ashley Ottaway, from NASSCO-Norfolk’s Human Resources department, hosted a corporate sponsor table, at which healthy snacks and water were provided to attendees to get them fueled up for the Walk. The event’s kick-off program included family-friendly music, local community organizations and business partners, as well as testimonials from, and awards given to, heart disease survivors.

A huge thank you goes out to everyone who donated money to the American Heart Association and represented Team NASSCO-Norfolk for this great cause. We look forward to participating in the 2017 Hampton Roads Heart Walk.
COMMUNICATIONS SURVEY

The NASSCO Communications team seeks your help in identifying preferred methods of communications by employees. The survey is open to all NASSCO employees in all locations within the United States, and is voluntary.

PLEASE COMPLETE THE SURVEY ENTIRELY FOR A CHANCE TO WIN ONE OF THE FOLLOWING*:

San Diego ........................................ A family four pack to the San Diego Zoo.
Mayport ........................................... ‘3-Attraction Quest Passes’ for a family of four to Adventure Landing.
Bremerton ........................................ A family four pack to SeeFilm.
Norfolk ............................................. A family four pack to the Living Museum.

*The nature of prizes is subject to change based upon availability at time of purchase by the NASSCO Communications Department. Incomplete surveys will not be entered for a chance to win prizes. One participant from each location will be randomly selected to win the prize specified for each respective location. A family four pack is equal to two adult passes and two child passes. All responses will be for survey purposes only and will be kept confidential.

ALL SURVEYS MUST BE RECEIVED BY 5:00PM PST ON JANUARY 20, 2017 AND MUST BE SUBMITTED VIA ONE OF THE FOLLOWING:

• Via www.surveymonkey.com/r/2016nassco.
• Email scanned copy to: communications@nassco.com.
• Mail completed survey to: General Dynamics NASSCO, P.O. Box 85278, San Diego, CA 92186-5278. Care of: NASSCO Communications, M/S 21PA.
• Employees in San Diego may hand-deliver completed survey to: NASSCO Communications, First Floor, Building 1, Room 116.

1. BADGE # _______________________________
2. LOCATION (5 = San Diego, Bremerton, Norfolk, Mayport)
3. Age (Optional)
   a. 18-30 YEARS
   b. 31-40 YEARS
   c. 41-50 YEARS
   d. 51-60 YEARS
   e. 60 AND ABOVE
4. Gender (Optional)
   a. MALE
   b. FEMALE
5. In what department do you work? ______________

6. Which of the following social networks do you use frequently? Please circle all that apply.
   • Facebook
   • FourSquare
   • Google+
   • Instagram
   • LinkedIn
   • Pinterest
   • Snapchat
   • Twitter
   • Other (please specify) _____________________________
7. How frequently do you utilize social media?
• Not at all
• One hour a day
• 2-3 hours a day
• 4+ hours a day

8. From which of the following sources do you currently receive most of your information about what is happening at NASSCO? Please circle all that apply.
• The ‘grapevine’
• TV monitors/bulletin boards
• My supervisor
• Company leadership
• 5-minute meetings
• The Shipbuilder (employee magazine)
• NASSCO website
• Company email
• Text message announcements
• Facebook
• Instagram
• LinkedIn
• Twitter
• Other (please specify) _______________

9. From which of the following sources would you prefer to receive most of your information about what is happening at NASSCO? Please circle all that apply.
• The ‘grapevine’
• TV monitors/bulletin boards
• My supervisor
• Company leadership
• 5-minute meetings
• The Shipbuilder (employee magazine)
• Company email
• Text message announcements
• Company intranet
• Facebook
• Instagram
• LinkedIn
• Twitter
• Other (please specify) _______________

10. For which items do you believe it is very important that you receive communications about? Please circle all that apply.
• Benefits
• Company events
• Issues and trends affecting our business
• Community involvement
• Contract awards
• Other (please specify) _______________

11. What other topics do you feel are important for you to know more about and would like the company to include in future communications?

12. How much of The Shipbuilder (employee magazine) do you read each time its distributed?
• Generally read all of it
• Read most of it
• Read some of it
• Only skim through it
• Don’t read it at all

13. If you do not generally read all or most of The Shipbuilder, what is your reasoning?

14. What is your overall evaluation of The Shipbuilder?
• Excellent
• Very good
• Good
• Fair
• Poor

15. Please explain your reasoning for your overall evaluation of The Shipbuilder.

16. What can the NASSCO Communications Department do to improve its communications with the workforce?

Visit www.nassco.com/employees/shop to view current inventory available for sale at the NASSCO Box Office.

The NASSCO Box Office is located on the first floor of Building 15 and carries NASSCO memorabilia and discounted tickets available to anyone with a NASSCO-issued badge. At this time, items can only be purchased in person during box office hours.
The Shipbuilder is a quarterly magazine written for shipbuilders, by shipbuilders.
To submit an idea or an article for an upcoming edition, please email communications@nassco.com.
The next submission deadline is February 24, 2017.