



WE SALUTE OUR VETERANS

NASSCO is home to hundreds of retired military personnel or reservists - representing all branches of the United States armed forces

INSIDE:
We're Social! • Current Projects • Environmental Stewardship • Holiday Cheer



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Cover Page



From left to right: (standing) Ira Ellison, Alexander Diaz, Joe Tauiiili, Eric Brown, Douglas Hall; (seated) Dee Corley, Cheryl Karr

CONNECT WITH NASSCO!



The Shipbuilder

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Bow lift for the first LNG-powered containership for TOTE

Message from the General Manager



The holidays are upon us and I know the end of 2014 brought a flurry of activity as we continue to work hard on our historic shipbuilding and repair backlog.

In November, we floated out the future Lewis B. Puller (MLP 3/AFSB) and began construction on the first of three ships that we will build for SEACOR and the second of five ships we will build for American Petroleum Tankers. Our TOTE containership program is moving quickly and I am pleased with our schedule performance and the quality of those ships. We also recently completed contract negotiations on MLP-4, which will begin construction in late 2015.

I mentioned safety in last month's letter and I will say it again – our safety performance needs to improve. Each of us understands we are still a safe shipyard, but we also know we can do a better job. The NASSCO leadership team has spent some time focusing on safety and here's just a sample of what we are doing to improve:

- We gathered 22 Production Supervisors with below average safety performance to discuss how we can work together to improve. The ideas provided by the Supervisors indicate we can do a better job with tools and training. We have developed an assessment of training “gaps” and will work to conduct either initial (for new supervisors) or refresher training for existing production team supervisors over the coming months.
- We will be implementing refresher training for each employee. Periodic classroom training on safety can help each of us stay alert to safety risks, especially as the workload in the yard changes or we gain proficiency and take on new roles and responsibilities.
- We have a significant number of repetitive motion injuries in any given year. This year, knees have been a trouble spot. We are already implementing several efforts to address “wear and tear” injuries including safety shoe inserts to reduce joint stress, new “two-step” ladders with a lower step height to reduce joint shock, and conveyor systems on repair and new construction ships to reduce the wear caused by lugging heavy tool bags. We are also evaluating a “wellness program” so that each of us maintains a healthy weight.
- We have re-introduced the safety observation program for ship fitters this year to help address hand and knee injuries. We will conduct more safety observations in the coming months and will expand training to improve Production Supervisor safety observation proficiency.
- The Leadership Team met with each of the New Construction and Repair crews to address safety performance. We will continue to meet with each of you to inform you of our performance, the direction the business is heading, and to listen to your feedback.

NASSCO's safety performance is anchored in our “Culture of Accountability.” Just as I am accountable to each of you to provide you the resource, tools and training needed to safely perform your job, each of you is accountable to NASSCO to “Perform Everyday.” When it comes to safety, here's some things you can do to help us improve:

- Actively care. This year alone, several injuries could have been prevented if someone had taken the time to identify and correct a safety concern.
- Actively participate. Your participation in training, 5-minute meetings, and ASIGs has made us a safe shipyard. Don't get complacent and tune out, especially with a lot of work in the yard and new teammates. Help your supervisor by actively listening, help spread the word, and identify safety concerns before they become a safety incident.
- Avoid shortcuts. When we violate procedures in an effort to “just get it done,” we are risking ourselves and our co-workers. Doing it right the first time is always quicker and safer than having to do it twice.
- Report your injury. If you suspect you are injured, taking immediate action. Typically first aid, can avoid a more serious injury.

As we move into the holiday season, it's even more important that we focus on safety in the shipyard. As we spend time with our loved ones, we are reminded why it's always important to remain cautious at work. We want our families to remain confident that we will stay healthy and return home each day.

This edition of The Shipbuilder focuses on our veteran workforce and NASSCO's efforts to become better environmental stewards and neighbors. More than 350 employees within the NASSCO family have identified themselves as retired military personnel or reservists, representing all branches of the United States armed forces. At NASSCO, we are proud of our veteran workforce; these men and women valiantly served our country (some of them on the front lines) and are now continuing their service by building great ships. To all of you who served, it is my honor to serve NASSCO with you.

Our website, www.nassco.com, is a great resource for upcoming events, news, and more. Please work safely, and accept my wishes for a joyful holiday season and a prosperous new year.

