

THE SHIPBUILDER

SUMMER 2021 • NASSCO.COM





COMING SOON!

Next month, NASSCO-San Diego will launch a campaign to invite employees to voluntarily self-identify their disability and veteran status. Employees may update their status at any time by visiting the Employee Self Service (ESS) portal at www.gdbenefits.com. The information you provide will help NASSCO evaluate the effectiveness of our equal employment and affirmative action efforts. If you have any questions or concerns regarding the self-identification process, you may contact Chad McFarlane in Human Resources at (619) 744-1300 or email Chad.McFarlane@nassco.com.



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THE SHIPBUILDER

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Front Cover: NASSCO-San Diego, January 28, 2021
Back Cover: NASSCO-San Diego, April 9, 2021

PRESIDENT’S NOTE

As we approach the halfway mark for 2021, I want to thank everyone for their continued support in adapting to change during this past year. Although it was challenging at times, we managed to stay open and retain our workforce while maintaining production. As a momentous step forward, vaccinated employees are no longer required to wear face coverings and we continue to encourage all employees to be vaccinated to help protect themselves, coworkers and families against COVID-19. The NASSCO Team has truly exemplified the OneNASSCO spirit as we’ve continued to keep our fellow shipbuilders safe during a busy first half of the year. As we move forward together, our shipyards remain strong with no end of work in sight.

Our New Construction Team has nearly completed the future USNS *John Lewis* (T-AO 205), the first of six vessels in the John Lewis-class fleet replenishment oiler program for the U.S. Navy. We are looking forward to celebrating the upcoming *John Lewis*’ Christening Ceremony on July 17. Not far behind, the launch and christening ceremony of the future USNS *Harvey Milk* (T-AO 206) is scheduled for November 6. In May, the keel was laid for the future USNS *Earl Warren* (T-AO 207) and start of construction began on the future USNS *Robert F. Kennedy* (T-AO 208). Work continues for the Expeditionary Sea Base (ESB) ships, with the future USS *John L. Canley* (ESB 6) almost halfway complete, and work to begin on the future USS *Robert E. Si-manek* (ESB 7) this fall. ESBs are optimized to support a variety of maritime-based missions, including Special Operations Forces and Airborne Mine Counter Measures. The ESBs, which include a four spot flight deck, mission deck and hangar, are designed around four core capabilities: aviation facilities, berthing, equipment staging support, and command and control assets.



DAVID CARVER
President
General Dynamics NASSCO

The NASSCO Repair Team is busy working on 16 U.S. Navy ships across all four locations and continues to exceed expectations while maintaining our exceptionally high standards.

Our locations in Norfolk, Bremerton and Mayport recently wrapped up repair work on the amphibious transport dock ship USS *Mesa Verde* (LPD 19), Arleigh Burke-class guided-missile destroyer USS *Mason* (DDG 87), and the Freedom-class littoral combat ships USS *Indianapolis* (LCS 17) and USS *Milwaukee* (LCS 5). Current work includes the Nimitz-class aircraft carriers USS *George H. W. Bush* (CVN 77), USS *Harry S. Truman* (CVN 75), USS *Nimitz* (CVN 68) and USS *Theodore Roosevelt* (CVN 71), Antonio-class amphibious transport dock USS *New York* (LPD 21), Wasp-class amphibious assault ship USS *Bataan* (LHD 5), Arleigh Burke-class guided-missile destroyer USS *McFaul* (DDG 74), and on Freedom-class littoral combat ships USS *Sioux*

City (LCS 11), USS *Billings* (LSC 15) and USS *Little Rock* (LCS 9).

NASSCO-San Diego’s Facility Team recently refurbished Pier 12, which has not been in use for more than ten years. Additionally, it has been more than 20 years since two ships were at Pier 12 and now both the guided-missile cruiser USS *Princeton* (CG 59) and Independence-class littoral combat ship USS *Montgomery* (LCS 8) are berthed there. Repair work is going strong with availabilities on the amphibious warfare ship USS *Comstock* (LSD 45), dock landing ship USS *Harpers Ferry* (LSD 49), and Ticonderoga-class guided-missile cruisers USS *Cowpens* (CG 63) and USS *Lake Erie* (CG 70). Recently, Repair-San Diego was awarded contracts for the amphibious assault ship USS *Tripoli* (LHA 7) and the Arleigh Burke-class guided-missile destroyer USS *Pinckney* (DDG 91), with work scheduled to begin in September and October, respectively.

Whatever your role at NASSCO, your significant commitments and contributions to NASSCO is what makes us the best at what we do. The skill that you bring to the industry and the ideas that we develop and implement have and continue to contribute to our company’s strength. We must continue to innovate and improve our processes, with the objective to broaden our presence in the U.S. shipbuilding and repair industry. Doing so means that we may continue to obtain the work that supports each of us and our families. I ask everyone to keep this in mind while we accomplish our goals this year. I am humbled to serve alongside this team, and as president, I will continue my commitment as a steward of our values, our team, and our company.

David Carver
President

OneNASSCO

Our Vision

The Shipyard of Choice for securing our nation and fueling our economy

Who We Are

Highly dedicated professionals anchored in teamwork and propelled by innovation

How We Work

One Team, one NASSCO, better every day

Our Commitments

PERFORM

We maintain a focus on safety, quality and ownership in all aspects of our work

LEARN

We encourage and trust one another to grow and learn while holding ourselves and each other accountable for our collective results

IMPROVE

We acknowledge our mistakes and act on opportunities to continuously improve

SUSTAIN

We are good stewards of our business, our community and our environment

DEPARTMENT SPOTLIGHT

IT Departments 36, 37, 38 San Diego

Authors:

Veronique Simon, Director Information Technology
Joseph Daddazio, Senior Executive Assistant



Back Row: Tony McClurg and Tommy Pham
Front Row: Jorge Anguiano, Ruben Torres, Curtis Hawkins, Alex Garcia, David When
Not pictured: La Tasca James and Amado Rodriguez

Where is your department located?

NASSCO IT has team members working in San Diego's Shipyard Building 8, Mission Valley Buildings 1 & 2, and now from dozens of telework locations around town, thanks to Virtual Desktop Infrastructure (VDI) and Zoom.

What makes your department so critical to the overall company?

We are responsible for providing the network infrastructure, hardware equipment, and software products that each NASSCO employee needs to do their job. We are also responsible for the security of our network and defense against cyberattacks.

Explain your team's typical day. What do you spend your day working on?

As a service organization, we are committed to providing timely and friendly service to our users. Each day, our 71 engineers and technicians bring their unique combination of skills and experience to keep NASSCO's systems running smoothly and securely. Our top priority is to maintain the availability of all IT systems and to support business continuity. We monitor our infrastructure 24/7 and take immediate action when an anomaly is detected.

A typical day for most of us involves attending directly to user service requests. In the background, we also meet with department representatives to review their technology challenges, connect with technology vendors to resolve roadblocks and advance ideas for improvements that may better serve all. These mostly unseen actions allow us to plan and execute the 100+ projects we are committed to delivering each year.

Has your team hit any certain milestones or achievements in the past year that you would like to share with your colleagues at NASSCO?

Certainly! We are most proud of how quickly the NASSCO IT team deployed new tools to allow NASSCO to continue functioning through the challenges of the pandemic. We replaced hundreds of desktops with laptops, expanding our system to support VDI connections that enabled users to work from home where possible. We implemented Zoom for remote team collaboration, outfitted conference rooms with cameras and microphones, and enabled instant messaging on PCs. We also made numerous changes to our Timekeeping and PeopleSoft systems to help the company stay compliant with new operational mandates.

We were also thrilled to release Jira Service Desk. This online service portal allows NASSCO employees to report a problem directly from their devices within seconds. They can also request a host of IT services, including software installation, new user setup, device replacement, directory access, and system enhancements. Most helpful, Jira Service Desk offers a chat feature for users to ask questions and receive immediate attention from our Help Desk team. On the management side, this new system provides a comprehensive view of our work that enables us to deploy service more rapidly to the dozens of requests that arrive each day. This greater visibility also allows us to monitor our performance and better identify opportunities to improve our service.

What are some of the measures or steps you take to ensure that you and your team follow a total safety culture in the work you do?

The pandemic has changed our approach to safety training because half of our staff members currently work from home. Our managers and supervisors actively monitor their team's well-being, conscious of how much more challenging it is to notice signs of workplace fatigue while we remain physically separated. On top of promoting the business safety revisions implemented throughout NASSCO this past year, we make a point to check in daily with each other via Zoom. We regularly share insights related to home office safety that highlight methods for staying healthy and general fitness. We also stress how important it is to schedule time away from work, which has felt strange for many of us who don't equate the idea of a vacation with remaining at home.

