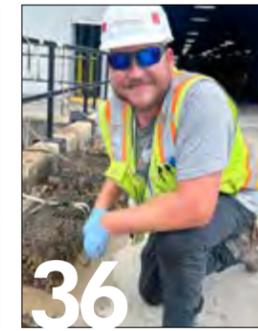


SHIPBUILDER





CONTENTS

President's Note	4	Meet the Babies	50
Spotted In The Yard	6	In Remembrance	52
Where Are They Now	14	Employee Resources	53
Retirees	48	Recent Visitors	58



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Front Cover: NASSCO-San Diego, October 15, 2025
Back Cover: NASSCO-San Diego, June 6, 2025



PRESIDENT'S *Note*

David J. Carver
President, General Dynamics NASSCO



Send us your questions
and you might see it in
our next issue!

In this issue, Amanda Purdy (Communications Dept.) sits down once again with President Dave Carver to reflect on the year and look ahead at what's next for NASSCO. With major milestones in both Repair and New Construction, ongoing investments across our facilities, and a continued focus on safety and workforce development, Dave shares his perspective on how the shipyards are performing and where the momentum is carrying us. Grab a few minutes and join the conversation as we talk through the progress, challenges, and opportunities shaping the months ahead.

Amanda: Dave, let's start with something broad. As we finish off 2025, what's the headline for you across our shipyards?

Dave: We need to continue pushing hard to improve. We need to focus on building quality products faster, with fewer man-hours. We've done a good job at learning over the first several hulls of T-AO, but we need to remain laser focused and continue to improve hull over hull. We can't let our guard down.

Amanda: Well, let's stick with that theme, are we hitting the learning curves that we're supposed to?

Dave: Collectively, we all need to do a better job and continue to improve and get cost out of these ships. That's what we should expect from ourselves, that's what the corporation expects from us, and that's what our Navy customer expects. We have an ideal opportunity at the moment, as we are now building T-AOs in all three build positions.

Amanda: Did we expect to build T-AO's in all three build positions?

Dave: No, at this point in time we hoped to build a different ship in the Graving Dock, but based on market conditions and Navy budget constraints, ships that we were hoping to build have moved out. So to keep the shipyard flowing with capacity and workload we've opted to build T-AOs in all three build positions.

Amanda: What potential ship programs are being floated around D.C. that we might have a chance at or would be a great fit for NASSCO?

Dave: We are performing engineering work for the Sub-tender program and fully anticipate building it in the

not-too-distant future. We also see potential work on next-generation logistics ships (NGLS), Sealift, and commercial projects.

Amanda: Switching to Repair, what are your thoughts?

Dave: Our number one goal is to get our new floating dry dock in service so we can get the USS *America* docked in February.

Amanda: How are the other shipyards doing?

Dave: All the other yards are doing well. Repair is always a challenging business because you don't have a good view of what your backlogs are going to be, but all the organizations are doing a good job pulling in new work and completing what they had under contract.

Amanda: Any comments on the state of the workforce?

Dave: I'm pleased to see that we are attracting and retaining the workforce we need. We are keeping a close eye on changes in the industry and the necessary training to meet future demands.

Amanda: Let's talk about facilities. What infrastructure investments are coming next?

Dave: We have invested a lot of money over the last ten years into this shipyard and now we need to go out and perform. Since 2007 to date, we've invested \$895M into the shipyard with another \$265M forecasted through 2029. Those investments have positioned us well for current and future work. Now taking a hard look at where we need to invest next, particularly in our Virginia shipyards, as we are looking at replacing piers and cranes to accommodate future workload.

Amanda: Safety is a staple and comes up regularly in these conversations. Are there areas that we need to improve?

Dave: Yes, ALL areas need improvement. It doesn't matter how good we are or how good we think we are or how good we think we are performing a job. We always must continually look at safety. We can always do better in safety and all of us need to understand that. We should never be satisfied. Our goal-as individuals and as a company- is to ensure no one gets hurt, and we all have a responsibility to make sure that happens.

Amanda: Last one, what's your message to the workforce as we close out 2025?

Dave: I'd like to take a moment to reiterate our commitment to upholding the highest levels of integrity and accountability in everything we do. Working ethically begins with each one of us. Our "Ethos" at General Dynamics

are rules that we live by at all times: Honesty, Transparency, Alignment, and Trust. Let's stay sharp and keep each other accountable. If you need to report a concern you can email, ethics@nassco.com or call (800) 433-8442. Thank you for your continued dedication to doing what's right for our customers, business and ourselves.

Current **Repair Work** from Around the Country

San Diego

Our Repair Team recently completed the super continuous maintenance availability (SCMAV) on the USS *Boxer* (LHD 4). The U.S. Navy recognized this project as a success story for the amount of work accomplished within a short availability window, despite experiencing over 112% growth in scope. The USS *America* (LHA 6) just completed a six-week continuous maintenance availability (CMAV), which was awarded to NASSCO based on an early work proposal for the docking selected restricted availability (DSRA). This DSRA began in late November at the Naval base, and the *America* will be the first ship to enter the new dry dock in February 2026. The USS *Chung-Hoon* (DDG 93) and USS *Manchester* (LCS 14) are both nearing completion and will both finish early next year, while the USS *Harpers Ferry* (LSD 49) availability started in July and is projected to be complete October 2026.

Bremerton

A Significant accomplishment for NASSCO-Bremerton this year was securing the five-year nuclear carrier Pacific Northwest Indefinite Delivery/Indefinite Quantity (IDIQ) contract in February. Our Repair Team recently completed CMAVs on the nuclear-powered Nimitz-class aircraft carriers USS *Ronald Reagan* (CVN 76) and USS *Nimitz* (CVN 68). Currently, the team is focused on the *Ronald Reagan's* docking planned incremental availability (DPIA) and is preparing to welcome the USS *Abraham Lincoln* (CVN 72) for its upcoming DPIA.

Mayport

NASSCO-Mayport has made impressive strides this year, completing numerous availabilities, including eight performed outside the continental U.S. on littoral combat ships—a remarkable achievement. Additionally, the structural department has been actively involved in contributing to U.S. Submarine Force new construction and mid-life extension programs, further demonstrating their exceptional technical capabilities.

Norfolk

The Norfolk Team continues to handle an extensive workload with efficiency and precision. They are hard at work on the USS *Harry S. Truman* (CVN 75), having just completed the CMAV and then transitioning to a Shipboard Coordinated Offload/Outfitting Plan (SCOOP)—a huge feat where everything not permanently fixed to the ship (welded, plumbed, wired) is systematically removed in order to empty the ship for major modernization, creating a massive logistical effort to catalog, store, and later reinstall thousands of items. Simultaneously, work continues on the USS *Eisenhower* (CVN 69) Planned Incremental Availability (PIA), the USS *George H.W. Bush* (CVN 77) CMAV, the USS *Bataan* (LHD 5) DSRA, USS *Porter* (DDG 78) extended docking selected restricted availability (EDSRA), and the USS *Oak Hill* (LSD 51) DSRA. NASSCO-Norfolk submitted and received a Shipyard Grant Award to purchase accuracy control equipment which will be instrumental in completing future precision fabrication and installations. Our Repair Team is also providing finishing and repair work on the first US-built Wind Turbine Installation Vessel, *Charybdis*, supporting Wind Energy installations.

What's Going on in **New Construction**?

USNS *Hector A. Cafferata Jr.* (ESB 8)

- 90.7% Complete

USNS *Lucy Stone* (T-AO 209)

- 99.5% Complete

USNS *Sojourner Truth* (T-AO 210)

- 94.3% Complete

USNS *Thurgood Marshall* (T-AO 211)

- 71.0% Complete

USNS *Ruth Bader Ginsburg* (T-AO 212)

- 52.6% Complete

USNS *Harriet Tubman* (T-AO 213)