Kevin M. Grancy

SECURE OUR FUTURE • BE PREPARED • PERFORM EVERY DAY • CONTINUOUS IMPROVEMENT

Recent Shipyard Visits



San Diego City Councilmember Scott Sherman, District 7



Tabitha Lipkin, San Diego 6 News



California State Senator Marty Block, 39th District



San Diego City Council President Lightner's Staff



Bridget Naso, NBC 7 San Diego



Former San Diego City Councilman Ed Harris, District 2

Shipyard Visits



San Diego City Mayor Kevin Faulconer



San Diego City Councilmember David Alvarez, District 8



California State Assemblyman Brian W. Jones, 71st District



California State Assemblyman Rocky Chavez, 76th District



Unified Port of San Diego Board Commissioners Ann Moore and Rafael Castellanos



Unified Port of San Diego Board Commissioner Vice Chairman Dan Malcolm



California State Assemblyman Brian Maienschein, 77th District

Thank you!

NASSCO employees thank these individuals for taking the time to learn more about who we are and what we do.



United States Representative Scott Peters, 52nd District



General Dynamics NASSCO Wins Top Environmental Award

In March 2014, NASSCO completed the remediation of sediment near its shipyard, which is the largest clean-up in the history of the San Diego bay, and is one of the largest sediment cleanups anywhere in the United States. Last month, NASSCO was recognized by the Industrial Environmental Association for the clean-up effort.

“NASSCO’s leadership made possible the largest shipyard sediment clean-up in California. They successfully assembled a team of stakeholders including other shipyards, environmental organizations, regulators and government organizations that reached consensus on a science based clean-up plan which is currently being executed,” said Jack Monger, executive director of the Industrial Environmental Association, San Diego chapter.



Matt Luxton, Mike Chee and Kelly Richardson with IEA Leadership

Good Environmental Stewards

In October, General Dynamics NASSCO received recognition for leadership and voluntary efforts in environmental excellence from the Industrial Environmental Association of San Diego. The acknowledgement served as a reminder to many of us at NASSCO the amount of time and energy put forth in our commitment to serve as better environmental stewards.

It hasn't been easy and it hasn't been cheap. But it's the right thing to do and we are proud of the accomplishments we have made thus far in reducing our impact on the environment.

Innovative and improved processes—plus a little bit of elbow grease and determination over the years—have placed NASSCO above the bar when it comes to a sustained, environmentally friendly workplace.

We also take into consideration our strategic location on the San Diego waterfront where we have been designing, building and repairing ocean-going ships for the U.S. Navy and commercial customers for more than 50 years.

Located between the San Diego Bay and the community of Barrio Logan, we pay close attention to our surroundings and our impact on the economy and environment. And with San Diego at the forefront as one of the nation's most concentrated centers for renewable energy and efficiency, it makes sense.



When we look at where we want to be as a company in the next five, ten or fifteen years and beyond, that vision includes a workplace where our country's finest shipbuilders, our community and our employees' children and grandchildren would want to build a career. We want our neighbors to remain proud of the good work we do and the economic benefit we provide.

That's why at NASSCO, we take our responsibility for environmental stewardship very seriously.

We have captured and treated 100 percent of our storm water runoff since 2000, have reduced Volatile Organic Compounds (VOCs) emissions by 67 percent since 2009 by constructing an indoor painting facility that captures and eliminates more than 98 percent of the VOCs emitted during painting and have installed energy efficient lighting throughout the shipyard. Since 2001, we have invested more than \$60 million to lessen our impact on the environment.

We also just recently completed our portion of the largest-ever sediment cleanup of the San Diego Bay.

Over the years we have implemented several programs that have helped us to meet or exceed the standards by the California Air Resources Board for reducing diesel emissions. In 2001, we began a program installing new, cleaner engines in our diesel gantry cranes, as well as voluntarily equipping six of our largest gantry cranes with state-of-the-art emission control "after-treatment" systems, well in advance of the 2009 regulatory deadline. Ongoing initiatives to retire, replace, or retrofit diesel engines in mobile equipment such as heavy trucks, forklifts, and tugboats also play a role in our efforts.

Additionally, through voluntary improvements to our recycling programs and trash sorting and compacting systems we have reduced traffic to the landfill by more than 66 percent and further reducing diesel and greenhouse gas emissions. More than 90 percent of shipyard material generated at NASSCO is recycled.

In fact, NASSCO is a recent, two-time recipient of the City of San Diego's Recycler of the Year award. Other recognition includes the 2012 Governor's Environmental and Economic Leadership Award (GEELA), the 2010 USCG Benkert Marine Environmental Protection Award, and more.

Our products also showcase our commitment to renewable energy and conservation. Currently, we are building the world's first LNG-powered containerships for TOTE, Inc. Once the ships are completed, they will be the most efficient, cleanest containerships in the world.

It's also about the health of our employees. Our workforce is an indication of the measures taken in the yard to promote healthy living. In September, NASSCO congratulated its longest-serving employee of 50 years. That very same day, we graduated more than 35 new employees from our on-site welding school.

