

THE SHIPBUILDER

SPRING 2020 • NASSCO.COM

Matson Hull 602, Grand Block 871
NASSCO San Diego • April 3, 2020



THE SHIPBUILDER

IS GOING *DIGITAL!*

To continue NASSCO's environmental awareness effort, and in order to stay current with the most effective ways of communicating to our current and former employees, this Spring 2020 edition of The Shipbuilder will be the **final printed version!**



Follow us on social media to find out when new editions come out!
We will continue to post new editions on our website at NASSCO.com.

Instagram  [gd_nassco](https://www.instagram.com/gd_nassco)

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THE SHIPBUILDER

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PRESIDENT’S NOTE

To all NASSCO employees, families and contractors, I would like to extend my sincere gratitude throughout what may be some of the most challenging and uncertain events of our lifetime, especially to those who have family and friends working at the frontlines and in other essential industries.

The spread of COVID-19 to every corner of our nation, and the world, has brought both drastic changes and devastation to the lives of many, including that of our own families. I understand the concern that you and your loved ones have as we live through this pandemic, and the considerations you have every day while deciding how best to support your families.

Being in an essential industry, whose products support the flow of essential goods and supplies for both civilian and military communities, and whose services maintain vessels that are vital to our country’s defense, we are doing our best to respond to the needs of our employees while fulfilling our responsibilities to our customers and commitment to our nation.

It is certainly not “business as usual” around the shipyards and we have all had to make changes to our daily routines. We continue



DAVID CARVER
President
General Dynamics NASSCO

to ensure a safe work environment for our fellow shipbuilders, while doing everything we can to mitigate the spread of this virus. As I have said before, we must work together on this, and every one of us plays an important role.

Our industry remains strong as we weather through the pandemic.

On the ship repair side of our business, we will continue to support the U.S. Navy through the maintenance and modernization of more than a dozen ships throughout the country. Ranging from our Navy’s smallest to largest vessels, our work in the year ahead will encompass availabilities on

littoral combat ships, guided-missile cruisers, guided-missile destroyers, amphibious war ships and aircraft carriers.

In New Construction, we continue progress on the lead ship of the T-AO program, our nation’s next generation of oilers for the U.S. Navy. We will soon begin assembling the keel for the second ship of the T-AO program on Building Ways 4 after the anticipated launch of the second Kanaloa Class combination containership/roll-on, roll-off vessel being built for Matson.

After more than three decades of working here at NASSCO, I have learned that with any challenge we have faced as a company, we have always come together to serve our common purpose. As we adapt to our current situation, let us continue to work safely together and support our coworkers, our families and our nation.

We are in this as OneNASSCO. We can overcome anything as long as we all work together.

A handwritten signature in black ink, appearing to read "David Carver".

David Carver
President

OneNASSCO

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

Who We Are Highly dedicated professionals anchored in teamwork and propelled by innovation

How We Work One Team, one NASSCO, better every day

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

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

IMPROVE We acknowledge our mistakes and act on opportunities to continuously improve

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

DEPARTMENT SPOTLIGHT

Safety and Fire – San Diego

Authors: Duke Vuong, Senior Manager Safety & Fire
Paul Curtis, Fire Chief
Chris Moore, Safety Supervisor, Gas Free New Construction / Repair
Ellen Burnside, Safety Representative II



Where is your department located?

Safety – Building 51, 1st floor
Fire – Annex by Gate 14

Why is this department so critical to the overall company?

A safe and healthy workplace not only protects workers from injury and illness, it can also lower injury/illness costs, reduce absenteeism and turnover, increase productivity and quality, and raise employee morale.

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

We have different teams that work on all shifts, seven days a week. Our Gas Free team updates all confined spaces daily in repair and new construction. We have a Repair Safety team that conducts mandated safety walkthroughs daily with the government, safety observations, and safety inspections for repair shops, attend safety meetings, and oversee the safety of each ship in repair. The New Construction team conducts safe site inspections, safety observations, and attends safety meetings. All team members conduct new hire safety orientation, OSHA 10 hour training, safe supervisor training, and we support the trades with deck plate training and counseling as well. We all conduct accident/incident/near miss investigations and work with management to determine root causes.

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

After receiving The Shipbuilders Council of America (SCA) award for Excellence in Safety Improvement in 2018, we continued measures that led to the reduction of our total recordable incident rate for 2019.

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

Safety is more than just a priority, it's a core value and the basis of our strategy. Our ambition is to be recognized as the benchmark for safety in the maritime industry. To achieve this ambition, we have taken steps such as safe site inspections, safety champion recognition, total safety culture (TSC) road maps, and employee engagement as an integral part of our processes for our everyday actions.

What is the most important part of your job?

Prevention is always the best medicine. Safety and Fire conduct audits to ensure hazards are minimized to help protect life, property and the environment.

Tell us about the importance of the partnership between Safety and Fire?

Safety and Fire have one goal: to keep employees safe. We cross-train on hazard identification so more eyes are looking for potential situations that could cause injuries. We mitigate these issues quickly.

Is there anything else you would like to add?

Because the maritime industry is inherently exposed to numerous risks, we are championing safety as our highest value. Safety is not only our profession, but we consider it to be a vital issue. We also recognize that safety guarantees the sustainable growth of NASSCO's operations.

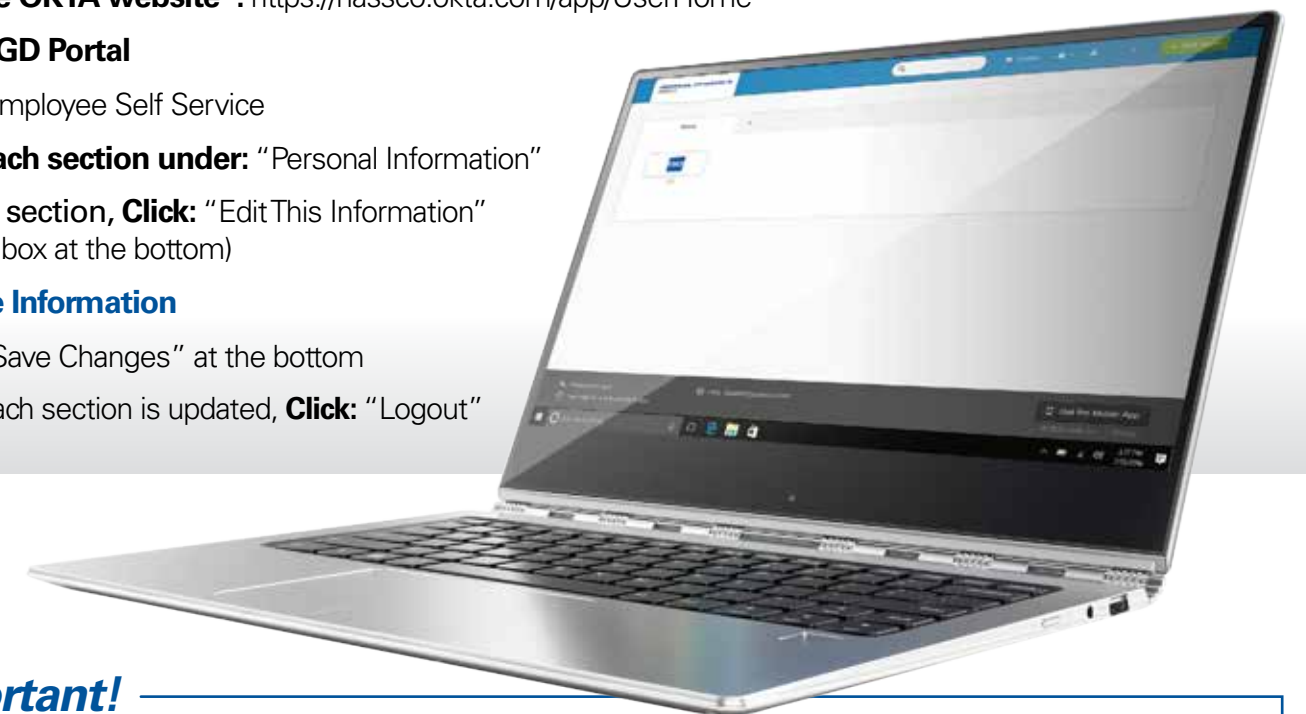
Is your INFORMATION current?