- 14.6% Complete

SPOTTED

GENERAL DYNAMICS
NASSCO **IN THE YARD**



September 25



September 25



August 21



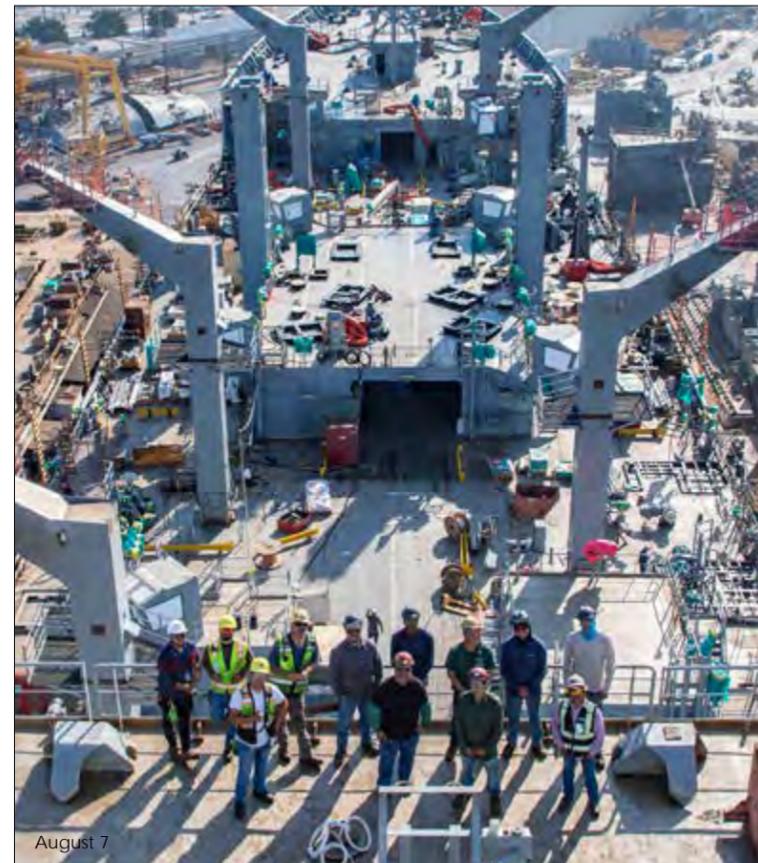
September 12



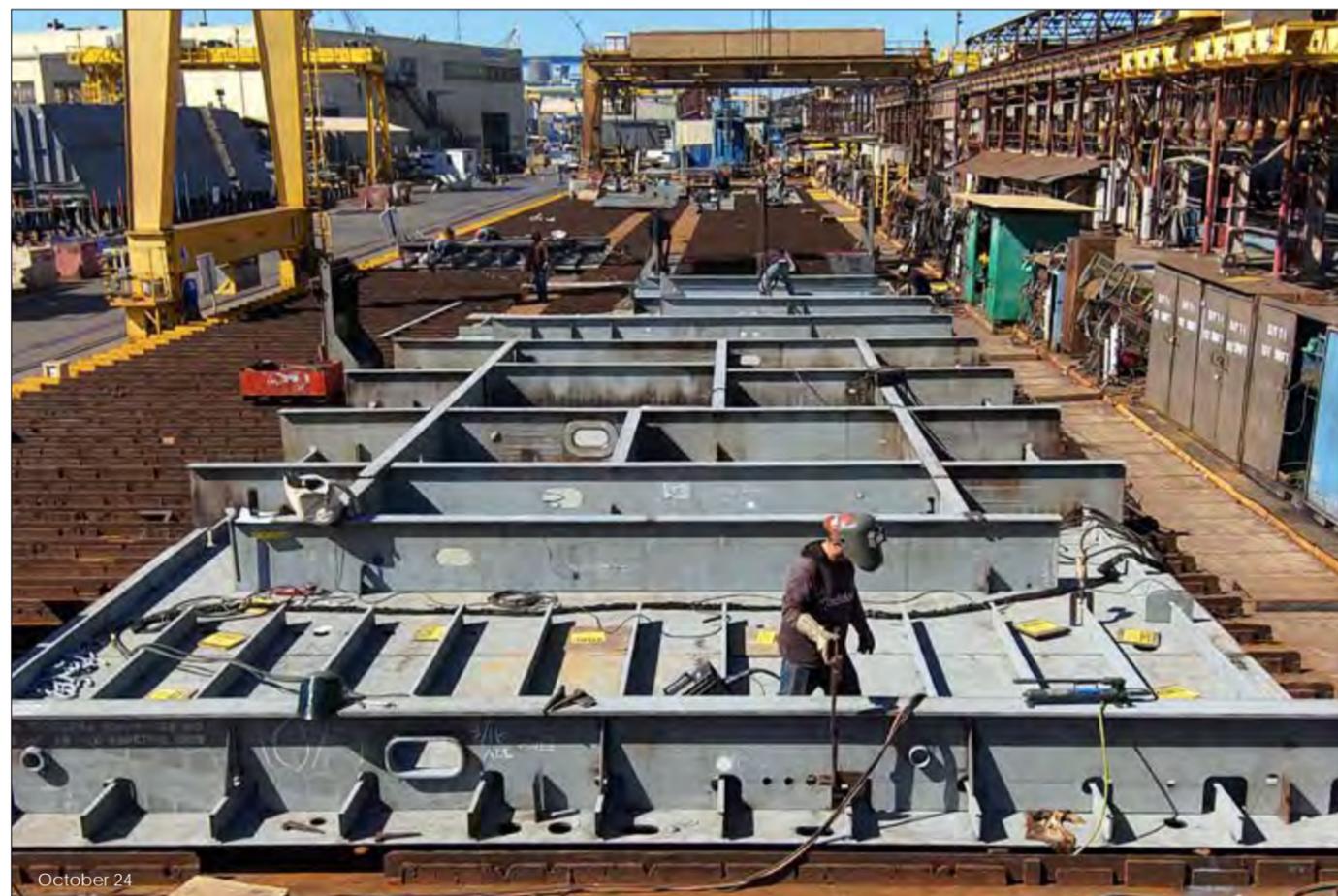
September 25



September 25



August 7



October 24



NASSCO-San Diego's NEW CONSTRUCTION SHIP MILESTONES

USNS *Thurgood Marshall* (T-AO 211)

Final Block

Aug. 8



USNS *Ruth Bader Ginsburg* (T-AO 212) Grand Block Galley Luncheon

AUTHOR:

Jonathan Molnar, SOC 5 Manager, NASSCO-San Diego

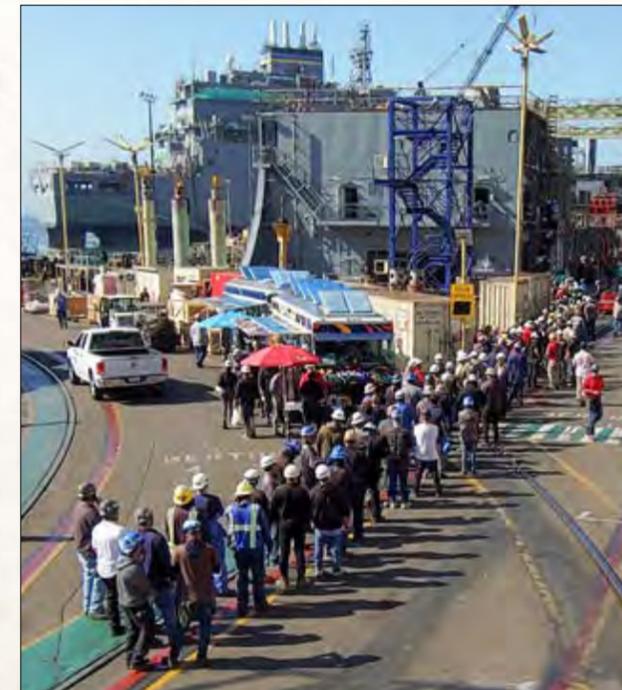


Trident Maritime Systems teamed up with NASSCO shipbuilders to host their first-ever T-AO Galley Luncheon on Oct. 24. The event marked a significant milestone for the SOC 5 on-ground team, celebrating the successful completion of the ship's galley in SOC 5 for the first time on the T-AO contract.

The completion of the ship's galley, designed to be the heart of the crew's daily life, represents a pivotal development in the shipbuilding project. This milestone has been achieved several times on the ESB program but never before on the T-AO program.

After T-AO 210 (Hull 576), NASSCO Production and Engineering conducted a thorough review of the space. Through the lessons-learned process, they were able to relocate the main power panels for the galley from the adjacent grand block to the same grand block that houses the galley. This allowed all cables to be run and power to be supplied to the galley, enabling the installation and activation of all essential components.

In less than 13 weeks, Trident transformed the space from a metal box to a fully functioning galley, culminating in a cook-out for all the hard-working individuals who contributed to the project. This achievement is a testament to teamwork and doing the right thing—not the easy thing—to keep the T-AO program moving forward.



USNS *Lucy Stone* (T-AO 209)

Sea Trial

Oct. 29



USNS *Hector A. Cafferata Jr.* (ESB 8)

Float Out

Dec. 6



REPAIR GETS A NEW TOY:

NASSCO Welcomes New Floating Dry Dock After 13,500-Mile Journey

NASSCO-San Diego recently welcomed the arrival of its newest floating dry dock, marking a major investment in the future of ship repair and construction. The massive structure traveled more than 13,500 nautical miles from the GEMAK Shipyard in Yalova, Turkey, to its new home in San Diego.

At 253 meters long, 54 meters wide, and 21 meters tall, the 17,300-ton dry dock is the largest ever built in Turkey and boasts a lifting capacity of 35,000 long tons. Designed and constructed to American Bureau of Shipping (ABS) class standards, the dock will support Navy, commercial shipbuilding, and repair projects.

Ethan Van Antwerp, Manager of Waterfront Services, said the new dock, named the NASSCO Rebuilder as a nod to its predecessor, represents the next chapter in the company's long legacy of ship repair. "After serving valiantly for more than 40 years and successfully hauling more than 200 vessels for repairs, the NASSCO Builder reached the end of her service life and needed replacement," he said. "The new dock was designed to increase capability and speed up turnaround times, boasting a larger capacity crane, more ballast pumps, a state-of-the-art control system, and the flexibility to dock anticipated warship classes."

The Rebuilder is the same size and capacity as the old dock but includes a number of key upgrades, such as higher-capacity electrical and fire main systems, wider wing walls for more workspace, and improved utility distribution to boost productivity. The project also add-

ed a new secondary mooring location for use during ship launches.

"Our old dock served us well for over four decades, which is a great testament to the folks who maintained and repaired it," Ethan said. "The new dock will carry that tradition forward for the next 40 years and will give us the capability to haul the largest vessels that can sail under the Coronado Bridge, up to and including LHA and LHD class amphibious assault ships."

The first ship scheduled to enter the new dock is the USS *America* (LHA 6), a fitting start for a facility built to handle the Navy's most complex vessels.

