

SHIPBUILDER

NASSCO FAMILY DAY





ESB 7
Christening
Ceremony



ESB 8 Keel Laying Ceremony



Family
Day



Annual
"Fill the Boot" Drive



Earth Day
Celebration

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Front Cover: NASSCO- San Diego, June 8, 2024
Back Cover: NASSCO-Norfolk, April 10, 2024



David J. Carver
President
General Dynamics NASSCO

PRESIDENT'S *Note*

The first half of 2024 has been an eventful year to say the least. In San Diego, the shipyard was tested right out of the gate in January with record flooding that ended up consuming much of the yard and our surroundings. While the damage was significant, the way in which all of you reacted in the moment and after, was nothing short of remarkable!

The effects of the flooding may still be visible; however, great progress has been made to get us back to normal. Our Facilities Team has done a wonderful job with various repairs and renovations, and I'm happy to say that all the office and building repairs are nearing an end.

Despite these ongoing challenges, it was important that we come together and celebrate who we are and the work that we do for our customers. For the first time in nine years, we hosted Family Day for more than 6,000 NASSCO employees, friends and family in San Diego and it was a great success. I want to thank everyone involved for making it such a memorable day. An event like this requires extraordinary effort in planning and executing across all our teams, and this event was a shining moment for the shipyard.

In Virginia, eight ship availabilities were recently completed and the team is working tirelessly on seven more, including three aircraft carriers - the centerpiece of America's naval forces: the Nimitz-class aircraft carriers USS *Dwight D. Eisenhower* (CVN 69) and USS *George H.W. Bush* (CVN 77), and the first ship in the Ford-class, aircraft carrier USS *Gerald R. Ford* (CVN 78). Additionally, NASSCO-Norfolk won a potential \$343.7 million contract from the U.S. Navy to provide modernization, repair and maintenance support services for the USS *Bataan* (LHD 5) Wasp-class amphibious assault ship. Work is expected to last through May 2026.

Repair work in our Bremerton and Mayport locations continues to exceed expectations. Bremerton is currently working hard on the Planned Incremental Availability (PIA) of the first nuclear-powered aircraft carrier of the Navy: the USS *Nimitz* (CVN 68). Our Mayport crew is tackling the planned maintenance availability (PMAV) periods on both the USS *St. Louis* (LCS 19) and the USS *Minneapolis St. Paul* (LCS 21) while planning for five availabilities outside the continental United States (OCONUS).

In San Diego, our Repair organization recently completed the super continuous maintenance availability (SCMAV) for the Independence-variant littoral combat ship USS *Kansas City* (LCS 22). The Team is currently working on two large projects on Naval Base San Diego, as well as a depot modernization period (DMP) on the Burke-class guided-missile destroyer USS *Chung Hoon* (DDG 93) in the dry dock.

Also, in San Diego earlier in the year, was the christening ceremony of the USS *Robert E. Simanek* (ESB 7). It was an honor to have Ann Simanek Clark, the daughter of the ship's namesake and ship sponsor, with us as we celebrated her father's legacy. The USS *Hector A. Cafferata Jr.* (ESB 8), the sixth and final ship in the ESB program, is 28% complete and scheduled to be christened in 2025.

In New Construction, the Team is also working hard on the U.S. Navy's John Lewis-class oilers. The *Earl Warren* (T-AO 207) successfully completed her sea trials earlier this year and we delivered her to the Navy in May. The *Robert F. Kennedy* (T-AO 208) has her sea trials this summer and we are excited to christen *Lucy Stone* (T-AO 209) later this year. Not far behind, the USNS *Sojourner Truth* (T-AO 210) is 79% complete and the USNS *Thurgood Marshall* (T-AO 211) is 45% complete, as of the writing of this letter. We expect to begin construction of the USNS *Ruth Bader Ginsburg* (T-AO 212) later this year, followed by the USNS *Harriet Tubman* (T-AO 213).

I ask all of you to please continue to work safely and productively. Thank you for making all of our NASSCO shipyards some of the most elite and respected in the country.

David J. Carver
President, General Dynamics NASSCO

SPOTTED

SAN DIEGO

GENERAL DYNAMICS
NASSCO

IN THE YARD

January 12, 2024



January 12, 2024



January 19, 2024



April 16, 2024



January 12, 2024



January 12, 2024



January 12, 2024



April 16, 2024



March 4, 2024



February 16, 2024



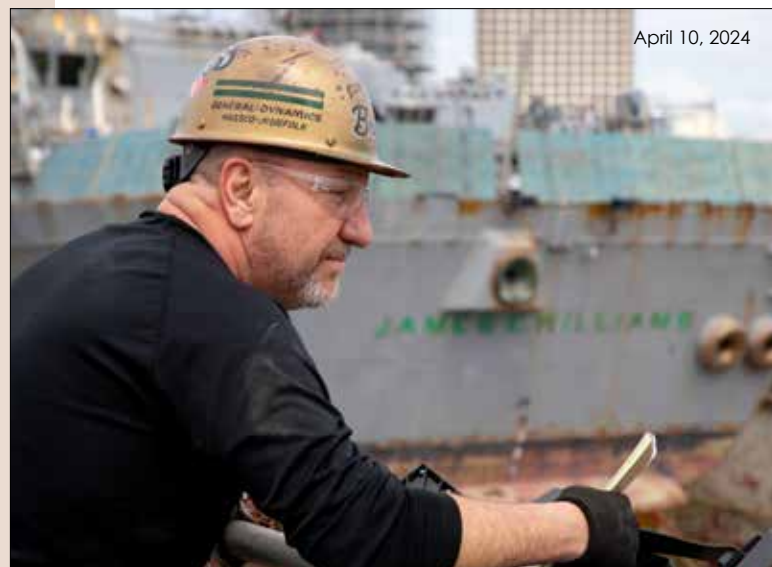
May 6, 2024

SPOTTED

NORFOLK

GENERAL DYNAMICS
NASSCO-Norfolk

IN THE YARD



NASSCO-San Diego's NEW CONSTRUCTION SHIP MILESTONES

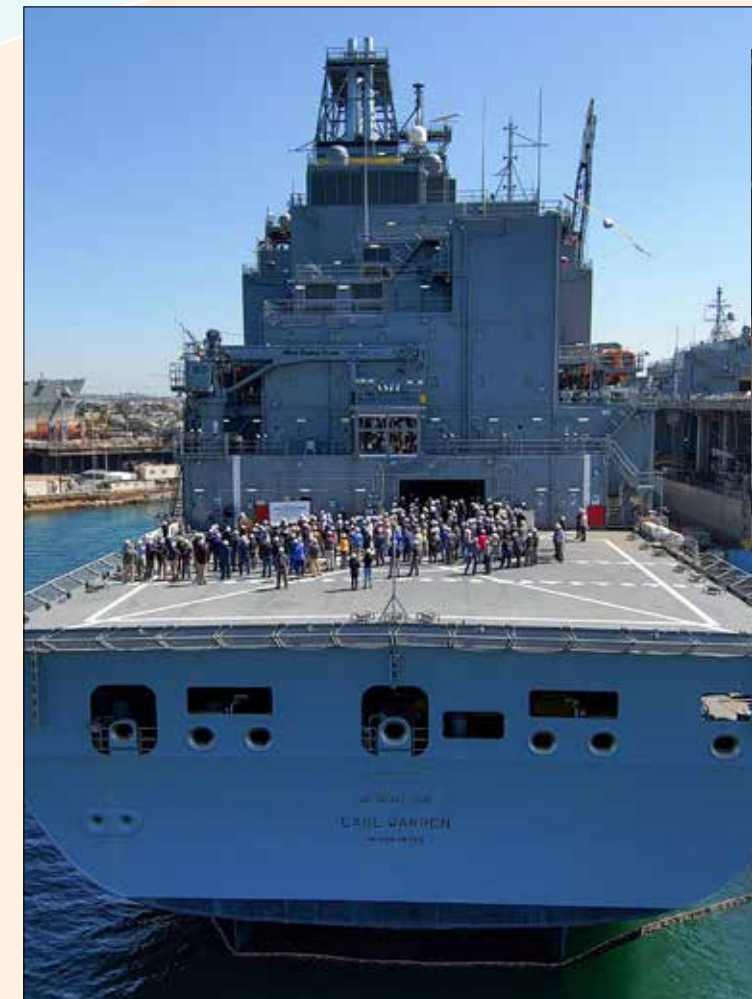
USNS *Robert E. Simanek* (ESB 7)
Float Out
January 12, 2024



