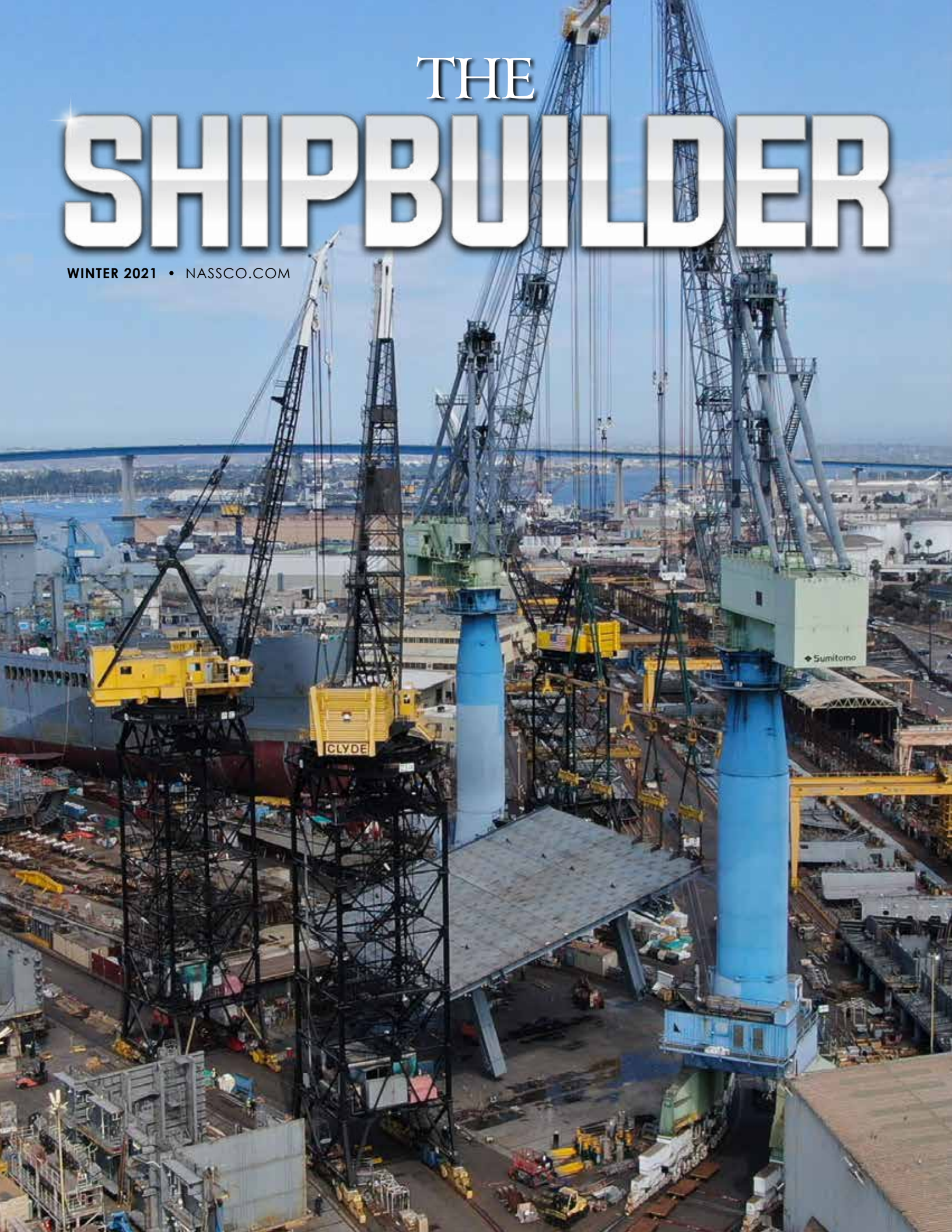
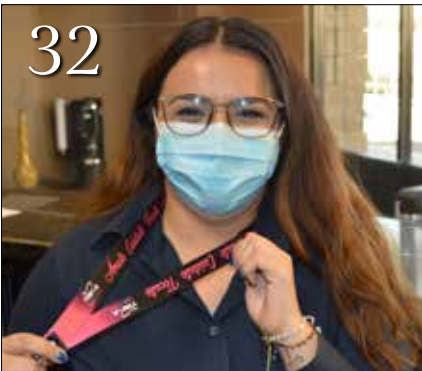


# THE SHIPBUILDER

WINTER 2021 • [NASSCO.COM](http://NASSCO.COM)







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## THE SHIPBUILDER

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**Front Cover:** 4-Crane Block Flip, NASSCO-San Diego, July 10, 2021  
**Back Cover:** NASSCO-San Diego, July 2, 2021



# PRESIDENT’S NOTE

The end of 2021 is here already and I could not be more proud to be a part of this team and of what we have accomplished working together. We have continued to adapt to change and overcome challenges as they come our way, encompassing the true One-NASSCO spirit. As we look back and celebrate 2021, I encourage everyone to stay safe during this holiday season so that we can come back in 2022 with renewed vigor and maintain our place as the premier shipbuilding and ship repair company in the industry.

The work we do at NASSCO plays a major role in strengthening this industry and the economic output it provides to the region. It is no different with each of our repair units located across the United States: Bremerton, Washington, Mayport, Florida, and Norfolk, Virginia.

The outstanding work that NASSCO’s Repair Teams have completed this year is exceptional. San Diego, Mayport, Bremerton and Norfolk recently completed 14 repair availabilities on U.S. Navy warships and are currently working on 14, with more contracts on the horizon. Their dedication is unmatched. Over and over, this team has tackled challenges head-on. The work we completed and the milestones we achieved have truly been a team effort.



DAVID J. CARVER  
President  
General Dynamics NASSCO

Our New Construction Teams are busy tackling the T-AO and ESB programs. Earlier this year, we held the christening ceremony for the lead ship in her class, the future USNS *John Lewis* (T-AO 205), and welcomed various U.S. Members of Congress, including the Speaker of the House Nancy Pelosi. In November, we christened and launched the future USNS *Harvey Milk* (T-AO 206). We expect to launch the future USNS *Earl Warren* (T-AO 207) at the end of the third quarter of next year. On the

ESB program, in the beginning of December we held the start of construction ceremony for the future *Robert E. Simanek* (ESB 7), and work on the future *John L. Canley* (ESB 6) is making huge progress.

Each and every one of our businesses and availabilities make an impact on the economy; locally and nationally, and they serve as a reminder of the work we do and how important it is to our nation’s defense, our economy, the communities in which we live, and our families.

Shipbuilding and ship repair are hard work but they are also unique and particularly rewarding. Thanks for being a part of it. 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.

I look forward to seeing you all in the coming year as we prepare to take on new shipbuilding and ship repair opportunities. May you and your families have a wonderful holiday season.

A handwritten signature in dark ink, appearing to read 'D. Carver'.

David J. 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

## Repair Departments 18, 21, 56, 68, 79, 97, 98 – San Diego

### Author:

Dave Askew, Director of Repair Estimating, San Diego



### *What departments are included?*

NASSCO's Repair Department consists of four shipyards located throughout the country in Bremerton, WA, Mayport, FL, Norfolk, VA and here in San Diego. The following questions focus on providing an understanding of our San Diego ship repair operation, which is made up of several different departments.

### *Where is your department located?*

Our San Diego shipyard is located adjacent to Naval Station San Diego, convenient to our primary customer, the U.S. Navy and its fleet of ships homeported in San Diego. The Repair Department primarily consists of Repair Management and Administration, Production, Planning, Estimating, Material Control, Supply Chain, and Contracts. Additional supporting departments such as Human Resources, Legal, Finance, Accounting, Training, Safety, Warehousing, Information Systems, Engineering and Security play very important roles in assisting with monitoring, compliance, analysis, management, oversight and execution of repair contracts. While approximately 20% of our repair production work takes place outside of the shipyard, the above departments are primarily located in the shipyard in Bldg. 8, Bldg. 15 and Bldg. 1. Engineering, Information Services and Finance departments are located in Mission Valley and warehousing is located in our off-site warehouse locations.

### *What makes your department so critical to the overall company?*

NASSCO provides the important service of repairing and modernizing customer vessels. Our primary customer is the U.S. Navy. To provide our ship repair services, the departments mentioned above play vital roles in NASSCO's ability to win new work, plan that work, then execute the work in a timely and efficient manner. Winning new work is essential to the overall health and future of the shipyard and the continuing employment of our work force. Initially, we watch for repair opportunities and connect with potential customers. NASSCO identifies opportunities for bidding on ship repair contracts that fit within our facilities and that we can support with skilled manpower. Our Estimating Department solicits competitive bids from subcontractors and develops labor and material cost estimates using prior production efficiencies to bid and win new contracts. NASSCO Repair proposals are evaluated by the Navy to ensure our understanding of the work requirements and confirm that we have adequate facilities, manpower resources and competitive prices to execute the work they need accomplished on their ships. Our Supply Chain Department is responsible for the timely and efficient supply of materials and subcontracts to support schedules. There are often materials with excessively long delivery times that Supply Chain works on to seek alternative suppliers or solutions in order to obtain the material in a timely manner. Without the necessary materials being on hand when needed, production can be slowed and work becomes less efficient. Our Planning Department works with our Production Management Team to determine activities and build schedules that can be executed within the schedule milestones imposed by the contract. An accurate schedule is part of a critical framework necessary for monitoring progress towards meeting the completion milestone of the contract. Our Production Department is critical because it maintains the skilled trades that fulfill the requirements of the work specifications that our customer needs repaired on its ships. A typical contract can contain as many as 200 to 300 repairs and ship alterations to be made on a ship within the schedule milestones. A ship alteration or "Shipalt" is a designed upgrade to a class of ships, intended to modernize, enhance safety or extend the life of a ship. The Production team is tasked with executing these repairs and alterations. During the course of executing a contract, there are sometimes differences in interpretation of the customer language in the specifications. In these instances, our Contracts Department aids in determining a NASSCO position to negotiate a reasonable and mutually agreeable outcome. Additionally, they estimate the cost and negotiate a price for any new work added to the contract.

### *Explain your team(s) typical day. What do you spend your day working on?*

Vessel repairs generally take place on one or two shifts, depending on the schedule and nature of the work requirements. The Production Department initiates their day with safety walk-throughs and safety meetings, doing turnovers with the prior shift management, attending production meetings to discuss status, schedule, the plan of the day, and problem resolution for issues that may have surfaced. Daily meetings with customers take place to discuss status, progress, issues, and goals. A routine part of the day is planning ahead and forecasting, identifying, anticipating, and mitigating potential problem areas.