Transporting a structure of this scale was no small feat. With no propulsion of its own, the dock was towed out of the Yalova shipyard by four tugboats before being loaded onto Boskalis' heavy-lift vessel *BOKA Vanguard*—one of the few ships in the world capable of carrying such a massive structure.

After traveling through the Strait of Magellan and weathering rough seas, the dock arrived safely in Long Beach before completing its journey to NASSCO-San Diego. Its arrival marks another milestone in NASSCO's long history of innovation and growth, reaffirming the company's commitment to the future of ship repair and its ability to meet the evolving needs of customers.



WHERE are they NOW?

USS John L. Canley Arrives in Koror, Palau During Pacific Partnership 2025

The Lewis B. Puller-class expeditionary sea base USS *John L. Canley* (ESB 6) arrived in Koror, Palau on Sept. 22 for Pacific Partnership 2025, a six-month operation focused on four lines of effort: engineering, disaster management, medical, and host nation outreach events.

Now in its 21st iteration, Pacific Partnership is the largest multinational humanitarian and civic assistance mission conducted in the Indo-Pacific. Each year, the mission team works alongside partners and allies to strengthen relationships, build host-nation capacity to provide essential humanitarian services, and improve preparedness and response to disasters.

Sailors aboard the *John L. Canley* are joined by personnel from five allied nations: Australia, Canada, Germany, New Zealand, and the United Kingdom. Their mission includes Papua New Guinea, the Federated States of Micronesia, Palau, Samoa, and Vanuatu, with additional fly-in elements in Fiji, the Philippines, and Tonga. Their efforts are building and strengthening multinational ties as partners and allies prepare during peacetime to respond in crisis.



Multinational service members deployed in support of Pacific Partnership 2025 celebrated the Navy's 250th Birthday

on the USS *John L. Canley* (ESB 6) underway in the Western Pacific Ocean, Oct. 13.

USNS Comfort Returns to Norfolk Following Summer Deployment

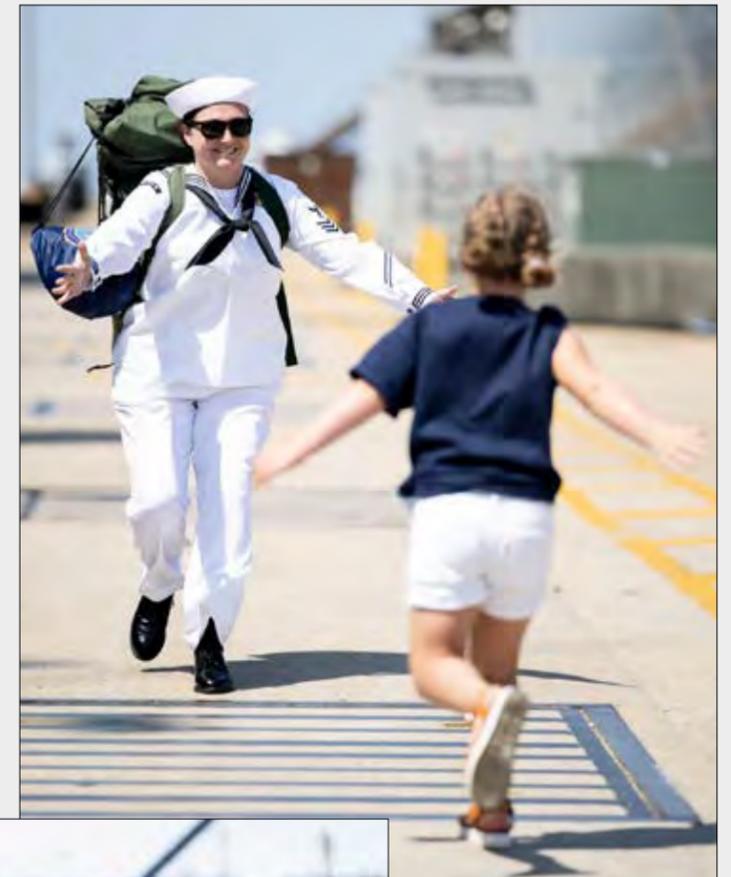
The USNS *Comfort* (T-AH 20), a U.S. Navy Mercy-class hospital ship, returned to Naval Station Norfolk following a 78-day humanitarian mission as part of the U.S. Naval Forces Southern Command/U.S. 4th Fleet's Continuing Promise 2025 mission.

Medical teams aboard the *Comfort* traveled more than 11,000 miles and treated thousands of patients in Grenada, Panama, Ecuador, the Dominican Republic, Costa Rica, and Trinidad and Tobago.

The deployment, which began May 30, delivered critical medical support and humanitarian aid to underserved populations.

Powered by steam—a rarity in modern naval operations—the *Comfort* navigated challenging routes, including two passages through the Panama Canal and a crossing of the equator. Michael Cook, a master mariner with the United States Merchant Marine, called the journey “nothing short of remarkable.”

As a floating hospital, the *Comfort* provided a range of services, including surgeries, optometry, dental care, and physical therapy. Capt. Grace Key, commanding officer of the ship's medical treatment facility, emphasized its readiness to support frontline warfighters if needed.



NASSCO-San Diego originally built and converted the USNS *Comfort* into a hospital ship, completing the conversion in 1987.



USNS *John Lewis* (T-AO 205) sails alongside the Arleigh Burke-class guided-missile destroyer USS *Gridley* (DDG 101) in the South China Sea, June 13.



USNS *John Lewis* the "Workhorse" of the Pacific

USNS *John Lewis* (T-AO 205), the lead ship of the Navy's newest class of fleet replenishment oilers, conducted nine replenishments at sea during just the first two weeks of June. Since officially joining the U.S. Third Fleet on March 10, *John Lewis* has maintained a relentless operational tempo in support of the U.S. Navy commitment to a free and open Indo-Pacific.

USS *Miguel Keith* Hosts Air, Ground Combat Marines Deployed to Australia

For the first time, elements of Marine Rotational Force-Darwin (MRF-D) boarded expeditionary sea base USS *Miguel Keith* (ESB 5) on Aug. 27 and Aug. 29 to conduct afloat operations. MRF-D is an annual six-month rotational deployment designed to enhance interoperability with the Australian Defense Force and provide a forward-postured crisis response force in the Indo-Pacific.

"By embarking aboard *Miguel Keith*, MRF-D is now postured as a truly expeditionary force at sea, capable of responding from multiple axes across the First Island Chain to Australia," the Marine Corps said in a news release. "Operating from an afloat platform provides the [Marine Air-Ground Task Force] with greater reach, endurance and flexibility, enabling rapid maneuver between archipelagic terrain and forward locations ashore. This positioning gives the MAGTF commander the ability to maneuver combat-credible forces where they are needed most, while presenting potential adversaries with a force that is distributed, unpredictable and integrated with the joint and combined formations."

MRF-D's embarkation followed its participation in the Australian and Philippines-led Alon 25 exercise, which was held in the Philippines.



NASSCO Veterans Day LUNCHEON 2025

HONORING SERVICE: NASSCO-San Diego Celebrates Veterans Day

NASSCO-San Diego honored its former military service members with a special luncheon on Nov. 11. Hundreds of Veterans gathered in one of NASSCO's paint cells to enjoy food, drinks, and time with senior leadership.

The Veterans enjoyed inspiring music and burgers from local, Veteran-owned Bonehead Burger. This year's celebration was especially meaningful, marking the 250th anniversaries of the U.S. Army, Navy, and Marine Corps. Veterans received commemorative stickers and NASSCO Veterans Network lanyards.

Raul Santospieve, a retired Navy commander and NASSCO's Director of Vessel Operations, served as keynote speaker. He reflected on the significance of the day and commended those who have dedicated their lives to serving our country.



Thank you to everyone who celebrated and honored the contributions of the outstanding Veterans who add so much value to our shipyard community.

NASSCO also recognized volunteer Veteran leaders for their continued dedication: Raul Santospieve, Director of Vessel Operations; Curtis Hawkins, Supervisor, Help Desk; and Amanda Purdy, Senior Communications Specialist.

A special thank-you goes to Navy Veteran Zoe Cawfield, Vice President of Engineering, for her support and executive sponsorship of the Veterans Network.



To join the San Diego NASSCO Veterans Network
email Veterans@nassco.com

CELEBRATING TEAMWORK UNDER THE PNW SKY

NASSCO-Bremerton's Company Picnic

AUTHOR: Wendy Shelton, Supply Chain Manager, NASSCO-Bremerton



There's something special about taking a break from the daily grind to relax, laugh, and connect outside the workplace and that's exactly what the NASSCO-Bremerton team did at this year's company picnic at Island Lake Park.

On Saturday, June 28, the picnic brought together employees and their families for a fun-filled day of food, games, and camaraderie. The savory aroma of smoked BBQ from the WigWam welcomed guests as they arrived

among an encampment of picnic tables, lawn blankets, and yard chairs. Everyone settled in wherever they felt most comfortable, enjoying a bounty of BBQ classics, snacks, and dessert favorites.

"The picnic served as a memorable moment for our team to come together and unwind," said Nick Gianacakos, General Manager. "It's an opportunity to say thank you for everyone's hard work, celebrate our successes, and strengthen the bonds that make our team so effective."