Is there anything else you would like to add?

Yes! We want to remind everybody of a fantastic initiative led by Curtis Hawkins, our IT Help Desk Supervisor. Every Tuesday at 11 a.m., Curtis hosts Technically Lunch on the IT Zoom channel. It's an open-invitation session available to all NASSCO employees where they can learn secrets about technical topics, ask questions they may have about their systems, and bring suggestions for improvement. Come check it out!



PERFORM

USS *Nimitz* FY21 PIA Kickoff Meeting for NASSCO-Bremerton

AUTHOR: Mike Alvarez, Welding Supervisor, Bremerton and Mieke Anderson, Buyer, Bremerton

On May 14, NASSCO-Bremerton celebrated the Nimitz-class aircraft carrier USS *Nimitz* (CVN 68) FY21 planned incremental availability (PIA) private sector maintenance (PSM) contract award with a standards and expectations kickoff meeting and barbecue. The kickoff was hosted by our General Manager Nicholas Gianacakos and Director of Programs Terry Painter.

The meeting and barbecue were huge successes, and all employees attended. NASSCO-Bremerton also celebrated the opening and final occupancy for the new Govern-

ment Furnished Property/Material Warehouse. NASSCO-Bremerton continues to grow while expanding the business base, has expanded the temporary facilities footprint with Delta Pier trailers, and incorporated a micro-bus for transportation and parking for all of our employees.

NASSCO-Bremerton will be executing and overseeing a \$32 million dollar contract award for USS *Nimitz* FY21 PIA. Immediately following the completion of USS *Nimitz*, NASSCO-Bremerton will execute and oversee, under the Pacific North West-

ern (PNW) PSM contract, an estimated \$120 million dollars of work for the Nimitz-class aircraft carrier USS *Theodore Roosevelt* (CVN 71) FY21 dry-docking PIA starting in September 2021.

*Our units adopted
an unofficial motto,
"No one gets hurt, finish
under or on budget,
on time, or early."*

Tugboat Ziggy

AUTHOR: Alexander Evans, Engineering Assistant, Norfolk

On May 14th, NASSCO-Norfolk commissioned its first tugboat. Built by St Johns Shipbuilding in Palatka, FL on the St Johns River, the tug made its journey on the bed of a truck and was assembled by NASSCO-Norfolk's dry dock crew, Rigging Department, Steel Shop, and Pipe Shop.

Tugboat *Ziggy* is the latest weapon in General Dynamics' vast ship repair arsenal. She is 26' in length with a beam of 13'-7". She is equipped with twin Cummins Turbo charged 6.7L diesel engines, producing 610hp combined, electronic power hydraulic steering, and micro-command controls to aid in movements on the waterfront.

Its namesake, Zygmund "Ziggy" Krawiel, is a 36-year-veteran of the dry dock shop who has docked and undocked an abundance of vessels over his career. He became a master of his trade and an integral part of the NASSCO-Norfolk family. He is now one of the select few to have the honor of their name registered as a U.S. Coast Guard documented vessel.



Nick Cooley, Ziggy Krawiel and Alexander Evans

A vessel naming ceremony was held in commemoration of the expansion of the shipyard. The purpose is to celebrate the boat by thanking the sea for safe passage and washing away the vessel's past.

As a team, NASSCO-Norfolk successfully procured and assembled *Ziggy*, putting her into service on schedule. As a company, we are proud of this effort and this latest addition to the waterfront.

NASSCO-San Diego Begins Construction on Fourth Ship in the T-AO Fleet Oiler Program for the U.S. Navy

AUTHOR: NASSCO Communications



On May 21, NASSCO-San Diego started construction of the future USNS *Robert F. Kennedy* (T-AO 208), the fourth of six vessels for the U.S. Navy's John Lewis-class fleet oiler program.

Francisco Medina, a long-time NASSCO-San Diego employee and the Start of Construction honoree, initiated the first cut of steel that will be used to construct the vessel.

"Today, we celebrate a time-honored tradition that marks the beginning of production for the ship and to celebrate the life and service of the ship's namesake Robert F. Kennedy," said Dave Carver, president of General Dynamics NASSCO. "This ship represents the thousands of men and women who have worked hard to make this ship class a success."

Designed to transfer fuel to U.S. Navy carrier strike group ships operating at sea, the 742-foot vessels have a full load displacement of 49,850 tons, with the capacity to carry 157,000 barrels of oil, a significant dry cargo capacity, aviation capability, and sailing up to a speed of 20 knots.

Due to COVID-19 restrictions, representatives from NASSCO-San Diego and the U.S. Navy gathered for a small hybrid virtual and in-person ceremony.



T-AO 205 Launch: These Aren't Your Granddad's Tuna Boats!

AUTHOR:

Joshua Reece, Senior Engineer, San Diego

On January 12, NASSCO-San Diego launched the future USNS *John Lewis* (T-AO 205), the first of six vessels in the John Lewis-class fleet oiler program designed to support the U.S. Navy.

Though the concept of launching a ship has not changed much, NASSCO-San Diego has progressed over several decades from the stern launching of short and relatively simple tuna boats of the 1940s, to the significantly more complex ships of today.



As ship launch evolutions have developed over the years, the engineering behind them became more and more complex. NASSCO-San Diego's Initial Design and Naval Architecture (IDNA) Department has taken great strides to take lessons learned from each successive launch through a multitude of instrumentation techniques and uses them to advance launch arrangement development and analysis methods. These lessons learned have translated into new

methods for predicting and monitoring a ship's behavior through the launch cycle.

Gone are the hand-calculated estimates of the past. For today's launches, IDNA uses several high-powered computing tools such as Aveva, MatLab, Python, and Femap/NASTRAN to model the ship and predict its interactions with the ground ways, the launch arrangement supports, and the bay. These software suites each specialize in one aspect of the launch and their combined analyses provide clear expectations through the entire launch cycle. The combined outputs of these analyses are used to develop the full arrangement of supports, tailor-made for each ship class.

To monitor the ship interactions during launch, numerous devices are deployed to collect real-time data that is used to validate calculations and improve the tools for future launches. These devices include:

- Strain gauges to quantify launch pedestal block loads
- String potentiometers to measure crushing section deflection during pivot
- Hog/Sag wires to assess the extent of hogging the ship as it travels over the ways' end
- Differential GPS units to collect data on ship's positioning, heading and speed
- Accelerometers to track ship accelerations and identify abrupt changes in movement
- Creep gauges to monitor prelaunch movement on the ways
- Camera arrays to capture visually the launch from multiple angles



Joshua Reece and Justin Chin from IDNA watching the launch of T-AO

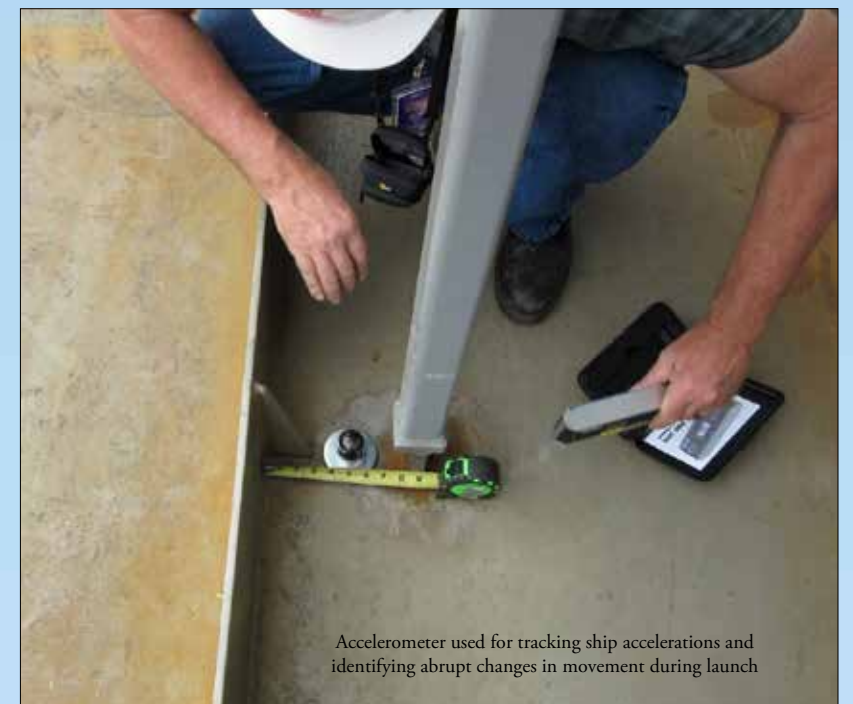
Based on the variety of experiences and data collected through the years, NASSCO-San Diego has improved understanding and processes for ship launches at our facilities. This increased understanding has led to a series of process improvements and safer launches. Some of the improvements made over the years include extending the launch ways by 100 ft. to help with vessel hogging over the ways end, standardizing gear (for example, Universal Launch Beams) for consistent stiffness, and increasing the height of baseline for ergonomics.