Our efforts to become better environmental stewards don't end at the shipyard, either. NASSCO leadership and employees routinely participate in community beautification, trash pickup, and other events.

To us at NASSCO, it's more than receiving accolades for the work we do or the commitments we strive for. It's part of our culture. It's part of our company framework and it's about securing our future.

We are proud of the work we have done—and will continue to do—to reduce any possible negative impact on the environment and the surrounding community.

A special thanks Matt Luxton, Mike Chee and their environmental team for all of their hard work in making much of this happen.



Annual NASSCO Environmental Star Awards

Earlier this month we recognized employees and partners who have gone above and beyond to exemplify environmental stewardship in the shipyard through their actions, ideas, projects, and daily efforts.

At NASSCO, we are proud of our efforts to reduce our footprint on the environment – and this year’s award nominees and recipients have taken great lengths via their role at NASSCO to contribute toward our shipyard-wide goals.

Congratulations - and *thank you!*

Employee Nominations

Employees that exemplify environmental values through their actions, ideas, projects, and daily efforts

Heidi McNeely*
NASSCO Norfolk

Stephen Davenport*
NASSCO Norfolk

Jason Voigt*
Supervisor Maintenance, Maintenance

Sergio Ascencio*
Abrasive Blaster, Blast and Paint

Team Nominations

Teams that have taken an active approach in addressing environmental concerns and realizing environmental benefits

Dock Cleaning Crew*
Abacuc Aguilar, John Bochniack, Victor Castillo, Edgar Castro, Jose Cazares, Jose Cruz-Caro, Ignacio Elizondo, Isac Juarez, Jerardo Ortega, Jose Ortiz Luis Ramirez, Juan Ramirez, Ricardo Rodriguez, Roberto Ruiz, and Ramon Zamora

Gantry Source Testing Team*
Jason Damron, Dustin Fullington, and Billy Morgan

Warehouse Recycling Center Team*
Benjamin Alvarado, Sarah Garcia, and Mario Zayas

Organization Nominations

Organizations whose leadership fosters an environmental culture

American Petroleum Tankers (APT)*
Rob Kurz

City of San Diego Industrial Wastewater Program*
Ryan Cross, Rosa Dominguez, Robert Grigg, Armando Martinez, and Barbara Sharatz

R.E. Staite Engineering*
Ryan Armijo, Sam Brice, and Chad Carpenter

SEACOR*
Tom Denning

Energy Award

Accomplishments by individuals or teams that contribute to NASSCO’s energy conservation efforts.

Devon Phillips*
Electronic Tech Wkg Frmn, Maintenance

Maintenance Super Crew*
Felipe Galvez and Lusiano Solorio

Warehousing*
Doug Hart

**Award Recipients*



Congratulations -- and thank you!

Always Prepared: Incident Command

On November 4, 2014 members of the NASSCO Incident Response team completed their annual Incident Command System (ICS) spill drill.

The drill develops the team's readiness by simulating real world situations and providing an environment for various components of the Incident Command System to interact and familiarize themselves with the ICS chain of command.

The drill also provides an opportunity to assess the current state of the ICS and invaluable information to improve through lessons learned.



Employee Development Training Program Graduates



In late September, NASSCO Vice President and General Manager Kevin Graney and NASSCO Vice President of Operations Kevin Mooney, congratulated the the most recent group of employees to complete the company’s Employee Development Training Program.

Mooney praised the employees for making the decision on a very personal level to obtain one of the main goals that the company has set for this year - to continuously improve.

Graney expressed his appreciation for the group for taking the time to complete the course. He emphasized how the skills that the employees developed during the course will not only help in obtaining the company’s goals, but will also strengthen the NASSCO team as we secure our future.

The Employee Development Course is a 15 week course. One class is taught for each week of the program. Topics include discussions about NASSCO’s Total Safety Culture, managing conflict, time management, quality, LEAN manufacturing, metrics, process improvement and presentation skills.

The latest set of students to sign up for the Employee Development Training Program began their classes in November 2014. They are expected to complete the program by March of 2015.

If you are interested in registering for the next set of Employee Development Training Program classes, you may call NASSCO’s Training and Development Department at (619) 544-8888 ext. 2032 or you may visit their offices on the second floor of Building 8.

NASSCO Poppets on the road of continuous improvement

poppet (nautical) a temporary supporting brace for a vessel hauled on land or in a dry dock



The NASSCO poppets, composed mainly of administrative support personnel, completed a series of courses over a period of three weeks through Learnsoft Technology Group.

The courses were arranged by Legal Assistant Michele Barry, Manager of Employee Development Mike Jury, and representatives from Learnsoft to bring relevant training topics to the Poppets, based on survey results from all interested participants.