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

The Repair Department typically has between 6 and 10 contracts in various stages of planning and execution. At present, we have six repair contracts in process. Each contract has a listing of approximately 20 milestones that we are contractually obligated to meet. Meeting the milestones can be particularly challenging, mostly because of influences outside of the control of NASSCO, such as late customer-provided material and third-party entities on board the ship interfering with NASSCO work. In 2021, we started five ship repair availabilities, dry-docked two vessels and delivered three vessels back to the customer within the contract milestones. We were successful at winning a 22-month contract for repairs and modernization of the Arleigh Burke-class guided-missile destroyer USS *Pinckney* (DDG 91) and have submitted bids for seven upcoming ship repair projects that are in the process of being evaluated by the Navy. NASSCO overcame the challenges, navigated the many complexities of executing repair contracts and achieved these significant milestones and efforts because of the collective teamwork of all of the production and supporting departments.

### *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?*

Dave Baker, Vice President of Repair, personally attends Safety Gangbox meetings each week and ensures his management is fully involved in total safety culture. The Ship Management teams are engaged with the local ASIG whiteboards. Safety and housekeeping inspections are conducted every day on every repair availability and the completion of discrepancies is tracked for each vessel. Trade superintendents are the leaders for the Repair SIG the General Manager, John Robertson represents Repair at the CSIG. Area managers have recently received training covering expectations for safety leadership.



# PERFORM

## NASSCO-San Diego Christens the First Ship in the T-AO Fleet Oiler Program for the U.S. Navy

**AUTHOR:**  
NASSCO Communications

General Dynamics NASSCO christened the future USNS *John Lewis* (T-AO 205), the first ship for the U.S. Navy's John Lewis-class fleet oiler program, on July 17. House Speaker Nancy Pelosi (D-CA), served as the principal speaker at the ceremony, in addition to remarks from NASSCO and U.S. Navy representatives. Following her remarks, the ship's sponsor, Alfre Woodard Spencer, christened the ship with the traditional champagne bottle break alongside the hull.



"The christening ceremony today takes on a very special meaning, for it marks the one-year anniversary, to the day, of John Lewis' passing," said Dave Carver, president of General Dynamics NASSCO. "Just as its namesake, this majestic vessel will be instrumental in shaping the future of our Nation. The shipbuilders of NASSCO are proud to ensure Congressman John Lewis' legacy will live on in this ship."

Former Secretary of the Navy, Ray Mabus, declared the John Lewis-class of oilers be named after leaders who fought for civil and human rights. The class and the first ship honors Congressman and American civil rights leader John Lewis.

"As House Speaker, I am deeply honored to lead this Congressional delegation of many friends of our beloved late Congressman John Lewis to honor his beautiful and saintly life," said Speaker Nancy Pelosi. "John Lewis was a warrior for freedom and, as a titan of the civil rights movement, his courage and goodness helped transform our nation. In the halls of the Capitol, he was fearless in his pursuit of a more perfect union, whether fighting to defend voting rights, end anti-LGBTQ discrimination or respect the dignity and worth of every person."





# NASSCO-San Diego Participates in Ship Fire Simulation

AUTHOR: NASSCO Communications



NASSCO-San Diego’s Fire Department, Southwest Regional Maintenance Center (SWRMC), the U.S. Navy, and the San Diego Federal Fire Department participated together during a large-scale fire drill aboard the

Ticonderoga-class guided-missile cruiser USS *Lake Erie* (CG 70) on November 16.

The drill simulates a real-world situation in order to demonstrate proficiency in communication and coordination among NASSCO Fire, ship’s force, Federal fire and other emergency service agencies in responding to shipboard fires or incidents that may occur.

“Safety is our number one priority at NASSCO,” said Daniel McKissick, San Diego NASSCO Fire Chief. “In this drill, we are introducing a new component where one of our firefighters gets injured. This gives us and the ship a chance to practice a new set of rescue techniques.”

When a Navy ship is undergoing retrofit/maintenance at NASSCO, NASSCO’s Fire Department, in collaboration with the U.S. Navy, conducts fire drills to ensure successful integration for any incident. In addition, NASSCO’s Fire Department and the Safety Department conduct walkthroughs to ensure fire safety and readiness of the ship.

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**GENERAL DYNAMICS**  
NASSCO





# General Dynamics NASSCO Christens and Launches the Future USNS *Harvey Milk*

**AUTHOR:** NASSCO Communications

General Dynamics NASSCO christened and launched the future USNS *Harvey Milk* (T-AO 206), the second ship for the U.S. Navy's John Lewis-class fleet oiler program, on November 6. Mr. Stuart Milk, nephew of the ship's namesake and Co-Founder and President of the Harvey Milk Foundation, served as the principal speaker at the ceremony in addition to remarks from NASSCO and U.S. Navy representatives.

U.S. Senator Dianne Feinstein (D-CA) and Paula Neira, Navy Veteran and Clinical Program Director of the Johns Hopkins Center for Transgender Health, were the ship's

sponsors. Prior to launching the 742-foot-long ship down the ways, Ms. Neira christened the ship with the traditional champagne bottle break alongside the hull.

"We are justifiably proud of every ship we build, but this one is special because of her namesake. Today, we are honoring Milk's lifetime of selfless service, his hope for equality, and a world without hate," said David Carver, president of General Dynamics NASSCO. "On behalf of the 35-hundred employees of General Dynamics NASSCO, I am proud to present the future USNS *Harvey Milk* for christening."

Former Secretary of the Navy Ray Mabus declared the John Lewis-class of oilers be named after leaders who fought for civil and human rights. The second of six ships honors Harvey Milk, human and civil rights activist who dedicated his life advocating for equality.

"Leaders like Harvey Milk taught us that diversity of backgrounds and experiences help contribute to the strength and resolve of our nation," said Secretary of the Navy Carlos Del Toro. "There is no doubt that the future Sailors aboard this ship will be inspired by Milk's life and legacy."

In 2016, General Dynamics NASSCO was awarded the contract by the U.S. Navy for the detailed design and construction of the next generation of fleet oilers, the John Lewis-class. The contract calls for the design and construction of six 742-foot-long oilers with a full load displacement of 49,850 tons. Designed to transfer fuel to U.S. Navy carrier strike group ships operating at sea, the oilers have the capacity to carry 157,000 barrels of oil, a significant dry cargo capacity, aviation capability and up to a speed of 20 knots. The John Lewis-class ships will replace the current T-AO 187-class fleet replenishment oilers.

"The christening of the USNS *Harvey Milk* marks another historic milestone in the history of our Navy and our country. Harvey Milk's words and actions brought hope and inspiration to many for whom our nation's lofty rhetoric of equality and inclusion were not yet reality," said ship sponsor Paula Neira. "Today, while we must continue to carry on his work, and much work still needs to be done, by christening and launching this ship we honor his legacy, celebrate the progress that has been made in advancing diversity and inclusion for so many, and we know that wherever the USNS *Harvey Milk* will sail, she will bring that message of hope and inspiration to present and future generations."





# General Dynamics NASSCO-San Diego Begins Construction on Fifth Ship in Expeditionary Sea Base Program for U.S. Navy

**AUTHOR:** NASSCO Communications



On December 1, General Dynamics NASSCO-San Diego began construction on the future USS *Robert E. Simanek* (ESB 7). The Start of Construction ceremony honoree, Dennis Dubard, Manager Government and Public Relations, cut the first piece of steel that will be used to construct the vessel. Dennis has been with NASSCO-San Diego for 11 years and has served as the Master of Ceremonies at nearly every ship event since 2010.

Expeditionary Sea Base (ESB) ships are highly flexible platforms that can be employed across a broad range of military operations. When complete, ESB 7 will measure 784-feet long with an aviation hanger and a 52,000 square foot flight deck that will include four operating spots. The ship's design enables servicemen and women to carry out an array of missions, including air mine counter-measures, counter-piracy operations, maritime security operations, humanitarian aid, disaster relief missions, Marine Corps crisis response and more. MH-53 and MH-60 helicopters and MV-22 tilt-rotor aircraft are all supported.

ESB 7 is named after Marine Corps Private First Class Robert Ernest Simanek, who was awarded for the Medal of Honor for shielding several Marines from a grenade in the Battle of Bunker Hill of August 1952 during the Korean War. Secretary of the Navy Kenneth Braithwaite officially announced the name on January 15, 2021, when he visited the oldest U.S. Navy commissioned ship afloat, USS *Constitution*. ESB 7 is estimated to be complete in 2022.

Construction of ESB 6, the future USNS *John L. Canley*, is currently more than 75% complete and is scheduled to be christened in the summer of 2022.



## NASSCO-Mayport Celebrates Injury-Free Year

**AUTHORS:**  
Mark Wilson, Human Resource Manager, Mayport

General Dynamics NASSCO-Mayport enjoyed good food and great company on July 23, when Dave Baker, Vice President of Repair, joined our workforce for a picnic lunch to celebrate the accomplishment of reaching a 1-year mark in June with zero recordable injuries.

Dave's congratulatory words to the Mayport employees included recognizing trade leadership, building a solid safety culture, corporate injury goals, and the rarity of this in our maritime repair profession. Recordable injuries are defined as significant injuries or illnesses which require medical treatment beyond first aid, involve diagnosis by a health care professional that likely imposes physical restrictions, causes days lost away from work during recovery, and may require



restricted duty or possibly even job transfer. T-shirts commemorating the date were produced and distributed to our employees, which they wear with pride with this achievement.



# IMPROVE

## Continuously Improve RECOGNITION

### AUTHOR:

Ric Cheeks, Industrial Engineer  
Continuous Improvement, San Diego



The Continuous Improvement Team wishes to acknowledge the significant accomplishments of several of our NASSCO shipbuilders who have earned recognitions this past year, and thank them for all of their hard work to continuously improve our processes and programs. Please join us in celebrating these individuals.

### NASSCO'S 2021 GENERAL DYNAMICS MANUFACTURING EXCELLENCE AWARD

Each year, The General Dynamics Manufacturing Council meets to hold a symposium to share the best practices of each of our business units from Gulfstream Aerospace and Jet Aviation, to Mission Systems, Land Systems, and our fellow marine division shipyards

like Bath Ironworks and Electric Boat. In 2021, this event was a virtual event and included presentations from NASSCO, including our Manufacturing Excellence Award winners.