The development of a launch arrangement for modern ships is a highly complex task that taps into the specialized talents and various experience levels of many skilled departments at NASSCO-San Diego. This one event, which usually lasts less than a minute after the trigger has dropped, is the culmination of years of design and planning efforts. The current Engineering Team responsible for launch arrangement calculations and design development is led by IDNA Manager Justin Chin and Senior Supervisor Thomas Cimalore, and includes Senior Engineer Joshua Reece, Engineer I Anika Szuszman, Engineer II Nicholas Ratinaud, and Engineer III Joshua Plunkett. The IDNA team works hand-in-hand with NASSCO-San Diego's Shipwrights, Waterfront Services, Rigging, Hull Engineering, Transportation, and other departments to ensure all aspects of launch gear installation, operation, and recovery are considered.

Each ship has its own set of challenges and the launch of *John Lewis* was no different. It took a considerable amount of effort and coordination between NASSCO-San Diego engineering and all trades and support activities working together from the very beginning of the program to safely move several thousand tons of ship gracefully into San Diego Bay.



Joshua Plunkett setting up the GPS base station setup prior to launch



Accelerometer used for tracking ship accelerations and identifying abrupt changes in movement during launch

Repair Resource Appreciation Day - Giving Thanks to Our Most Important Assets!

AUTHOR: Stefan Selby, Contracts Administrator, Norfolk



Randy Byrne, Director of Programs • Brandon Liburd, Area Manager • Greyson Bailey, Ship Manager II • Bruce Smith, Area Manager • Stefan Selby, Contracts Administrator
Garry Gould, Production Superintendent • Christian Stanco, Production Manager

On April 2, the NASSCO-Norfolk team conducted a Resource Appreciation Day (RAD) to celebrate the efforts of those ship repair professionals who contributed to the successful completion of the guided-missile destroyer USS *Gravelly* (DDG 107) dry-docking selective restricted availability.

The ship executed an extensive dry-docking repair period which commenced on November 25, 2019, and concluded 141 days later with the completion of robust shafting repairs, an underwater hull preservation pilot program, repair of all sea valves, and replacement of waster sleeves, a rigorous tank repair and preservation plan including critical sonar system repairs.

Continuing with waterborne work, our repair professionals completed widespread structural repairs and preservation in the stacks, a complete electronic warfare system upgrade, comprehensive forecastle structural repairs, including mast repairs and preservation.

Overall, this availability was marred by the unprecedented effects of the COVID-19 pandemic and served as an example of our commitment to solving complex resource challenges to meet our customer’s national security objectives. Further, overcoming these substantial hurdles to delivery was an exceptional accomplishment, proving the viability of our most trusted resources and confirming the breadth of our Company’s repair capabilities. Bravo Zulu for a job well done!



USS *Gravelly* Team:
Cody Sanders, Area Manager I • Sirron Ringer, Area Manager • Greyson Bailey, Ship Manager II • Randy Byrne, Director of Programs
Stefan Selby, Contract Administrator • Brandon Liburd, Area Manager

First-Ever Dry-Docking of USS *New York* (LPD 21)

AUTHOR: Nicole Ibinson, Production Associate (PDP), Norfolk

This year marks the 20th anniversary of one of the darkest days in American history, September 11, 2001 (9/11). Every one of us remembers where we were on that tragic day and how deeply we were impacted by it.

Thanks to an extraordinary opportunity given to NASSCO-Norfolk, we all know where we will be on September 11, 2021. On this day the San Antonio-class amphibious transport dock ship USS *New York* (LPD 21) will be departing our dry dock after a successful overhaul of her external shafts and preservation of her underwater hull.

NASSCO-Norfolk has the honor of being the first shipyard to dry-dock this commemorative ship. The ship’s package contains 336 work items including an overhaul of all external shafting, extensive main engine work, ship’s service diesel generator overhauls, 51 tanks being fully blasted and preserved, and removal/reinstallation of the 48 radar and 75% of the ship’s antennas.

More important than the wrench-turning and the chaos of the daily shipyard life is the significance that this ship has and everything that it stands for. The ship’s origins began when former New York governor George E. Pataki requested that a surface warship be named after the state of New York following the 9/11 attacks. Typically, only submarines are named after states but former Deputy Secretary of Defense Gordon England approved the request and extended that her sister-ships be named the USS *Somerset* and USS *Arlington* to

commemorate the other two locations where American lives were tragically taken that day.

The ship itself is made of 7.5 tons of steel taken from the rubble of the World Trade Center following 9/11. This steel was melted down in Amite, Louisiana and placed as part of the ship’s bow. The ship has many other commemorative memorabilia onboard, including a steel plate that was recovered from the World Trade Center that is hanging on display, quotes and murals from past presidents, and firemen’s hats to memorialize first responders who made the ultimate sacrifice. The ship was christened March 1, 2008, in New Orleans where it was built and endured the wrath of Hurricane Katrina during its construction.

USS *New York* represents the American people just like you and me who went into work one day or caught a flight unaware that they were going to become a part of history. It represents the firefighters, police officers, and first responders who ran to the sound of danger and into flames to help their fellow Americans. It represents the families of these heroes and shows them that our country has not and will not forget their loved ones. Lastly it shows our enemies throughout the world that as a country we come back stronger and harder, together as a nation. We will never forget those innocent lives that were taken and we won’t let the rest of the world either. It is an honor to have USS *New York* in our shipyard and to work aboard it daily. It is our duty as Americans to give this ship a successful availability and deliver it back to the fleet so it can continue protecting our Nation while carrying out its motto, “Strength forged through sacrifice. Never forget.”



IMPROVE

GENERAL DYNAMICS NASSCO-NORFOLK EXECUTES COMPANY STRATEGIC PLAN USING LEAN SIX SIGMA METHODS AND STREAMLINED STRUCTURE TO Improve Growth and Operational Efficiency, and Become the Employer of Choice

AUTHOR:

Karen Bothe, QMS/CPI Manager, Norfolk

NASSCO-Norfolk is in its second-quarter of deploying its 2021 company strategic plan. In December of 2020, the company identified six goals for 2021. Leaders at various levels across the organization defined strategic objectives across the pillars of Organizational Excellence, Organizational Readiness, Business Processes, Financial Acumen, and Customer Value. From there, 19 strategic initiatives were defined to achieve the company's goals set for 2021.

Improve Customer Communications — along with Improve Schedule Management, Improve the Safety Culture, Improve Work Certification Process, Establish a Trades Training Program, and Become the Employer of Choice — is one of NASSCO-Norfolk's goals to drive long-term growth and value creation. NASSCO-Norfolk has taken several actions on its journey to improve customer communications, streamline and improve its operations and become the employer of choice, including the implementation of a new Customer Relationship Management (CRM) program.

The CRM program focuses on staying connected with the customer, streamlining processes, and improving profitability. Our CRM solution helps us focus on our organization's relationships with individual people — including customers, service providers, and colleagues — throughout our lifecycle



with them, including finding new customers, winning their business, and providing support and additional services throughout the relationship. To focus relationships across the workforce and to provide recognition, NASSCO-Norfolk implemented a workforce engagement program called, PII for Pie. Every month four shops showcase five Process Improvement Initiatives (PII) over a three-day duration. The workforce casts votes in-person and online for their "favorite" PII and the shop with the most votes wins a pizza party. As a result, the