USNS *Earl Warren* (T-AO 207)
Sea Trials
March 13, 2024



USNS
Robert E. Simanek
(ESB 7)
**Christening
Ceremony**
May 4, 2024



USNS *Earl Warren* (T-AO 207)
Delivery
May 7, 2024





USNS *Hector A. Cafferata Jr.* (ESB 8)
Keel Laying Ceremony
April 25, 2024



USNS *Sojourner Truth*
(T-AO 210)
Grand Block 178
June 21, 2024



Grand Block 875
January 3, 2024

USNS *Lucy Stone* (T-AO 209)
Grand Blocks



Grand Block 876
January 11, 2024



USNS *Thurgood Marshall*
(T-AO 211)
Start of Construction Ceremony
March 28, 2024



WHERE are they NOW?

USS LEWIS B. PULLER (ESB 3) Conducts Nighttime Seizure of Illegal Sailing Vessel



Earlier this year, U.S. Navy SEALs operating from NASSCO-built USS *Lewis B. Puller* (ESB 3) conducted a nighttime seizure of a dhow sailing vessel. According to Military Sealift Command, it was conducting illegal transport of advanced lethal aid from Iran to resupply Houthi forces in Yemen as part of the Houthis' ongoing campaign of attacks against international merchant shipping.

Seized items include propulsion, guidance, and warheads for Houthi medium-range ballistic missiles (MRBMs) and anti-ship cruise missiles (ASCMs), as well as air defense-associated components. Initial analysis indicates these same weapons have been employed by the Houthis to threaten and attack innocent mariners on international merchant ships transiting in the Red Sea.

The *Lewis B. Puller* is the first U.S. ship to be commissioned outside of the U.S., and is currently forward-deployed to the U.S. 5th Fleet area of operations to extend U.S. Naval Forces Central Command's maritime reach by supporting a wide variety of missions including counter-piracy operations, maritime security operations, humanitarian aid, disaster relief and crisis response operations.



USNS JOHN LEWIS (T-AO 205) Recognized For Life-Saving Efforts At-Sea

The crew of the NASSCO-built fleet oiler USNS *John Lewis* (T-AO 205) were recognized in December 2023 for their life-saving efforts at sea and were presented with the United Seaman Service's Admiral of the Ocean Sea (AOTOS) Award at a ceremony in New York City.

In December 2022, while conducting operations roughly 210 miles off Southern California, the *John Lewis* crew received an emergency transmission for a vessel in distress and rescued a mariner from a sinking sailboat off the coast of San Diego. Once safely aboard, the rescued mariner received a medical examination, a shower, a hot meal and clothes before being transported to the city of San Diego.

"Once we got this poor guy onboard, we found out that he had been stranded for five days!" said Capt. Dan Glazier, Ship's Master. "I'm glad we were in the area and were able to help. Everything has a purpose, and now this guy can make it home for the holidays rather than the alternative, stuck on the ocean."

For more than half a century, the United Seamen's Service has annually presented the AOTOS Award, widely regarded as the most prestigious accolade in the maritime sector. This award acknowledges exceptional contributions made by individuals and organizations toward the advancement of American seafarers and the U.S. maritime industry.

USS JOHN L. CANLEY (ESB 6) Commissioned By U.S. Navy

NASSCO-built USS *John L. Canley* (ESB 6) was commissioned in February by the U.S. Navy at Naval Air Station North Island. The 784-foot ship honors Sgt. Maj. John L. Canley, a U.S. Marine who distinguished himself in battle during the Vietnam War.

According to the Navy, more than 1,200 people attended the ceremony including members of the Canley family, Marines who served with John Canley, family friends, shipyard and Navy employees, and ship crew members.

The ceremony was filled with traditions including a 19-gun salute, setting the ship's pennant, manning the first watch, and bringing the ship to life.

Canley was originally awarded the Navy Cross, but this was upgraded to the Medal of Honor 50 years after the battle, making him the first living Black Marine to receive the nation's highest military decoration for valor. Previous Black recipients in the Marine Corps received their medals posthumously.

Little Artists Celebrate EL DÍA DEL NIÑO

with Drawings Inspired by Their Parents' Jobs

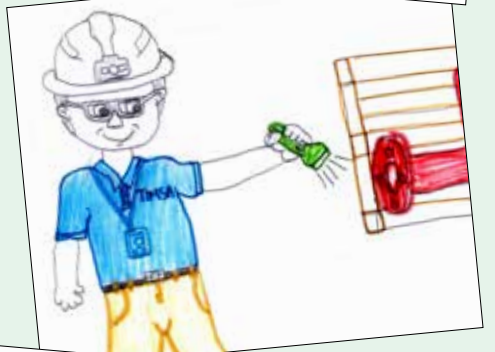
AUTHOR:

TIMSA Communications, Mexicali

In celebration of El Día Del Niño, Children's Day in Mexico, TIMSA organized a special activity for employees' children to show admiration for their parent's work through art. Children were asked to submit a drawing of their parents at work. This activity not only displayed the artistic abilities of our young TIMSA members, but also the special connection between parents and children.

From engineers to customer service representatives, to welders and warehouse workers - everyone got involved. Parents first shared their daily work activities with their children and explained their jobs, then the kids got coloring. The submissions reflected a wide variety of roles and tasks, each inspired by each child's admiration for their parents' work.

This touching activity was a tribute to their parents and a successful effort by the entire TIMSA team hoping to enrich the connection between employees and their families.



ZERO-EMISSIONS ELECTRIC SEMI-TRUCK

Arrives at NASSCO-San Diego

Thanks to a grant awarded by the San Diego Air Pollution Control District (APCD), NASSCO-San Diego is now able to transport equipment to and from other facilities around the county with the benefit of zero tailpipe emissions.

This is just one step of many, as NASSCO is awaiting the delivery of three electric buses that will also operate with zero tailpipe exhaust emissions within our portside community.



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GENERAL DYNAMICS
NASSCO



Did you know?

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



NASSCO

FAMILY DAY
2024

NASSCO-San Diego kicked off summer with Family Day, where they opened their gates to more than 6,000 employees and family members and gave them a behind-the-scenes look at the only full-service shipyard on the West Coast.







NEW MONTHLY SAFETY STAR INITIATIVE

NASSCO-San Diego

NASSCO-San Diego started a new safety initiative this year in order to increase employee involvement, raise morale, reduce potential shipyard hazards and minimize employee injuries.

In just five months, the rate of injuries throughout the shipyard has decreased by 67% and there has been a 56% decrease in eye injuries!

Dozens of employees are nominated each month by their fellow shipbuilders to compete for the honor of being the Safety Star of the Month. After careful review, one winner gets their own parking space in the coveted I.R. lot for the entirety of the month. Other winners are chosen for a variety of prizes such as shirts, hats, coins, etc.