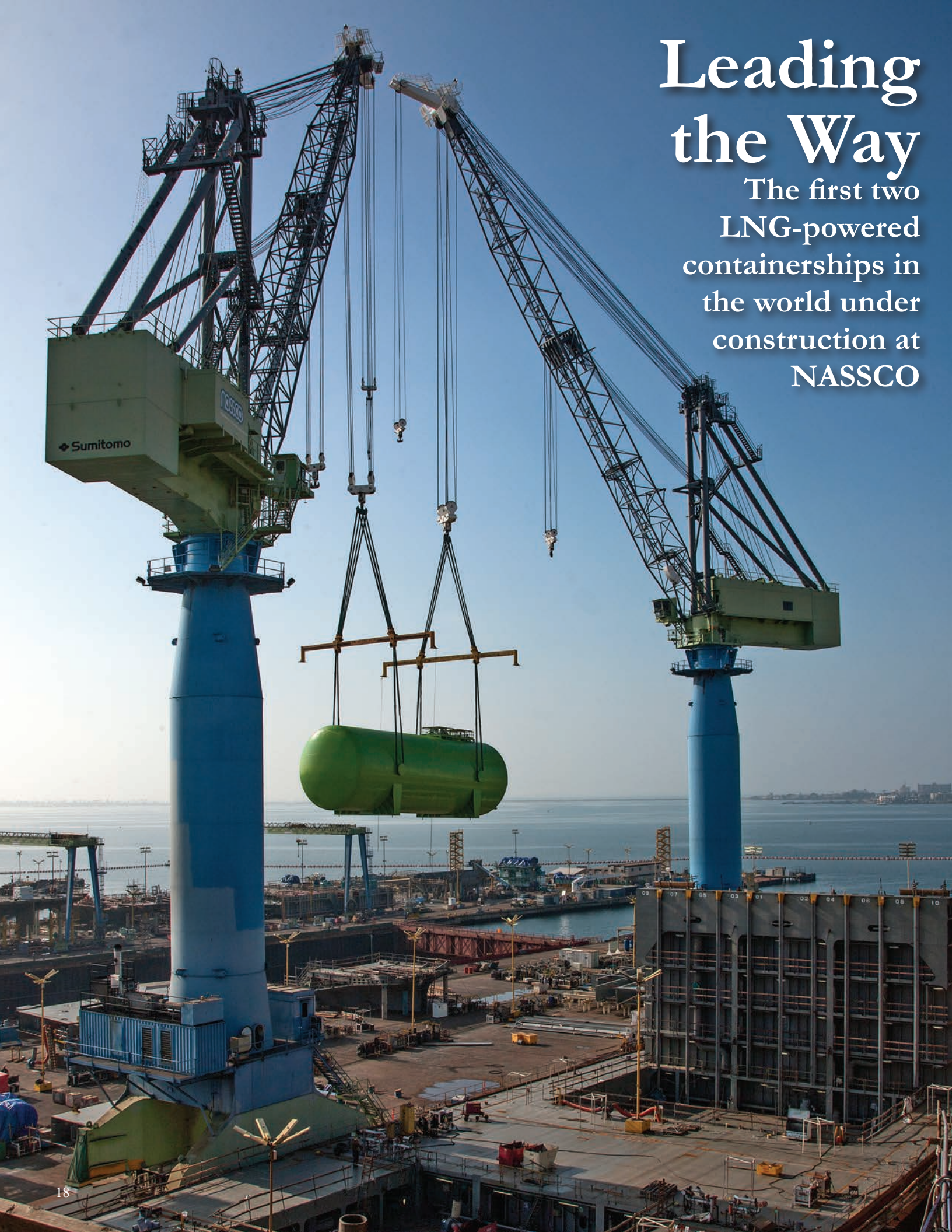
The courses included: a review of Grammar Essentials; Effective Business Writing; understanding Job Duties and Skills; Being Better Prepared for Diversity and Multitasking; Building Self-Esteem, Self-Confidence and Assertiveness; and Developing Good Working Relationships.

“I enjoyed the training and found it practical and useful,” mentioned Production Support Specialist Joanna Aguilar. “What I found the most useful was when the instructor explained pacing others and knowing how to work with others. I have learned to adapt my personality style to different people I work with to create less friction.”

Data Coordinator Rose Ingram said, “What I found most interesting in the LearnSoft Training was that how remarkable it was for all of the Executives Secretaries, Secretaries and Supports or whatever the individual’s title might have been, is that we all had one important objective in common. And that objective was to increase and expand our knowledge ability to a level of where we can continue to be a great asset to our management team here at NASSCO.” She mentioned that the instructors and the overall training was a “triumph,” adding that she would definitely recommend the training to others, and that she is looking forward to future training.