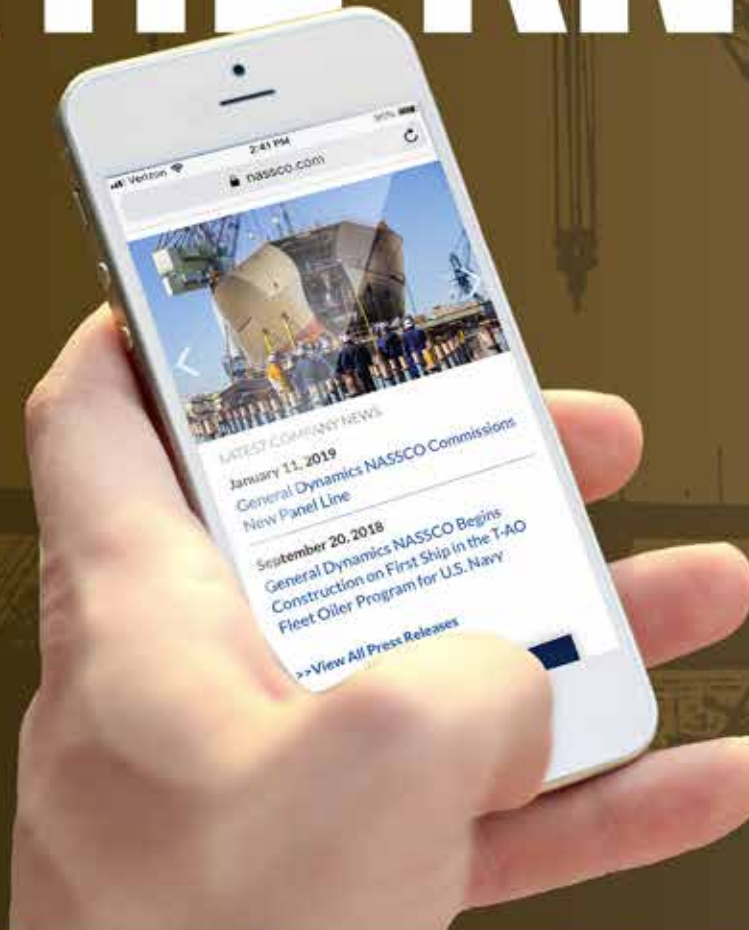
workforce is well on its way of becoming more connected, recognized, and engaged.

Enabled by the success of the PIIs and the strategic initiatives, the company has launched a tailored-to-the-industry Lean Six Sigma (LSS) program that includes LSS Green Belt training and certification, which further aligns its company strategic plan. Strategic initiatives are led by trained Lean Six Sigma Green Belts and mentored by the company's resident LSS Master Black Belt. The LSS program is a robust program that focuses the training around the work that goes on in the shipyard environment.

"General Dynamics NASSCO-Norfolk continues to transform how it operates and build a more customer-driven and streamlined organization for the future," said General Manager Kevin Terry, NASSCO-Norfolk.

"The latest phase of our journey is designed to improve growth, operational efficiency, and become the employer of choice and will enable us to create even more value for our customers. This is a defining moment in how we run our company, and positions General Dynamics NASSCO-Norfolk for success in the years ahead."

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GENERAL DYNAMICS
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Continuously Improve

AUTHOR:

Ric Cheeks, Industrial Engineer – Continuous Improvement, San Diego

The Continuous Improvement (CI) Department (Manufacturing Engineering) has been busy with several new initiatives, changes, and additions to its CI program. It has had to adapt over the past year to the ever-changing environment, which has included moving the Annual Manufacturing Symposium to a virtual format and postponing the completion of training for Lean Specialists until in-person events return. Like you, this has led us to become more innovative within our limitations.

New Initiative: The CI Event

The introduction of the CI Event as a new part of our CI vocabulary and our toolkit of tools for conducting process improvements were initiated as part of the focus to include organizational leadership in CI. The CI Event is a supervisor-led brainstorm session concentrated on a specific topic with the intent to realize multiple Process Improvement Initiatives (PIIs) from all the participating team members. Since CI Events yield so many PIIs, a new uploader tool has been created to allow supervisors to upload multiple PIIs into our PII database all at once, instead of having to add them one at a time.

Want to know more? Let us know and we'll point you in the right direction and also offer to help train your supervisors to become familiar with the new features created for the CI Event. If you are an active Lean Specialist, the uploader tool has been made available to you as well to assist in uploading PIIs generated from your Lean Specialist Projects. If you don't see the CI Event tab the next time you login to the PII database landing page, contact us.

Continuous Improvement Open Office Hour: Now on Tuesdays via Zoom

Tuesday's from 12 p.m. to 1 p.m. is the Open Office Hour for anyone to meet with the CI Department and for Lean Specialists to ask questions, get clarification, and receive help on their projects. A new addition to the Open Office Hour format is the discussion of a Special Topic at the beginning of each session. As new tools and templates are introduced for conducting CI, they are reviewed during Office Hour. Or, like for the month of May this year, "Back to Basics" was the theme for the month and covered some of the most fundamental, but also most important, aspects of Lean Six Sigma. Contact the CI Department for the Zoom link.

Lean Specialist Training and More

With modified capacity and new safety guidelines in place, NASSCO-San Diego returned to in-person training of Lean Specialists in February, including returning Lean Specialists who had their training cut short last year due to COVID-related restrictions. The 30



Lean Specialists conducting a value stream mapping exercise in the hallways of Mission Valley 2 during Lean Specialist Training in February.
Dirk Callum, Chloe Piña, Roland Adlao

new Lean Specialists from the two training cohorts have now been trained in Lean Six Sigma methodology and join the nearly 200 trained Lean Specialists within the organization conducting projects to improve our internal processes.

Also new this year in regards to training, is the alignment of the Lean Specialist training content to the American Society of Quality's (ASQ) Body of Knowledge for Six Sigma at the Yellow Belt level of proficiency. A few Lean Specialists have expressed interest in pursuing their Yellow Belt from ASQ and are preparing to study for and sit the exam this summer. If you are interested in pursuing your Yellow Belt and want to learn more about studying for the exam, please inquire.

Lastly, if you are holder of a Lean Six Sigma black, green or yellow belt, and your qualification is not known to us, please reach out and let us know who you are. We would like to collaborate with you and keep you informed about our initiatives, as well as add you to the official count of belted practitioners in the whole of the General Dynamics organization.

If you have any questions or want to inquire about anything mentioned in this article, please email CI@nassco.com.

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What Makes the Weld Go 'Round

AUTHORS: Tom Page, Senior Non-Destructive Testing, Norfolk
Talbert Dunn, Weld Analyst, Norfolk

In orbital welding, computer-controlled processes run with little intervention from the operator. The main components of every orbital welding system are the power supply with integrated computer control, welding head, and a wire feed mechanism. Welding of particular sizes and material types will also require the use of a water/coolant system and there are a large number of factors that can have an influence on the final weld result. These aspects include the arc length, magnitude and pulse frequency of the welding current, welding speed, inert shielding gas, parent material, filler material, weld preparation, and thermal conductivity.



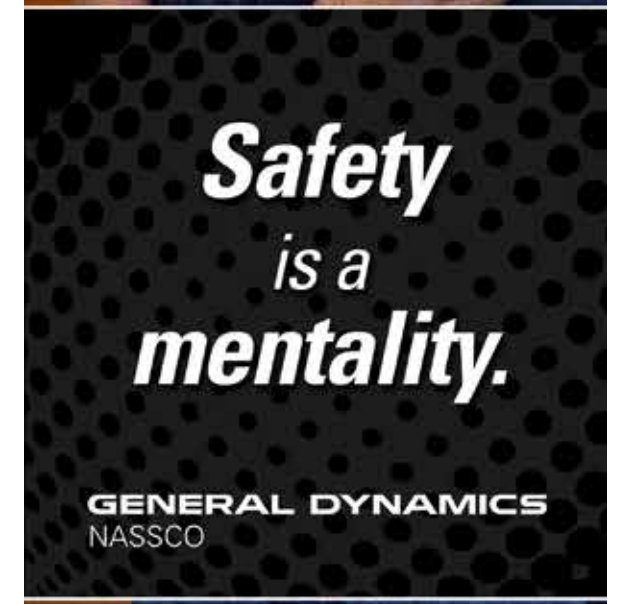
Orbital welding is a specialized area of welding whereby the arc is rotated mechanically 360° around a pipe in a continuous process to support uniform welding around a pipe that would be significantly more difficult using a manual welding process. This process ensures high-quality repeatable welds.



Ultimately, a high-quality weld is achieved through detailed knowledge of how to precisely adjust all these parameters for each individual welding task. A successful automatic/mechanized orbital gas tungsten arc welding is 100% repeatable as long as the operator monitors variables and performs periodic inspections. Noticing that a variable has changed is a primary skill and can be easily missed by welders with various skill levels. Therefore, training and experience are required for an operator to be successful at consistently producing acceptable welds.

NASSCO-Norfolk anticipates utilizing orbital welding equipment in hard-to-access areas, piping runs with numerous joints of similar size/orientation, and to make welding larger diameters of piping more efficient.