The team that presented "NASSCO and TIMSA Collaboration to Achieve First Time Quality on T-AO Pump Room" received the highest accolades of all of the presentations given by NASSCO. The approach by the team to use lean concepts to meet aggressive schedule demands, as well as develop a safe and ergonomic sequence for employees in a challenging work environment, really showcased NASSCO's robust culture of using continuous improvement for long term success.



NASSCO's 2021 General Dynamics Manufacturing Excellence Award being presented by Steve Davison, VP Operations and General Dynamics Manufacturing Council Representative to the NASSCO and TIMSA Collaboration to Achieve First Time Quality on T-AO Pump Room

**Left to right:** Jack Niemoller, Area Manager; Walter Camara, Ship Manager; Steve Davison, VP Operations; Joe Hanacek, Engineering Team Lead; Trent Hellmann, Accuracy Control Engineer

**Excellence Award Team Members Not Pictured:** Christina Ramirez – TIMSA Quality Manager, Eder Manjarrez – General Supervisor II, Travis Peters – Senior Production Engineer

## THE BRIDGE TO YELLOW BELT

Jason Nicholson became NASSCO's first Certified Six Sigma Yellow Belt after successfully passing the challenging examination from the American Society of Quality (ASQ). He joins the ranks of the few individuals within our organization to earn a lean or six sigma credential endorsed by such an esteemed professional institution.

NASSCO's own Lean Specialist training was aligned with the ASQ body of knowledge for six sigma in 2021. Interested Lean Specialists were encouraged to pursue certification through ASQ and the Continuous Improvement Team organized exam study resources for those that did. Anyone who is interested in studying for and earning their six sigma belt certification should reach-out to the Continuous Improvement Team for more information.

*We hope to recognize even more of our shipbuilders in the coming year and share the celebration of their accomplishments together.*

**Continuous Improvement Department  
(Manufacturing Engineering) - CI@nassco.com**

- Steve Murray – SMurray@nassco.com
- Robert Liddell – RLiddell@nassco.com
- Ric Cheeks – ricky.cheeks@nassco.com



Jason Nicholson, Welding Engineer, receiving his Certified Six Sigma Yellow Belt endorsed by the American Society of Quality.

## NASSCO-Norfolk Hosts Signal Safety Leadership Training

**AUTHOR:** Ali Broemeling, Trade Development Specialist, Norfolk



Pictured (in no specific order): Michael Gwinn, Dean Buckley, Keith Carlson, Lance Wells, Marcellious Walker Jr., Bob Coburn, Scott Sinclair, Nate Cleckley, Jamale McClain, David Curtis, Allen Harper, Carl Littlefield, Lydell Cason, Ryan Chrisom, Bradford Knox, Kevin Fish, Alphonso White, Robert Colvin, Wayne Shields, Brian Ford, Justin Faucette (Signal), and Andrew Booth (Signal)

NASSCO-Norfolk partnered with Signal Mutual to provide safety leadership training to 111 frontline supervisors across our Production, Programs, Safety, Quality Assurance, Scheduling, Tool Room, Warehouse, and Transportation departments. The course addressed supervisors' role in our safety culture, effective communication skills, as well as assessing risks and reducing hazards. Each six-hour session covered topics around the human and financial impacts of workplace injuries, the roles of a supervisor and attributes of leaders, developing and cultivating culture and leadership, and effective communication and engagement strategies.

The training was well received by participants and members of senior leadership. Chris Marsh, Director of Production, concluded, "Signal Safety Leadership training was a critical step in improving our culture; the training allowed our leaders to practice ways to enhance engagement on a day-to-day basis to improve our Safety, Quality, Cost, and Schedule performance."

Each group discussed barriers to improvement faced by supervisors as well as how to conduct effective risk assessments and incident investigations. During each session supervisors were asked to define the top risks in their work environments, identify barriers they encounter, and define our or-

ganization's relationship with safety. These discussions provided attendees with methodologies and tools to supervise a multigenerational workforce, increase engagement, and operationalize safety across departments.

Signal collects participant feedback, aggregates it, and reports back to the senior leadership team. Supervisors were asked for specific feedback about additional training or resources they need to improve operational leadership, what key actions they can personally take to improve our culture and safety performance, and for general suggestions or recommendations for the senior leadership team.



# Then and Now

**AUTHOR:** Ric Cheeks, Industrial Engineer Continuous Improvement, San Diego



This photo is dated January 8, 1968 with the caption “Facility Improvements.” It is a view of the shipyard looking down from between the Building Ways at what is now Rigger’s Wye.



The same vantage point as the previous photo, taken November 12, 2021 by Kurt Otto via drone.

# Supply Chain Modernization: Improving The Way We Do Business

**AUTHORS:**  
Tiena Sniffin, Supply Chain Professional V, San Diego  
& Jason Dodge, IT Project Leader, San Diego

What do you do when a supplier informs you that your critical system will no longer be supported? Panic, Faint, Cry? Not in shipbuilding! You find and implement a better solution!

Supply Chain departments in many General Dynamics business units have used the same system for many supply chain activities since the early 2000s. Upon receiving notice that this system had reached end-of-life status and would no longer receive vendor support after 2021, NASSCO recognized this as an excellent opportunity to modernize its business model. As a result, a coordinated effort began to find and implement a replacement for this crucial system.

NASSCO reviewed several replacement solutions that would meet Cybersecurity and Supply Chain process requirements, and after evaluating multiple customized demonstrations, the NASSCO team chose Salesforce with Supplier360. Sitting on Salesforce’s secure web-based platform, the new system is accessible via the web or mobile app and leverages cutting edge technology to provide a more streamlined experience.

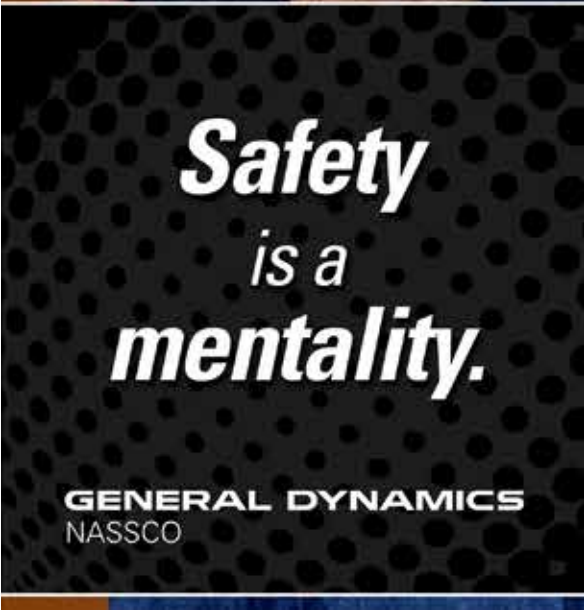
The enormous scope of the project required the team to divide the scope of work into parallel projects in order to meet the looming deadline that could not be postponed. The joint effort between Supply Chain and IT called for multiple daily meetings to coordinate the host of crucial tasks needed to ensure the alignment of both schedules.

The first part of the project dealt with how to extract data from the legacy system and archive that data for later use. The second part focused on developing the Supplier360 solution to work with and improve existing NASSCO Supply Chain processes. The project officially began in April 2021, and implementation concluded early November 2021.

The project brought about numerous improvements to the technology that Supply Chain relies upon and how it conducts business.

- | CURRENT BENEFITS:  | FUTURE BENEFITS:  |
|--|---|
| <ul style="list-style-type: none"><li>• Reduced processing time</li><li>• Multi-file upload capability</li><li>• Advanced user interface</li><li>• Improved supplier tracking and engagement</li><li>• Significant performance improvements to navigation and system functionality</li></ul> | <ul style="list-style-type: none"><li>• Multi-system integration</li><li>• Increased automation of recurring tasks</li><li>• Additional Supply Chain processes moved to Supplier360</li></ul> |

Supplier360 has more than eighty internal NASSCO users and one thousand suppliers actively using the system. With the implementation complete, the Supply Chain team is excited to maximize their use of our new solution and looks forward to the system’s ongoing expansion and improvement.





# PDP CORNER

## SAN DIEGO



### Alison Gilbert

**When did you start at NASSCO-San Diego?**  
July 13, 2020.

**What brought you to NASSCO-San Diego?**  
I wanted to begin a career within an industry that I was passionate about and

made achieving my long-term goals possible. NASSCO gave me an opportunity to expand my knowledge and interest of both shipbuilding and ship systems. As someone originally from Buffalo, New York, getting away from the snow was definitely an additional deciding factor.

**What degree do you have and where did you go to school?**  
I received a Bachelor of Engineering in Mechanical Engineering with a United States Coast Guard 3rd Assistant Engineers License from State University of New York (SUNY) Maritime College.

**What were your previous jobs prior to NASSCO?**  
In college, I worked as a tutor for General Writing and Engineering Technical Writing as well as an instructor for an Introduction to Ship Systems Lab. Before college, I worked as a cargo handler for Prior Aviation.

**What rotations have you had as a PDP?**  
At this point in my PDP experience, I have been to the following rotations: Accuracy Control, Safety, Rigging, Ships Management, Cost Engineering, Facilities/Maintenance, Planning, Systems Engineering, Test and Trials, Supply Chain Management Repair, Program Management Office, Steel SOC (Stage of Construction) 1 and 2, Hull Engineering, Contracts, Steel SOC 3, and Repair Production on the USS *Princeton*.

**What have you learned as a PDP?**  
Out of the many things I have learned as a PDP, one of the most important lessons is aligning words with action. Trust is such a vital key to building successful and meaningful relationships in this work environment. I strive every day to follow through on each promise I make and I hope in doing so, it encourages others to as well.



### Daniel Moreno

**When did you start at NASSCO-San Diego?**  
I started working at NASSCO on October 27, 2014.

**What brought you to NASSCO-San Diego?**  
My father has been working here for 32 years and my grandfather

retired last year after a 45-year career. Both of them were successful with the company and always had a stable job. I love the city of San Diego and see no reason to leave. NASSCO can provide me with the benefits and the job security I need. The Professional Development Program is a wonderful opportunity to explore all the different departments that exist and find one where I can use my skills to their full potential. Finally, I'd like to make my family proud by working hard and achieving higher standards.

**What were your previous jobs prior to NASSCO?**  
I worked for Electrical Planning, Master Planning and Rigging Planning. I also spent four years as a rigging engineer. Prior to NASSCO, I worked as a banker in the morning, assistant sales manager for a local gym during the nights, and a mobile DJ on the weekends.

**What rotations have you had as a PDP?**  
I started the program in September 2021. My current rotations have been Outfit Production Control/Steel Production Control (OPC/SPC), Planning, and I just started Cost Engineering.