Leading the Way

The first two LNG-powered containerships in the world under construction at NASSCO



November: Construction Begins for SEA-Vista ECO Tankers



In November we cut the first piece of steel for the first of three ECO tankers to be built for SEA-Vista LLC, a joint venture between SEACOR Holdings, Inc. and Avista Capital Partners.

The honoree, Mrs. Deborah Denning, wife of SEACOR Vice President of Engineering Tom Denning, signaled the beginning of construction with the push of a button.



December: Construction Begins on Second Tanker for APT

In December we began construction on the second of a five-series tanker for American Petroleum Tankers and parent company Kinder Morgan, Inc.

United States Representative Scott Peters (CA-52) joined us at the start of construction ceremony and pushed the button to begin construction.



Total Quality Culture Begins With You

NASSCO Test & Trials team committed to strong TQC foundation; dynamic role of all shipboard systems

The Test & Trials team is 100 percent committed to building a strong Total Quality Culture (TQC). They started to form the foundation of their TQC by putting the Customer Satisfaction brick of the Quality Roadmap into place. As the team moved on to complete their TQC foundation, they realized that the QIG elements and the department standards and goals were in synch and supportive of each other. Establishing requirements for the department is the primary aspect of Level One of the Quality Roadmap and provides a means for team members in the department to work collectively toward the same goals, reinforcing their strengths and focus.

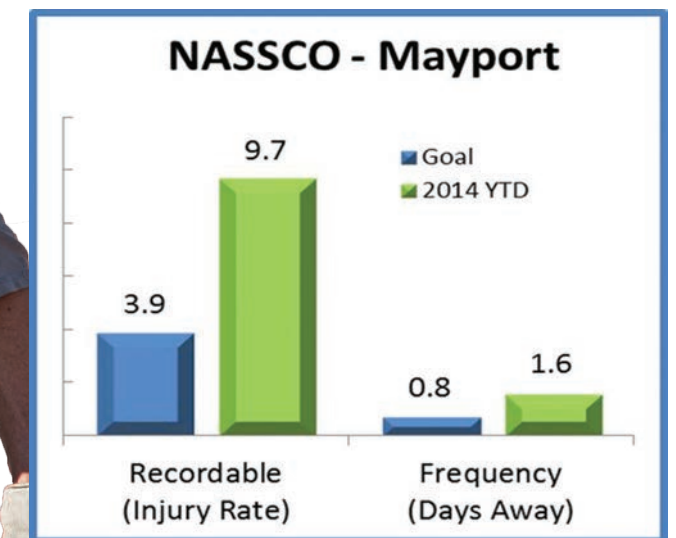
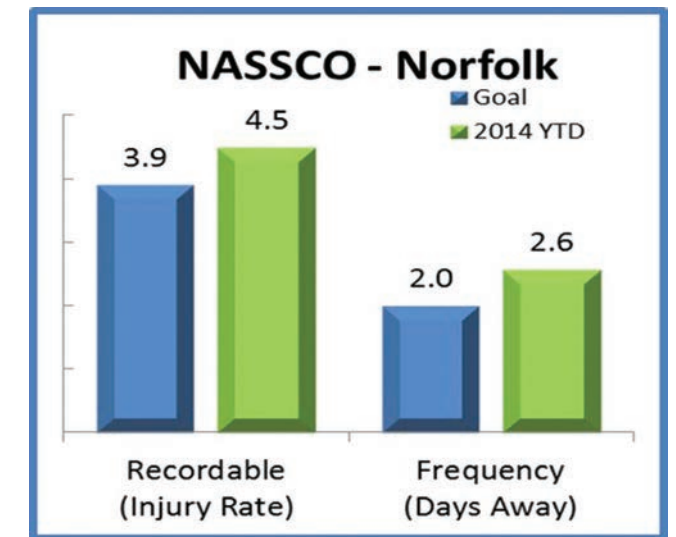
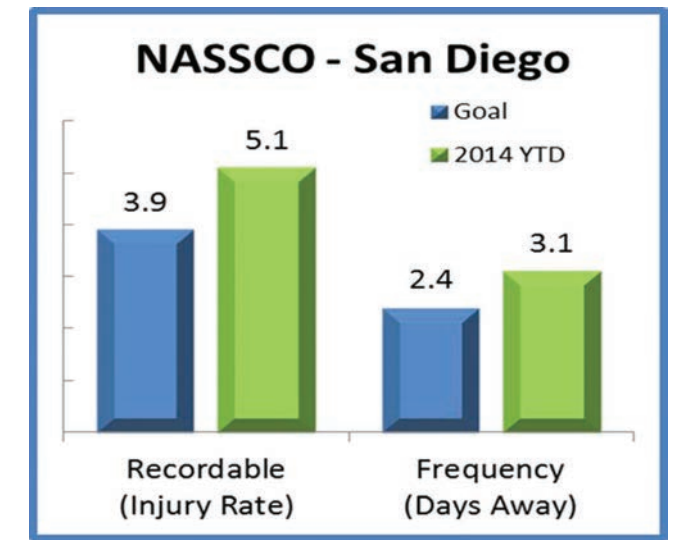
Test & Trials is responsible for the dynamic role of demonstrating all shipboard systems to not only our customers, U.S. Navy, Military Sealift Command (MSC) and commercial marine enterprises, but also to the American Bureau of Shipping (ABS), the U.S. Coast Guard (USCG) and the U.S. Navy's Inspection and Survey Board (INSURV). Level Two of the Quality Roadmap supports their efforts in this endeavor and provides a framework that communicates departmental goals and a commitment to every member of the team. Active participation in the Quality Improvement Group (QIG) encourages more involvement and participation by everyone