*Address change? New cell phone number?
Recently moved offices or changed extensions?
Have you served in the military?*

Employees are responsible for keeping all personal and business information current.

Here's how to do it:

1. **Visit the OKTA website***: <https://nassco.okta.com/app/UserHome>
2. **Select GD Portal**
3. **Click:** Employee Self Service
4. **Click each section under:** "Personal Information"
5. In each section, **Click:** "Edit This Information" (orange box at the bottom)
6. **Update Information**
7. **Click:** "Save Changes" at the bottom
8. Once each section is updated, **Click:** "Logout"



Important!

*When updating your mailing address, **DO NOT** use Address Line #2; all address information should be included on Address Line #1 and should not exceed 30 characters.*

**Contact information updated through this link will be updated automatically in PeopleSoft and Livelink.*

PERFORM

Waterfront Services Team Extreme Blocking

AUTHOR: Vincent Magers, Dockmaster, San Diego



NASSCO's Waterfront Services team performed one of the most extreme blocking changes in its history.

On March 20, NASSCO welcomed the littoral combat ship USS Jackson (LCS 6), one of the smallest and lightest Navy ships, into the floating dry dock. This comes just after NASSCO said farewell to the amphibious assault ship USS Bonhomme Richard (LHD 6), one

of the largest and heaviest ships repaired in the floating dry dock.

This drastic size difference between the ships is 62 million pounds, which meant major changes in the block configurations that the ship rests on. We applaud the work of our Waterfront Services team for putting in a lot of effort in the weeks of moving all of the blocks and getting ready for the USS Jackson.



USS Bonhomme Richard (LHD 6)
December 18, 2019



USS Bonhomme Richard (LHD 6)
Block Arrangement



USS Jackson (LCS 6)
Block Arrangement

You could have heard a pin drop. NASSCO-built USS Hershel "Woody" Williams (ESB 4) Commissioning Ceremony

AUTHOR: Constantine "Gus" Limberis
Ship Manager, Programs, Norfolk

During a commissioning ceremony in Norfolk, March 7th, ESB 4 is now the USS Hershel "Woody" Williams. During the dinner reception on the evening prior to the ship's official commissioning ceremony, it was apparent that engineering and business achievements pale in comparison to human feats driven by honor, courage, self-sacrifice, commitment to country and humility.

As a Marine Corporal, Hershel "Woody" Williams received our nation's highest military decoration for valor, the Congressional Medal of Honor, for "conspicuous gallantry and intrepidity" during the battle of Iwo Jima.



A 14,000 square foot space with nearly 200 people present was suddenly totally silent as Williams took the podium. You could have heard a pin drop. Williams described humble beginnings in West Virginia, he spoke of how the Marine Corps initially refusing to accept him because "he was too short." When informed of the move to name a ship after him, his response was "don't they usually do that after you're dead?" He glossed over his battlefield valor and instead spoke humbly of his comrades-in-arms that did not make it back home.

An audience that included his daughters, his grandsons, a four-star general and numerous flag officers, active duty and retired military personnel, and civilians were all sitting at attention hanging on his every word.

*God bless you Woody. God bless this great Nation.
To the officers and crew of USS Hershel "Woody"
Williams, fair winds and following seas.*



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GENERAL DYNAMICS
NASSCO

General Dynamics NASSCO Delivers Lead Ship of Matson Kanaloa Class

AUTHOR: NASSCO Communications, San Diego

General Dynamics NASSCO delivered Lurline, the lead ship of the two-vessel Kanaloa Class, built for Honolulu-based shipping and logistics company, Matson on December 26. Lurline is the largest combination containership/roll-on, roll-off (“ConRo”) vessel constructed in the United States.

The 870-foot-long, 3,500 TEU Lurline provides the capability to transport containers, automobiles, trailers and rolling stock. NASSCO partnered with DSEC Co., Ltd.,

to provide a state-of-the-art ship design and material package that incorporates liquefied natural gas-capable main and auxiliary engines, compliant with Tier III emission requirements.

“We are proud to deliver the lead ship of the Kanaloa Class,” said Dave Carver, president of General Dynamics NASSCO. “It is an honor for our design and production teams to work on the latest Jones Act vessels that will support our customers and the communities they serve.”

The Lurline will join the Jones Act fleet, requiring ships to be built in a U.S. shipyard and crewed by U.S. citizens and permanent residents, further protecting hundreds of thousands of jobs in the domestic American maritime industry.

The second Kanaloa Class vessel for Matson is currently under construction at NASSCO’s San Diego shipyard with delivery expected in the third quarter of 2020.



NASSCO Holds Start of Construction Ceremony for T-AO Hull 572 (Harvey Milk)

AUTHOR: Amanda Ray, Communications Specialist, San Diego



December 13 was an historic day for General Dynamics NASSCO! Construction began on the future USNS Harvey Milk T-AO 206, the second of six vessels for the U.S. Navy under contract at NASSCO. The vessels will measure 742-feet long with full load displacement of 49,850 tons.

During the Start of Construction ceremony, Kathy Baker, a NASSCO Logistics Engineer with 45 years as part of the NASSCO team, served as the honoree for the ceremony and cut the first piece of steel that will be used to construct the vessel.

In attendance were Mayor Kevin Faulconer, City of San Diego; Toni G. Atkins, Senate President pro Tempore, California State Senate; Assemblymember Todd Gloria, 78th California Assembly District; City Councilmember Chris Ward; Mr. Stuart Milk, Founder and President of the Harvey Milk Foundation and the nephew of the ship’s namesake; Nicole Murray-Ramirez, San Diego City Human Rights Commissioner; and Ms. Paula Neira, Co-Sponsor.

Congratulations to the entire NASSCO team!