Gold: Parking Spot for Month



To nominate one of your fellow employees, reach out to your Area Site Implementation Group (ASIG), Trade Site Implementation Group (TSIG) or submit the nomination to safety@nassco.com to obtain a Safety Star nomination form.

Green:

Safety Star Shirt (choose one)



Safety Star Hat



Safety Coin (choose one)



Blue:

Safety Scratches (Green Prize Choice)



Nemesis Safety Glasses



Glove Clips



Mister



Treasure Chest (choose one)



January



Artis Armstead
Rigging Working Foreman

February



Kelvin Ascencio
Spray Painter

March



Ronaldo Aleman
Maintenance Machinist Working Foreman

April



Shayla Baker
Pipe Welder

May



Ray Gamboa
Rigging Repair Loft Rigger

NASSCO-San Diego EMPLOYEES RECEIVE BLACK ENGINEER OF THE YEAR AWARD



In February, NASSCO-San Diego engineers Theresa White, Logistics Engineer, and Derrick Hilliard, Senior Engineer, were honored at the Black Engineer of the Year Awards (BEYA) conference. Theresa received a Science Spectrum Trailblazer award and Derrick received the Modern Day Technology Leader award.

The BEYA science, technology, engineering, and mathematics (STEM) conference is held annually to recognize the contributions of individuals who are innovators in their professional careers related to science, technology, engineering and mathematics.

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Call 833-KP4CARE (833-574-2273)





SAFETY CULTURE MODEL: KEEPING US ALL SAFE

AUTHOR:
TIMSA Communications, Mexicali

Creating a safety culture goes beyond simply establishing rules to follow, it is a mix of values, behaviors and attitudes manifested through daily actions that reflect the organization's commitment to the safety of its people.

TIMSA seeks to involve our employees in fostering a safety culture, creating an environment where safety is everyone's responsibility. Their participation brings new perspectives and solutions, making the workplace safer for everyone.

Through our safety culture model, we seek to cover six essential basic aspects of the daily task of taking care of each other. By practicing these behaviors, we are guaranteeing a healthy and safe return home.



"Safety First, Safety Always"



NASSCO-San Diego's Fire Department Collects Donations for Annual "FILL THE BOOT" DRIVE

Each year, dozens of fire agencies throughout Northern and Central California help make a positive difference in the lives of burn survivors by hosting a Boot Drive in their community. Hundreds of firefighters volunteer every year to collect money in their boots during the annual Firefighters "Fill the Boot for Burns" Boot Drive fundraisers for the Firefighters Burn Institute.

This year, NASSCO firefighters raised \$3,537.50 from employees and drivers passing the shipyard on March 7. Donations are used to improve burn treatment and to fund life-altering burn recovery programs, including Firefighters Kids Camp for young burn survivors and the Little Heroes Family Burn Camp.



This is the 14th year NASSCO's Fire Department has participated in the countywide event. The Burn Institute is a nonprofit health agency dedicated to reducing the number of burn injuries and deaths and to supporting children and adults coping with the devastating psychological and physical effects of their injuries.

*Thank you to all who donated!
To learn more about how you can help,
please visit ffburn.org.*

OUT WITH THE OLD & IN WITH THE NEW

AUTHOR: Anissa Stansfield, Director, Strategic Projects, San Diego

As NASSCO-San Diego rolls out new software for their Earned Value Management System—affectionately known as EVMS—we sit down with the Director of Strategic Projects, Anissa Stansfield, to answer a few questions about the transition.

Interviewee:

Hello Anissa, thanks for being with us. They say there's no such thing as a stupid question, so let me do my best to not dispel that rumor... but what exactly is an Earned Value Management System?

Anissa:

That's not a stupid question. I get that a lot, actually! The Earned Value Management System (EVMS) is how NASSCO measures current project performance and predicts future performance. It works by integrating information about the schedule and costs associated with our work. The EVMS defines what work each employee is assigned to do by breaking down the total effort of designing and building a ship into small enough tasks that we can each do our part.

Interviewee:

Thank you! I thought I was in trouble there for a moment. That being said, why change the EVMS software now?

Anissa:

As a company, we need to remain competitive and ensure that our employees are equipped with the best tools for success. It's been over 30 years since we've upgraded our EVMS software. Put simply, we've outgrown the old system and need a modern tool that better meets the needs of NASSCO and our customers.

Interviewee:

And how will this new tool benefit NASSCO and our employees?

Anissa:

Modern EVMS tools will help many NASSCO employees automate administrative tasks and reduce redundant efforts. In time, our jobs will feel a lot easier and more efficient. The new tools will also provide better insight into our performance, helping us deliver ships faster with less cost to our customers. Ultimately, it will help us win more work – which benefits us all.

Interviewee:

So when is this implementation of the new tool?

Anissa:

Well, the new software itself is called "Deltek," and by the time this interview is published in the Shipbuilder it will have already rolled out. Later in the year we will invite the Government to review the system and demonstrate our improvements.

Interviewee:

That's very exciting! But, with change tcan come hiccups. Are you anticipating any growing pains?

Anissa:

The software conversions and integrations for this change are complex so we expect some bumps in the road as we transition. There will likely be some early issues with data processing and reporting that we will figure out as a team and work to correct as quickly as possible.

Interviewee:

How can our employees help make this a success?

Anissa:

Great question. Employee support will be the biggest contributor to our success. Committing to the new system by participating in training, providing feedback to the project team, and supporting your coworkers will be a great help.

Interviewee:

Well thank you very much for your time, Anissa. Any parting words as we conclude the interview?

Anissa:

First, let me say thank you for highlighting this important transition – the next few months are going to be a learning process, but I promise, it's for the better. Should anyone reading this have any questions or feedback, please feel free to reach out to me directly at ASTansfi@nassco.com.

NASSCO-Norfolk TREATMENT PLANT UPGRADE

AUTHOR:

Donna J. Watkins, Environmental Engineering Manager, Norfolk



Treatment Plant Upgrade Team. L-R: Tho Huang, Maintenance Mechanic 4; **Stephen Davenport**, Senior Environmental Engineer; **Josue Fernandez-Lopez**, Maintenance Mechanic 4; **Joe Eckel**, Facilities Manager; **Morgan Mildrum**, Maintenance Mechanic 4

NASSCO-Norfolk updated their Oily Wastewater Treatment System (OWTS). The original OWTS was constructed and installed in 1992 and was designed to only treat up to 100 gallons per minute.

NASSCO Facilities purchased new automated chemical tanks and pumps and even took on the task of installing the equipment, saving an estimated \$40,000 in labor costs. The equipment included five small new chemical tanks: sodium hydroxide (caustic), metal remover, coagulant, polymer and acid. These tanks automatically feed the treatment system to provide the right blend to treat the water (remove oil, metals and other particulates).

This new state-of-the-art system reduces waste, saves labor and even allows the plant operator to override the system in the case of a malfunction.

Since November of 2023, the addition of the new chemical tanks has steadily decreased the Cu and Zn closer to the limits.

A huge thank you to the NASSCO-Norfolk's Facilities and Environmental Teams who partnered together with ChemTreat to systematically get our Cu and Zn effluent numbers within our new permit limits.



NASSCO-Norfolk Celebrates WOMEN'S HISTORY MONTH

AUTHOR:

Julie Sudlow

Proposal Manager, Norfolk

During the month of March, NASSCO-Norfolk celebrated Women's History Month by recognizing the women who diligently support our mission to provide the Navy with dependable, well-repaired vessels.

Many of these women have personal connections to those who serve in our nation's military or are Veterans

themselves. Many of us would not be where we are today within the NASSCO family if it weren't for the support and mentorship of the women in our Norfolk, Bremerton and Mayport locations.