**What have you learned as a PDP?**  
OPC/SPC was a great opportunity to learn how material is ordered and delivered to multiple locations in the yard. It was a great introduction to the vast amount of acronyms NASSCO deals with and a good hands-on experience with more advanced MACPAC tools. Observing how steel gets cut and bent into different shapes was my favorite part of this rotation.

I took advantage of my Planning rotation to go into further detail with every department. I now have a much better understanding of all the aspects of Detail Planning, not just Electrical as I did in 2014, but also pipe, paint, scaffold, temp services, and loose parts. I was able to assist Advance Planning to build strategy with projects for possible future contracts. I participated in Program Controls and was taught how NASSCO uses the EVM technique to manage budget and deal with cost and schedule variance everywhere in the company. Finally, I assisted Advanced Planning with a tool to give them the rigging knowledge they need to create their block laydown plans faster and require less rigging engineering support.



### Anieszka Joy Nishino

**When did you start at NASSCO-San Diego?**  
I started with NASSCO mid-July, 2021.

**What brought you to NASSCO-San Diego?**

When I was making plans to transition out of the U.S. Navy, I decided I wanted a career that allowed me to continue supporting the military in the private sector. NASSCO was the perfect opportunity. I am able to work for one of the top five defense contractors in the nation and continue to live in sunny San Diego!

**What degree do you have and where did you go to school?**  
I have my bachelors in Business Administration – Logistics and Operations from California Baptist University and I recently completed my MBA from Point Loma Nazarene University in August.

**What were your previous jobs prior to NASSCO?**  
Prior to NASSCO, I served in the Navy as an Aviation Structural Mechanic (AM2) at Helicopter Sea Combat Squadron 23 stationed in Naval Air Station North Island. I was the first shift Aircraft Maintenance and Flight Line Supervisor for my department. Before the Navy, I've held a variety of jobs including a technical support specialist in the telecommunications industry and a phone banker at Wells Fargo.

**What rotations have you had as a PDP?**  
I have rotated through Safety, Information Technology Program Management Office (IT PMO), Contracts, Label Shop, Steel SOC 3, Cost Engineering, and I am currently with Steel SOC 6.

**What have you learned as a PDP?**  
I continue to learn something new every day as a PDP, but a few of the common themes I have observed are how interconnected each department's role is in influencing the end product and how valuable the people within NASSCO are to achieving the company's mission. Building good relationships between departments is foundational to getting the job done right.



### Al Dyer

**When did you start at NASSCO-San Diego?**  
I started at NASSCO in late 2014 as a Student Shipfitter. It was a great time to join the team, as we were underway with two containerships for TOTE, an ESB for the Navy, and construction had begun for the ECO program. It was a very busy time that enabled me to

learn very fast.

**What brought you to NASSCO-San Diego?**  
The size, complexity, and global impact NASSCO has is what appealed to me. The idea of being a part of something that has the ability to influence global economics and national security was fascinating to me.

**What were your previous jobs prior to NASSCO?**  
Before coming to NASSCO, I was an automotive technician and supervisor. This role was an introduction to what is required to be an effective leader in the workplace.

**What rotations have you had as a PDP?**  
Since I am nearing completion of the program, the list is quite long. I have rotated through: Facilities/Maintenance, Supply Chain Management, Planning, Outfit Production Control/Steel Production Control, Safety, Rigging, Ships Management (SOC 6), Cost Engineering, Contracts, Engineering, Steel SOC 1&2, Steel SOC 3, Steel SOC 6, Repair, On Block (SOC 4&5), Program Management Office, and Test & Trials.

Each of these teams played a crucial role in my development throughout this program.

**What have you learned as a PDP?**  
There are many new skills I have learned throughout my time as a PDP varying from technical computer-based skills, financial acumen, and most importantly, the development of my leadership skills. The importance of being an effective leader in the organization made the biggest impact on my development throughout the program.



# PDP CORNER

## NORFOLK



### Candace Winslow

***When did you start at NASSCO-Norfolk?***

I started working with NASSCO-Norfolk on October 19, 2015, as a Handyman in the pipe shop. Then in 2018, I became a 1st class Pipe Welder. I began the PDP program October 4, 2021.

***What brought you to NASSCO-Norfolk?***

I decided to change my career and I applied to many different places but NASSCO gave me the opportunity. Coming into the shipyard with no experience at all, I really didn't know what to expect. Once I was hired as a Handyman, I began to grow an interest in welding, so I started to practice. By watching and listening to the older guys in the shop, I passed all of my pipe welding qualifications after only 6 months. From there, I knew I had the opportunity to gain more knowledge and grow with this company, so I decided I wanted to take advantage of every opportunity that presented itself.

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

I have a bachelor's degree in Health and Physical Education with a concentration in Sports Management. I graduated from The University of Virginia's College at Wise in Wise, Virginia.

***What rotations have you had as a PDP?***

Throughout my time as a PDP so far, I have only spent a few weeks in the outside machine shop. My next rotation will be in temp services. As I make my way through the other rotations, I am eager to see how every side of this company works and to grow my knowledge and skills in different departments.

***What have you learned as a PDP?***

All of the people throughout NASSCO have an important role in making the process for ship repair happen. There is always something you can learn to improve your work and yourself in this industry, but especially in this company. Learning from the people that I worked with daily, staying positive is one of the greatest traits you can bring to the table. It is important to remember that your attitude affects everyone around you, so why not stay positive for your fellow coworkers? Staying humble and continuing to be open-minded will help you go very far in this company because every person has room to learn and grow at any given minute, which also means constructive criticism is vital. By accepting constructive criticism, asking lots of questions, and simply observing, there is no limit to your growth and learning. Lastly, communication is key! In an industry like this, good communication amongst EVERYONE is crucial to safely and proficiently repair ships.



### Ryan Chrisom

***When did you start at NASSCO-Norfolk?***

I started as a PDP in August of 2020.

***What brought you to NASSCO-Norfolk?***

Attending a Maritime Academy allowed me to

experience life onboard Merchant Ships and in Shipyards. After doing both, I realized that working in a shipyard environment allowed me to learn about complex work and operations that I never would have seen onboard. NASSCO offered me the opportunity to be a part of this vital and complex work, while simultaneously being able to help develop my character through the program.

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

I am a 2020 graduate of the United States Merchant Marine Academy with a degree in Marine Engineering and Shipyard Management. I also hold a U.S.C.G 3rd Assistant Engineers License and a commission in the USNR.

***What rotations have you had as a PDP?***

As a PDP, I have been able to rotate through Production, Programs, QA, EHS, Engineering, and every department within our Business Operations Division.

***What have you learned as a PDP?***

Naval ship repair is one of the most difficult and unique industries in the United States. Budget and schedule constraints, coupled with an aging Naval Fleet, provide challenges that are rarely seen in other industries. Being a PDP has allowed me to see these challenges in both micro and macro views, being extremely close to the deck plate work, as well as seeing high-level decisions that affect NASSCO-Norfolk's long-term trajectory. As a PDP, the most important thing I have learned is the importance of our Continuous Improvement Culture, always learning from our mistakes to become a safer and more effective shipyard. Naval Ship Repair is filled with unforeseen challenges and obstacles, but as I have learned from being in the Professional Development Program, you are expected to learn from these challenges and grow from them so you are able to handle them more effectively the next time they occur.



### Nicole Ibinson

***When did you start at NASSCO-Norfolk?***

I started at NASSCO in August of 2020.

***What brought you to NASSCO-Norfolk?***

Attending USMMA is where my interest in ships began

but I chose to pursue the ship repair industry specifically instead of the commercial sailing route. I chose NASSCO because ship repair is an extremely unique and challenging part of the maritime industry and I'm always up for a challenge. Each ship we put our hands on has a different story, requires different repairs, and takes a different path to get to the finished product. This keeps things exciting and challenges us to think on our feet. NASSCO-Norfolk specifically caught my attention by having a very family type environment. Everyone knows everyone and genuinely cares about not only each other, but the production work that we put our name on as well.

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

I have a Marine Engineering degree and a USCG 3rd Assistant Engineers License from the United States Merchant Marine Academy.

***What rotations have you had as a PDP?***

I've done rotations through Production, EHS, QA, Programs, Contracts, Estimating, Subcontracts, and Purchasing.

***What have you learned as a PDP?***

I've learned that every individual in the shipyard can teach you something new. No one person has had the same experience or has the same perspective on things. Each person I've been able to speak with offers not only their extensive technical knowledge, but also their personal advice on how to navigate the industry. I've also learned that there is always room for improvement whether it is process oriented or leadership growth. It is that continuing to strive for protection sets NASSCO apart from other.



### Kyle Pins

***When did you start at NASSCO-Norfolk?***

I started the PDP program at NASSCO-Norfolk on August 9th, 2021.

***What brought you to NASSCO-Norfolk?***

My degree at USMMA was highly geared towards finding a career path in a ship-

yard or maritime field. After surveying all the possible shipyards and maritime careers in my home state of Virginia, NASSCO seemed to have the most opportunities. This was due to the PDP program offering a full understanding of how the shipyard works as well as growing personally and professionally.

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

I have a B.S. in Marine Engineering and Shipyard Management. In addition, I have my U.S.C.G 3rd Assistant Engineers License. Both were obtained attending the United States Merchant Marine Academy.

***What rotations have you had as a PDP?***

I have spent time with Outside Machine Shop, Temporary Services, Dry Dock, and Structural.

***What have you learned as a PDP?***

My time as a PDP has highlighted the unique and rewarding field of ship repair. It has shown me the need for cooperation and drive needed by all departments in order to get a ship completed. No one person or trade can complete a ship. The most important thing I have learned so far though is no matter your position or title in the company something can always be learned from one another.



# LEARN

## “Stayin’ Alive Another 25”: VSRA Health & Safety Seminar

### AUTHOR:

Donna J. Watkins,  
Environmental Engineering Manager, Norfolk



Masked and socially-distanced participants watch a Rigging & Signal Demonstration



Val Reagan and Nadine Pedersen at the GDNN Vendor Booth

On September 29, the Virginia Ship Repair Association (VSRA) held its 25th annual Safety and Health Seminar in Norfolk, Virginia. The purpose is to gather local ship repair industry employees, in particular deck plate workers, to receive relevant training, health and safety updates, a great meal, and encouragement to promote safety. Since this year marked the 25th anniversary of this seminar, the theme was “Stayin’ Alive Another 25.”