Highlights included a lively raffle with exciting prizes, surprise gifts for the kids, and friendly competition in classic yard games like cornhole, ladder ball, and tug-of-war. Laughter and music echoed across the park as coworkers teamed up for competition and bragging rights. Children enjoyed bubbles, mini-Lego sets, and special surprises that brought huge smiles to little faces. Whether relaxing by the lake or joining a spirited game, there was something for everyone.

As if the picnic weren't enough excitement for one day, several team members also attended the ninth annual Bremerton Bridge Blast downtown near the NASSCO office that evening, wrapping up the day with fireworks, community spirit, and even more fun with friends and coworkers. It was a double-feature day that showed off the best of summer and the strength of our NASSCO-Bremerton community.



The picnic reminded everyone why NASSCO-Bremerton is such a special place to work—the people. Events like this reinforce the Team's culture of appreciation, community, and shared success. As the day came to a close, it was clear the picnic wasn't just about sunshine and food, but about celebrating the people who make our work meaningful and our company strong.



Photos taken by Michael Alvarez, General Foreman, and Wendy Shelton, Supply Chain Manager

BEHIND THE SCENES:

The Teams Keeping NASSCO Running at Tidelands, C Street and Otay

Not all of NASSCO's work happens at the waterfront. A big part of the company's success depends on the support teams working a few miles away at the Tidelands, C Street, and Otay facilities.

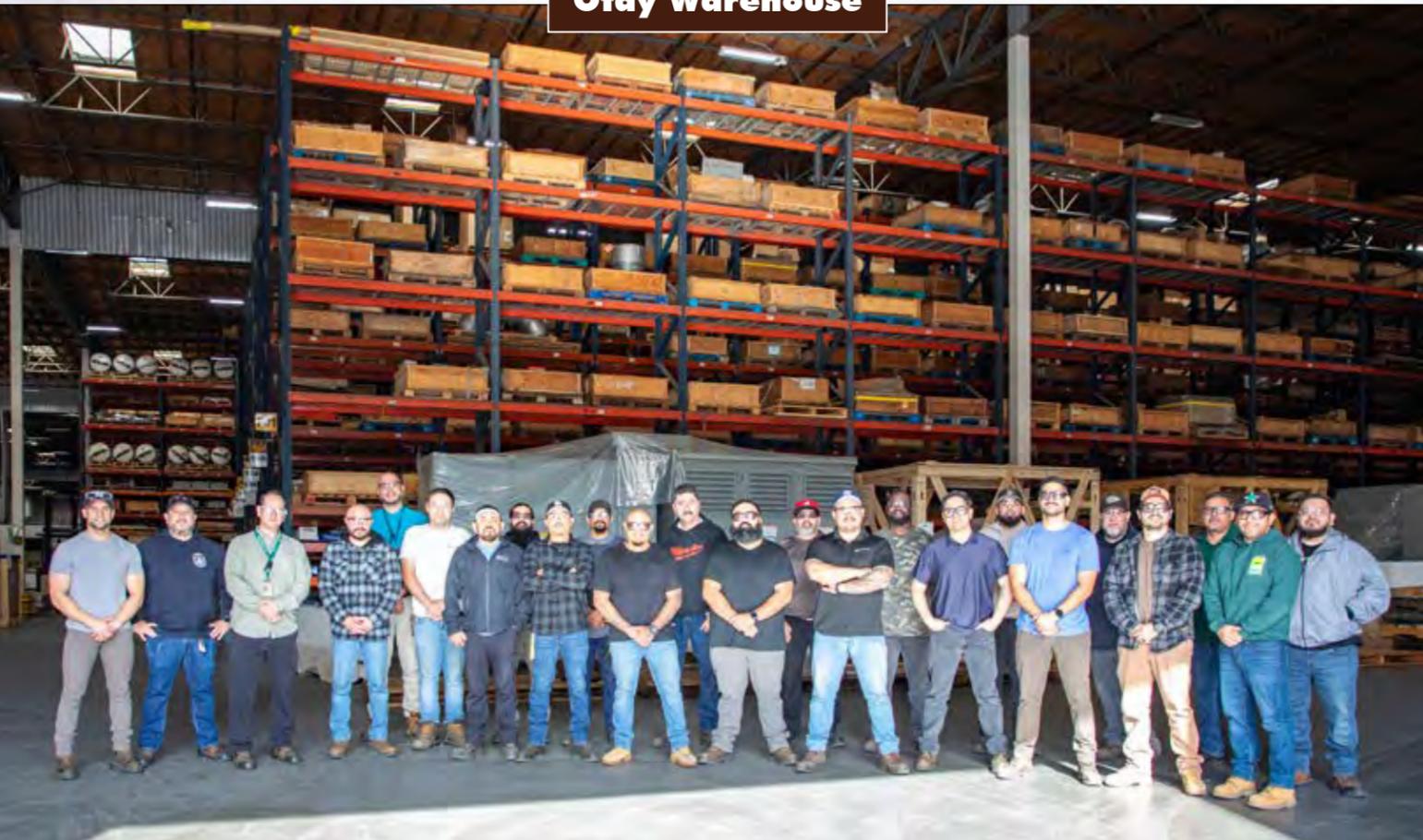
These off-site locations handle everything from carpentry and equipment repair to calibration and storage. They support more than 70 employees across departments such as

Temporary Services, Carpentry, Rigging, Calibration, Paint and General Services, Maintenance, Outfitting, and Weld Services.

"Moving support shops off-site benefits everyone," said Josh Bellinger, Calibration Lab Supervisor. *"It frees up space at the shipyard for raw materials and blocks, while giving our shops larger, better-equipped work areas."*

Each location supports New Construction and Repair operations in different ways. At Tidelands, employees sort scaffold materials, repair sky climbers, and store equipment for multiple departments. *"It's a storage area for all departments,"* said Production Supervisor Arnold Patterson, who oversees both locations. *"We send out system scaffold, wood ladders, and three-steps as requested."*

Otay Warehouse



The Otay Warehouse is NASSCO's largest offsite facility, with over 225,000 square feet indoor and 170,000 square feet outdoor storage capacity. For New Construction, Otay manages everything from nuts and bolts to large items like propeller

shafts, rudder blades and switch boards. On the Repair side, greater focus is made supporting a larger volume of requirements for managing Government Furnished Material (GFM) and Ship's Force storage accommodations.

"Our warehouse plays a critical role in ship material availability," said David Silva, Warehouse Supervisor. *"Every time we receive, stage and issue directly supports our goal and our mission."*

Tidelands



At C Street, the work is specialized and varied. Carpenters build ladders, steps, storage boxes, and the large wooden blocks used to support ships during dry dock. The Paint and General Services shop repairs pumps and spray equipment, while Temporary Services maintains electrical ponies, ventilation systems, and other gear used throughout the shipyard.

"We process, manufacture, repair, test, and store equipment that supports everything from power tools and ventilation to welding, paint operations, communications, and even Wi-Fi towers," said Luis Rivera, Temporary Services General Supervisor. *"The space here makes it easier to manage inventory, deliver materials quickly, and maintain a clean, organized, and safe work area."*

Continued on Next Page ▶

The C Street facility also houses the Calibration Lab, which maintains and tests NASSCO's critical monitoring equipment. "We calibrate systems like CO monitors, LEL sensors, and other testing tools used all over the yard," Bellinger said.

All the off-site locations are strategically located within minutes of the shipyard and Naval Base San Diego, allowing teams to respond quickly to production needs. "This

makes it easy to get materials and equipment where they need to go," said Patterson.

Patterson, who's been with NASSCO for nearly 35 years, said what makes him proud isn't just what they build, but how they work together. "The environment is great," he said. "We work well with all the departments at C Street and Tidelands. We help each other every day."



C Street: Calibration Lab

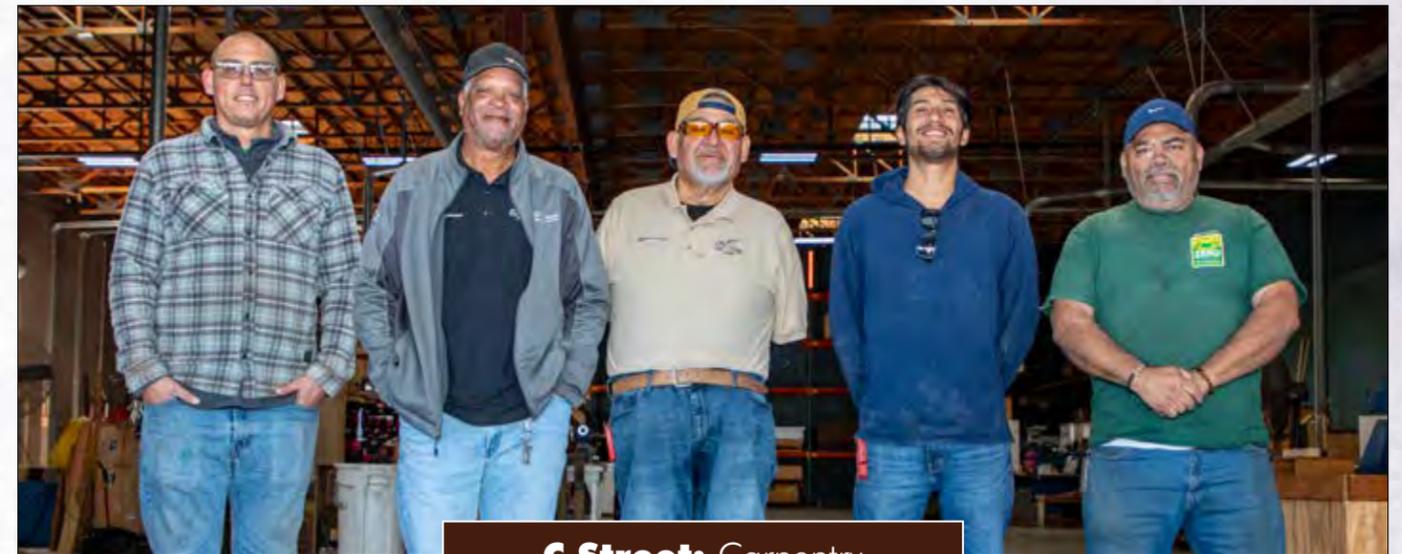


C Street: Paint & General Services

Rivera echoed that sentiment, adding that the team's safety record and organization set them apart. "We've gone more than two years without an injury," he said. "It's one of the cleanest and most organized areas outside the yard."