Welder James Manley, with assistance and oversight from Senior NDT Tom Page, Weld Analyst Talbert Dunn, and feedback from Bath Iron Works, has been creating and "fine-tuning" several orbital welding processes. Work to develop programs for the orbital welding apparatus are currently in the process of qualifying copper-nickel welding procedures with the local Regional Maintenance Center to be used onboard ships and in our shops and will continue with stainless steel, carbon steel, Inconel piping and socket fittings before moving on to more specialized bimetallic joints and various joint designs.



PDP CORNER



**Benjamin
Berger**

When did you start at NASSCO-San Diego?

I started at NASSCO as a Student Pipefitter in February of 2015, transitioned to Master Planning in October of 2017, and joined the PDP cohort in July of 2020.

What brought you to NASSCO-San Diego?

I was looking for a career, instead of a job. NASSCO was just starting to ramp-up for the ECO contract, and the opportunity opened to join the company. I joined NASSCO as a Student Pipefitter because I saw it as an opportunity to develop a skill and trade. As soon as I began working, I was in awe of the scale and schedule of shipbuilding and knew that I wanted to become a more integral member of the NASSCO team. This program offers a unique opportunity to intimately learn about the entire scope of work NASSCO performs, and I pursued a position as a PDP as soon as I learned about it.

What degree do you have and where did you go to school?

I graduated from California Baptist University in December of 2020 with a Bachelor of Arts in Business Administration, with a specialization in Operations and Logistics. I am currently attending National University where I am pursuing a Master of Science in Organizational Leadership, and hope to finish at the beginning of 2022.

What were your previous jobs prior to NASSCO?

Immediately prior to NASSCO, I was an EMT. But have worked as a manager of a shoe store, Aquatics Coordinator for a community pool company, and Sole Proprietor of a pizzeria.

What rotations have you had as a PDP?

So far, I have gone through Electrical, Safety, Project Engineering, Steel SOC 3, Outfit Production Control, Program Management Office, Rigging, Cost Engineering, Steel SOC 6, Steel SOC 1&2, SOCs 4&5 On Block Management, and currently am in Repair.

What have you learned as a PDP?

The two biggest takeaways I've learned as a PDP have been about communication. The first is about how information flows through the shipyard, where it comes from and how it's used, and how the different departments communicate with each other. The second has been learning about the different communication styles used by different supervisors, managers, and directors throughout the shipyard. I've been able to witness firsthand how successful those leaders are when communicating with others.



**Lilah
Chaar**

When did you start at NASSCO-San Diego?

My official start date in the Professional Development Program was in July of 2020.

What brought you to NASSCO-San Diego?

I had known about NASSCO from past Alumni and reached out my sophomore year of college. During my junior year, NASSCO was at my college's career fair. I was able to talk as well as interview with them for an internship. The three most substantial things that made me decide to come back as a PDP were the genuine relationships created, the pride you feel during a ship launch, and the opportunity to learn something new every day.

What degree do you have and where did you go to school?

I graduated from Maine Maritime Academy in 2020 with a degree in International Business and Logistics.

What were your previous jobs prior to NASSCO?

Prior to the PDP program, I was an Intern at NASSCO with the Commercial PMO Department. My time as an intern here was helping support the Matson Program, as well as helping with the beginning bid stages of the NSMV Program. The year prior to this, I was an intern at Strategic Maintenance Solutions (SMS). SMS focuses on an Engineering, Operations, and Maintenance approach to the implementation and improvement of Enterprise Resource Planning and Enterprise Asset Management systems.

What rotations have you had as a PDP?

As a PDP, I have already rotated through Supply Chain Management Repair/New Construction, Planning, Safety, Logistics/Warehouse/Transportation, Project Engineering, OPC/SPC, Repair Production on the USS Montgomery, On-Block, and I am currently in SOC 6 on the ESB 6.

What have you learned as a PDP?

Creating relationships with people from all across NASSCO's departments has been one of the most valuable parts of being a PDP. Next, it would have to be the importance of communication as well as improving my own level of communication. So much at NASSCO depends on everyone communicating effectively, if just one piece of information is lost in the mix, it can cause a substantial delay in work or cost the company. Learning how to communicate and think about my word choice before I speak to put myself in a better position is something that I feel that I try to work on daily. Sometimes just rephrasing a question can get you the answer that you really needed.



**Donato
DiFerdinando**

When did you start at NASSCO-San Diego?

I began my rotation program at NASSCO, starting in the Safety Department, in July of 2020.

What brought you to NASSCO-San Diego?

During my senior year at Cal Poly, with no previous knowledge of NASSCO, I came across the General Dynamics booth at the annual career fair. Going into graduation, I was still not certain what kind of job I wanted to pursue following college. This made the PDP program even more appealing.

What degree do you have and where did you go to school?

I recently graduated with a BS in Industrial Engineering from California Polytechnic San Luis Obispo in June of 2020.

What were your previous jobs prior to NASSCO?

Prior to joining NASSCO, I spent the summer of 2019 interning in Fort Worth, Texas for Callaway Golf Company at their North America Distribution Center. Additionally, I spent the summer of 2018 working for Savills, a real estate company, on a team that specialized in large-scale, industrial, tenant representative contracts.

What rotations have you had as a PDP?

I began my rotation program with the Safety department and from there have worked my way through the stages of construction. I started in the Plate Shop in SOC 1 & 2, then to SOC 3, On Block in SOC 4 & 5, SOC 6 Steel, and Ships Management in SOC 6. I've also spent time with Accuracy Control, OPC/SPC, and Test & Trials. As of May of 2021, I have completed 10 months of my 15-month program and am looking forward to spending time with various engineering departments, Rigging, SCM, Continuous Improvement, Facilities/Maintenance, IT PMO, and Planning.

What have you learned as a PDP?

Coming from a non-maritime background, the learning curve for myself during the PDP program has proved to be very high. By spending a majority of my time in production, I have been able to observe how material flows downstream from the plate shop to the building ways and the difficulties and struggles that come with selling material to the next stage. Additionally, I have learned the importance of support organizations and communicating with production in an effective and efficient manner. Lastly, my biggest takeaway is the impact and importance of First Time Quality in all aspects of production, engineering, and support organizations. There is so much to learn each day at NASSCO's shipyard, and while I am barely over halfway through my program, I plan on continuing to soak up as much information and learn as much as possible!



**Steve
Marin**

When did you start at NASSCO-San Diego?

I began working at NASSCO in December 2006 as a Shipfitter student during the T-AKE Program.

What brought you to NASSCO-San Diego?

I have always been ambitious and looking for greater challenges and opportunities to flourish. At the time, there were three of my family members working at NASSCO and I was encouraged by them to join the NASSCO family. I am certain that I made a good choice. I thank them for their inspiration.

What were your previous jobs prior to NASSCO?

I served in the U.S. Army as a Cavalryman and developed skills that have been a great asset for my career here at NASSCO, from integrity to discipline.

What rotations have you had as a PDP?

I have rotated through Rigging, Safety, Steel SOC 6, Supply Chain Management, Electrical, Contracts, Facilities, Waterfront services, PMO and Ships Management.

What have you learned as a PDP?

As a PDP, I have learned about the importance of communication and the value of teamwork. However, mainly, I have learned much about myself. It has given me the confidence to believe in myself and accept any challenge that presents itself.

LEARN

Mentor Training & Development Program

AUTHOR: Kevin Storm Jorgensen, Senior Training and Development Specialist, San Diego



New Mentors: Jose Torres, Erick Bonilla, Victor Anda, Jaime Virgen, Miguel Ibanez Brisenio, Baltazar Marceleno, Robert Estrella, Rene Leon, Hector Gamboa, Sergio Gonzalez Garcia, Dana McManus, Raul Hernandez, Kevin Storm Jorgensen (Instructor)

NASSCO Mentors truly embody the core of OneNASSCO. Mentorship isn't just about teaching or showing a person how to do something. It is a relationship where the mentor helps, provides advice, and guides their mentee, or protégé, to achieve their goals. The newly updated Mentor Training & Development Program was established to provide trade journeyman the tools to support trainees entering the work force.

On May 27, the first cohort started their 12-week journey to become NASSCO-San Diego's newest mentors. The program began with an initial four-hour instructor-led training where trainees learned to create developmental goals, use adult learning principles, employ effective interpersonal communication skills, and applied Safe Practices.

After the training, the participants became Provisionary Mentors and were given a Mentor hard hat sticker. Their next job was to apply what they learned with their assigned trainee-protégés and help them

integrate into their respective production environments.

Provisionary Mentors and Protégés meet at least nine times over the course of the program in special mentor meetings. These meetings are designated times for the mentor and protégé to discuss goals, obstacles, and interests, and to develop a professional working relationship where the protégé can better learn their trade in the work environment.