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GENERAL DYNAMICS
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Did you know?
You can see all of NASSCO's videos at
vimeo.com/generaldynamicasnassco



SUSTAIN

NASSCO-Norfolk Partners with Elizabeth River Project

AUTHOR: Dawn R. Kriz, EHS Director, Norfolk



On January 23, 2020, NASSCO-Norfolk received P2 award for Sustained Distinguished Performance as a River Star Business.

Back Row: Tim Sawyer, Tom Krupnick, Joe Moody, Larry Ehmer, Nate Stanton, Inza Speights, Stephen Davenport, Keema Simmons, Rick Griffin, Dave Sheffield, Tony Trobaugh

Front Row: Lucille Stokes, Donna Watkins, Anna Kennedy, Tricia Arnold, Valerie Reagan and Dawn Kriz

NASSCO-Norfolk was honored once again at the Elizabeth River Project (ERP) annual River Star Business Luncheon held on January 23, 2020. NASSCO-Norfolk has been recognized by ERP since 2012 when the company qualified as an entry-level River Star Business. Through the years, NASSCO-Norfolk (based on increased projects in pollution prevention, wildlife restoration and mentoring other companies) has risen to the top status of ERP. Last year, NASSCO-Norfolk was inducted into the River Star Business Hall of Fame! But in 2020, it gets even better!

First of all, 19 NASSCO-Norfolk employees (all of whom participated in the projects that qualified NASSCO-Norfolk to be a Leading River Star Business) enjoyed the luncheon because our company was a Platinum sponsor of the event. Secondly, NASSCO-Norfolk was again recognized as one of 48 businesses to receive awards in front of a crowd of 350 community leaders. Furthermore, since NASSCO was the reigning River Star Business of the Year, a NASSCO-Norfolk employee, Donna Watkins, served as the chair of the selection committee for the 2019 awards. In addition to that, Donna served as Mistress of Ceremonies for the event. She was honored to serve our community and represent NASSCO in this capacity. In attendance were many government officials, including the Governor of Virginia. Governor Ralph Northam stated how important restoring and protecting the Elizabeth River is to him as a leader, and as a citizen of Virginia.

THE COMPANY'S POLLUTION PREVENTION AND WILDLIFE HABITAT RESTORATION INITIATIVES FOR 2019 INCLUDE:

- Litter Cleanups: The annual Earth Day Cleanup had 45 volunteers. In addition, NASSCO-Norfolk had eight leadership volunteer cleanups throughout 2019.
- Oyster Gardening & Planting: NASSCO-Norfolk was recognized for growing more oysters than any other River Star Business (estimate of 20,000 oysters provided for river restoration). A NASSCO-Norfolk employee assisted Chesapeake Bay Foundation personnel in placing mature oysters into the Lafayette River.
- Energy savings achieved by switching from fluorescent lamps to LED lighting in offices and shops.

The ERP is a non-profit organization whose mission is to promote community involvement in the restoration of the Elizabeth River. ERP partners with homeowners, schools and businesses to track specific accomplishments in pollution prevention, wildlife habitat restoration and leadership in river health recovery. NASSCO-Norfolk stands proudly with ERP to "Do Right By the River."

NASSCO-Norfolk will continue to implement initiatives to reduce our environmental footprint and partner with organizations such as the Elizabeth River Project to improve the environment.

Learn more:

<http://www.elizabethriver.org>

NASSCO-San Diego Earned the Sustainable Achievement Award for Energy Efficiency

AUTHOR: Megan Granzow,
Environmental Engineer, San Diego

NASSCO's Energy Team is currently participating in a two-year Strategic Energy Management (SEM) program. This program has helped NASSCO determine what our energy drivers are and to look for correlation with data points beyond man-hours.

In September 2018, NASSCO hosted a two-day Energy Treasure Hunt. The goal of the Energy Treasure Hunt was to capture the "low hanging fruit" and focus on low or no cost opportunities and culture change. We were able to identify more than 100 opportunities for energy savings. Since then, NASSCO has implemented 21 of these opportunities and reduced our annual energy consumption by 2.15 million kWh.

Some of the projects we have completed include lowering the yard PSI, fixing compressed air leaks, creating operating procedures for

turning off equipment during breaks, replacing lighting and adding occupancy sensors, and resetting and locking thermostat set points. These projects support NASSCO's environmental goals to use resources wisely and prevent pollution!

Due to these savings, we have already reduced our footprint by 1,354 metric tons of carbon dioxide per year – that is equivalent to removing 288 passenger vehicles from the road.

Because of these efforts, in December 2019, the NASSCO Energy Team received the Port of San Diego's Green Business Network Sustainable Achievement Award for Energy Efficiency.

If you have an energy saving idea for NASSCO, please submit a PII! Increasing PIIs that indicate an environmental benefit is one of NASSCO's goals this year.



Mayport's Roundturn On Maintenance

AUTHOR: Charles (Tony) Surmonte
Facilities Manager, Mayport

After concluding over a yearlong maintenance availability on USS Iwo Jima, Facilities and other departments conduct repairs and maintenance on buildings and support equipment.

New Blast and Paint Facility at NASSCO-Norfolk Harper Yard

AUTHOR: Tony Trobaugh
Director of Facilities and
Dry Dock Engineering, Norfolk



It was apparent our paint facility at the Mid Atlantic yard was aging and the blasting and painting capabilities for NASSCO-Norfolk needed an upgrade. Knowing we had the resources in-house, our NASSCO professionals started the planning process in February 2018.

The team from NASSCO Norfolk were:

Dave Sheffield – Harper Facility Manager
Gary Corderre – Logistics Manager
Kenny Cannon – Paint Department Foreman
Keith Carlson – Program Manager
Stephen Davenport – Environmental Engineer

This team met weekly to select a location for the facility, what type of equipment and the capabilities the company would need to handle paint operations for the future. The Harper yard “Flex Shop” was selected as the location for the new paint facility. The Flex Shop offered a perfect location to supplement our Steel Fabrication Shop at Harper.

At that time, the process for painting steel fabrications was to bring steel to Harper, fabricate the structure/item, truck the structure item

over to Mid Atlantic for prep and painting, then truck it back to either Harper, Ligon or Down River availabilities. The decision to locate the Blast and Paint Facility at Harper was made easier once the cost comparison was performed. In one year, NASSCO could save nearly \$255k based on the efficiencies of housing the blast and paint operations within the Harper yard. Transportation, manpower and utility savings were the big contributors.

The facility was completed in December and the official opening ceremony was held on January 6. Big shout out to Dave Sheffield and our Environmental Department for their efforts to get our state air permits in order. We would never have met our goal without the efforts of Donna Watkins, Environmental Engineering Manager, and her team. In addition, we need to thank our industry partners for their prompt and professional services, assisting us along the way to the opening of this great facility.

Phase 2 of our project, installing a large blast booth (40ft x 20ft x 18ft), is planned to be completed by mid-summer.

ONE NASSCO!