These women exemplify one Team, one NASSCO, better every day!



Back Row: Donna Watkins, EHS; Julie Sudlow, Business Development; Sherry Huntley, Programs; Barbara Dickerson, Finance; Patricia Collins, Facilities; Rebecca Vermillion, Inventory; Chiquita Taylor, Rigging; Sara Reagan, Contracts; Valerie Reagan, Supply Chain Management; Tiffany Evans, Programs.

Middle Row: Alyssa Lozaw, Programs; Tammy Holston, IT; Kandace Klepal, Pipe Shop; Angela "Sue" Washington, Inventory; Deborah Penney, Contracts; Barbara Gillus, Inventory; Valerie Smith, Contracts; Amber Franklin, Finance.

Front Row: Allinda Parkman, IT; Natalie Charon, Finance; Brenda Heidelberg, Purchasing; Sharita Williams, EHS; Placida Michel, EHS; Tricia Arnold, Scheduling; Inza Speights, Planning

NASSCO-San Diego's 2024 DEPENDENT SCHOLARSHIP WINNERS

**Congratulations to this year's Dependent Scholarship recipients,
Daniela Alvarez and Gizelle Flores!**



Daniela Alvarez

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

Daniela plans on attending law school and advocating for equal educational resources for immigrant communities by pursuing a major in Political Science from Columbia University. Daniela's father, Jose Alvarez, is a Senior Estimator in Repair Estimating.

Gizelle asserts the significance of her involvement in the STEM field and is committed to UC Berkeley and majoring in Physics. Her father, Jesus Flores, is a Senior Estimator in Cost Engineering.

For any questions regarding applications, please contact TalentDevelopment@nassco.com.



Gizelle Flores



NASSCO-Norfolk
April 10, 2024

NASSCO-San Diego Joins JUNKYARD WARS COMPETITION

In celebration of Engineers Week, NASSCO-San Diego participated for the first time in "Junkyard Wars." Engineers formed 12 teams and were tasked with building racecars powered by nothing except a mousetrap. Each team was given a bag of "junk" and a week to build their vehicle.

After racing head-to-head, Team Viper eventually took home the NASSCO championship. Congratulations to Team Viper: Jeff Pollack, Kieran King, Sam Grotewohl and lead Dallas Hansen.

Junkyard Wars was first created by Electric Boat and NASSCO is the fourth General Dynamics business unit to adopt the event, following Mission Systems and Land Systems. Some business units host their Junkyard Wars competition during Engineer's Week in February, while others wait to host it during Technical Excellence Week in July.



NASSCO-SAN DIEGO HOSTS

NASSCO PIT STOP

SANDAG BIKE ANYWHERE DAY



NASSCO employees joined thousands of cyclists throughout San Diego County for Bike Anywhere Day on May 16. To show support for people who chose the environmentally-friendly commute option, NASSCO volunteers hosted a Harbor Drive "Pit Stop."

More than 100 employees and community members stopped at NASSCO's Pit Stop, where volunteers supplied snacks, water, giveaways, assistance and encouragement to participants biking along Harbor Drive. Thank you to Café Moto for sponsoring coffee for the cyclists!



NASSCO provides a badge-protected bike cage for NASSCO employees, U.S. Navy and subcontractors. Workers can go to the Security Administration Office to register their bicycles.





NASSCO's TUITION REIMBURSEMENT PROGRAM

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

"The tuition reimbursement process was easy to navigate," said Antonio Estrada, Leadership and Organizational Development Specialist II. "All the information needed was provided upfront and the turnaround time for reimbursement was quick." Tony earned his Change Management Practitioner certification earlier this year.

"My experience with the Tuition Reimbursement program has been painless and the HR Team has been nothing but supportive," said Jonas Petelo, Mechanical Engineer II. Jonas completed his Master of Science in Mechanical Engineering.

To learn more about tuition reimbursement, visit the Employee Benefits & Discounts section on the NASSCO website. If you have questions or would like more information about the NASSCO Tuition Reimbursement program, please email tuition.reimbursement@nassco.com.

NASSCO-Norfolk, Mayport and Bremerton employees may contact Tammy Hansen at (757) 966-3506 or email Tammy Hansen at thansen@nassconorfolk.com.

Recent Tuition Reimbursement Program Graduates:

Magy Sanz, Engineer I Hull Engineering, Masters in Mechanical Engineering
Jonas Petelo, Mechanical Engineer II, Masters of Science in Mechanical Engineering
Chloe Schwarz, Change Manager, Masters in Business Administration.

Not pictured: Antonio Estrada, Leadership & Organizational Development Specialist II, Change Management Practitioner Certification

Magy Sanz Jonas Petelo Chloe Schwarz



NASSCO-San Diego
January 19, 2024

RESPECT WORKS: Preventing Harassment in the Workplace

The morale, well-being, and productivity of our employees are the cornerstones of OneNASSCO, and we are committed to providing a harassment-free environment. This commitment extends to employees, subcontractors, vendors, visitors, and anyone who does business with NASSCO.

NASSCO is devoted to being a welcoming environment for everyone and encompassing a harassment-free workplace. NASSCO's policy prohibits harassment based upon race, color, religion or religious creed, citizenship, marital status, age, national origin, ancestry, physical or mental disability status, medical condition, sexual orientation, military and veteran status, sex (which includes pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, genetic information, or any other basis protected by federal, state or local law, ordinance or regulation. All such harassment is unlawful, violates company policy, and will not be tolerated.

Actions can be considered harassment even if claimed to be "just a joke" or if the behavior was not intended to be offensive. Thus, we must all be aware of the impact our actions have on others.

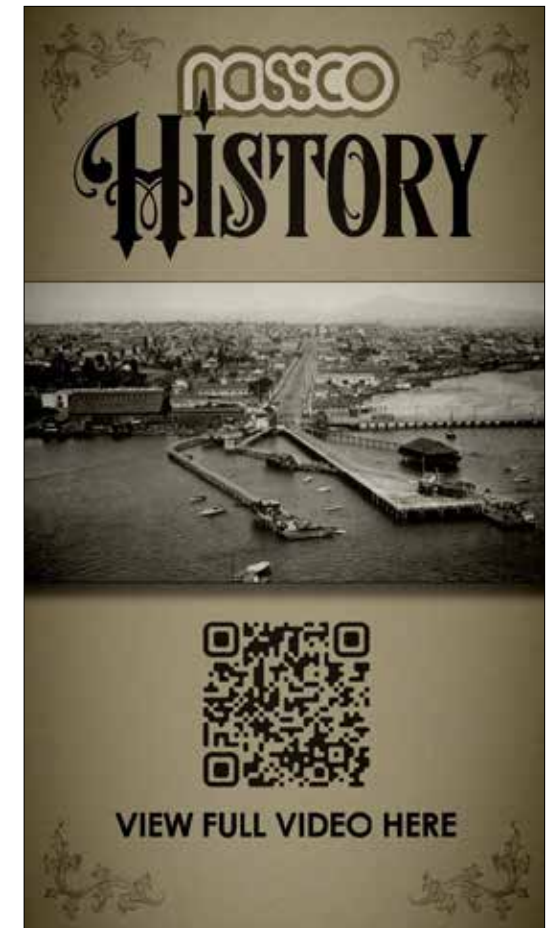
Examples of prohibited harassment include, but are not limited to: physical or verbal abuse, including jokes, slurs or other derogatory comments or actions that demean an individual or group of individuals; unwelcome touching, as well as any lewd, vulgar, or sexually suggestive gestures, comments or propositions whether verbal or in writing; and visual conduct, such as leering, making sexual gestures and displaying or posting sexually suggestive objects or pictures, cartoons or posters.