Supervisors are provided progress reports and work with the Provisionary Mentors to ensure they have the necessary time and resources to develop the protégés.

Provisionary Mentors also meet with other mentors in what is called "Pod Meetings." These Pod Meetings are a place where mentors can share ideas, concerns, and successes. Facilitated by a Mentor Coordinator, Pod Meetings are micro-learning events where Mentors acquire additional skills in Engagement, Feedback, and Recognition.

At the end of the program, the Provisionary Mentors attend a graduation ceremony where they celebrate their accomplishments and become full-fledged Mentors. Going forward, the Mentors will continue to support new production trainees entering the workforce. Mentors practice the NASSCO Models of Leadership by cultivating employees to be their best and collaborate with a One NASSCO mindset.

The NASSCO-San Diego Mentor Training & Development program is scheduled to accommodate five cohorts in 2021; yielding up to 75 new mentors. These mentors will fulfill the NASSCO Strategic Commitments to Perform, Learn, Improve and Sustain. One Team, one NASSCO, better every day.



Safe and effective COVID-19 vaccines are available and free for everyone!

GENERAL DYNAMICS
NASSCO



EMPLOYEE CORNER

TIMSA Excellence Awards 2021



Excelencia TIMSA 2021

AUTHOR:
Communications TIMSA, Mexicali

TIMSA presented the 2021 Excellence Awards in May. This annual recognition is given to employees who were voted by their peers to have demonstrated an exceptional performance in meeting goals in their work areas.

Awards were presented in six categories:

- Welder of the Year
- Best Performance, Production
- Best Performance, Support Areas
- Supervisor of the Year
- Rookie of the Year
- Safety Champion

This year, 41 candidates were proposed for these awards, and, as every year, it was a very tight competition for the finalists. We at TIMSA are very proud of the high level of commitment and dedication shown by each of our people.

Congratulations to all the candidates and winners for this important achievement and a big thanks to them for their outstanding contribution to the TIMSA team.



Javier Alejandro Tovar Romo
Copper Nickel Area
Welder of the Year 2021



Juan Carlos Esquivel Rodriguez
Bending Area Best Performance-
Production 2021



Erika Ortiz Galindo
Human Resources Department
Best Performance-Support Areas 2021



Arturo Garay Marquez
Foundations Area
Supervisor of the Year 2021



Claudia Mariana Peña Aguillón
Supply Chain Department
Rookie of the Year 2021



Enrique Barragán Venegas
Assemblies Area
Safety Champion 2021

NASSCO- Norfolk Employee Appreciation Day

AUTHOR:
Karen Gould, Contracts Coordinator/Recreation
Committee Chair, Norfolk

In honor of Employee Appreciation Day, the NASSCO-Norfolk Recreation Committee treated employees to a Chick-fil-A chicken sandwich May 27. They gave away 575 sandwiches to employees from Ligon, NNSY, NOB, Harper, and Indian River locations. Employees felt appreciated. This was just our way of saying thank you for all your hard work.

Special thanks to the Recreation Committee:
Karen Gould, Lauren Smith, Tim Sawyer, Inza Speight, Keema Simmons, Eddie Walker, and Ron Reagle.



When In Doubt, Please Reach Out Preventing Harassment in the Workplace

AUTHOR:
Tracy Cooney, Manager, Employee Relations, San Diego

NASSCO is committed to promoting a culture that is team-oriented, professional and respectful, and ensuring the work environment is free from unlawful harassment. This commitment extends to employees, subcontractors, vendors, visitors, and anyone who does business with NASSCO.

Prohibited harassment can take on many forms and conduct can be construed as harassing even if one thinks “a comment was just a joke” or that it was not intended to be offensive. Being mindful of your interactions with others, understanding the company’s policy against harassment, and helping others who may need assistance to report prohibited conduct are ways everyone can help promote a respectful culture.

NASSCO’s policy prohibits any form of harassment based upon race, color, religion or religious creed, citizenship, marital status, age, national origin, ancestry, physical or mental disability status, medical condition, sexual orientation, military and veteran status, sex (which includes pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, genetic information, or any other basis protected by federal, state or local law, ordinance or regulation.

Examples of prohibited harassment include, but are not limited to: physical or verbal abuse, including jokes, slurs or other derogatory

comments or actions that demean an individual or group of individuals; unwelcome touching, suggestive gestures, noises, comments, propositions or repeated unwanted romantic solicitations; as well as visual conduct, such as leering, suggestive gestures and displaying or posting harassing objects or images in the workplace. NASSCO also prohibits any unwelcome verbal, physical, and visual conduct that creates an intimidating, offensive, or hostile working environment or interferes with another’s work experience and performance. It is important we are all aware of the impact our actions have on others.

While this topic can be a difficult subject for people to discuss, Human Resources is here to help. Individuals who believe they have been harassed or have witnessed harassment should reach out for assistance. Employees can contact their immediate supervisor/manager, NASSCO’s Employee Relations Office at EmployeeRelations@nassco.com, the San Diego Employee Relations Manager, Tracy Cooney, (619) 544-3544 or Tracy.cooney@nassco.com or the General Dynamics Ethics Hotline (800) 433-8422.

PLEASE DO NOT KEEP THIS TO YOURSELF. WHEN IN DOUBT, PLEASE REACH OUT.

Employer Support for the Guard and Reserve

AUTHOR:

Mark Wilson, Human Resources Manager, Mayport

On behalf of NASSCO-Mayport, General Manager Karl Harldsonn and Structural Foreman Grady Kitchell were recognized for supporting employee participation in America’s National Guard and Reserve force.

This recognition was presented by the Department of Defense’s Employer Support of the Guard and Reserve, which is the lead program promoting cooperation and understanding between civilian employers and their National Guard and Reserve employees.



NASSCO-San Diego’s 2021 Dependent Scholarship Winners

AUTHOR: NASSCO Communications

*Congratulations to this year's Dependent Scholarship recipients,
Nadia Luz Hernandez-Ruelas and Justin Monzon!*



Each year, General Dynamics NASSCO-San Diego awards two scholarships to the dependent children of active hourly and salaried NASSCO-San Diego employees. Recipients are eligible to receive \$2,000 per school year. Each scholarship is renewable for three consecutive years and capped at \$8,000 per recipient.

Nadia is currently pursuing a Bachelor of Arts in Liberal Studies along with two teaching credentials at San Diego State University. Nadia’s father is a Team Leader in the Hull Engineering Department.

Justin plans to pursue a Bachelor of Science in Nursing at San Diego State University. Justin’s father is a Pipe Welder Working Foreman in the Steel Department.

Nadia Luz Hernandez-Ruelas

Justin Monzon



Tanking It from the Top

AUTHOR:

Clarissa Esquivel
Production Support Specialist
San Diego

Deep within the belly of the ship you will find two incredible women who work in the tanks at the NASSCO-San Diego shipyard. Area Manager Maria Lewis and Tank Tester Tania Nieto have been successful in their respective career fields. Maria and Tania have set a goal to educate and share their passion for the tanks.

Repairing tanks is not glamorous but is essential because the tanks keep the ships afloat. Without proper knowledge of how to balance the tanks, the ship risks sinking. Prior to NASSCO, neither Maria nor Tania had ever seen or been inside a tank. Maria was drawn to the tanks because it was something that was unknown and new. Maria’s interest in the tanks led her to stay after her shift to learn more. When she was ready, Maria, along with a Ship Fitter, crawled into her first tank. The experience ignited a spark inside Maria and left her wanting to know more about the tanks.

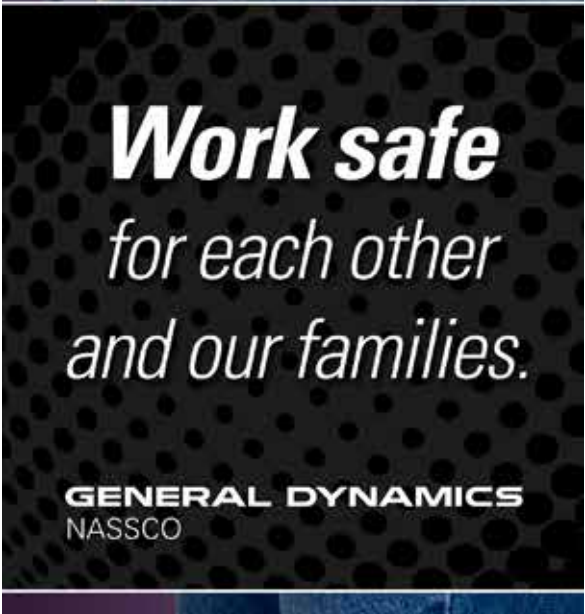
While working to support the Tank Testers by manufacturing gaskets, Tania’s curiosity got the best of her. She wanted to know how the parts she was creating in the Tank Tester’s Shop would be utilized and what role they played in accomplishing our work. Taking the initiative to see first hand, she spent time with her fellow Tank Testers onboard a ship. She found it fascinating because there so much to learn about the tanks, including the utilization of all the different tools and techniques as well as developing the best approach to seal the tank and make it ready for air test.