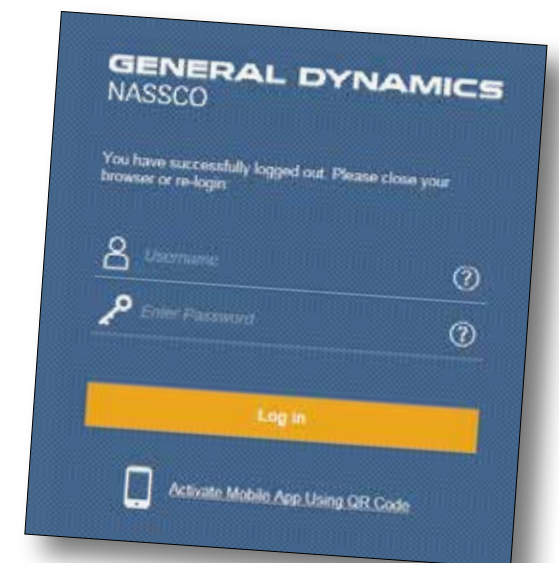
INTERNAL JOB OPENINGS



Current employees can 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



IMPROVE

Continual Improvement Mindset at NASSCO-Norfolk Leads to Far-Reaching Impacts

AUTHOR: Lucy King, QMS/Metrics/CPI Manager, Norfolk

In 2013, General Dynamics NASSCO-Norfolk had just consolidated Metro Machine and Earl Industries into one cohesive business unit. We set ourselves up for success by implementing databases for company-wide processing of process improvement initiatives (PIIs) and began logging new PIIs in 2013 and 2014. However, in 2015 we experienced an unfortunate incident while completing repairs on the USS Gunston Hall, which led to the reassessment of internal leadership styles and organizational structure.

In 2015, an unrelated change from multi-ship multi-option (MSMO) to firm fixed price (FFP) contracts prompted NASSCO-Norfolk to begin making major process changes. We started by creating a robust new hire orientation presentation and using employee safety task cards.

In 2016, there were large modifications to the organizational structure to streamline the hierarchy. We initiated competitive analysis due to the new FFP contract type. We also added biweekly meetings with the customer to maintain open lines of communication with them on quality and safety issues.

In 2017, we overhauled the audit program to be more effective and updated the NASSCO Integrated Management System (NIMS) to be ISO 9001:2015 compliant and eventually become approved by the American Bureau of Shipping (ABS) and Mid-Atlantic Regional Maintenance Center (MARMC). Strategic goals were put in place for the Production and Programs departments, along with Toolbox software for visibility of efficiencies and whiteboards for visibility of progress. We began processing availabilities and test and inspection plans (TIPs) through the in-house-built SMARTS enterprise resource planning (ERP) system.

In 2018, automated metrics led to weekly performance metrics and escalation plan, which allowed us to take immediate and appropriate levels of action on problem areas. Unplanned events were all but eliminated. We redesigned the PII program to be more automated and user-friendly and to help with savings calculations. Management began daily condition found report (CFR) re-

views and weekly cost reviews. Engineered safety controls were put in place such as edge guarding supply boxes and LED bulbs in light stringers.

In 2019, we overhauled the management of change (MOC) process, released the learning management system (LMS), transitioned to a SMARTS corrective action request (CAR) system, established document control for weld procedures, switched to off-site resource labor training, began budgeting and monitoring production overhead charges, and restructured responsibilities in the Programs department.

This is but a snapshot of a few of the improvements we made each year and does not include all improvements that were implemented. These activities, along with many others, had far-reaching impacts on our overall performance over the last three years. We saw a 356% improvement in labor hour savings and 184% improvement in material cost savings being captured for PIIs in 2019 vs. 2018.

We also witnessed a 97% reduction in unplanned events/100,000 labor hours over the last four years, 41% reduction in customer-generated CARs/5,000 labor hours over the last three years, 2% increase in customer-witnessed (G)-point inspection first pass yield over the last three years, increase in customer confidence leading to contract wins and doubled manning needs over the last three years.

We look forward to further continual improvements in upcoming years in the areas of automation, paperless processes and production efficiency, which will help us maintain our competitive advantage.

CI Culture, It's Never Too Early To Start

AUTHORS: Steve Murray, Manager of Continuous Improvement, San Diego
Andre Rivera, Industrial Engineer II, San Diego



We are extremely proud to present our new and improved Continuous Improvement logo that Nahely Gamez, Talent and Organizational Development Analyst, created. This logo was chosen out of all the submissions because it combines our current OneNASSCO mantra surrounded by a visual of what continuous improvement is all about. Way to go Nahely!

Everyone starting at NASSCO attends New Employee Orientation that covers various topics critical for a strong start to their career. Starting in 2019, the orientation included an introduction to NASSCO's Continuous Improvement (CI) Culture. This presentation developed by the Manufacturing Engineering Department describes the following elements:

- What is NASSCO's Continuous Improvement (CI) Mindset?
- Why do we need CI?
- CI Tools
- CI Waste Overview
- 8 Manufacturing wastes (DOWNTIME)
- 7 Service Wastes
- Process Improvement Initiative (PII) Explanation & Examples
- CI Forums & Recognition
- CI Contact Information

This face-to-face communicates NASSCO's long established CI Culture to new employees, officially empowering them to identify opportunities for improvement. The importance of engagement in CI cannot be underestimated and to emphasize that, NASSCO's goal is for 100% participation. Participation comes in the form of a Process Improvement Initiative (PII). PII's are ideas and opportunities to improve the daily work. An added benefit to creating PII's is that it feels good to get involved with others to make our jobs safer, easier and more productive.

Every new employee brings a "new pair of eyes" to our shipyard, able to provide a fresh look at our processes and the daily work. We see this as a fantastic opportunity to take their experiences and create "a better way to get the job done" in terms of safety, quality and productivity.

New employees also learn that Continuous Improvement is good for the company too, because it attracts Navy and new commercial customers, which increases job security. This in turn allows employees to plan the future with their families confidently where we have good backlogs of work.

To create awareness with new employees, three predominant process wastes that everyone can affect are emphasized (Motion, Defects, and Extra-Processing). An example of "Motion" as a waste would be traveling back and forth to the tool room daily, or going back and forth to your gang box to get the tools needed to complete a job. A solution could be placing consumable storage closer to the workplace to eliminate excessive travel. "Defects" are simply not doing something "right the first time," e.g. creating weld defects or leaving

loose hardware, which requires follow up work to fix it. In the office environment, an example would be not completing your work per the standard and passing it on to your customer. "Extra-processing" means using more labor hours or materials than is required to meet the customer's requirement. Examples of this can include excessive welding or radius grinding where none is required or even using different hardware than is required by the specifications or drawings. An office example would be in getting additional drawing or calculation reviews when they are not necessary.

We finish the presentation with examples of previous PII's to give perspective on the types of opportunities where employees have identified ways to improve safety, quality and productivity. Continuous Improvement is perpetuated by employees who know the work they do, recognize opportunities and are committed to making a difference by improving their processes. We conclude by letting employees know that the departments they will be going into have forums where employees present their PII's and are recognized for their engagement and efforts.