After VSRA’s President welcomed the 200-person crowd, Kevin Terry, NASSCO-Norfolk General Manager, gave the keynote address. After providing statistics regarding work-related fatalities, Kevin engaged the crowd by making it personal. He asked “Who knows someone who has died? This week? This month? This year?”

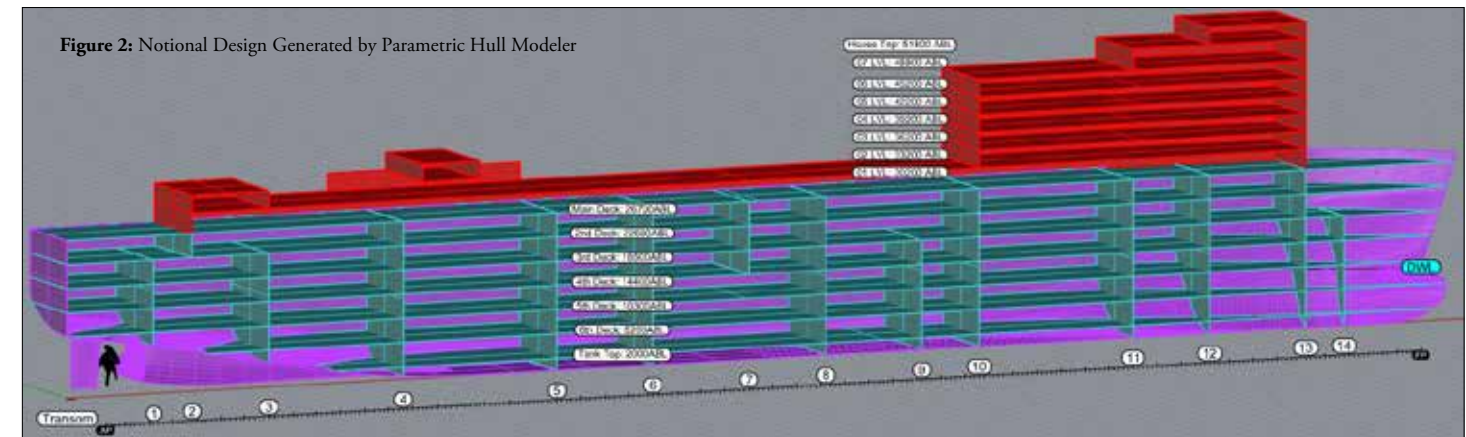
After listening to a few stories of recent deaths, we all understood the importance of safety, and how fatal accidents can happen anywhere. As we looked around the room, there were so many hands up that had experienced the death of someone close to them. We all understood; the personal loss of family members, friends, and coworkers is immeasurable.

Kevin then shared a poem called “The Dash” by Linda Ellis. The premise is that a tombstone lists your year of birth and year of death. The dash in between represents all that we have done during our lifetime. Kevin posed the question, what are you doing with your dash? Are you leaving a legacy behind that will positively impact the generations to come? Kevin’s remarks set the stage for the rest of the seminar. The participants now had context as to why they were here – to learn not only how to protect themselves but to teach others to work and live more safely. The rest of the seminar was packed with interactive sessions and hands-on demonstrations of the key safety risks and the tools to minimize those risks.

In attendance were ship-repair employees, vendors, and sponsors; NASSCO-Norfolk was a platinum sponsor. Roughly 20 Safety Task Force members and five other NASSCO employees were in attendance. Val Reagan and Nadine Pedersen worked at NASSCO-Norfolk’s vendor booth to answer questions about NASSCO-Norfolk and discuss potential career opportunities.

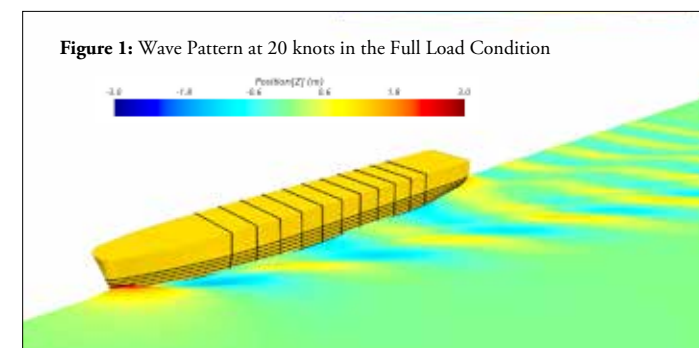
## Hull Form Development: Making Waves

AUTHOR: Bob Lanoue, Senior Engineer, & Will Cyr, Engineer III, San Diego



The art of drawing a ship’s hull form has changed drastically in the last few decades, yet efficiency remains the priority. The days of tedious hand drawings are gone in favor of more efficient computer aided design. Powerful software packages now enable higher precision, analysis, and collaboration between working groups. Until recently, NASSCO hull forms were developed by third-party vendors. Bringing hull development in-house has enabled NASSCO to engrain producibility into our design tools from the start and maintain more control over design decisions with the intent of lowering cost.

The process for lines and hull form development begins with the principal sizing of the vessel based on contract requirements. An estimate of ship speed is then conducted to determine the required power based on a few variables defined by the hull shape length, beam, draft, and displacement of the ship. As the design continues, a more detailed hull refinement is undertaken using more powerful software. The hull form is analyzed in various programs, most notably using Computational Fluid Dynamics software (CFD). CFD allows engineers to simulate the physical environment in which the hull form will operate and predicts the flow of the water around the hull, as shown in Figure 1.



Beginning in February of 2020, Bob Lanoue, Senior Engineer, Will Cyr, Engineer III, Zenka Woolliscroft, Senior Engineer, and engineers working in NASSCO’s Initial Design and Naval Architecture (IDNA) department, began a hull form study on the USNS John Lewis (T-AO 205) design with the goal of finding a more cost

and energy efficient hull form. This was the first large scale project NASSCO IDNA had undertaken using in-house CFD software to inform hull form modifications based on analytical results. IDNA worked in tandem with the Steel Production and Build Strategy teams to solicit feedback on structural and hydrodynamic interactions in areas like the gondolas, bulbous bow, and bilge keel in an effort to keep producibility as the priority for decisions. Ultimately, it was decided not to change the John Lewis hull form, but the study provided a proof-of-concept that NASSCO was capable of analytical hull design more than ever before.

Since this project, we have continued to refine our processes for future programs. These recent developments include:

- Development of re-usable templates in our CFD Software: Star CCM+
- Creation of a custom hull modeling program encoded with key production features
- Streamlined path between Initial Design Hull Geometry and Production Geometry

A strong focus has been placed on optimizing future designs to NASSCO facilities. The new hull modeling program incorporates design preferences from the Steel Design for Production Manual. The intent is to streamline hull form production by minimizing shell areas with dual curvature and maximizing the flat of the bottom and side shell (see Figure 2). Bringing hull form development in-house gives full control to balance hydrodynamic and production tradeoffs.

As NASSCO looks to the future in two upcoming Advanced Programs with the Next Generation Logistics Ship (NGLS) and the Subtender programs, IDNA engineers are preparing these tools for implementation. Each program is preparing to enter a preliminary design or trade study phase for which a hull form will be created using the new CFD and 3D modeling tools. A balance must be struck in creating a hull optimized to meet their unique missions while maintaining a low required power while prioritizing a hull form that reduces the complexity of the shell blocks to improve producibility. Above all, the new tools allow for a more collaborative design at the earliest stages.



# Tuition Reimbursement Corner

## How to begin?

**AUTHOR:** Diana Castillo,  
Executive Assistant, San Diego

Are you interested in continuing your education? Tuition Reimbursement is available for all employees who wish to pursue a degree or professional development. To learn more about tuition reimbursement, visit the Employee Benefits & Discounts section on the NASSCO website. Forms are also available next to the Payroll Department in Bldg. 1 at the San Diego location. Please contact your site POC for more information.

### QUALIFY:

To qualify for reimbursement, courses of study must bear a relationship to the field of business activity in which the employee is engaged, or is likely to become engaged, while employed by the Company. Questions concerning the acceptability of a course or degree program are to be resolved by the Human Resources Department prior to an employee enrolling in the course.

### REIMBURSEMENT PROCEDURE:

To be eligible for reimbursement, employees must complete the following steps prior to the start of the course:

- Complete the current Tuition Reimbursement form
- Submit the application to the HR department for review
- For those attaining an associate’s or bachelor’s degree, submit proof of enrollment
- Upon successful completion of an approved course (grade of “C” or higher/certificate of completion), the employee must complete the “Actual Cost” section of the approved copy of the application form along with supporting documentation within 60 days



### QUESTIONS?

**NASSCO San Diego:**  
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**NASSCO Norfolk:**  
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Katasha Madyun (757) 966-3520  
kmadyun@nassconorfolk.com

\* Note process may differ across each location. Please contact your site POC for more information.



NASSCO-San Diego  
July 2, 2021



# General Dynamic NASSCO Employees Save on Tuition at National University

National University is proud to partner with General Dynamics NASSCO to extend a tuition rate offer of \$7,500\* per year to employees looking to expand their knowledge and skills for professional and personal growth. Additionally, your spouses and dependents are also eligible for a 15% Tuition Reduction Scholarship.

### Why Choose National University?

- **Flexible 4-Week Classes:** Start sooner and finish faster with four-week classes, monthly start dates, and year-round enrollment.
- **75+ Degree Programs:** Choose from associate, bachelor’s, and master’s programs\* designed to help you pursue your purpose and make an impact in your community.
- **100% Online Classes:** Study when and where it’s convenient for you with flexible online classes that work with your busy schedule.
- **Fast Track Scholarship:** Students can earn a free class for every four classes completed within a six-month period.

\*\*Employees will receive tuition at the rate of \$750.00 per class for 10 courses. The student’s 11th and 12th course will be charged the standard tuition rate. The scholarship resets after completion of the 12th course.



**LEARN MORE:** WESCORP@NU.EDU | 855-773-9444







# Second Generation Of The LEA Program Concluded Successfully

**AUTHOR:** TIMSA Communications, Mexicali

The Leaders in Action Program (LEA) is a year-long program focused on Tecnologías Internacionales de Manufactura, S.A. de C.V. (TIMSA) employees who have demonstrated a high leadership potential with a vision of teamwork and valuable contributions in their departments.

This program is aligned to our TIMSA principles and seeks to support the growth and development of our employees through a comprehensive training model that promotes talent in strategic areas

such as leadership, organizational culture, continuous improvement, innovation, and business knowledge.

The LEA Program is sponsored by senior management who participate as mentors to support our future leaders along their development path.