Maria and Tania show pride in what they have accomplished in their respective roles. Some words of encouragement that they would like to offer others considering this trade is to not prejudge their ability to perform the job duties. Tania says, she would encourage others to “keep going and take the initiative to learn and accomplish things themselves.” Practice makes perfect.

Maria strongly agrees that taking initiative and self-involvement are critical. Her words of encouragement are, “Don’t be afraid to ask questions until you fully understand. Once you understand; educate yourself and listen to your mentors. You must understand your trade.”

Aside from their jobs at NASSCO, both Maria and Tania are mothers who say that their children are their greatest motivation. As mothers of daughters, Maria and Tania find it important to be hard working and take pride in their work.

Maria and Tania look forward to sharing the knowledge they have acquired with future generations and supporting all NASSCO employees in achieving their own career goals. There may be hundreds of tanks, but there is only one shared vision.



SPOTTED IN THE YARD



NASSCO's Tuition Reimbursement Program

AUTHOR: Diana Castillo, Executive Assistant, San Diego

As graduation season wraps up, we'd like to recognize NASSCO-San Diego employees who have recently achieved a significant milestone in their professional careers and others who continue to seek professional development by utilizing tuition reimbursement.

The Tuition Reimbursement program is available to all NASSCO employees at all NASSCO locations who wish to pursue an associate's, bachelors, or master's degree to further their career. Additionally, NASSCO continues to partner with National University to offer affordable degree programs to all NASSCO employees.



Mark Chavez
Fitter/Ship 5
Associate of Science in Business and Accounting - San Diego City College
"I have learned how to work more effectively with others and how to accomplish goals."



David Romero Gomez
Technical Planner/Scheduler
Master of Science in Project Management - University of Wisconsin Platteville
"I chose to pursue professional development to better communicate and manage my time and projects."



Enrique Goycoolea
Fitter/Sheetmetal 6
Bachelor of Arts in Psychology - Arizona State University
"I am seeking a degree in psychology to increase workplace performance and industrial organization settings."



Christina Rodriguez
Environmental Engineer
Master of Science in Environmental Engineering - Arizona State University



Ric Cheeks
Industrial Engineer - Continuous Improvement
Lean Six Sigma Black Belt (February, 2021) - University of California San Diego
"Now, I have the ability to apply lean tools and statistical quality controls on a daily basis to improve existing processes and develop new ones on behalf of the entire organization."



Luis Fernando Lopez
Security Specialist
Bachelor of Science in Criminal Justice Administration - University of Phoenix
"I decided to pursue professional development to improve my knowledge on the Security environment and to stay informed on industry trends and best practices."



David Freese
Safety Rep II
Occupational Safety and Health (OSH) certification - Cuyamaca College
"Thanks to the tuition reimbursement program, I am scheduled to graduate in the spring 2021 term, enhancing my career as a Safety Health Professional. Thank you General Dynamics NASSCO."



Keric Moore
Claims Examiner
Master of Business Administration (March, 2021) - National University
"I will use my MBA to better conduct my work duties and my specialization in Supply Chain to realize a more in-depth understanding of how NASSCO operates."



Brandon Phillip
Production Operations Analyst I
Bachelor of Science in Homeland Security and Emergency Management - National University
"I will use the knowledge I am acquiring to be able to adapt to new situations within the shipyard and be able to acknowledge and improve on my shortcomings as a professional."



Nadia Lavigne
Analyst/Programmer III
Bachelor of Science in Information Systems with Concentration in Digital Forensics (September, 2020) - National University
"I now have a better understanding of project management, data privacy, and cybersecurity and I feel I could apply them to my daily tasks, in addition to my years of experience."



Nahely Gamez
Talent and OD Analyst
Bachelor of Science in Business and Project Management Certificate - University of Phoenix
"I decided to continue my education to acquire leadership and management expertise for advancement opportunities and to be more competent in my profession and knowledgeable of latest trends, resources, and tools."



Bryan Childers
Fork Flatbread Trailer Driver
Bachelor of Science in Business (March, 2021) - University of Phoenix, Currently pursuing a Master of Business Admin. - University of Phoenix
"Achieving a higher education has been a dream. When a tuition reimbursement opportunity became available, I had to pursue it."



Elijah Holts
Area Manager I
Bachelor of Science in International Business and Logistics (December, 2020) - CSU Maritime Academy
"I chose to pursue professional development with the goal of increasing my opportunities and furthering my career."



Diana Castillo
Executive Assistant - HR
Bachelor of Arts in Organizational Leadership (April, 2021) - Point Loma Nazarene University
"The knowledge I have attained has helped me develop my leadership skills that I can directly apply to my work at NASSCO."



Benjamin Berger
Production Associate
Bachelor of Arts in Business
Administration - California Baptist
University
Master of Science in
Organizational Leadership -
National University
*"I chose to pursue professional
development to grow and become a
more involved and integral part of
the NASSCO team."*



Jason Dodge
Assistant Project Leader
Bachelor of Science in IT
Management - Western Governors
University
*"Pursuing my degree has afforded
me the opportunity to expand my IT
Project Management knowledge and
develop skills I can actively use in my
career."*



Abraham Morales
Engineer I
Master of Business Administration
- CETYS University, Mexico and
University of San Diego
*"I chose a master's in business
admin. to engage in leadership and
development, project management,
supply chain, logistics, and other
courses having a direct application to
my work environment."*



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advisor at (855) 773-9444 or advisor@nu.edu

www.nu.edu/generaldynamics

IN THE COMMUNITY

Teaming Up: NASSCO-Norfolk and Bath Iron Works

AUTHOR: Stephen A. Reamy, Talent Acquisition Manager, Norfolk

General Dynamics NASSCO-Norfolk recently teamed up with Bath Iron Works (BIW) to host a job fair and hiring event at the Waterside Marriott in downtown Norfolk, Virginia. For BIW, the Friday, May 14 event was the final stop on a nine-city roadshow that started in Houston: an effort to shore up the workforce by recruiting skill trades from across the southeast. For NASSCO-Norfolk it was an opportunity to re-engage the community as well as provide a local option to applicants not interested in relocating to Maine.

In a showing of mutual support, BIW's hiring managers referred these candidates to NASSCO-Norfolk's Talent Acquisition Manager while NASSCO-Norfolk's team encouraged candidates who were undecided

not to rule out a career in shipbuilding at BIW. BIW was conducting interviews on-the-spot, complete with hiring decisions and relocation allowance. BIW also highlighted a training program to bring in unskilled workers and teach them the skills necessary for a successful career in shipbuilding. NASSCO-Norfolk focused on ship repair and in some cases had to explain the difference between their mission and that of BIW to candidates unfamiliar with both sides of the industry.

The event proved highly successful for both units. NASSCO-Norfolk received several applicants, some of whom were looking to launch their careers in ship repair and usher in the next generation of deck plate workers. BIW started their road show with the

goal of offering at least 200 roles. As of the event's beginning, they had 194 offers made and had exceeded their target when the day concluded.

"Norfolk is a great place to recruit for shipbuilding and ship repair industries. This event is a great example of two General Dynamics business units working together to ensure we reach our community and attract the best possible workforce," Christopher Marsh, NASSCO-Norfolk Director of Production.



NASSCO-Norfolk Trains the Next Generation in Ship Repair

AUTHOR: Ryan Chrisom, Production Associate (PDP), Norfolk

The Virginia Ship Repair Foundation (VSRF) serves as an educational branch of the Virginia Ship Repair Association (VSRA) that aims to train and provide awareness of the ship repair industry to the greater Virginia Waterfront community. Each year, they host the “VSRF LEGO Competition,” which uses simulated ship repair projects and LEGO computer-aided design and drafting software to increase the technical skills and ship knowledge of local middle schools.

Multiple employees of NASSCO-Norfolk took part in this year’s competition April 20, as Technical Advisors, providing in-depth

knowledge of ship repair as mentors to individual middle schools. Even in a virtual environment, these Technical Advisors were able to provide insight to these students in the ship repair field, helping them gain a deeper knowledge of software design and other technical skills.