Since its inception, more than 1,000 new employees have received this CI Culture orientation training!

If you wish to learn more about our CI culture, waste elimination, and the PII process, contact smurray@nassco.com • Ext. 1114

PDP CORNER

WHERE ARE THEY NOW?



Brad LaCanfora

When did you start at NASSCO?

I began as a machinery tester in Test and Trials in January of 2019 and then started the Professional Development Program in June 2019.

What brought you to NASSCO?

Since my enlistment in the US Navy, I have always had an interest in ships. Working with the Navy as a sub-contractor even furthered my desire to pursue a career in the maritime industry. Following the completion of my degree, I was looking for a high-energy company that allows employees the opportunity to wear many hats. The PDP program seemed like a great option for me to refine my professional skills and get a chance to meet and work with employees from every department.

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

Bachelor of Science in Manufacturing Engineering from National University.

What were your previous jobs prior to NASSCO?

Immediately prior to my employment at NASSCO, I worked for the City of Poway as a field technician. Before that, I was a mechanic at a pump manufacturing company for about seven years, also installing pumps and motor controllers on Navy ships and training the sailors. Prior to that, I spent four years as a Machinist Mate/Engineman on the USS Nimitz.

What rotations have you had as a PDP?

Test and Trials, OPC, SOC 6 Steel, Environmental, Planning, Safety, and Program Management Office.

What have you learned as a PDP?

Nothing is more important than building relationships and earning the trust of my co-workers. I make it a point to walk the yard and deck plates to try and meet as many NASSCO employees as possible and learn a little bit about what they do. There is so much collective knowledge at NASSCO and the employees are so willing to teach and train the PDPs; it is a great chance to pick their brains and learn the ins and outs of their trades. Working in this environment, it is crucial to be aware of all of the operations that work together in sync to produce world-class ships. Be positive, communicate well, listen more than you speak and ask a lot of questions!



Carter Brown

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

I graduated from Massachusetts Maritime Academy with a Bachelor of Science in International Maritime Business.

When did you go through your PDP rotation?

I was a PDP from July of 2015 through June of 2016.

What was your #1 takeaway from your experience as a PDP?

My number one takeaway from the PDP program was being able to get exposure to both New Construction and Repair. This allowed me to network and create connections with all departments throughout NASSCO.

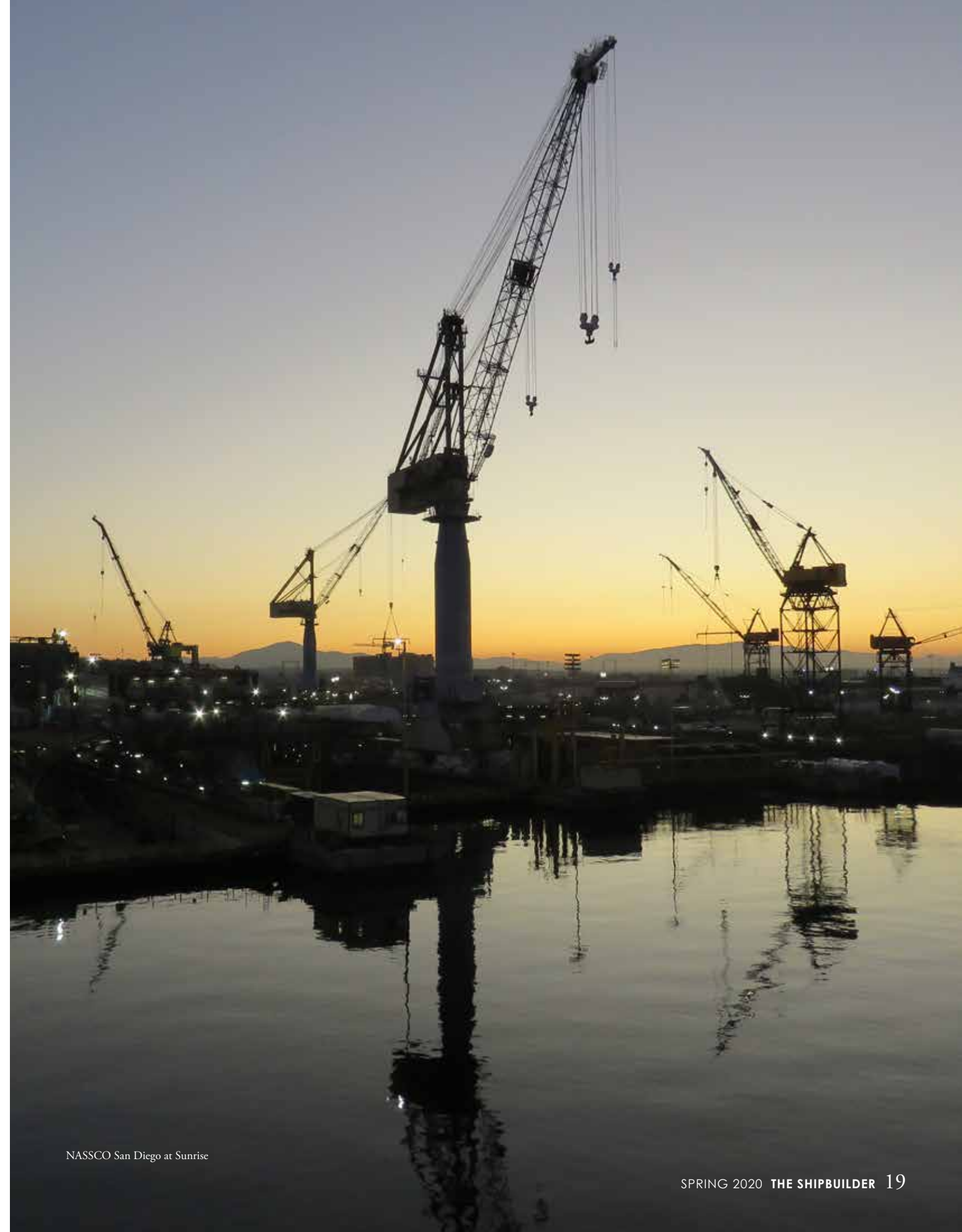
What advice do you have to others currently in the program or considering the program?

For those currently in the program, I recommend you try and meet as many people as you can. It will help you in the future and you never know when you might need their help. Work hard and ask as many questions as you can.

For those thinking about the program, do it. It's a great experience.

What has been your journey at NASSCO since your rotation?

I went from my PDP rotation into Repair Production as an Area Manager. While in Repair, I worked on the USS Essex and USS Makin Island and was responsible for several major ship alterations. I also spent time working on the LCS program, traveling to Singapore and Vietnam to work on the USS Coronado. After Repair Production, I went to Repair Purchasing Material as a buyer with a short stint as an Area Manager in SOC 6 working on the MATSON program. My current role is acting Team Lead of Repair Purchasing Materials.