involved in each stage of the testing process. An additional benefit of the QIG is an increasing level of awareness for doing the job right the first time, every time - saving schedule and eliminating rework costs.

The establishment of the QIG and completion of the elements of the Quality Roadmap through Level Two supports the Test & Trials Quality Action Plan and increases the awareness for all members of the team from launch to post delivery. The knowledge and understanding gained from QIG involvement provides a high quality product for our customers in a reduced amount of time with less cost.

Because of the QIG, we all understand that first time quality begins with you...all day, every day!

Safety by the Numbers



A Salute to NASSCO's Veterans

More than 350 employees at NASSCO identify themselves as retired military personnel or reservists representing all branches of the United States armed services.



“NASSCO is incredibly proud of its veteran workforce. These men and women have made the ultimate sacrifice to protect and serve our country. At NASSCO, our veteran workforce is continuing their service by building the most efficient, most sturdy ships to be used by the men and women currently serving in our armed forces. We couldn't be happier to welcome veterans to the workforce and thank them for the tremendous work they provide every day.”

-- Kevin M. Graney, vice president and general manager

From left to right: (standing) Ira Ellison, Alexander Diaz, Joe Tauilili, Eric Brown, Douglas Hall; (seated) Dee Corley, Cheryl Karr

As part of tradition, NASSCO's oldest and youngest Marine cut the cake at the annual Marine Corps birthday luncheon celebration.



Below: NASSCO's Marine Corps veterans celebrate the Marine Corps' 239th birthday.



NASSCO's Human Resources Organization At-A-Glance

General Dynamics NASSCO's Human Resources Department provides many different services to and programs for current, former and future employees, subcontractors and visitors. The department is organized into 10 distinct areas: Benefits, Communications, Compensation, Compliance, Employee Development, Employee Relations (including Labor Relations), Medical Services, Safety, Security and Staffing Services. The following provides contact information for these Human Resource functions.

Communications

For communication concerns regarding the shipyard (internal and external), charitable contributions, and shipyard special events: Dennis Dubard, (619) 544-8860

Submissions, articles and ideas for The Shipbuilder newsmagazine: Staci Ignell, (619) 544-3560

Compensation Matters

Luis Borbon, (619) 544-7540

Education/Training

Enrollment in academic training/degree programs, including afterhours training, Trades Training and NASSCO Dependent Scholarship Program.

Professional Development Program: Deana Cimalore, (619) 544-2363

Weld School: Jorge Aguilar, (619) 544-7949

Fit/Outfit Training Center: Sergio Acosta, (619) 544-8888 ext. 2363

Tuition Reimbursement and Dependent Scholarships: Maria Medina, (619) 544-8888 ext. 2030

Employee Benefits

For information regarding benefits, including changes to medical and dental plans and scheduling for health screenings: Sandi Dunkel, (619) 544-8866
Samantha Huerta, (619) 544-8488
Rosalba Cardoza, (619) 544-7538

Employee Relations

For issues with difficult employees, performance counseling, problems with your supervisor, labor/contract interpretation, employee pay, discipline and terminations

Hourly Employees: Veronica Bernal, (619) 544-8506

Salaried Employees: Anthony J. Jemison, (619) 744-1376

Leaves of Absence (Jury, Medical & Military and other Attendance matters): Mericia Guerrero, (619) 544-8513