For the employees working at Otay, Tidelands and C Street, the job may not come with the same view of the ships, but the impact of their work is felt across every hull and project that leaves NASSCO. "I couldn't be more proud of the team we have at Otay," said Matt Kirkley, Manager Outfit Warehouse. "We all understand our role as a support department and strive for excellence in every task."

"Our team takes pride in what we do," said Patterson. "From the smallest project to the biggest, we're dedicated to delivering a quality product and keeping NASSCO moving forward."



C Street: Carpentry



C Street: Temp Services

2025 NASSCO SERVICE & IMPACT Awards

More than 250 NASSCO employees and their guests took a walk on the wild side as they gathered at the world-famous San Diego Zoo on Sept. 27 for the 2025 Service and Impact Awards. It was a beautiful evening under the stars where 181 employees were recognized for their years of dedicated service.



Dave Carver

Lila Casora

Lila Casora, Executive Assistant, became NASSCO's newest Master Shipbuilder after reaching 40 years of service. John Trujillo, Abrasive Blaster, was honored for his 52 years of service, while Carlos Vazquez, Waysman A Working Foreman, and David Aguilar, Burner, were each honored for their 51 years of service.



Wild Night at the Zoo



This was the third year that a select group of employees from across the company were also recognized for their lasting impact and contributions. Their efforts embody the spirit of collaboration, core values, and unwavering commitment. Both groups represent the heart and soul of NASSCO through their dedication to excellence.



Congratulations to all the Service & Impact awardees!



NASSCO

FALL FIESTA

2025



BRINGING COLOR & COMMUNITY TO THE YARD

NASSCO-San Diego welcomed the season with a lively Fall Fiesta on Oct. 1. Employees celebrated with music, snacks, goodies, and dulces—traditional Mexican candy—while enjoying time with co-workers.

Events like this remind us all that our shipyard is more than just a workplace, it's a community.



EXPLORING NEW PATHS: Career Growth Expo Draws Hundreds of Shipbuilders

NASSCO-San Diego held a Trades Career Growth Expo on Sept. 25, and the energy was unmatched. More than 800 shipbuilders attended to explore educational opportunities, career progression resources, and learn how easy it is to apply for openings within the company.

From technical training and leadership development to benefits information, everyone had the chance to connect, learn, and grow. Attendees also enjoyed food, giveaways, and prize drawings.

A big thank-you to everyone who helped make the event a success.

To check out NASSCO opportunities, visit jobs.nassco.com



TIMSA ACADEMY: Driving the Growth of Our People

AUTHOR:
Federico Castillo Celaya, TIMSA



TIMSA believes that the company's growth begins with the development of its people. In 2023, the company launched TIMSA Academy, an internal program designed to promote continuous training for all employees.

Through a variety of courses and workshops, TIMSA Academy encourages continuous learning in technical, operational, and personal development topics, enhancing employees' skills and promoting a culture of continuous improvement.

One of the program's greatest strengths is that most of its courses are created and delivered by TIMSA's own experts, including managers, supervisors, and engineers who share their knowledge and experience to help others grow.

Since its creation, the program has offered more than 59 courses on topics such as shipbuilding, manufacturing processes, positive workplace relationships, Excel,

improvement tools and more—benefiting more than 200 team members across various departments. These achievements reflect TIMSA's commitment to investing in the knowledge and professional growth of its workforce.



VOICE OF THE CUSTOMER: Strengthening Collaboration and Quality

AUTHOR:
Federico Castillo Celaya, TIMSA

For almost two years, TIMSA'S Quality and Production Department, in conjunction with NASSCO, have implemented the Voice of the Customer program.

The program aims to increase operational effectiveness by driving targeted improvements and reducing waste through continuous feedback and collaboration between both organizations.

Since its launch, the program has shown positive, measurable results, including a significant increase in the customer acceptance rate per contract, reflecting the success of shared efforts.

Through this initiative, TIMSA reaffirms its commitment to operational excellence and customer satisfaction—a shared path towards innovation, where every insight, every idea and every improvement moves both companies forward together.



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Did you know?

You can see all of NASSCO's videos at
vimeo.com/generaldynamicnassco



NASSCO FIRE DEPARTMENT

Proudly Serving Shipyard Community

AUTHOR:

Mario Hernandez, Fire Chief, NASSCO-San Diego



The NASSCO Fire Department (NFD) takes pride in providing the highest level of service and care to the entire NASSCO community, as well as the U.S. Navy. The department's core values are tradition, service, family, and teamwork.

The department is increasing staffing and standardizing training to better serve its stakeholders. It consists of a core group of highly experienced and trained firefighters, along with individuals who are relatively new to the fire service.

NFD provides fire prevention and suppression, technical rescue, hazardous materials, and medical response around the clock, 365 days a year. In addition to these roles, the department remains active in the San Diego community, participating in events such as the 9/11 Me-

morial Stair Climb, the Race for Autism, the San Diego/Imperial County Burn Institute's Fill the Boot campaign, cancer awareness efforts, Firefighter Aid, and other non-profit initiatives.

Recently, NFD members appeared in a public service announcement for the NASSCO workforce community, helping employees understand when emergency services are needed in the yard and what role a bystander should take.

The department strives to build a strong fire family culture within its ranks and is fully invested in the well-being of all NASSCO stakeholders, as well as the ships NASSCO supports. NFD would not be able to provide this level of service without the support from Security, Safety, Medical, Environmental, and Maintenance departments.



MIDDAY MUSIC:

NASSCO Jam Band Brings Lunch to Life

AUTHOR:

Terry Little, Administrative Assistant, NASSCO-San Diego



Martin Holman, Alexis Lee, and Terry Little make music together over their lunch break.

There's hidden talent at NASSCO. Employees might sit side by side in a conference room, and you'd never know they play an instrument – until one day, they all decide to jam together. That's how the jam band at NASSCO-San Diego formed.

Martin Holman, Supply Chain Professional II and Terry Little, Administrative Assistant, began talking guitars, pedalboards, and past shows when an idea grew: why not bring their instruments and play at lunch?

The plan caught on when Alexis Lee, Business Intelligence Analyst II, joined on keyboard. Her melodic touch rounded out the sound and added new dynamics. The group now meets about once a week, when time allows, and invites any coworker who wants to play to sit in. The more, the merrier!

Employees taking lunch at Mission Valley 2 are welcome to drop in, enjoy the music, and see what happens when coworkers turn a lunch break into a creative moment.

RECOGNIZING ACHIEVEMENT:

2025 Dependent Scholarship Recipients Announced

Congratulations to this year's Dependent Scholarship recipients, Sarah Schaedig and Yulia Cruz!

Each year, NASSCO-San Diego awards two scholarships to the dependent children of active Hourly and Salaried employees. Recipients receive \$2,000 per school year, renewable for up to three consecutive years, for a total value of up to \$8,000.

Yulia has long dreamed of being a pediatrician and plans to major in psychology at the University of California, Berkeley, believing emotional understanding is key to holistic care. Her father, Fausto Cruz, is a Production Supervisor in the Steel Department.

Sarah plans to major in pharmacological chemistry at the University of California, San Diego, and is committed to increasing diversity in STEM while inspiring young women to pursue science. Her father, Jeff Schaedig, is an Operations Technology Integration Specialist.



For more information or to sign up for this year, visit www.nassco.com/employees/dependentscholarship/ or scan the QR code!

BEHIND THE SCENES: 2025 Canon Copier Rollout at NASSCO-San Diego

AUTHOR: Trisha A. Ball, Supervisor Office Services, NASSCO-San Diego



Every five years, NASSCO renews its multifunction copier contract and replaces all affected units. This year, 121 copiers were swapped out across NASSCO's facilities, including the shipyard, both Mission Valley locations, C Street, and Otay.

Thank you to everyone across the company for your patience and flexibility during installation which helped make the process smooth and successful. Teamwork was key.

Special thanks to contributors: Shawn Haubert, Ammar Malloian, and Marco Molina from IT Systems; James Hunt and David When from IT Network; Brenda LaPlaca, IT Program Management Office, and Business Control; Olivia Young, Tiena Sniffin, Kristi Martin, and Lidia Torres from Supply Chain; the Rigging and Transportation Department for crane and forklift support; and Canon deployment team lead Rudy Sanchez and his team members Frank Garcia and Suwit Thames.