NASSCO also prohibits any unwelcome verbal, physical, and/or visual conduct that creates an intimidating, offensive, or hostile working environment or interferes with work performance.

We understand that this topic may be a difficult subject for people to discuss. However, Human Resources is here to help, and NASSCO encourages reporting any incidents of harassment immediately. Employees who believe they have been harassed or have witnessed harassment should reach out for assistance. You can contact your immediate supervisor/manager, NASSCO's Employee Relations Office at EmployeeRelations@nassco.com or (619) 544-8506 or call the General Dynamics Ethics Hotline at (800) 433-8422.

Please do not keep
this to yourself.

When in doubt,
please reach out!



PDP CORNER:

A Balancing Act: Navy Reserve PDP Graduates

AUTHOR:

Leighan Worden, Technical Proposal Writer, Norfolk

NASSCO-Norfolk is proud to have Professional Development Program (PDP) graduates who also serve as Navy Reserve Sailors. When speaking to Brooks Cannell and Ryan Chrisom, one thing is clear: teamwork and fostering relationships have been at the forefront of their PDP and Navy Reserve experiences.

"If you are looking for a challenge, something that will push you to learn, the Professional Development Program is the perfect path for you," said Ryan. "It provides growth in your professional role but personally as well."

Both Brooks and Ryan are uniquely positioned to experience NASSCO both as employees and as Navy customers. Brooks believed the dual role allowed him the opportunity to fuel his passion for impacting the world on a larger scale, while still contributing to NASSCO-Norfolk from the customer point of view. The ample support from the NASSCO Team, along with timely communication, resulted in the seamless ability for Brooks and Ryan to deploy if needed for the Navy while maintaining their milestones at NASSCO.

Excited to help pioneer the program, both Brooks and Ryan believe the people they met and learned from during their time as PDPs were their favorite part. No matter what the rotation had in store, they would always be met with good, passionate people to teach them.

"Stay humble, build relationships with respect and be a blank canvas—the rest will come," Brooks advised.

For more information about the program, please call Tammy Hansen at (757) 966-3506 or email thansen@nassconorfolk.com.



Brooks Cannell
2020 PDP Graduate



Ryan Chrisom
2021 PDP Graduate



NASSCO-Norfolk
April 10, 2024

PDP CORNER

The Professional Development Program (PDP) is designed to give candidates an in-depth look at all facets of NASSCO shipbuilding and repair via departmental rotations while establishing strong relations throughout the company and preparing participants for their future career path.

Recruitment for external PDP candidates occurs during the fall while internal PDP candidate recruitment happens in the spring.



2024 PDP Cohort:

Alexander Brown, Amaranta Rivera, Jose Carreon, Suzanne Wooldridge, Tajeem Johnson, Daryel Fagala, Eliuh Rojas

Recruitment Questions:

Diana Castillo
(619) 540-5380
Diana.Castillo@nassco.com

Program Questions:

Antonio Estrada
(619) 510-0116
Antonio.Estrada@nassco.com



NASSCO-San Diego
January 19, 2024

NASSCO-San Diego

EMPLOYEE ORGANIZATIONS

NASSCO forWARD Women's Network

NASSCO ForWARD Women's Network Holds First Events

The newly launched NASSCO ForWARD Women's Network (For Women's Advancement, Recognition & Development) held its first event in March, featuring a dynamic panel with senior leaders Steph Bryson, Zoe Cawfield, and Veronique Simon. Attendees engaged with the panelists as they tackled moderated questions and had the chance to ask their own questions. Following the panel, networking opportunities allowed attendees to delve deeper into discussions with the panelists.

Following the success of their first event, NASSCO ForWARD hosted a keynote speaker on May 15. Award-winning communicator, strategist, and en-



trepreneur Margie Newman Tsay discussed professional development and building self-confidence.

Debora Burke and Veronique Simon are serving as executive co-sponsors for this exciting new employee resource group. Membership is open to anyone interested. More opportunities for involvement and events are being planned for the future. For more information, or if you have any questions, please reach out to Maggie Hyde at (619) 787-9697 or Sujin Kim at (619) 405-2751.



Join HERE!



Join HERE!

Disabled Veterans of America Keynote Speaker

This spring, NASSCO-San Diego hosted a representative from the Disabled American Veterans in the shipyard. Dozens of Veterans came to learn more about their available benefits, network, and connect with other NASSCO Veterans.

For more information:

- Email Veterans@nassco.com
- Scan the QR code



Join HERE!

President's Cup Tournament 2024 Softball Winners

REPAIR
(January)

SIGNs is Back!

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.

To sign up or register for an event:

- Email SIGNs@nassco.com
- Visit nassco.com/employees/signs
- Scan the QR code

Current Leagues:

- Disc Golf
- Soccer
- Hockey



President's Cup Tournament 2024 Kickball Winners

CABLE
CREW
(May)



NASSCO-Norfolk 2024 EARTH DAY CELEBRATION



AUTHOR:

Donna J. Watkins, Environmental Engineering Manager, Norfolk

NASSCO-Norfolk held its 13th Annual Earth Day Cleanup and Celebration on April 24. Fifty-four employees representing 19 different shops volunteered their time to pick up trash. The volunteers went to various locations in and around the shipyard, including laydown areas, four parking lots, a walking path leading to offsite parking lots, and "Trailer City," a fenced-in graveled lot with subcontractor and Ship's Force office and material storage trailers. Facilities and Environmental and Health and Safety (EHS) personnel estimated the amount of waste and debris totaled 30 large trash bags (approximately 0.5 tons) of waste. We appreciate the teamwork and tenacity of our amazing volunteers!

As part of their Earth Day tradition, volunteers came together after the cleanup to eat a Chick-fil-A sandwich and receive giveaways. Anthem Health Coach Jordan Smith provided Earth Day stickers to each participant, along with water infused with strawberries and limes. After a few group photos, volunteers left leaving the shipyard and surrounding area more beautiful.

Earth Day has been celebrated since 1970 to proclaim and protect our earth's land, water and air. It is also a day to recommit to our responsibility to be good stewards of these priceless resources. Each year, the Earth Day Committee selects a theme to unify the one billion people from over 190 countries to stand in solidarity to improve our earth's health.

Here lies the beauty of Earth Day - every person can participate in practical ways and contribute to the cause. By picking up trash and making lifestyle choices to reduce, reuse and recycle items that would otherwise be considered waste.

The 2024 global theme is "Planet vs. Plastics." One goal is to reduce plastic production by 60% by 2040 and eliminate the production of single-use plastics by 2030. We can each support this goal by using reusable shopping bags and water bottles, and purchasing items that have minimal plastic packaging. Thanks to all who made this year's cleanup and celebration a huge success!



JOURNEYMAN PROMOTIONS

January – May

AUTHOR:

Michael Jury, Assistant Manager,
Operations Training, San Diego

We would like to congratulate the following employees who recently graduated to the Journeyman Position in their respective trades. This position is achieved in approximately two years,

through trade experience and continuous technical training and development. These employees now join the ranks of NASSCO's world-class shipbuilders.