PECP Review & Processing: Simeon (JoJo) Canonizado, (619) 744-1079

Employment Verification

Christina Camacho, (619) 544-8511

Equal Employment Opportunity (EEO) & Affirmative Action

Anti-Harassment, Discrimination & Retaliation complaints and Salaried Employee Evaluations (SuccessFactors): Cheryl Karr, (619) 744-1119
Ibet Hernandez, (619) 744-1492

Ethics questions and training

(including Timecard Fraud) Mike Williams, (619) 544-7541

Fire, hazardous material spills and injury first response

911 from any NASSCO telephone (619) 544-8777 from any cell phone

Hazardous Material Spills: (619) 544-8401 (Gate 6)

Identification Badges and facility access for employees, subcontractors and visitors

Security Administration, (619) 544-8555

Medical Services

For injury treatment and general assistance at the shipyard and scheduling for onsite health screenings: NASSCO Clinic, (619) 544-8861

Safety Issues

To report unsafe conditions and get advice on risk control measures.

Safety Department helpline, (619) 544-8444

San Diego Trolley Tickets/Box Office

Leticia Brieno, (619) 544-8888 ext. 2347

Van Pool Services

Christina Camacho, (619) 544-8511

Security Department

For policies and procedures information, contact: Harry Penich, (619) 544-3681

For security and personal safety concerns, contact: Gate 6, (619) 544-8401

Staffing (Hiring)

Anthony J. Jemison, (619) 744-1376

Salaried Employment: Tina Romo, (619) 544-8490

Hourly Employment: Nydia Ortiz-Avendano, (619) 544-8505

Subcontractor/Purchased Labor Administration: Simeon (JoJo) Canonizado, (619) 744-1079



Our workforce is a core component of the success of NASSCO's business operations. The various departments listed herein are tasked to provide the highest level of customer service at all times. Contacting the appropriate department and/or person can start you down the path of getting the help you need or the most accurate & up-to-date information.

Feel free to reach out to any of the points-of-contact listed.

Export Control Reform

By
Petia Pavlova
and Keith Londot



The White House has recently led an Export Control Reform (ECR) which was supported by many branches of the U.S. Government (USG). The objective of the reform was to focus USG resources on the threats to national security that matter most and to enhance the competitiveness of U.S. exporters. As a result, the export jurisdiction of many military items has transferred from the International Traffic in Arms Regulations (ITAR), administered by the U.S. Department of State, to the Export Administration Regulation (EAR), administered by the U.S. Department of Commerce. For NASSCO's products, the ECR-driven changes entered into effect in January 2014. Here is a summary:

- NASSCO's Navy auxiliary ships such as MLP, AFSB and T-AO(X) are now subject to the EAR and require EAR export licenses, before most foreign persons can perform work in support of these programs. Also, these auxiliary ships may also contain ITAR components that still require an ITAR license.
- NASSCO's repair and design work on combatant vessels remains subject to the ITAR: LHA(R), LX(R), OPC, LCS, etc.
- NASSCO's purely commercial ships like TOTE and ECO Tankers still do not require any export licenses.

The Export Compliance Team has been working with various stakeholders to comply with the new requirements. We are confident that NASSCO can meet the challenges posed by the new regulations.

For any export compliance questions, Petia Pavlova (ext.1131) and Keith Londot (ext.8802) are always available to assist.

Holiday Spirit

NASSCO employees have no lack of spirit. This past Halloween, members of the company's Staffing and Security Administration departments dressed up and brought a little bit of cheer to those visiting their offices.

Supply Chain Management displayed their creativity and skills with a pumpkin carving contest. Congratulations to Tanya Baron! She carved out one of Halloween's most iconic characters - *The Vampire*.

As Thanksgiving rolled through, NASSCO shared the meaning of the holiday with those in the community. NASSCO supported Operation Gobble, a project headed by Assemblywoman Lorena Gonzalez and the Jacobs & Cushman San Diego Food Bank, that seeks to provide turkeys to families in need.



Celebrating more than 4,000 years of service

In 2014, General Dynamics NASSCO thanked 116 employees for their years of service to the company with a night of food, music and dancing. Attending the event included forty-eight 25-year honorees, nine 30-year honorees, eighteen 35-year honorees and twenty-two master shipbuilders who have each devoted 40 years of service at NASSCO. Joining the honorees were an additional 19 master shipbuilders, including Mr. Arnold Rietz who celebrated his 50th year working at NASSCO. The total years of service of all the honorees amounted to more than 4,000 years.

Congratulations and thank you to all the honorees!

Master Shipbuilders



40 Year Honorees



35 Year Honorees



30 Year Honorees



25 Year Honorees



Happy Retirement, Donald H. Dame!

After 42 years at General Dynamics, our Vice President of Human Resources will begin practicing retirement at the end of December. Don, you will be missed!