REPAIR EMPLOYEE SPOTLIGHT: Area Manager I Jon Cordero

AUTHOR: Diane Sloan, Production Support Specialist II, NASSCO-San Diego



Jon Cordero joined NASSCO-San Diego in December 2024 after earning a bachelor's degree in marine engineering technology from Cal Maritime. Raised in California, he's a graduate of St. Augustine High School, where he excelled in U.S. history, physics, and tennis.

Jon discovered shipyard opportunities during a Cal Maritime Career Day and, after several interviews with regional shipyards, accepted an offer from NASSCO. He now serves as Area Manager I in the Repair Department and is assigned to the USS *Manchester* (LCS 14), overseeing 45 work items throughout this availability. He says watching a vessel depart, after being freshly repaired and upgraded, is always euphoric.

Jon aims to advance through the ranks to Area Manager III while developing his leadership and mentoring skills. Outside work, he enjoys reading *The Dresden Files* series by Jim Butcher, caring for his 55-gallon tropical fish tank, and watching his sister's two energetic poodles. He also dreams of one day running a hardware store, helping customers with tools and home projects while sharing his shipyard-honed skills.

It's clear Jon is diving into shipbuilding with the same readiness that defines his future goals.



TECHNICAL TRAINING EMPLOYEE SPOTLIGHT: Pipe Welder Ricardo Delfin

AUTHOR: Christian Marquez, Technical Training Supervisor, NASSCO-San Diego



Ricardo closely observes Santiago Rosas as he uses a plasma torch to cut a rounded edge.

Have you ever wondered who constructs the large awnings used for lunchrooms and covers that protect materials and equipment? Meet Ricardo Delfin, a pipe welder instructor and member of the Technical Training Department.



Awnings for material protection and meeting areas for the various crews throughout the yard.

Before starting his career at NASSCO as a journeyman welder, Ricardo was a fabricator for off-road racing vehicles. Now, as an instructor and fabricator at the Weld School, he enjoys teaching trade skills and watching his students grow. He also loves working on projects that challenge his decades of welding and fabrication experience, allowing him to use his creativity to enhance project designs.

Ricardo is a proud father whose daughter, Nianza Delfin, is also part of the shipbuilding team as an engineer.



Katherine Stern operates the torch cutting machine after receiving instructions from Ricardo.



Welder students Katherine Stern (right) and Santiago Rosas (left) display the bench they built under Ricardo's guidance.

THE IMPORTANCE OF QUALITY IN SHIPBUILDING:

A Catalyst for Personal Growth

AUTHOR:

Jose Eduardo Solano, Quality Advocate, Steel Department, NASSCO-San Diego



In shipbuilding, every detail counts, and a commitment to quality shapes not only the ships NASSCO builds, but also the people who build them.

Whether working on military or commercial vessels, shipbuilders learn that quality is more than a standard—it's a mindset. By focusing on doing every job right the first time, they build pride in their craft. They develop qualities that carry over into daily life, such as patience, focus, and perseverance.

That dedication fuels a culture of continuous improvement. As shipbuilders stay up to date on new technologies and methods, they grow professionally and person-

ally, turning each challenge into a chance to learn.

Teamwork and communication also play a key role. When crews work together toward a shared goal of excellence, they not only deliver a better product, but also build trust, confidence, and strong relationships that extend beyond the yard.

Ultimately, quality in shipbuilding is more than precision or process, it's about purpose. Every ship represents years of skill, pride, and collaboration. And every person who contributes to that success grows in the process, both as a professional and as a member of their community.

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THE REWARDS OF COMPLIANCE

AUTHOR:

Donna J. Watkins, Environmental Engineering Manager, NASSCO-Norfolk



HRSD Gold Award - Harper



HRSD Gold Award - Ligon

Since 2012, NASSCO-Norfolk has aimed for perfect compliance with industrial wastewater permits issued by the Hampton Roads Sanitation District (HRSD). Each year, HRSD recognizes companies that not only meet but exceed environmental standards through its Pollution Prevention (P2) initiatives.

This year, NASSCO-Norfolk earned two Gold Awards for perfect compliance at its Ligon and Harper facilities during calendar year 2024. The company also received a P2 Partner plaque for documenting its ongoing pollution prevention efforts.

On Aug. 6, five NASSCO-Norfolk employees were honored at HRSD's 32nd Annual Pretreatment Excellence and Pollution Prevention Awards Ceremony. Earning a Gold Award is no small feat as each facility undergoes annual inspections, submits monthly reports, and provides sampling data.

Just one exceedance in flow rate, metals, or suspended solids could disqualify a facility from achieving perfect compliance.

Special recognition goes to Vernita Bailey, NASSCO-Norfolk's HRSD Program Manager; Bryson Speagle, Environmental, Health and Safety (EHS) Assistant Manager; and Stephen Davenport, Senior Environmental Engineer, for their diligence in submitting timely and accurate reports.

While NASSCO-Norfolk was not selected for this year's top P2 award, the team was commended for reducing copper and zinc levels in facility effluent following wastewater treatment plant upgrades.

Beyond the accolades, the recognition highlights the team's strong partnership with regulators and its commitment to doing things right. The environmental team manages

roughly 18 environmental permits and submits hundreds of reports each year. The group is routinely inspected by HRSD, the U.S. Coast Guard, and the Virginia Department of Environmental Quality.

Their approach is simple: maintain open communication with inspectors, promptly address any issues, and demonstrate integrity in every report. The result is a strong reputation, and awards that reflect it.

Another fine example of NASSCO-Norfolk employees working together to achieve greatness. One NASSCO, better every day.



HRSD P2 Partner - Ligon



L-R: Jeff Grim, Bryson Speagle, Donna Watkins, Vernita Bailey, Stephen Davenport, Iris Murphy

RESTORING THE RIVER:

Environmental Stewardship Beyond Compliance

AUTHOR: Donna J. Watkins, Environmental Engineering Manager, NASSCO-Norfolk

Environmental stewardship is more than a responsibility, it's a shared commitment to protect the natural resources that sustain us. At NASSCO-Norfolk, that commitment extends beyond regulatory compliance to active participation in restoring the Elizabeth River, one of the region's most vital waterways.

For nearly three decades, NASSCO-Norfolk has partnered with the Elizabeth River Project (ERP) as a River Star Business (RSB) – a distinction given to organizations that lead by example in pollution prevention and habitat restoration. Both the Ligon and Harper facilities border the Elizabeth River, and through sustained participation, NASSCO-Norfolk has maintained the program's highest recognition level: Sustained Distinguished Performance at the Model Level.

Each year, the company reports on initiatives that reduce pollution or restore wildlife habitat. Recycling programs and quarterly cleanups contribute to the pollution reduction, while the Oyster Garden Program plays a major role in habitat restoration.



Oyster Spat Planting Team : Jeff Grim, Katrina Kellum, Donna Watkins and Bryson Speagle.

Since 2015, NASSCO-Norfolk has grown baby oysters, or spat, in cages placed along the river. Each cage holds 75 to 100 oysters, and one adult oyster can filter up to 50 gallons of water per day. Since 2018, the team has grown 20 cages annually – the maximum allowed by ERP – significantly improving water quality when the oysters are relocated to sanctuary reefs in the Chesapeake Bay.

In 2024, with the oyster program at full capacity, the Environmental, Health and Safety (EHS) Department sought a new opportunity to expand its habitat restoration work. When an undeveloped NASSCO-Norfolk property near the Harper facility became the target of repeated illegal dumping, the EHS and Facilities teams saw a chance to solve two problems at once: beautify the property and restore natural habitat.

The team partnered with ERP's River Star Business Manager, Pam Boatwright, who recommended planting native trees and shrubs to deter dumping and enhance biodiversity. With full support from General Manager Paul Clifford, ERP developed a landscape plan and offered to fund half of the project.

In October, ERP specialists met with NASSCO-Norfolk to evaluate soil and site conditions. The project's planting day is scheduled for Dec. 9, when ERP experts and a team of NASSCO-Norfolk volunteers will plant native trees and shrubs to bring the space back to life.

The collaboration is a win for NASSCO-Norfolk, the community, and the environment. ERP depends on business partners like NASSCO-Norfolk to achieve its restoration goals, and together they continue to make measurable progress toward a cleaner, healthier river.

May everyone find ways to use what we have to make the world around them just a little better.



Katrina Kellum, Trades Planner for X72 Riggers, helps prepare oyster cages with Jeff Grim.

ENVIRONMENTAL EFFORTS

THAT BENEFIT EVERYONE

AUTHOR:

Donna J. Watkins, Environmental Engineering Manager, NASSCO-Norfolk



At NASSCO-Norfolk, people are one of the company's greatest strengths, but the environment and community relationships are just as valuable. The Environmental Engineering Department partners with employees and local organizations to protect the environment and improve the world around them. One of the most visible ways the team does this is through community cleanups.

In the last issue, the department shared updates on two major cleanup efforts: the Harper Field Cleanup and Earth Day Cleanup events. The Harper cleanup targeted a company-owned property at a busy intersection that had been plagued by illegal dumping for years. Since the cleanup on March 29, and the installation of concrete jersey walls along the property line, there has been no evidence of new dumping. It's a major win for both NASSCO-Norfolk and the surrounding community.

In September, the Environmental, Health and Safety (EHS) Department partnered with Veterans in Ship Repair (VISR) for the second annual Fall Cleanup. On Sept. 19, 30 volunteers from 12 shops spent their lunch break collecting more than 1,000 pounds of trash across the Ligon shipyard, nearby parking lots, and community walkways. Participants wrapped up the effort with a taco bar lunch from Moe's Southwest Grill, a well-deserved celebration of teamwork and service. Special thanks go to Ken Jones, Human Resources Manager and VISR Chair, and to everyone who pitched in to make it a success.