NASSCO San Diego at Sunrise



LEARN

Fourth Annual NASSCO-Norfolk Safety Stand Down

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



On February 27, 2020, NASSCO-Norfolk held its fourth annual Safety Stand Down and Training event for all employees. This event emphasizes the company's commitment to our number one priority: promoting the safety and health of all employees. During this two-hour training session, employees heard the heart of company and customer leadership, as well as received practical training from 3M Safety Trainers. The purpose of the entire event is to promote safety and prevent injuries.

NASSCO-Norfolk EHS Director Dawn Kriz kicked off this year's Safety Stand Down by challenging all employees to join her in our Safety Pledge. Two key commitments are: "Never compromise safety in order to get the job done" and to "take ownership of our own safety." She thanked those who planned and prepared for the event and thanked 3M Company, who provided instructors to train us on eye, hearing and fall protection. As the Mistress of Ceremonies, she introduced each speaker, starting with NASSCO-Norfolk General Manager, Kevin Terry.

Mr. Terry spoke about NASSCO-Norfolk's safety goal of zero incidents, as all injuries are preventable. We should always "strive for perfection and catch excellence." He reminded us of our motto:

SAFETY-QUALITY-COST-SCHEDULE and how the safety of everyone is our most important commitment. Kevin expressed his appreciation of all employees for the excellent work on the many avails we've been awarded. He also urged us to look out for our coworkers and stay focused on working safely.

Next, Mr. Frank Walker, Safety Director of Mid-Atlantic Regional Maintenance Center (MARMC) spoke on how safety is a partnership between the private workforce and MARMC. He asked for NASSCO-Norfolk's continued support, ensuring a safe environment while we work on the United States Navy's warships. He stated that we should be proud of what we do in supporting our national security. Mr. Walker used an analogy of honeybees to describe how each person is important to execute their ship repair tasks. He emphasized that the combined efforts of hundreds of workers, results in a vessel ready to protect our nation.

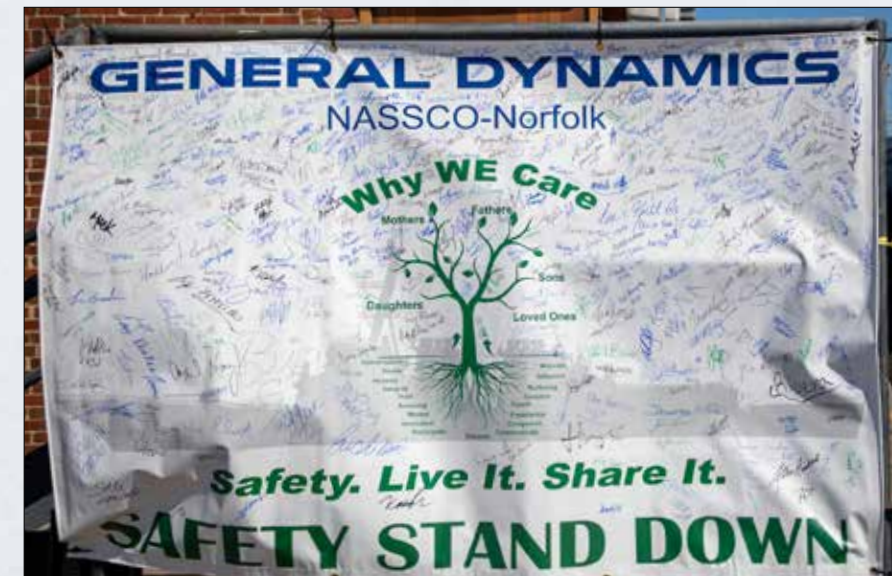
Captain Gavin Duff, Commanding Officer of the USS Mesa Verde, began his remarks by praising the quality of work he's witnessed on the USS Mesa Verde, currently moored at NASSCO-Norfolk's Harper facility. He thanked many NASSCO team members by name who have demonstrated great skill in their craft. He described

the importance of following protocol with a story about two F-18 fighter pilots who perished. Although there were many contributing factors, the pilots were not trained to do the maneuvers on the plane they were flying. This error was missed in a safety pre-check. Therefore, Captain Duff encouraged us all to follow all safety protocols so that we can save lives.

After the 12:45 PM all hands meeting, over the next hour, production employees attended three 20-minute shipyard-tailored safety training. The 3M Safety Roadshow tractor trailer was onsite with a hands-on fall protection training demonstration and class. Additional classes were held on the importance of eye protection and hearing protection. All three instructors showed how to select and use the correct personal protective equipment (PPE) to provide the maximum protection based on the type of work being done. Instructors allowed time for answering employees' questions.

NASSCO-Norfolk's Shop X11 (Weld Shop) conducted a demonstration showing that metal inert gas (MIG) welding is best for thinner gauges of aluminum sheets due to the amount of heat needed to apply the weld. The demonstrator also shared that when choosing a shielding gas, 100 percent argon is best for MIG welding aluminum.

At least 50 employees contributed to the execution of this event. Several volunteers handed out more than 700 lunches prior to the formal presentations. The Facilities Department set up the promotional banners, the podium and sound equipment so all presenters could be heard by the crowd. Many thanks to all of the event planners and participants that made the day such an overwhelming success.



Steel Training Graduations

AUTHOR: Cindy Fresneda, Production Support Specialist II, San Diego



JANUARY 23, 2020



Welders:

Isaac A Pacheco Montes, Steven Michaelson, Raul Martinez, Jairo-Bladimir A. Pina, Carlos Serrano, Ryan Peter Rocereto, William Cody Thornburg, Jerry Ivan Llanderal, Oscar Constante Tapia, Oswaldo Montiel



Sheetmetal:

Yareli Aguilar Monroy, Cassandra Delores Dismukes, Juan Carlos Villanueva Flores, Andrew Weatherspoon Jr, Nicolas Cortes Jr, Johann Dahir Cardenas, Gabriel Lozano



Shipfitters:

Tarl Jason Bailey, David Esparza, Jesus Roberto Martinez, Jesus Adrian Diaz Guzman, Rodrigo Alexis Diaz, Ruben Daniel Zermeno, Christian Alejandro Dearie, Alejandro Barajas Aguilar, Santiago Enrique Barragan, Fernando Camarena, Tyric Elijah Knowles

FEBRUARY 19, 2020



Pipe Welders:

Brittany Bynum, Ramon Serrano Garcia

Welders:

Moises Gonzaga, Ivan Fitch Mendoza, Benjamin Quiroz, Abraham Zepeda



Metal Outfitter:

Hugo A. Raygoza-Enriquez

FEBRUARY 5, 2020



Welders:

David Alvarez, Carlos Axel Avina-Navarro, Luis Avdel Castro, Abisai Cuellar, Sergio Francisco Magana, Ignacio Armando Montiel Lopez, Harvey Tyrell Thomas, Bryan A. Jimenez Beltran



Shipfitters:

Vincent Aguilar, Roberto Gonzalez, Fernando Merida, Kyle Cris Potes, Odon Tellez



Metal Outfitters:

Jeffery Chad Davis, Antonio Gomez, Anna Michelle Macias, Bryan Rivera, Arthur Patrick Rodriguez

MARCH 4, 2020



Shipfitters:

Maria Rocha Rivas, Laura Y. Estrada



Pipefitters:

Jeniffer Libier Dominguez, Victor Ortiz, Willie Frank Perryman, Peter S. Saole, Andrew Dezmund Skippis, Kelen Andrew Whitt

EMPLOYEE CORNER

International Women's Day

AUTHOR: Amanda Ray, Communications Specialist, San Diego



Our NASSCO women came together to celebrate International Women's Day on March 8. These amazing shipbuilders are spread across four dif-

ferent states, five separate facilities and two different countries. We are one Team, one NASSCO, better every day!