Three middle schools represented by NASSCO-Norfolk employees were able to win first, second, and third place honors at this year’s LEGO competition. NASSCO-Norfolk continues to be a proud partner of the VSRA and aims to prepare the next generation with the knowledge they need to succeed in any technical field.

NASSCO- San Diego’s Fire Department Collects Donations for Annual “Fill the Boot” Drive

AUTHOR: NASSCO Communications



NASSCO Firefighters raised \$1,539 as part of the annual “Fill the Boot” Drive for the Burn Institute from our employees and drivers passing the shipyard on June 17. Proceeds from the funds raised fund burn survivor support services, including “Camp Beyond the Scars” for burn-injured children ages 5 to 17, and other fire and burn prevention educational activities. This is the 11th year NASSCO’s Fire Department has participated in the countywide event. The Burn Institute is a nonprofit health agency dedicated to reducing the number of burn injuries and deaths, and to supporting children and adults coping with the devastating psychological and physical effects of their injuries. Thank you to all who donated!



Earth Day Cleanup and Celebration

AUTHOR:
Donna J. Watkins
Environmental Engineering Manager, Norfolk



More than 50 NASSCO-Norfolk employees cleaned up our facility common areas and surrounding community walkways April 27. Participants were grateful for the beautiful, breezy afternoon.

The dedicated volunteers went out two-by-two to the various “hot spots” where trash tends to accumulate. This includes two laydown areas, the walking path to off-site parking lots, and an area containing conex trailers. Workers reported that the most interesting things found included personal clothing and a city scooter that was pulled out of the shallow water near the walking path.

Our Facilities personnel collected the piles of bags at a drop-off spot at each location. Facilities and Environmental Health and Safety (EHS) personnel estimated the waste totaled approximately two tons. This is two tons of debris that was kept from blowing into the river or being washed down a storm drain during the next rain event.

Once completed, employees gathered for food and giveaways. New this year, Anthem Health Coach Lauren Brown attended the event and was available to answer any questions about health and fitness.

Thank you Team: Kevin Terry, Stephen Davenport, Lucille Stokes, Chuck Bunn, Nathaniel Cleckley, Alex Browne, Tom Krupnick, Lennie McCready, John Leitch, Victor Figueroa, Nicole Ib-

inson, Ryan Chrisom, Bryson Speagle, Nicholas Cooley, AJ Evan, Tom Jurek, Gordon Sova, Lauren Smith, Stephanie Baldwin, Karen Clements, Nadine Perdersen, Brenda Heidelberg, Sharise Langley, Anna Kennedy, Melissa Harger, Shawn Taylor, Kendra Spittle, Nedra Smith, George Booker, Kevin Sweeney, Steven Miley, Richard Burke, Leigh Kennedy, Keema Simons, Henry Bose, Scott Sinclair, Jesse Dukes, Ryan Cosgrove, Brianna Collins, John Thompson, Harold Blakely, Inza Speights, Iris Murphy, Lauren Brown, Larry Ehmer, Valerie Smith, Val Reagan, Barbara Dickerson, Kimberly Fullilove, Nathaniel Stanton, Donna Watkins.

We extend special thanks to Facilities personnel Joe Eckel, Victor Talley, and Paul Woodington.

We also congratulate Larry Ehmer. His slogan was chosen for the NASSCO-Norfolk 2021 Earth Day theme: “Earth’s Future Begins Today.” Participants received a t-shirt with this message. Larry Ehmer received a certificate and gift card at our Earth Day Celebration. This breakfast was held on May 25, where 38 employees gathered (wearing T-shirts) to hear the results from Earth Day. We had 54 participants from 17 different shops. Val Reagan received a certificate for the Purchasing Department having the most participants during the Earth Day cleanup.



Retirees

Jaime B. Abutin
Outside Machinist
January 4, 2021
NASSCO-San Diego

Ernesto Aguilera
Welder
February 10, 2021
NASSCO-San Diego

Julio M. Arguelles
Senior Designer
May 21, 2021
NASSCO-San Diego

Quang X. Bach
Pipefitter
January 4, 2021
NASSCO-San Diego

Noel B. Bea
Project Leader Business Sys
January 8, 2021
NASSCO-San Diego

Thomas D. Becker
Fitter/Sheetmetal Wkg Frmn
February 12, 2021
NASSCO-San Diego

Carlos V. Carrillo
Fitter/Sheetmetal
April 1, 2021
NASSCO-San Diego

Peter S. Castro
Layout Man W&O
December 18, 2020
NASSCO-San Diego

Primitivo L. Cerezo
Supervisor Production
January 18, 2021
NASSCO-San Diego

Gary Coderre
Logistics Manager
November 6, 2020
NASSCO-Norfolk

Randall Colson
Director of Programs (PNW)
January 4, 2021
NASSCO-Bremerton

Francisco F. Contreras
Waysman A
March 3, 2021
NASSCO-San Diego

Barton J. Deem
Supervisor Safety
January 8, 2021
NASSCO-San Diego

Esteban R. Dominguez
Pipefitter
May 17, 2021
NASSCO-San Diego

Ralph Edwards
Tlr Train Operator
January 29, 2021
NASSCO-San Diego

Bennie J. Farley
Outside Machinist
March 15, 2021
NASSCO-San Diego

Denese Ford
Sr. Material Support Tech.
January 8, 2021
NASSCO-San Diego

Arturo Gonzalez
Painter Ldmn
January 4, 2021
NASSCO-San Diego

Ruben A. Hernandez
Layout Man W&O
April 30, 2021
NASSCO-San Diego

Anthony Hoey
Manager Repair Engineering
January 8, 2021
NASSCO-San Diego

Nhon T. Huynh
Electrician
April 30, 2021
NASSCO-San Diego

Jorge I. Jimenez,
Maintenance Machinist Ldmn
January 15, 2021
NASSCO-San Diego

Randy R. Lynch
Area Manager I
November 30, 2020
NASSCO-San Diego

German F. Magadia
Pipe Welder
May 27, 2021
NASSCO-San Diego

William McFadden
Lead Cost Analyst
April 2, 2021
NASSCO-Norfolk

Serapio Q. Motil
Outside Machinist
May 28, 2021
NASSCO-San Diego

Diego R. Munoz
Welder
March 1, 2021
NASSCO-San Diego

Harry A. Penich
Manager Plant Security
April 30, 2021
NASSCO-San Diego

Renato V. Robles
Maint Electrical Tech Wkg Frmn
December 23, 2020
NASSCO-San Diego

George Romero
Supervisor Production
April 22, 2021
NASSCO-San Diego

Adolfo G. Salas
Pipe Welder
January 18, 2021
NASSCO-San Diego

Marco A. Sancen
Fitter/Sheetmetal
March 3, 2021
NASSCO-San Diego

John R. Sandige
Sr Prod Operations Analyst
January 4, 2021
NASSCO-San Diego

Dale C. Simpson
Senior Designer
May 28, 2021
NASSCO-San Diego

Leopoldo O. Tolentino
Electrician
January 15, 2021
NASSCO-San Diego

Thanh T. Tran
Carpenter
January 15, 2021
NASSCO-San Diego

Charles Trobaugh
Dir. of Facilities & Drydock Engr.
April 2, 2021
NASSCO-Norfolk

Debra L. Trujillo
Sr. Material Support Tech.
April 5, 2021
NASSCO-San Diego

Eddie G. Trujillo
Warehouseman
February 24, 2021
NASSCO-San Diego

Felipe Velarde
Welder
January 29, 2021
NASSCO-San Diego

John C. Walden
Inside Machinist
April 30, 2021
NASSCO-San Diego

Meet the BABIES Birth Announcements



MELODY GRACE ARIGO

Born: April 9, 2021

NASSCO Relation:
Ernie Meza, Grandfather
Design Specialist, San Diego



ADONIS MAXWELL GARDNER

Born: December 12, 2020

NASSCO Relation:
Santana Lopez, Mother
Trades Planner for
Temp. Services, Norfolk



MELISSA CARMEN BARRAGAN

Born: April 20, 2021

NASSCO Relation:
Jesus Barragan, Father
Forklift Operator, San Diego



JAXSON LEE ALEXANDER

Born: June 1, 2021

NASSCO Relation:
Nicole Raiford, Great Aunt
Proposal Manager
NASSCO-Norfolk



LUCA CARMINE PAOLINO

Born: March 27, 2021

NASSCO Relation:
Anthony Paolino, Father
Manager, Communications &
Strategic Outreach, San Diego



GENERAL DYNAMICS






NASSCO

2798 East Harbor Drive
San Diego, CA 92113



THE SHIPBUILDER CONTENT SUBMISSION

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