To close out the year, Val Reagan, Director of Supply Chain, is organizing another cleanup at the Indian River Warehouse. Reagan has led annual cleanups for several years and continues to be a strong advocate for environmental stewardship across the company.

Each of these efforts makes a visible difference, improving facility appearance, strengthening community ties, reducing safety hazards, and inspiring pride among employees. Cleanups are a reflection of who NASSCO-Norfolk is as a company: committed, collaborative, and proud to give back.

NASSCO NEIGHBORHOOD SWEEP



Employees and their families teamed up for NASSCO's Neighborhood Sweep cleanup event.



NASSCO-San Diego employees rolled up their sleeves on Nov. 22 for the NASSCO Neighborhood Sweep, a cleanup aimed at keeping the face of the shipyard and surrounding areas looking sharp.

Teams grabbed gloves, trash bags, and plenty of good energy as they spread out across sidewalks, parking lots, and nearby streets to pick up litter and debris. The event turned into a fun, hands-on way to show pride in the place where NASSCO employees work.

Afterwards, everyone gathered for snacks, conversations, and a raffle full of prizes, making it not just a cleanup, but a community celebration. The effort was a reminder that teamwork and pride extend far beyond the gates of the shipyard.



FUNDAMENTALS OF LEADERSHIP

AUTHOR:

Alexis M Garcia, Operations Analysis II, NASSCO-San Diego

The Fundamentals of Leadership training program is designed to prepare NASSCO's emerging leaders with the tools and confidence needed to take on greater responsibility. Participants sharpen their leadership, management, and technical skills through a blend of interactive learning. This includes presentations, feed-

back exercises, case studies, and real-world problem solving.

Each five-day course engages collaboration and growth, helping participants strengthen communication, develop practical computer skills, and gain insight into what makes a great leader.

Principal Instructor:

Wilfredo (Willy) Gaxiola, Talent Development Specialist I

Guest Instructors:

Michael Jury, Manager, Technical Training, and Jesse Hennings, Assistant Manager, Steel.



Fundamentals of Leadership Cohort 1 Graduates.

L-R: Michael Jury, Jesus Martin, Adolfo Ramirez, Quinton Henry, Caleb Barragan, Edgar Flores, Jorge Matta, Ronald Gene Inman Jr., Mariano Betancourt, Erick Alvarez, Jan-Willem Slijderink, Mariel Hurtado, Jacob Solano, Wilfredo Gaxiola, Gary Robison



Fundamentals of Leadership Cohort 2 Graduates.

Back Row: Jesse Hennings, Loreto Encinas, Roberto Martinez, Wilfredo Gaxiola, Mauro Rivera, Eder Manjarrez Jr., Mary Espinoza, Anthony Nogales, Jose Padilla, Juan Villegas, Michael Jury, Gary Robison. Front Row: Alfredo Zuazo, Julio Lizarraga



TECHNICAL TRADE GRADUATIONS

AUTHOR: Sergio Sepulveda, Supervisor Trades Training, NASSCO-San Diego

Please join us in welcoming the latest additions to our workforce of skilled shipbuilders. These employees recently completed our trades training program, designed to enhance technical knowledge and strengthen hands-on craft skills.

Although their training is complete, their learning journey continues. These new team members will gain even more experience and refine their expertise on the job as they contribute to our production efforts.



Sheetmetal Fitters Graduates: May 13

Back Row: Richard Leonberger, Cesar G. Chavez, Ke'ondray Kentrell Hall

Front Row: Michael Jury, Jonathan Zarate, Hugo Soto Jr., Johnny Garcia, Monica Nicole Meacham, Ismael Solano



Pipefitter Testers Graduates: June 6

Back Row: Treavor Callum, Carlos Plascencia, Ricardo Reveles, Yoshi J. Estremera, Payton L. Andrade, Issac Manjarrez, Tyler D. Dudley, Abel C. Lopez, Valeria Puente Calixto, David Rodriguez, Ismael Solano, Eder Manjarrez, Michael Jury

Front Row: Lorenzo Sanchez, Jesus F. Juarez, Gabriel Velasco



Pipefitter Testers Graduates: July 24

Back Row: Michael Jury, Ismael Solano, Noel Ramirez Osegueda, Brandon Sanchez, Ricardo Reveles, Eder Manjarrez, Carlos Adrian Parra-Ochoa, Jose A. Limon Martinez, Michael David Cordova

Front Row: Carlos Sanchez, Carlos Placencia, Daniel Alfredo Barragan, Carlos Ivan Larios, Silvia Lizzette Chairez, Lorenzo Sanchez, Arnoldo Rodriguez, Gabriel Velasco



Welder Graduates: August 27

Back Row: Eliuh J. Rojas, Santiago Perez Castro, Jose Hernandez Madrigal, Saul Gonzalez, Juan Carlos Rubalcava, Hector Collins Campos, Limber Garcia, Christopher Aguirre y Fierro, Josegabriel Lopez, Michael Jury

Front Row: Luis Flores Ruvalcaba, Sebastian Garcia-Velasquez, Denisse Vega Diaz, Jeremiah Alex Zuniga



Pipefitter Graduates: September 4

Back Row: Ulises Flores Larios, Ismael Solano, Arturo Jimenez Jr., Irvin Carrillo Morales, Elliot Gachupin Tello, Anthony Cardenas Franco, Ricardo Carranza Quintana, Damian Gael Vizcarra, Leonardo Bravo Rosales, Ashley España, Eder Manjarrez, Michael Jury

Front Row: Gabriel Velasco, Carlos Sanchez, Carlos Plascencia, Giovanni Juan Gonzalez, Celestino Loya Hernandez, Lorenzo Sanchez



Pipefitter Graduates: September 30

L-R: Michael Jury, Ismael Solano, Carlos Sanchez, Lorenzo Sanchez, Isaac Mendez Arellano, Aaron Vargas Nava, Edgar M. Jaimes Mojica, Irving Missael Zamora, Alondra Thais Barajas, Qiam Mukhtar, Roberto Suarez Fernandez, Alain De Jesus, Jessi Dominguez, Damian Morones Cadena, Eder Manjarrez, Treavor Callum, Carlos Plascencia (front center)



Welder Graduates: October 3

L-R: Eliuh J. Rojas, Jesse Esteban Olachea, Juan Manuel Uribe Lozano, Santiago Rosas, Cory Alexander Hill, Martin Rafael Yanez Lopez, Michael Jury



Pipefitter Tester Graduates: October 3

Back Row: Eder Manjarrez, Steven James Hill, Alan A. Ruvalcaba Perez, Francisco E. Galindo, Angel E. Rodríguez Estrada, Victor A. Steele-Urias, Angel I. Cecena Herrera, Fedarin D. Johnson, Alejandro J. Manjarrez, Roberto Lepe Munguia, Michael Jury

Front Row: Carlos Plascencia, Gabriel Velasco, Lorenzo Sanchez, Hugo Rodriguez, Christopher E. Hernandez Jr., Bernardo Pena Ochoa

Congratulations to all our graduates! We're proud to have you on the team!



MANUFACTURING EXCELLENCE

AUTHOR: Ric Cheeks, Senior Manufacturing Engineer;
Chair – General Dynamics Manufacturing Council –
Lean Six Sigma Committee, NASSCO-San Diego

The General Dynamics Manufacturing Symposium & Excellence Awards have been the leading platform for inspiration, collaboration, and growth across the General Dynamics Enterprise for over two decades. It brings together employees from every division and business unit

within General Dynamics to share knowledge, exchange ideas, and learn from each other. As it marks its 22nd year, this event continues to foster collaboration among all of General Dynamics.



This year's excellence award winner "Proactive Learning to Propel a Better Tomorrow" included the initiative to complete the T-AO galley blocks to the point that they are already serviceable on the ground before being lifted onto the ship. The galley luncheon on Oct. 24, using the galley facilities, was a way to show off that achievement.



NASSCO is proud to have been selected to present the following presentations at the 2026 Symposium event:

NASSCO's 2025 Manufacturing Excellence Award Selection

Title: Proactive Learning to Propel a Better Tomorrow

Submitter: **Contributing Team Members:** Jonathan Molnar, Manager SOC; Andrew Huffman, Senior Design Specialist; Chris Rathbun, Director Outfitting; Phillip Brandon, Area Manager II; Paul Iwane, Manager Planning; Ismael Solano, Superintendent Production; Mario Moncayo, Superintendent Production; Julian Sanchez, Area Manager II; and Chris Sladic, Director Ships Management

NASSCO's Track Presentation Selections

Title: Driving Steel Throughput Via Early Stage KPI Visibility

Submitter: Alexis Lee, Business Intelligence Analyst II

Title: The Right Tools for the Job

Submitter: Salvador Saldaña, Injury Prevention Specialist

We would like to acknowledge and thank the following NASSCO submitters for their contributions. Over 150 abstracts were submitted from across General Dynamics,

and while not all were selected for the Symposium, we look forward to celebrating the achievements of those initiatives as well.