Matson Hull 602, Grand Block 871
NASSCO San Diego • April 3, 2020

Veterans Corner
Serving Those Who Served

AUTHOR: Chad McFarlane,
Strategic Outreach Specialist



WHAT IS THE NASSCO VETERANS NETWORK?

*An Employee Resource Group focused on four key aspects:
Networking, Camaraderie, Service and Community.*

- NETWORKING:** To provide opportunities for veterans to collaborate and build relationships across NASSCO.
- CAMARADERIE:** All veterans are bound by the solemn act of raising their hands in service to this great nation and now by the continued service represented by becoming NASSCO Shipbuilders.
- SERVICE:** Assisting fellow veterans in need.
- COMMUNITY:** Provide avenues for veterans to strengthen neighborhood bonds and support community initiatives.

The NASSCO Veterans Network is comprised of the Veterans Council and Network members. The Council members are designees of each of the VP Organizations at NASSCO. These leaders within the company gather the pulse of veterans within the company and provide input on the activities, meeting topics and programming we provide.

MEET YOUR
VETERANS
COUNCIL:

- Supply Chain:** Patrick Shaw, Supply Chain Professional V
- Engineering:** Aaron Reimer, Manager, Outfit Engineering
- Repair:** Colin Groves, Material Coordinator Repair I
- Programs/Business Development:** Brandi Cropper, Program Manager, New Construction
- Operations:** Ray Candy, Director, Outfitting
Matthew Warner, Production Supervisor
Ira Ellison, Sr. Staff Engineer
- Communications/HR:** Anthony Paolino, Manager, Communications & Strategic Outreach
Chad McFarlane, Strategic Outreach Specialist

*If you have any suggestions for content or programming,
please submit to chad.mcfarlane@nassco.com.*

*If you are interested in being involved, please contact
Chad McFarlane at chad.mcfarlane@nassco.com with the information below:*

NASSCO
**VETERANS
NETWORK**
Application

Name: _____

Badge Number: _____

Job Title: _____

Department Name & Number: _____

Work Site: _____

Supervisor: _____

Work Phone: _____

Preferred Phone: _____

Work Email: _____

Preferred Email: _____

Military Status (Circle One): Veteran Retired Guard Reserve

Service Era (Circle One): Post 9/11 Gulf War Vietnam Era Korea

Branch: _____

Last Rank Achieved: _____

Dates of Service: _____

NASSCO Anniversary: _____

Kevin Terry Receives the Francis R. Sharp Executive Leadership Award for NASSCO-Norfolk

AUTHOR: Dawn R. Kriz, Director of Environmental, Health & Safety



Richard Lubert, SVP, Safety & Member Performance and Kevin Terry, General Manager NASSCO-Norfolk

On January 31, 2020, Kevin Terry, General Manager for General Dynamics NASSCO-Norfolk was presented with the Francis R. Sharp Executive Leadership Award.

Signal Administration, Inc. (Signal) designed this award to recognize an executive who has led and promoted employee safety and health through the implementation of a Safety Management System within their organization. Signal’s goal is to recognize an executive who sets high safety standards based on personal values and commitment to the prevention of workplace injuries and illnesses. Each year, the executive selected to receive this honor has established safety initiatives that are integrated throughout the organizational structure. In addition, the recipient displays values and commitment by being actively involved in promoting safety off-the-job and in the community.

Kevin graciously accepted this award on behalf of all NASSCO-Norfolk employees. He stated that without their positive safety behaviors, he would not have been able to receive this recognition. His safety performance has been witnessed first-hand by Signal’s James Sammons, Assistant Vice President, Safety Resources, who frequently visits NASSCO-Norfolk to assist with safety incident analyses, meetings, training and inspections.

Please join all of NASSCO-Norfolk in congratulating Kevin for earning this prestigious award.

Holiday Spirit, Repair Gift Giving



Dave Askew (VP Repair), Dave Baker (President), Rick Adams (Manager Maintenance & Tool Room), Efen Acosta (Manager Steel), John Robertson (General Manager Repair), Gary Norwood (Manager Repair Planning), Tony Hoey (Manager Repair Engineering), Michelle Kruger (VP Operations Support)



Kerri and daughter Cheyenne

Polar Plunge 2020

AUTHOR: Leigh Kennedy, Facility Security Officer, Norfolk



Kerri Linkenhoker, Assistant Facility Security Officer at NASSCO-Norfolk braved the cold waters of the Atlantic Ocean from the Virginia Beach oceanfront on Saturday, February 8th in anticipation of the 2020 Polar Plunge. Kerri surpassed her goal and raised more than \$950, defying the elements and frigid temperatures to support Special Olympics. Many NASSCO-Norfolk employees donated to the cause and even supported Kerri from the comfort of their own homes watching it unfold on TV, with some even by the fireplace.

From Intern to Employee of the Quarter

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

Bryson Speagle, Management Analyst in NASSCO-Norfolk’s Environmental Health & Safety (EHS) Department, first came to NASSCO as an intern while a senior at Old Dominion University. For three and a half months (January to May 2019) Bryson tackled NASSCO-Norfolk’s transition to a new Safety Data Sheet (SDS) database. He conducted a shop-by-shop inventory of chemicals stored in flammable storage lockers. He then compared the SDSs in the shop folders within the SDS database to see if they matched up. He showed great professionalism and respect while working with shop foremen, EHS personnel and our SDS database vendor. His focus and diligence led to ensuring that the SDS database had the most current and accurate information on the chemicals we use. During his last week as an intern in May 2019, Bryson presented a summary of his work on this project. He left as one of the most efficient, valuable interns that the NASSCO-Norfolk EHS Department ever had.

Shortly after Bryson’s internship ended, a position opened up in the EHS Department. After interviewing several candidates, Bryson was selected and began work as a full-time, permanent NASSCO-Norfolk employee on September 15, 2019. As the EHS



Donna Watkins, Environmental Engineering Manager NASSCO-Norfolk, and Bryson Speagle, Program Analyst NASSCO-Norfolk

Program Analyst, Bryson streamlined the EHS discrepancy metrics for the USS Arleigh Burke, USS Bush, and USS Mesa Verde availabilities. He also worked more than 300 hours implementing data into the company’s new learning management system (LMS) for all EHS training records. This involved many long hours in a short period of time. Bryson has always been punctual in reporting to work and has met all deadlines. Furthermore, he willingly assumes new responsibilities when asked.