Electrician 4

Christian Juarez Cendejas
Glen Villa
David Novak
Daniela Giselle Gutierrez
Alan Casillas Chavoyo

Fitter/Ship 4

Fernando Sanchez
Catalina Garcia
Casey Kline
Rafael Ismael Romero

Outside Machinist 4

Oscar Machado

Pipe Welder 4

Juan Saucedo Rivera
Adiel Gutierrez Gonzalez

Pipefitter 4

Christian Antonio Llamas
Kevin Miranda
Pablo Munguia
Ricardo Villa Aguayo

Shipfitter 4

Tramaine Williams
Jorge Alan Valera Garay

Welder 4

Ricky Jose Luna
Roman Carmona
Pete Pena
Thomas Wygal
Richard Cornwall
Kevin Zavala
Sammuel Leon
Esteban Rubio
Fabrizio Aguayo Hernandez
Moses David Casillas



CONTINUOUS IMPROVEMENT

NASSCO Shines at the 20th Annual General Dynamics Manufacturing Symposium and Excellence Awards

AUTHOR:

Ric Cheeks, Senior Manufacturing Engineer,
Continuous Improvement, San Diego

NASSCO made waves at the 20th Annual Manufacturing Symposium and Excellence Awards, held in Tampa Florida this past April, as several of NASSCO's shipbuilders shared the good work being done in the shipyard and at TIMSA.

The Symposium is a premier event that brings together the collective expertise and innovations of General Dynamics' business units, providing a unique opportunity for knowledge sharing and collaboration. As the flagship event of General Dynamics' manufacturing community, the symposium highlights the latest advancements in technology, best practices, and continuous improvement initiatives across the enterprise. It is a platform where leaders and experts from various divisions can share their experiences, learn from each other, and identify best practices to drive innovation and excellence. By participating in this symposium, NASSCO's shipbuilders and experts are not only showcasing their own achievements but also contributing to the broader conversation on manufacturing excellence, ultimately driving growth, efficiency, and quality across the entire General Dynamics organization.

NASSCO's Manufacturing Excellence Award this year went to Salvador Saldaña, our Industrial Injury Prevention

Specialist, known around the shipyard from his posters stating, "In Ergo Trouble? Better Call Sall!" His presentation on the first day of the event titled "Making the Industrial Athlete" showcased how he was able to bring the science of sports medicine into our manufacturing environment to prevent injuries among our new hire population. Furthermore, these positive outcomes led to a significant reduction in costs associated with injuries and workers' compensation claims, as well as a growing sense of well-being and job satisfaction.

The NASSCO delegation was also well represented by speakers Saul Garcia and Donovan Beltran who discussed the process improvement of both assembling and testing the CO2 main header system for the T-AO program at TIMSA's facility. Both Frank Carroll's and Michael Murphy's presentation on "Influencing Industry" shared how NASSCO has been collaborating with tool and equipment manufacturers to make their off-the-shelf products fit the needs of our shipbuilders. The "Road to Victory" presentation given by Florencio Alvarez and Jose Ayala introduced our General Dynamics colleagues to NASSCO Repair's Quality Management System showing the visual platforms developed using business intelligence tools.



For copies of these, as well as any of the other presentations exhibited at the symposium, please reach out to your NASSCO Lean Six Sigma Committee Representatives:

Departmental Mailbox
CI@nassco.com

Steve Murray
General Dynamics Lean Six Sigma
Committee NASSCO Representative
smurray@nassco.com

Ric Cheeks
Vice Chair, General Dynamics
Lean Six Sigma Committee
ricky.cheeks@nassco.com



The NASSCO Delegation at the 20th Annual General Dynamics Manufacturing Symposium.

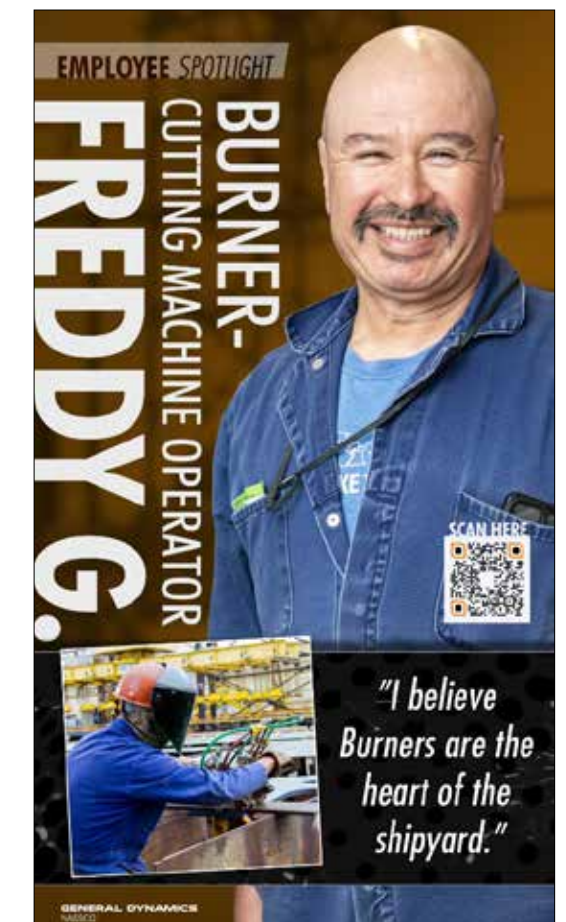
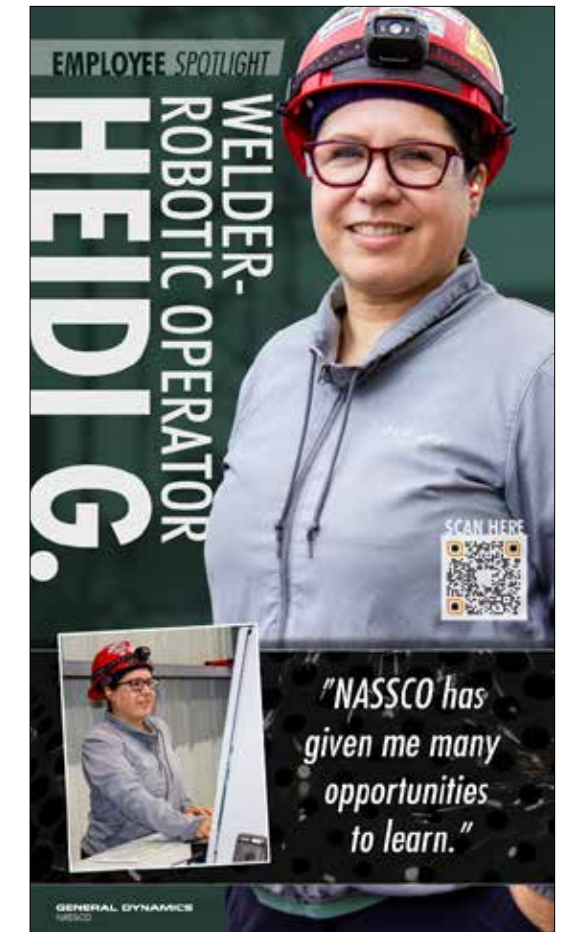
Back Row: Eric Harris, Manager, Maintenance and Tool Room; **Rob Smith**, General Dynamics Executive Vice President of Marine Systems; **Treavor Callum**, Vice President of Operations and NASSCO's Representative to the General Dynamic Manufacturing Council; **Florencio Alvarez**, Senior Quality Assurance Engineer; **Steve Murray**, Manager of Continuous Improvement and NASSCO's Representative to the General Dynamics Manufacturing Council's Lean Six Sigma Committee; **Frank Carroll**, General Supervisor for Central tool Control, Maintenance Warehouse and Maintenance Administration; **Charles "Chuck" Srock**, Director of Planning.

Front Row: Saul Garcia, Test Engineer; **Jose Ayala**, Senior Manager of Quality Assurance and Chair of the General Dynamics Quality Committee; **Ric Cheeks**, Senior Manufacturing Engineer and Chair of the General Dynamics Manufacturing Council's Lean Six Sigma Committee; **Salvador Saldaña**, Industrial Injury Prevention Specialist; **Michael Murphy**, General Supervisor of Weld Services; **Donavan Beltran**, Supervisor, Process Engineering, TIMSA



The NASSCO Manufacturing Excellence Award winner receiving the trophy from senior leadership for the presentation.