Approximately 33 LEA participants have graduated from the program in two previous generations and the third-generation started in October 2021, with 20 new participants.



Second Generation LEA (top to bottom / left to right) Ruben Buenrostro, Emilio Estrada, Javier Cervantes, Juan Torres, Marbella Pahua, Jose Carlos Moreno, Alejandra Ayon, Luis Garcia, Juan Acosta, Rafael Gonzalez, Adriana Saucedo, Daniela Macias, Adolfo Ayala, Erika Ortiz, Angel Enriquez, Crystian Davila, Carmen Enriquez

# Weld School & Trade School Graduations

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

*Congratulations to the NASSCO-San Diego Fall 2021 Trades Academy and Weld School graduates!*

To learn more about the NASSCO Mentor Program, email [Mentors@nassco.com](mailto:Mentors@nassco.com).



**Pipefitter Student Graduates**  
From right to left: Mr. Miguel Ibanez (Instructor), Ivan Hernandez, Luis Claros Cabezas, Ethan Tyler Danley, Arturo Ruiz Osegueda Jr., Roberto Martinez



**Electrical Student Graduates**  
From right to left: Moises Ferrer, Raul Robinson Sanchez, Christopher Hurtado, Ryan Christian Bautista, Roberto Carlos Rios, David Armondo Saucedo, Alexis Garcia, Pascual Jr. Sanchez



**Welder Student Graduates**  
Right to left: Homar Rodriquez, Jesus Moreno, Ricardo Navarro, Alejandro Ruiz, Anthony Figueroa, Jacob Pichardo, Jesus Banuelos, Joel Martinez



**Journeymen Mentors**  
No order: Tuan Pham, Jesus Sanchez Ayala, Jackeline Sanin, Eloy Melchor Quero, Eduardo Noel Mata, Armando Pineda, Ivan Mariaca, Jose Marquez, Jhon Abel Lopez, Abraham Parra, Arturo Barboza, Angel Cesena, Jose Lopez, Andrew Gooch



**Pipefitter Student Graduates**  
From right to left: Oscar Salazar Alcala, Mr. Miguel Ibanez (Instructor), Raul Rubio Nieblas, Elias Eduardo Gonzalez Rodriguez, Mathian Saldana Ledgard, Omar Alfredo Millan, Andrik Perez



**Pipefitter Student Graduates**  
From right to left: Andres Jens Pena, Ty Nolan Truitt, Alejandro Barajas, Ruben Delgado (Electrician), Diego Espinoza, Daniel Herrera, Noel Saldana Perales, Jose Jorge Sanchez Gutierrez, Sherwin Tumaneng Alipio, Mario Morales (Instructor)



# EMPLOYEE CORNER

## ‘Tis The Season

**AUTHOR:**  
NASSCO Communications

NASSCO-San Diego leadership passed out the annual secret holiday gift to employees December 3. Each year, the gift remains a surprise to everyone, adding to the excitement of the season and holiday spirit. This year’s gift was a special embroidered cooler that could be used as a lunch container or double as a golf or beach cooler on weekends. Thank you to NASSCO leadership and all involved in making the holiday season special for our employees.



## EHS Employees of the 1st, 2nd, 3rd, and 4th Quarters of 2021

**AUTHOR:**

Donna J. Watkins, Environmental Engineering Manager, Norfolk

*Environmental, Health and Safety (EHS) Representative Brandon Ward, EHS Specialist Bryson Speagle, EHS Representative Alex Browne, and EHS Specialist Richard Howell are this year's EHS Employees of the Quarter (EOQ)!*



Brandon Ward,  
EHS Representative,  
EHS EOQ 1st Qtr 2021



Bryson Speagle,  
EHS Specialist,  
EHS EOQ 2nd Qtr 2021



Alex Browne,  
EHS Representative,  
EHS EOQ 3rd Qtr 2021



Richard Howell,  
EHS Specialist,  
EHS EOQ 4th Qtr 2021

NASSCO-Norfolk hired Brandon as a full-time employee in January 2019, serving as a temporary employee. Brandon was initially recognized as EOQ in 2019 for his excellent work on nuclear-powered aircraft carrier projects at Norfolk Naval Shipyard (NNSY) and outstanding safety performance and leadership abilities. His nomination this year is for his demonstrations of extreme flexibility and courage. Throughout the COVID-19 pandemic, Brandon covered the shifts of fellow EHS Representatives. He completed safety walk-throughs on four different ships, always willing to go wherever he was needed. Brandon is passionate about protecting the safety of all and is quick to identify hazards and ensure they are adequately addressed.

Bryson started his journey with NASSCO-Norfolk in January of 2019 as an intern. In July of 2019, after his graduation from Old Dominion University, Bryson was hired as a Program Analyst. Since then, his consistent diligence in preparing metrics data, managing the discrepancy database, and taking on new responsibilities has amazed his supervisor. In June 2021, Bryson was promoted to EHS Specialist. Since June of 2019, he has managed two environmental programs (wastewater and wetlands) and increased his oversight of key health and safety programs. Bryson has yet again demonstrated his capacity not only to learn new tasks, but also to improve them. He is currently training the new Program Analyst with the same dedication and attention to detail that he has modeled on all his assignments. Furthermore, Bryson has willingly served as a department expert in Excel. He often stops what he is doing to help others, yet always completes his work on time. Bryson is truly a team player and an extremely valuable resource to the EHS Department as well as Team NASSCO.

Alex started as a temporary employee and became an EHS Representative in October of 2020. Alex continues to delight his management by his thorough investigation of safety incidents. Alex has also consistently demonstrated great professionalism in contacting Ship's Force about EHS issues. He is quick to observe EHS concerns, contact the appropriate personnel, and get these concerns resolved. As

of August 2021, Alex willingly agreed to work 2nd shift, confirming leadership's view of him as a true team player. Alex was able to assist production staff clear up safety issues identified during the day, and was recognized on more than one occasion by Mid-Atlantic Regional Maintenance Center (MARMC) staff for his efficiency in facilitating the resolution of safety discrepancies. Alex prepared and submitted clear and informative summary emails of events that occurred during 2nd shift which prepared 1st shift workers to take appropriate actions the next day. His thorough explanations of issues greatly assisted EHS leadership in taking EHS concerns to the next level.

Richard, who goes by Rick, started at NASSCO-Norfolk as a Safety Inspector in August of 2010. In July of 2018, Rick was selected to be EHS Representative Lead, leading eight EHS Representatives, before being promoted to EHS Specialist in 2020. Rick spearheaded meetings with Shop Foremen and Subcontractor leadership, assisting them in creating workable solutions to reduce their safety discrepancies and return to consistent safe practices. In June 2021, Rick was assigned supervision of five Competent Persons (CPs) from Shop 10. He has consistently guided them by providing necessary training. In addition to this new responsibility, Rick continues to manage the scheduling and execution of key health & safety programs like hearing conservation and safety training. He also conducts numerous Forklift, Fall Protection, and VSRA Safety Training classes. Rick often conducts the Safety portion of the weekly New Employee Orientation and has been complimented on his practical, engaging teaching style. Rick is the “go-to” person for many safety questions and serves as a subject matter expert.

The EHS Department and NASSCO-Norfolk are thankful to have such passionate professionals interfacing with our employees, subcontractors, and Sailors on a daily basis. We are truly honored to benefit from their energy and commitment. Please join me in congratulating these diligent workers who exude our theme One Team, One NASSCO, Better Every Day!



# Breast Cancer Prevention

**AUTHOR:** TIMSA Communications, Mexicali



October is Breast Cancer Awareness Month and for Tecnologías Internacionales de Manufactura, S.A. de C.V. (TIMSA), the health of our employees is paramount.

For this reason, during this month, the Safety & Health department carried out different activities for our peers at TIMSA. These activities included a talk on prevention and early detection of breast cancer provided by the State Health Department and a social media campaign to generate awareness among workers and their families. TIMSA also provided the opportunity for eligible women to have a cancer screen test at a very low cost. At TIMSA, we seek to positively impact our family, community and environment.



# Nate Stanton Selected as National Safety Council’s Rising Star

**AUTHOR:** Jeff Hanson, EHS/QA Director, Norfolk

Nathaniel Stanton, EHS Manager at NASSCO-Norfolk, received the Rising Stars of Safety Award during the annual Safety conference on October 12, held by the National Safety Council (NSC). The NSC Rising Stars of Safety Award recognizes safety professionals under 40 who show dedication to safety leadership.

According to Lorraine Martin, President and CEO of the NSC, award winners don’t just aim to check off a box for safety. These leaders understand that they must prioritize safety at every level of decision-making.

Nate Stanton receives National Safety Council’s Rising Star Award



“We are proud to honor each of our nominees and our incredible winners, all of whom are committed to working alongside NSC to save lives, from the workplace to anyplace,” said Lorraine.

Nate was nominated for this award based on his hard work and dedication to the people of NASSCO and the ship repair community in helping correct areas of concern that were identified during last year’s inspections.

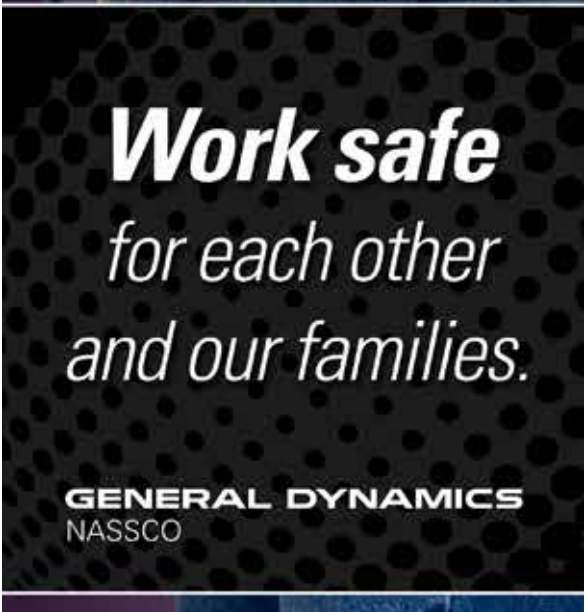
Due to Nate’s ability to lead with confidence and convey a team-centered message, he was selected to help manage both the Rigging and Hot Work Safety Management Plans (SMPs), both of which he still supports in order to help sustain beneficial changes and push for continuous improvement.

Nate’s passion for safety and making change happen has contributed to a 25% reduction in safety-related customer non-conformances over the past year. As a result, NASSCO-Norfolk’s safety status has been elevated in the Port of Virginia.