Bryson has been described as a pleasure to work with in that he is quick to offer a helping hand. His friendly smile and “can-do” attitude causes him to work well with all personnel, and promote a positive atmosphere in the workplace. As a team player, he is frequently called upon for his expertise in the area of Microsoft (MS) Excel and MS Word. Due to his accomplishments

and personal attributes, Bryson was selected as EHS’ Employee of the Quarter for the fourth quarter of 2019. He was presented a certificate and recognition letter on December 19, 2019. Bryson serves as a shining example of how someone can advance quickly within NASSCO through diligence and a cooperative attitude. Thank you, Bryson, for your huge contribution to EHS and the NASSCO family. And Welcome Aboard!

Spotted in the Yard



IN THE COMMUNITY

We could not do it without you! General Dynamics NASSCO honors its top suppliers

AUTHOR: Kevin Mooney, Vice President of Supply Chain, San Diego



Performance Contracting Inc. (PCI) - San Diego Marine Branch

PCI has provided insulation material and services in support of NASSCO's shipbuilding and repair business for the past 60 years. PCI is a true partner on NASSCO's new construction projects, with its design, planning and production personnel fully embedded within NASSCO's organization. More recently, PCI has expanded its footprint in NASSCO's Ship Repair business. PCI's excellent safety record and flexibility on a day-to-day basis demonstrate the highest levels of collaboration and have earned NASSCO's full trust and confidence.

Kloeckner Metals Corporation

Kloeckner is NASSCO's principal supplier of steel plates and various other steel products. NASSCO and Kloeckner have continuously refined processes over the past 27 years to streamline the planning, procurement, delivery and storage of more than 50,000 tons of steel per year in support of new construction programs. NASSCO appreciates that Kloeckner has also supported several short notice steel procurement requirements in support of repair projects. Kloeckner relentlessly seeks ways to reduce cost and improve customer service.



Supplier performance excellence is fundamental to NASSCO's success. To recognize this, NASSCO Supply Chain Management recently kicked off a new award program for its best performing suppliers and presented custom appreciation

banners to NASSCO's top three supply companies who continuously achieve the high performance standards necessary to remain competitive in the shipbuilding market.



Valve Automation and Control (VAC) - A W&O Company

VAC has provided valves, fittings and various other piping system products for nearly 30 years. VAC consistently demonstrates superior customer service and responsiveness. VAC works seamlessly with NASSCO engineering and production personnel on both new construction and repair projects.

Season of Sharing

AUTHOR: Alysha V. Terry,
Human Resources Generalist / Recreation Committee Chair, Norfolk

Angel Tree

NASSCO-Norfolk participated once again in The Salvation Army Angel Tree where employees pulled angel tree tags off the Christmas tree and shopped for children in need of new clothes.

Karen Clements and Whitney Cogdell were the fearless leaders of this successful campaign and encouraged their workmates to participate. One hundred angel tree tags were all taken. We delivered the piles of clothes where every NASSCO-Norfolk angel was accounted for. Karen also presented the Rec. Committee with an opportunity to volunteer for Set Up Saturday for the Christmas Depot where they were able to see the operation of how the children receive the toys, clothes and food on Saturday, December 7 and 14th.

A few comments from employees who participated in both the shopping and volunteering expressed how humbling the experience was. A few employees also stated they would like the opportunity to volunteer another time and for more projects like this throughout the year.

More than 11,000 children were in need of toys, clothes and food this past Christmas and together we made a difference by partnering with The Salvation Army.

Toiletries for the Homeless

NASSCO-Norfolk's Recreation Committee decided to offer a second way of giving this year by also participating in donating toiletries for Union Mission. Hundreds of hungry and hurting men, women and children come to the doors of The Union Mission for help every day, many with just the clothes on their backs. They need a hot meal, a shower, clean clothing and a safe place to lay their heads. We were able to help provide travel size toiletries and we made a difference by donating a few items to help those in need.

NASSCO-Norfolk will offer more opportunities like this throughout the year. If you have an idea of how we can help our community, please contact anyone from the Rec. Committee.



Annual San Diego Festival of Science and Engineering

AUTHOR: Chad McFarlane,
Strategic Outreach Specialist, San Diego



On March 7th, NASSCO joined hundreds of other companies and organizations in getting learners, both young and old, excited about the importance of STEM education at the San Diego Festival of Science and Engineering EXPO DAY at Petco Park.



Meet the BABIES

Birth Announcements



SHELBY JAYDE ALVARADO

Born: November 19, 2019

Relation: Christi Alvarado
NASSCO Repair Production
Support Specialist II



Retirement

George Bulatao Corpuz
Maintenance Machinist
March 16, 2020

Fausto Juarez Cruz
Burner-Cm Operator
February 07, 2020

Miguel S. Cruz
Shipfitter
March 04, 2020

William J. Cuddy
Vice President Operations
January 03, 2020

Gene P. De Jesus
Shipfitter
January 03, 2020

Robert Eaton
Tool Room Attendant
January 02, 2020

Larry A. Gobble
Outside Machinist
January 15, 2020

Jose A. Gomez
Supervisor Production
February 05, 2020

William Hale
Vice President Engineering
March 30, 2020

Frank J. Heinemann
Senior Test & Trials Engineer
February 14, 2020

Allen D. Hunter
Pipe Welder Working Foreman
January 03, 2020

Charles H. Jennings
Supervisor Production
March 09, 2020

Michael Roy Korgie
Manager Data Center
January 30, 2020

Richard Alfonzo Luna
Shipfitter
January 31, 2020

Jose R. Martin
Warehouse Leadman
February 28, 2020

Nam My Quach
Code Welder
January 31, 2020

John Nguyen
Code Welder
December 20, 2019

Jimmy Reyes
General Supervisor I
January 06, 2020

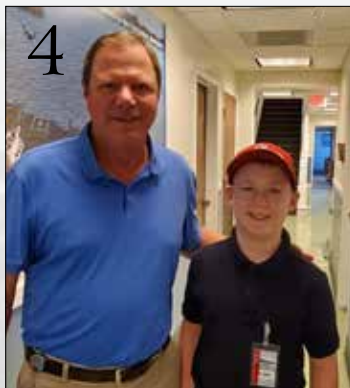
Ruben H. Reyes
Shipbuilder Working Foreman
February 28, 2020

Julian E. Vasquez
Fork Flatbed Trailer Driver
February 28, 2020



T-AO Hull 602, Block 836
NASSCO San Diego
February 13, 2020

RECENT NASSCO VISITORS



1. USD Students
2. Brigadier General Daniel Conley, USMC
3. Congressman Jack Bergman
4. Carson McConnell – The Logan School for Creative Learning
5. USD Students
6. Rear Admiral Robert T. Clark
7. Jonathan Arias - Sr. Defense Policy Advisor for Senator Marco Rubio
8. Congressman John Garamendi
9. Assistant Secretary of the Navy for Research Development and Acquisition, James Geurts
10. BIW HR and Engineering Visit
11. El Cajon Valley High School Student Tour





GENERAL DYNAMICS

NASSCO

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