Rob Smith, General Dynamics Executive Vice President of Marine Systems; **Salvador Saldaña**, Industrial Injury Prevention Specialist, NASSCO; **Treavor Callum**, Vice President of Operations, NASSCO; **Bill Weiss**, Chair of General Dynamics Manufacturing Council and Vice President of Manufacturing and Logistics for General Dynamics Mission Systems.



2024 CONTINUOUS IMPROVEMENT RECOGNITION

Event and Belting Ceremony

AUTHOR:

Ric Cheeks, Senior Manufacturing Engineer,
Continuous Improvement, San Diego

NASSCO's annual Continuous Improvement Recognition Event and Belting Ceremony marked its second year with this year's event taking place during the spring training of this year's newly trained Lean Specialists. The event recognized the accomplishments of Lean Specialists who completed their training the previous year and completed their first continuous improvement event. This year's honorees included Adrianna Romero, Lorena DeLeon, Olivia Young, Charmaine Walker, Billy Morgan, David Silva and Edward Hassel.

In celebration of the hard work and dedication of these individuals, the event showcased each of their completed projects. It was clear that each of them had made significant contributions to the shipyard through their efforts and had demonstrated a commitment to continuous improvement. For these efforts, each received their Lean Specialist certificate and the NASSCO Continuous Improvement badge.

The belting ceremony was also a highlight of the event, as two NASSCO shipbuilders were recognized for their pursuit and achievement of earning industry-recognized qualifications beyond NASSCO's Lean Specialist training. Several of NASSCO's belted Lean and Six Sigma practitioners participated in the procession, including those who received recognition in last year's belting ceremony.

Adan Rodriguez, a trained Lean Specialist and Accuracy Control Engineer, earned his green belt after completing the Lean Six Sigma Green Belt program at UCSD. This was

a significant achievement, as it required Adan to both successfully complete a course of study at the university and to also complete a green belt level project in the shipyard under the mentorship of NASSCO Black Belts.

Michael Murphy, General Supervisor of Weld Services, earned his black belt after passing the American Society of Quality's Certified Six Sigma Black Belt exam. This was an impressive achievement, as it required Michael to demonstrate mastery of Lean and Six Sigma concepts to one of the world's leading certification bodies overseeing the body of knowledge for the discipline of Six Sigma.

We are incredibly proud of both the Lean Specialist honorees and those who earned their belts. Their hard work and commitment to excellence are a testament to the power of continuous improvement and its impact on our organization.

In addition to those who attended in person, we would like to recognize and say thank you to those Lean Specialists who were invited to the event but were unable to attend. Lastly, if you are interested in learning more about continuous improvement training opportunities, including industry-recognized Lean Six Sigma belt training, please reach out to the NASSCO Continuous Improvement Team.

**Continuous Improvement
Departmental Mailbox:**
CI@nassco.com



Lean Specialist Honorees receiving their certificates at the 2024 NASSCO Continuous Improvement Recognition Event.

Lean Specialist **Charmaine Walker**; **Steve Murray**, Manager Continuous Improvement; Lean Specialist **Edward Hassel**; Lean Specialist **Olivia Young**; Lean Specialist **David Silva**; Lean Specialist **Billy Morgan**; **Ric Cheeks**, Senior Manufacturing Engineer



Lean Specialist Honoree **Lorena DeLeon** receiving her certificate.

Congratulations to Our Newest TRADES TRAINING GRADUATES

AUTHOR:

Michael Jury, Assistant Manager,
Operations Training, San Diego

We would like to welcome and congratulate the newest addition to our workforce of shipbuilders. These employees recently completed a rigorous two-month technical training program that will equip these graduates with the essential knowledge and skills to perform critical trade work.

Congratulations
to our newest shipbuilders!



Welder Graduates: January 18

Back Row: Saul Gonzalez, Juan Rubalcava, Giovanni Romo, Martin Zuniga, Jose Nieves, and Jamie Johnson

Front Row: Adrian Gonzalez and Octavio Cazares



Shipfitter Graduates: January 18

Back Row: Manuel Escalante, Jose Ledezma, Brian Lopez, Alan Valdez, Noel Quintero, Gustavo Garcia, and Jamie Johnson

Front Row: Benjamin Salgado and Michael Szabo



Welder Graduates: April 11

Back Row: Trevor Callum, Saul Gonzalez, Joseph Martinez, Brandon Yanez, David Benitez, Isaias Rueda, Christopher Camargo, Leonje Wimbush, and Jamie Johnson

Front Row: Jesus Gonzalez, Jocelyn Uribe, Nestor Lopez, and Jafet Lopez



Shipfitter Graduates: April 11

Trevor Callum, Daniel Magana, Jose Ledezma, Isaac Rubio, Antonio Fuentes, Angel Calderon, Mario Ramos, Juan Moreno, Cesar Garcia, Christopher Alvarez, Brandon Ortiz, and Jamie Johnson



Welder Graduates: April 18

Back Row: Jorge Zavala, Michael Steele, Armando Godinez, Asia Froehlich, Jamie Johnson, Joe Gamez, and Raul Hernandez

Front Row: Juan Rubalcava, Jose Ibarra, Angel Gutierrez, Derick Sanchez, and Andrew Lemus



Shipfitter Graduates: April 18

Jose Ledezma, Daniel Magana, Jose Camacho, Fernando Navarro, Alfonso Martinez, Jesse Quinones, Jose Vargas, Luis Lozano, Diego Alejandro, Shane Strom, Noah Willis, Jamie Johnson, and Lorenzo Sanchez



Pipefitter Graduates: May 3

Back Row: Trevor Callum, Trevor Averett, Kenneth Heredia, Octavio Lopez, Alan Garibaldo, Luis Diaz, Alberto Flores, Ismael Solano, Miguel Ibanez, and Jamie Johnson

Middle Row: Mike Jury, Jesus Aguilar, Oscar Perez, David De La Riva, Emanuel Lozano, Elizandro Enriquez, Joshua Cuando, and Eder Manjarrez

Front Row: Carlos Plascencia and Gabriel Velasco



Welder Graduates: May 9

Back Row: Jamie Johnson, Saul Gonzalez, Jesus Eulloqui, Andres Zuniga, Arturo Vazquez, Alberto Garcia, and Trevor Callum

Front Row: Jose Figueroa, Jose Castanon, Alonso Martinez, Saul Pena, and Marvin Mosqueda