Nate has also provided leadership to the Company’s Safety Task Force, a group led and supported by union-represented employees. Because of his passion and involvement with Production and Program management leadership teams over the past several months, the Safety Task Force has been revitalized under his oversight to make significant positive changes.

Nate’s passion extends beyond NASSCO-Norfolk, as he supports the Virginia Ship Repair Association (VSRA) as the Safety Chair of VSRA Safety and Environmental Committee. Through this role, he has addressed multiple ship repair industry challenges. He also plays a major supporting role between VSRA and VSRA’s Regional OSHA partnership. Nate serves as one of the partnership’s Co-Chairs by addressing OSHA’s industry concerns port-wide.

*Congratulations to Nate Stanton for his NSC Rising Stars of Safety Award!*





# NASSCO-Norfolk Recreation Committee Hosts Ice Cream Day, Water Day For Employees

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



What would a hot summer day be without a cold bottle of water or ice cream? This summer, the NASSCO-Norfolk Recreation Committee handed out 620 ice cream bars and more than 1,000 bottles of water and flavor packets to employees, temporary employees, contractors and service men/women.

Special thanks to our committee - Karen Gould/Chair, Lauren Smith, Eddie Walker, Tim Sawyer, Inza Speights, Keema Simmons, and Ron Reagle for making this a great experience for our workers. Thank you to our sponsors C.E. Thurston & Sons, Inc. and General Dynamics. We love bringing these types of morale boosters to our yard.



The NASSCO-Norfolk Recreation Committee handed out more than 1,000 bottles of water and flavor packets June 15



The NASSCO-Norfolk Recreation Committee handed out 620 ice cream bars September 10

# NASSCO Honors Veterans

**AUTHORS:** Stephen A. Reamy, Talent Acquisition Manager, Norfolk & NASSCO Communications, San Diego



NASSCO-Norfolk Veterans pause for a group photo to commemorate Veterans Day

General Dynamics NASSCO-Norfolk and NASSCO-San Diego paused operations on November 11, to celebrate its Veterans. Approximately 30% of NASSCO-Norfolk and NASSCO-San Diego’s full-time workforce has served in the U.S. Armed Forces, and the company remains committed to hiring Veterans by leveraging the significant military presence in the Hampton Roads and San Diego areas.

“Recognizing our Veterans is important because of the legacy of service we share as a NASSCO team and as individual members of that team,” Paul Clifford, Senior Director of Waterfront Operations said of the event.

Clifford joined the NASSCO-Norfolk team in June, following a 27-year career with the U.S. Navy. “We leave the service but the service never leaves us.”

The events included group photos, new NASSCO Veterans Network facemasks, lanyards and hardhat stickers, as well as lunch provided by the company.

“It makes me proud to be part of a company that shows its appreciation like this.” Army Veteran and HR Generalist Heidi Swinborne said of the event. “It’s one thing for an employer to say they appreciate Veterans. NASSCO shows it.”

Veterans Day was first celebrated in recognition of those who served in World War I and was initially called “Armistice Day” for the pact that brought the war to an end. The holiday was expanded to celebrate all service members following World War II and in 1954 Congress officially changed the name of the holiday to Veterans Day.

As NASSCO continues to support the world’s greatest Navy, the team is proud to recognize its own Veterans who have selflessly served this country.



NASSCO-San Diego Veterans pause for a group photo to commemorate Veterans Day



<div>Glove Matrix</div> <div>AUTHOR: NASSCO Safety, San Diego</div> <div>The Glove Task Matrix was created to help determine what type of gloves you need for the task. When you are unsure of which gloves you should choose, refer to the Glove Task Matrix, Area Hazard Analysis, or ask your Supervisor. Most hand injuries occur from wearing the wrong gloves, no gloves, or the wrong size. For your convenience, the Glove Task Matrix is posted in the tool rooms. Gloves are available at all tool room locations.</div>		Commonly Used Gloves					Additional Gloves						
													
		Driving Glove	Cut Resistant Glove	Welding Glove	Shipfitting Glove	TIG Welding	Fingerless Work Glove	Paint/Petroleum Glove	Disc Sanding Glove	Blast/Paint Glove	Elect. High Voltage	Elect. Low Voltage	Latex Gloves
General Work	General Work/Material Handling	✓	✓										
	General Work with knives and blades/Sheet metal		✓										
	Rigging/Overhead Crane Ops.	✓	✓										
	Wood Handling	✓	✓										
	Pneumatic Tool Ops.(Needle Gun/Chisel/Grinding)	✓	✓										
	Driving	✓	✓										
	Cable Pulling/Hookup/Stripping	✓	✓				✓						
	Mechanical Work (No Chem.)	✓	✓										
	Mechanical Work (With Chem.)							✓					
Paint & Blast	Spray Paint/Pot Tending/Line Handling									✓			
	Paint Rolling or Brush							✓					
	Grit Blasting									✓			
	Disc Sanding								✓				
Hotwork	Outfitting/Shipfitting/Light Hotwork (Tack weld only)			✓	✓								
	KOIKE Machines	✓		✓	✓								
	Standard Weld Operations (Suitcase) in all positions,over head,vertical etc etc			✓									
	TIG Welding/Braising/Soldering (No Tack Welding)					✓							
	Burning Operations (Torch) no overhead or washing			✓	✓								
	Air Arcing Operations / Torch Washing all positions			✓									
Electrical	High Voltage Electrical (Up to 19kV)										✓		
	Low Voltage Electrical (120-480V)											✓	
	Instrument Calibration (No Chem.)						✓						✓
	Instrument Calibration (With Chem.)							✓					
Misc	Chemical Handling	Read and Follow SDS for hand protection						✓					



# 2021 *Service* AWARDS

## Congratulations to our 2021 New Master Shipbuilders & Master Ship Repairers

**AUTHOR:** NASSCO Communications

*Congratulations to the 10 new NASSCO Master Shipbuilders and Ship Repairers who have dedicated 40 years of service to General Dynamics NASSCO!*

### San Diego

Trisha Ball, Supervisor Office Services  
Hector Castellanos, Shipbuilder  
Gus Perez, General Supervisor II  
Mario Pina, Shipbuilder

Enrique Villagomez, Temp Services Elect Wkg Frmn *(Not Pictured)*  
Manuel Zazueta, Material Chaser *(Not Pictured)*  
Norman Montoya, Crane Operator AA *(Not Pictured)*

### Norfolk *(Not Pictured)*

John D Long, Valve Mechanic 4  
Charles Floyd III, Temporary Service Mechanic 2  
Allen Langley Jr, Temporary Service Mechanic 4



# 2021 NASSCO-Norfolk Dependent Scholarship

**AUTHOR:** Tammy Hansen, Human Resources Manager, Norfolk

On August 25, the General Dynamics NASSCO-Norfolk Dependent Scholarship for academic year 2021-2022 was awarded to Jessica Watkins, daughter of Donna Watkins, NASSCO-Norfolk Environmental Engineering Manager. This scholarship provides \$2,000 per year, for up to four years, to a student attending college at an accredited school.

The scholarship committee reviewed numerous applications and ultimately selected Jessica because of her academic accomplishments and her demonstrated drive for success.

Kevin Terry, General Manager of NASSCO-Norfolk presented Jessica with a certificate and letter commending her for her accomplishments and her commitment to higher education, adding that as a member



Donna Watkins, Environmental Engineering Manager; Jessica Watkins; Kevin Terry, General Manager

of the selection committee, he was deeply moved by her story about how she was inspired to pursue a degree and follow her dreams.

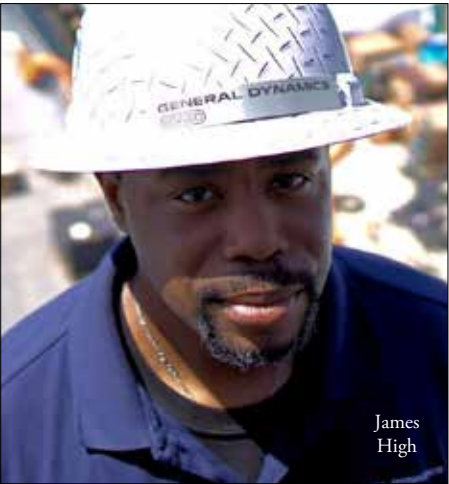
Jessica, filled with emotion, expressed appreciation for being selected as the Norfolk 2021 scholarship recipient and described the challenges of attending school remotely in 2020 due to COVID-19. She said it meant to the world to have NASSCO-Norfolk believe in her and support her dreams.

Jessica is a sophomore at Marymount Manhattan College in New York, New York. She is studying dance and dance education to become a professional dancer and dance teacher.

Donna Watkins added that this scholarship is one way that NASSCO gives back to the community and impacts the lives of those seeking to learn skills to serve as future leaders.

## Employee Spotlight – Continuing to Serve

**AUTHOR:** Diane Sloan, Production Support Specialist I, San Diego



In 2016, the innate military connection of General Dynamics, and the seamless transition for Veterans to continue serving the nation, attracted James High, a young Aviation Mission Specialist fresh out of the U.S. Coast Guard. James' career had been lustrous and fulfilled his childhood dream of following in his father's footsteps, who had been a Chief Gunner's Mate in the U.S. Navy, but after ten years of dedicated service, James felt it was time to move on. Wanting to continue being part of something meaningful, he applied at NASSCO-San Diego.

James started in the Quality Assurance (QA) Department as a Ship Yard Competent Person (SYCP). In this role, James made sure that all ship compartments were gas free and safe for human entry. James enjoyed the overall knowledge he gained from starting out in QA. It prepared him for his next position as an Area Manager I, currently assigned to the Ticonderoga-class guided-missile cruisers USS Cowpens (CG 63).

James is exceptionally proud of the progress achieved thus far during the Cowpens service contract. He is a hard worker and it is very important to him that his family knows he is doing his absolute best to make them proud every day. James' future at General Dynamics is bright as he looks forward to more stimulating assignments after his tenure on the Cowpens.

James is a graduate of University of California, San Diego with a degree in Bioengineering and aspires to one day be in a management position at NASSCO. To help him achieve this, he utilizes the company's free self-enrichment courses, provided to all employees through LinkedIn Learning.

Also looking ahead, James recently proposed to his childhood sweetheart, Catherine Meriwether whom he met in the fifth grade. James is excited about his new life with his soon-to-be new wife, and new endeavors that he can conquer at General Dynamics NASSCO.