Title: The War on Lost and Damage
Submitter: Robert Liddell, Sr. Manufacturing Engineer

Title: Improving Results Through Modernizing Test Procedures
Submitter: Michael Rorstad, Sr. Supervisor, Engineering

Title: Automation of SCM Quarterly EAC Reporting
Submitter: Alexis Lee, Business Intelligence Analyst II

Title: Increase Throughput with Shipyard Expansion
Submitter: Clay Wirsing, Welding Engineer

Title: TIMSA Voice of the Customer Boosting Improvements
Submitter: **Contributing Team Members:** Miguel Avendaño, Electric Shop General Supervisor; Donovan Beltran, Quality Supervisor; Julio Aguilar, Metal-Outfit General Supervisor

Congratulations to the selected NASSCO presentations and thank you to all who submitted abstracts for consideration.

To learn more about these submissions and to congratulate the individuals who worked on them, please reach out to the submitters. Please contact your NASSCO Lean

Six Sigma Committee representative to obtain copies of those presentations when they become available after the conclusion of the Symposium.

Departmental Mailbox
CI@nassco.com

Ric Cheeks
Chair, GD Lean Six Sigma Committee
ricky.cheeks@nassco.com



SPORTS & INTEREST GROUPS AT NASSCO

Sports and interest groups at NASSCO (SIGNs) are gatherings where colleagues come together to participate in activities related to their mutual interests. These groups offer a platform for individuals to connect, collaborate, and pursue shared interests outside of work.



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Ali Keramati
Designer I
NASSCO-San Diego
33 Years

Philip Misch
Maintenance Machinist
NASSCO-San Diego
24 Years

Arthur Valdez
Estimator New Construction
NASSCO-San Diego
20 Years

Alfonso Carbajal-Rangel
Temp Services Electrician
NASSCO-San Diego
32 Years

Andre Frazier
Material Coordinator Repair II
NASSCO-San Diego
23 Years

Joseph Gilder
Electrician
NASSCO-San Diego
23 Years

Allen Langley
Temporary Service Mechanic 4
NASSCO-Norfolk
45 Years

Stephen Murray
Manager Continuous Improvement
NASSCO-San Diego
29 Years



Meet the BABIES

IF YOU WOULD LIKE TO SEE YOUR FAMILY'S NEWEST MEMBER IN OUR NEXT ISSUE, PLEASE EMAIL COMMUNICATIONS@NASSCO.COM



GEORGINA ALEJANDRA FIERRO & SOPHIA YOLANDA FIERRO

Born: May 07, 2024

NASSCO Relation: Iridiana Canada, Mother, Supply Chain Management Administrative Assistant, Purchasing, NASSCO-San Diego

ELIZANDRO ENRIQUEZ

Born: July 18, 2025

NASSCO Relations: Elizandro Enriquez Fuentes, Father, Pipefitter 4, NASSCO San-Diego & Roberto Marin, Grandfather, Pipe Tester Wkg. Frmn., NASSCO-San Diego



KYLER HAYES KENNEDY

Born: June 22, 2025

NASSCO Relation: Marc Kennedy, Father, Area Manager II, Ship's Management, NASSCO-San Diego



ANDRES JARED GONZALEZ

Born: May 30, 2025

NASSCO Relation: Gerardo Gonzalez-Pedraza, Father, Fitter/Ship Trainee C, NASSCO-San Diego



THEO "MAVERICK" ARIGO

Born: September 24, 2024

NASSCO Relation: Ernest Meza, Grandfather, Design Specialist, NASSCO-San Diego

RHETT CARVER

Born: October 1, 2025

NASSCO Relations: Vaughn Carver, Father, Manager Supply Chain Management, NASSCO-San Diego & Dave Carver, Grandfather, President, NASSCO-San Diego



FREDERIC ERNEST SMEAD & OLIVIA MARIAN SMEAD

Born: February 22, 2022 & May 15, 2025

NASSCO Relation: Ernest Meza, Grandfather, Design Specialist, NASSCO-San Diego



JOAQUIN & ADRIAN ALVAREZ

Born: April 5, 2025

NASSCO Relation: Yesenia Munoz, Mother, Designer I, NASSCO-San Diego



ANDRES LITO MEJIA

Born: April 08, 2025

NASSCO Relation: Gustavo Vega, Maintenance Machinist Wkg. Frmn., NASSCO-San Diego



In Remembrance

*Our words cannot take away the pain of loss, but we hope there is solace in knowing there are people who care.
Deepest condolences from your work family.*

We are saddened by the passing of former NASSCO president, Fred Harris – a respected leader and visionary in the shipbuilding industry. Fred served as NASSCO president from 2006 to 2017 while concurrently serving as President for General Dynamics Bath Iron Works (BIW) from 2013 to 2017. His contributions have left an indelible mark at NASSCO and the entire shipbuilding community.

In his farewell letter to the men and women of NASSCO he wrote: “Our time together has been a journey. A journey filled with challenges, obstacles, lessons learned, proud workmanship, and many historic milestones and successes... I am very proud of the shipbuilding and repair milestones we have achieved, and I will never forget them or you.”

Fred will be deeply missed. Our thoughts are with his family, friends and all those who had the pleasure of working alongside him.

Arturo Reyes Guerrero
Painter
NASSCO-San Diego
21 Years

Jeffrey Hall
Senior Designer
NASSCO-San Diego
9 Years

Robert Liddell
Senior Manufacturing Engineer
NASSCO-San Diego
48 Years

Dominique Moats
Welder 4
NASSCO-Norfolk
7 Years

Diamante Neal
Marine Electrician 2
NASSCO-Norfolk
1 Year

Raymond Ortiz
Electrician Marine B
NASSCO-San Diego
2 Months

Stephen Otero
Asst. Manager Supply Chain
NASSCO-San Diego
25 Years

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Passes are sold before the 15th of the month to be effective the 1st of the following month.

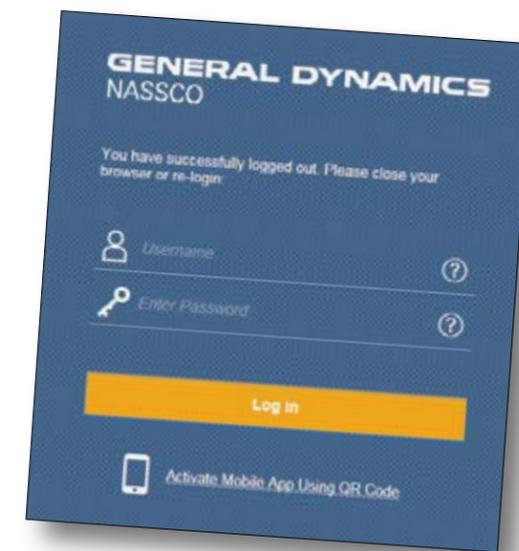


INTERNAL JOB OPENINGS

Current employees have a new way to view and apply for jobs at NASSCO – through a program called **Success Factors**.

Here's what to do:

1. Visit **NASSCO.com/InternalJobs**
2. Click on **"View Jobs in Success Factors"**
3. Enter your **username and password**
 - **First time logging in San Diego?**
Visit the Employment Office in Building 1 or call the ISD Help Desk at (619) 544-3495 to set up an account.
 - **First time logging in Norfolk?**
Visit the Recruiting Department in the Pass Office or send a request for the username and password to recruiting@nassconorfolk.com
4. Click **"Careers"**
5. **Search** for open jobs
6. **Apply** online





Tuition Reimbursement Program

Take advantage of the opportunity to continue your education in areas that may improve your present job performance and/or increase your potential for advancement at NASSCO!

Eligibility*

- Applicant must be a full-time NASSCO Salaried or Hourly employee OR an eligible part-time Salaried employee who voluntarily takes and successfully completes an education program through an accredited school

Forms

- Tuition reimbursement instructions and forms can be found below:
 - Submit through the new HR Service Desk by selecting "HR Service Desk", then "Tuition Reimbursement"
 - Livelink (Departments/Organizational Development/Tuition Reimbursement)



Questions?

Email: TalentDevelopment@NASSCO.com



*Ph.D. or Doctorate courses are not eligible for reimbursement.

Kaiser Permanente On-Site Clinic

NEW HOURS:

Wednesdays: 8:00 a.m. to 4:00 p.m.
 Thursdays: 8:00 a.m. to 12:00 p.m.
 NOW OPEN DURING LUNCH

TO MAKE AN APPOINTMENT:

1. Walk into the on-site clinic during clinic hours Wed. and Thurs. or call (619) 641-4536
2. Email us at nassco@kp.org

For Appointments At A Local Kaiser Permanente Medical Office

Call 833-KP4CARE (833-574-2273)



Sign up for an annual health screening at the Kaiser Permanente on-site clinic and receive a \$100 gift card from NASSCO.

It's simple and convenient – and it can help you catch health problems early when they're easier to treat.



The program is open to all NASSCO employees and their spouses 18 and older who are Kaiser Permanente members. Reward cards expire 12 months from date of issue. Workforce health programs and rewards are separate services that are not health plan benefits and may be discounted at any time. [Learn more at my.kp.org/nassco](http://my.kp.org/nassco)

NASSCO-SAN DIEGO VISITORS



- 1. Congressman Trent Kelly
May 29
- 2. Occupational Safety and Health Administration (OSHA) Training Tour
August 20
- 3. Rear Adm. Brian Metcalf
September 10
- 4. U.S. Senator John Hoeven
September 22
- 5. BGen Christopher Haar, Deputy MCDDC
November 7
- 6. Secretary of the Navy John Phelan
November 21



GENERAL DYNAMICS

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