RETIREEES

Thank you for your service

Raul Duenas Alforte
Painter
19 years
NASSCO-San Diego

William R. Candy
Director Outfitting
33 years
NASSCO-San Diego

Tomas E. Corona
Temp Services Machinist
48 years
NASSCO-San Diego

Jesus Espinoza
Sr. Planner/Scheduler
47 years
NASSCO-San Diego

Pedro A. Llamas
Shipbuilder
32 years
NASSCO-San Diego

Anthony Jose Saludes
Painter
33 years
NASSCO-San Diego

Carol Blake
Logistics Technician 4
18 years
NASSCO-Norfolk

William R. Capistrano
Maint Electrical Tech
34 years
NASSCO-San Diego

Nelson M. Del Mar
Designer I
32 years
NASSCO-San Diego

Thomas Burton Holcomb
Supervisor Security
28 years
NASSCO-San Diego

Clarence T. McMillan
Superintendent Production
31 years
NASSCO-San Diego

Margie Louise Squier
Medical Office Assistant
4 years
NASSCO-San Diego

Dean Buckley
Area Manager I
4 years
NASSCO-Norfolk

Ernesto Diaz Carbajal
Fitter/Sheetmetal Wkg Frmn
17 years
NASSCO-San Diego

Karen Lee Delgado
Sr. Engineering Support Spec
11 years
NASSCO-San Diego

Christopher A. Howton
General Supervisor I
15 years
NASSCO-San Diego

Cindy Anne Mur
Business Planning Specialist
14 years
NASSCO-San Diego

Matthew P. Tabares
Supervisor Engineering
27 years
NASSCO-San Diego

James N. Byrum
Supervisor Material Control
20 years
NASSCO-San Diego

Luis A. Corona
Sr. Test & Trials Engineer
33 years
NASSCO-San Diego

Jesse Dukes
Sr. NDT Welding Brazing
23 years
NASSCO-Norfolk

Yuriy Kolarov
Team Leader
17 years
NASSCO-San Diego

Isaac Pacheco
Fitter/Ship
19 years
NASSCO-San Diego

Ronnie L. Truitt
Area Manager III
32 years
NASSCO-San Diego

Michael Cabe
Tank Tester/Competent Person 4
39 years
NASSCO-Norfolk

Cindy S. Duley
Sr. Billing Analyst
16 years
NASSCO-San Diego

Manolo Soriano Lapason
Pipe Welder
22 years
NASSCO-San Diego

Otis Riley
Shipfitter 4
34 years
NASSCO-Norfolk

Juvenal Urbano
Layout Man W&O
47 years
NASSCO-San Diego

Lisa M. Root
Supply Chain Professional IV
40 years
NASSCO-San Diego

Jaime E. Virgen
Fitter/Ship
21 years
NASSCO-San Diego

Meet the BABIES

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

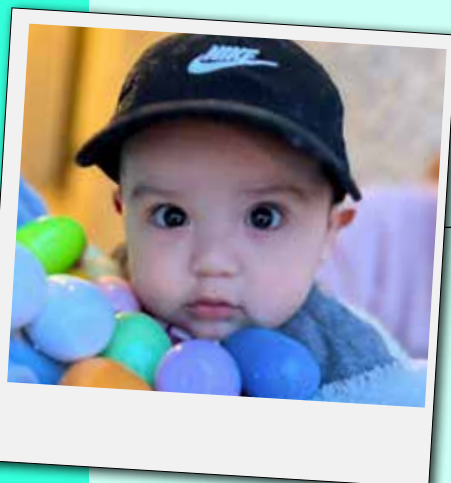
ERICK ANDRES GUTIERREZ
Born July 23, 2023

NASSCO Relation:
Adiel Gutierrez, Father,
Pipe Welder, San Diego



JOVANNI I. DELGADO
Born September 26, 2023

NASSCO Relations:
Yuriana M. De Leon, Grandmother,
Talent Acquisition I, San Diego
& Rogelio Zarate, Grandfather,
Supervisor Production,
San Diego



LUNA MESA ROMERO
Born July 27, 2023

NASSCO Relation:
Jesus Meza, Grandfather,
SOC 3 Supervisor
Production, San Diego



HANNAH SIMON
Born November 22, 2023

NASSCO Relation:
Donna Noyola, Mother,
SOC 3 Welder, San Diego



ITZAYANA WASHINGTON
Born February 2, 2024

NASSCO Relation:
Kisa Moore, Grandma,
Payroll Administrator,
San Diego



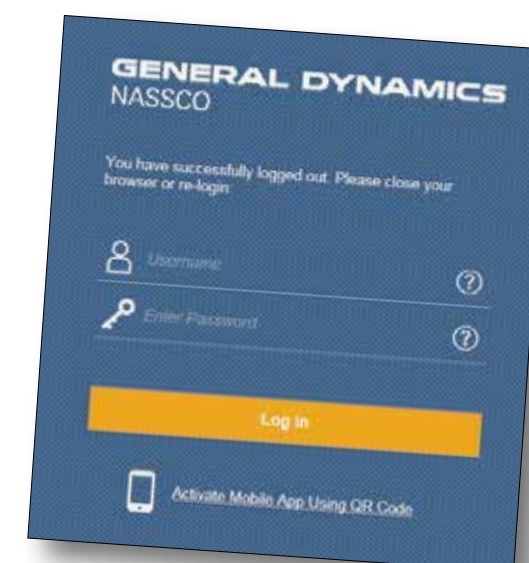
INTERNAL JOB OPENINGS



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





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nassco.com/employees/nassco-commute

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Scan QR code to access Payroll deduction activation/cancellation forms.

Questions:

Contact

Commute@nassco.com • (619) 544-8455

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

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.

Paul Evans
QA Inspector 2
NASSCO-Bremerton
May 2024 • 8 Years

Ryan May
Foreman Weld Shop
NASSCO-Norfolk
April 2024 • 11 Years

Christopher A. Snyder
Instrumentation Technician
NASSCO-San Diego
May 2024 • 33 Years

Craig Watson
Painter 4
NASSCO-Norfolk
May 2024 • 24 Years

Jeanne D. Willis
Sr. Engineering Support Specialist
NASSCO-San Diego
January 2024 • 30 Years



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 runs from January 1 through December 31, 2023 and 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](https://my.kp.org/nassco)

Emotional wellbeing and work-life balance resources to keep you at your best

SupportLinc offers expert guidance to help you and your family address and resolve everyday issues



In-the-moment support
Reach a licensed clinician by phone 24/7/365 for immediate assistance



Financial expertise
Consultation and planning with a financial counselor



Legal consultation
By phone or in-person with a local attorney



Short-term counseling
Access up to **eight (8) no-cost counseling sessions**, in-person or via video, to resolve stress, depression, anxiety, work-related pressures, relationship issues or substance use



Convenience resources
Referrals for child and elder care, home repair, housing needs, education, pet care and so much more



Confidentiality
Strict confidentiality standards ensure no one will know you have accessed the program without your written permission except as required by law

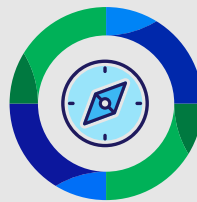


Your web portal and mobile app

- The one-stop shop for program services, information and more
- Discover on-demand training to boost wellbeing and life balance
- Find financial calculators, career resources and more
- Explore thousands of articles, tip sheets, self-assessments and videos related to your mental health and wellbeing.

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Personalized coaching with a licensed counselor on mobile or desktop via text
- **Animo**
Self-guided resources to improve focus, wellbeing and emotional fitness
- **Virtual Support Connect**
Moderated group support sessions on an anonymous, chat-based platform



Start with Navigator

Take the guesswork out of your emotional fitness! Visit your web portal or mobile app to complete the short Mental Health Navigator survey. You'll immediately receive personalized guidance to access support and resources.



Download the mobile app today!



(888) 505-3745

NASSCO-SAN DIEGO VISITORS



1. General Dynamics Manufacturing Council
January 17, 2024
2. Supply Chain Management Council
January 30, 2024
3. Vice Adm. John B. "Brad" Skillman, Deputy Chief of Naval Operations for Integration of Capabilities and Resources, N8, Office of the Chief of Naval Operations
February 12, 2024



4. Adm. Lisa Franchetti, Chief of Naval Ops
February 13, 2024
5. The Honorable Nickolas H. Guertin, Assistant Secretary of the Navy for Research, Development and Acquisition
February 14, 2024
6. Brig. Gen. James A. Ryans II, Commanding General, Marine Corps Recruit Depot
March 7, 2024
7. Congressman Mario Diaz-Balart
March 18, 2024
8. Brig. Gen. Robert B. Brodie, Assistant Wing Commander, Third Marine Aircraft Wing
May 7, 2024
9. Vice Adm. John Gumbleton
May 15, 2024





GENERAL DYNAMICS

NASSCO

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