# USS New York Family Day

**AUTHORS:** Amy Brown, Program Analyst Supervisor, Norfolk & Randy Byrne, Program Analyst Supervisor, Norfolk

NASSCO-Norfolk held their second Family Day on Saturday, August 28. This event showcased NASSCO-Norfolk’s Production and Project Team currently working on the docking selected restricted availability (DSRA) for Antonio-class amphibious transport dock USS *New York* (LPD 21). Families from NASSCO-Norfolk, along with *New York* supporting teams, including, Mid-Atlantic Regional Maintenance Center (MARMC), Ship’s Force, Subcontractors and their families were able to visit the yard and see the pride and professionalism of NASSCO.

Visitors were escorted into the yard for a once-in-a-lifetime opportunity to walk under a U.S. warship. Visitors toured the dry-dock production shop, learning how a dry dock operates. Visitors were allowed to hear the story behind this ship while gazing at a banner reminding everyone to NEVER FORGET the fateful day of September 11, 2001. Once on the Speedy Dry Dock, guests were encouraged to review the 9/11 memorabilia presented by the crew of the USS *New York* and then were escorted around the ship and dry dock by one of the



NASSCO Team members. All production shops set up volunteer stations that showcased their professionalism and dedication to team NASSCO and the United States Navy.

In the dock, volunteers from each trade offered visitors the opportunity to learn more about their work and an opportunity to see and try many of the tools of their respective trades. Visitors were able to participate in several hands-on demonstrations, including simulated firefighting, virtual reality weld-

ing, use of a bore scope (to find Spiderman), a paint sprayer, and a working alarm system.

Upon exiting the dock, our guests had the opportunity to be photographed with a local 9/11 memorial truck.

This event was held two weeks prior to the 20th anniversary of 9/11 and the successful undocking of the New York.



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# SPOTTED

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## IN THE YARD



NASSCO-San Diego  
May 28, 2021



NASSCO-San Diego  
October 15, 2021



NASSCO-San Diego  
June 25, 2021



NASSCO-San Diego  
December 3, 2021



NASSCO-San Diego  
June 25, 2021



NASSCO-San Diego  
December 3, 2021



NASSCO-San Diego  
July 2, 2021



NASSCO-San Diego  
June 4, 2021



# IN THE COMMUNITY

## NASSCO-San Diego Around The Community

**AUTHOR:** NASSCO Communications



Due to COVID-19 and the challenges it has imposed on many San Diego organizations, non-profits and initiatives, NASSCO felt it crucial to increase support around the county and surrounding communities during 2021 to contribute to our neighbors in a time of need.

In an effort to support our employees and community, NASSCO hosted multiple open-to-the-public vaccine events. More than 1,000 COVID vaccines have been administered to employees and community members over the past four months.



NASSCO Communications and NASSCO-San Diego firefighters also helped to collect more than \$3,112 for the annual Toy Drive that will benefit the Barrio Station and the Good Neighbor Project in nearby Barrio Logan. The money collected helps to purchase toys for children from eight Barrio Logan elementary schools. Special thanks to the Port of San Diego Ship Repair Association for purchasing, wrapping and delivering the toys to the children!



Additionally, NASSCO is proud to support and give to multiple initiatives and organizations in the Barrio Logan community, including, The San Diego American Little League at Memorial Community Park and the Monarch School, which provides an education for students impacted by homelessness.



# Meet the BABIES

## Birth Announcements



**ANA LUCIA CERVANTES**

**Born:** July 24, 2021

**NASSCO Relation:**  
Gerard Cervantes, Father, Painter 2

**ANDRES BENITO ESPINOZA  
& AMELIA ROSE ESPINOZA**

**Born:** Andres – April 3, 2021  
Amelia – May 12, 2020

**NASSCO Relation:**  
Jesselyn Espinoza-Hanson, Mother,  
SCM Administrative Assistant

**ARIANA ELIZABETH PARRA**

**Born:** December 24, 2020

**NASSCO Relation:**  
Moises Ferrer, Grandfather,  
Electrical Instructor

**MOISES FERRER JR.**

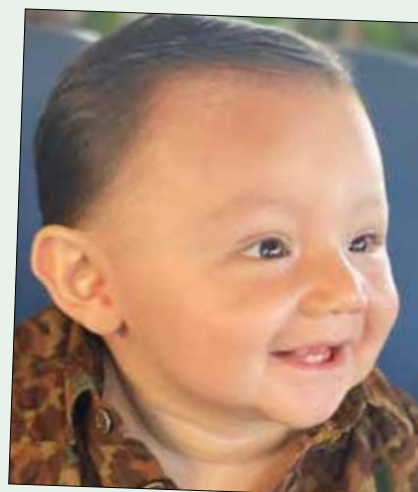
**Born:** November 30, 2020

**NASSCO Relation:**  
Moises Ferrer, Father,  
Electrical Instructor

**ARLETTE ARYAN  
MARTINEZ AVENDANO**

**Born:** September 9, 2021

**NASSCO Relation:**  
Norman Martinez, Father,  
Repair Pier Coordinator



**ASHTON BRAD LE**

**Born:** April 6, 2021

**NASSCO Relation:**  
Hong Le, Mother, Logistics Specialist

**AYLA CAMACHO**

**Born:** June 30, 2021

**NASSCO Relation:**  
Sergio Camacho, Father,  
Production Operations Coordinator

**BRAYLEN RAYNE GRAVADOR**

**Born:** July 27, 2021

**NASSCO Relation:**  
Benjamin Gravador, Steel Manager SOC 1 & 2

**FINLEY ASHER MCWATERS**

**Born:** December 12, 2020

**NASSCO Relation:**  
Zach McWaters, Manager,  
IT PMO & Business Controls

**KANON KAKO**

**Born:** May 7, 2021

**NASSCO Relations:**  
Tamara Kako, Mother,  
Supply Chain Professional II  
& Emil Kako, Father, Engineer III

**LEON QUINTERO**

**Born:** January 18, 2021

**NASSCO Relation:**  
Pedro Quintero, Father,  
Manager, Production Control

**LIAM DIAZ**

**Born:** June 26, 2021

**NASSCO Relation:**  
Jorge Diaz, Father,  
Supply Chain Professional







**MIKAYLA ESPINOZA**

**Born:** October 7, 2021

**NASSCO Relation:**  
Rafael Espinoza, Father,  
Weld General Supervisor

**NAIM ZÚÑIGA**

**Born:** July 28, 2021

**NASSCO Relation:**  
Alina Noyola, Mother, Welder



**NICOLE CAWTHORN  
& MIA CAWTHORN**

**Born:** Nicole – November 5, 2020  
Mia – February 7, 2019

**NASSCO Relation:**  
Carlos Medina Cawthorn, Father,  
Welder Working Supervisor



**OLIVIA JANAYE  
BLOMQUIST**

**Born:** January 4, 2021

**NASSCO Relation:**  
Jack Blomquist Jr., Temp Service  
Working Foreman



**VAUGHN RICO  
GOSSWILLER**

**Born:** October 2, 2021

**NASSCO Relation:**  
Troy Gossweiler, Father, Engineer



**YARETZY CAZARES FLORES**

**Born:** March 18, 2021

**NASSCO Relation:**  
Jose Cazares Zazueta, Father, Painter 2



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Retirees

*Stephen H. Berryman*  
Corp/Phys Security Officer II  
July 23, 2021  
NASSCO-San Diego

*David M. Gallup*  
LCS Program Manager  
July 16, 2021  
NASSCO-Mayport

*Philip Raymond John Lloyd*  
Principal Engineer  
June 2, 2021  
NASSCO-San Diego

*Aquiles Mijangos*  
Fitter/Sheetmetal Wkg Frmn  
September 22, 2021  
NASSCO-San Diego

*Romeo R. Romero*  
Mail Coordinator  
June 25, 2021  
NASSCO-San Diego

*Delaina J. Smith*  
Supply Chain Professional V  
July 9, 2021  
NASSCO-San Diego

*Duane L. Crawford*  
Estimator Repair  
October 7, 2021  
NASSCO-San Diego

*Merrill Joseph Grondin*  
Test & Trials Engineer  
July 9, 2021  
NASSCO-San Diego

*Keith Lynn Ludtke*  
Manager Prod Control  
July 16, 2021  
NASSCO-San Diego

*Celia A. Panaligan*  
IT Risk & Compliance Analyst II  
September 8, 2021  
NASSCO-San Diego

*Javier Ruiz*  
Abrasive Blaster  
August 27, 2021  
NASSCO-San Diego

*Joseph Anthony Sorrell*  
Data Center Ops Analyst I  
September 30, 2021  
NASSCO-San Diego

*Robert Cuentas*  
Painter  
November 19, 2021  
NASSCO-San Diego

*Nguyen Tri Hoan*  
Principal Engineer  
November 5, 2021  
NASSCO-San Diego

*Roderick Allen McDivitt*  
Maint Electrical Tech  
August 6, 2021  
NASSCO-San Diego

*Rebecca F. Pastorella*  
Contracts Manager  
November 1, 2021  
NASSCO-Bremerton

*Richard M. Sakelaris*  
Planning & Estimating Manager  
May 28, 2021  
NASSCO-Bremerton

*Johan J. Vinke*  
CAD Specialist  
October 14, 2021  
NASSCO-San Diego

*Dennis D. Dubard*  
Manager Public & Govt Rel  
December 3, 2021  
NASSCO-San Diego

*William G. Johnson*  
General Supervisor II  
August 30, 2021  
NASSCO-San Diego

*Derel Wayne Meadows*  
Rigger Wkg Frmn  
July 7, 2021  
NASSCO-San Diego

*Ai Kiet Phung*  
Planning Analyst I  
September 9, 2021  
NASSCO-San Diego

*Susan Saunders*  
Program/Operations Analyst II  
October 1, 2021  
NASSCO-San Diego

*Stanley E. Wooten*  
Layout Man P&S  
June 28, 2021  
NASSCO-San Diego

*James M. Elms*  
Senior Contract Administrator  
October 5, 2021  
NASSCO-Norfolk

*John Toler Kniess*  
Application Systems Specialist  
December 3, 2021  
NASSCO-San Diego

*Enrique E. Michel*  
Pipe Welder  
November 3, 2021  
NASSCO-San Diego

*Shaun Patrick Potter*  
Rigger  
June 30, 2021  
NASSCO-San Diego

*Mel Schwartz*  
Supervisor Production  
August 2, 2021  
NASSCO-San Diego

*Kevin P. Ridings*  
Team Leader  
September 3, 2021  
NASSCO-San Diego

*Benjamin Scott Jr.*  
Ship Manager Repair I  
December 1, 2021  
NASSCO-San Diego







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