Service Anniversaries

5 Years

Dennis M. Atkinson
David A. DeArman
Cindy A. Mur
Warren M. Norby
Jose O. Valencia

10 Years

Cirildo Alaniz III
Alvaro Armenta
Hugo L. Arroyo
Gonzalez
Ricardo M. Bedoy
Jesus A. Corona
Brian K. Cowen
Tranissa L. Davis
Deldrid O. Elliott
Dante L. Falley
Carlo M. Felix
Holanda Figueroa
Hector D. Flores
Humberto Flores
Alvarez
Sara A. Giobbi
Julian Gonzalez
Raymundo Gutierrez-
Manriquez
Samantha Huerta
Jeffrey C. Joyce
Mu Y. Lee
Juan Leon Jr.
Carlos Lepe
Oscar Lopez Ruiz
Eduardo Martinez Jr.
Michael P. Murphy Jr.
Hector Navarro
Isaac Pacheco
Jesus M. Perez
Aris D. Petrov
Luis F. Plascencia Lopez
Kenneth C. Potts Jr.
Carlos Santana
David Stevens
Lucrecia Tolentino
Ricardo Vigil
Jim P. Wilson Cabral

15 Years

Erik J. Kerckhoff
Herman R. Olguin
Abel Parra

20 Years

Efren Acosta
Alonso Aramburo-Meza
Daniel Avendano
Jose L. Ayala

Sergio Becerra
Geronimo P. Bernal
Paul T. Bollacker
Damion F. Boyd
Michael T. Brittingham
Peter P. Cagampan
Kimberly S. Clark
Robert Eaton
Jesus D. Enriquez-Macias
Ruben C. Estudillo
Velonika M. Fox
Pedro Garcia-Fernandez
Jesus A. Gonzalez-
Ramirez
Shane C. Harrison
Anthony Q. Hawthorne
Cheryl L. Karr
Rene Leon
Philip R. Lloyd
Ramon Machado
Luis D. Marquez
Carlos A. Martinez
Ricardo R. Moreno
Thanh V. Nguyen
Drago Peric
Virgilio F. Ramos
Jesus Rodriguez Jr.
Jesus E. Rojas
Karen Y. Sampson
Sergio Sepulveda Jr.
George F. Sidney
Lusiano Solorio
Robert L. Starr
Kristina A. Tauliili
Steve B. Taylor
Terry L. Taylor Johnson
Steven F. Thompson
Debra L. Trujillo
Sergio Valenzuela
Andy Vo
Adam Vongdeuane
Paul E. Young Jr.

25 Years

William R. Capistrano
Jorge R. Cardenas
Jaime A. Castor
Emeli R. Curry
David M. Escalante
Michael L. Farley
David L. Hastings
Harold E. Horvitz
Andrew D. Huffman
John C. Jacques
Brenda K. LaPlaca
Thanh V. Le
Ramon L. Lopez

Arturo T. Lozada
Quang C. Lu
Rolando F. Magnifico
Gwendolyn T. Phillips
Scott R. Quinn
Jesus G. Rivas
Melvin R. Sanders
Ronald P. Sessler

30 Years

Bryon L. Tiefenbach Sr.

35 Years

Robert B. Bird
Jose R. Duran
James B. Euphrat
Gary L. Freeburg
Pedro L. Saldana

40 Years

Carlos Castro
Roberto Q. Lara
Reginald Mitchell
Henry H. Rodriguez

In Remembrance

Joseph G. Bauer
Retiree
October 30, 2014
25 years
Estimator NC

Frank E. Findlay
Retiree
August 11, 2014
3 years
Sr. Engineer

Retirees

Dennis E. Caldwell
October 6, 2014
23 years
Machinery Tester

Philip L. Eck
October 15, 2014
19 years
Pipe Tester

James L. Landry
September 30, 2014
29 years
Manager Steel

Virgil L. Shaneyfelt Jr.
September 30, 2014
34 years
Sr. Engineering Analyst

Update Your Personal Information

Voluntarily self-identify your military and disability statuses in the Employee Self Service (ESS) portal.

Adding this information to your ESS profile is strictly voluntary, and individual disability status is kept confidential. For more information or contact

EEO Affirmative Action Representative, Cheryl Karr, in Human Resources at CKarr@nassco.com.

The Holidays Are Here... 7 Tips to Staying Healthy

According to the National Institutes of Health, most Americans never lose the weight they gain during the holidays. Here are seven tips to avoid weight gain and still enjoy social gatherings during the holidays:

1. Keep up with your fruit and vegetable intake and be sure to eat the fruits and veggies first. The water and fiber in produce helps to fill you up so that you have less room for high calorie foods.
2. Slow down when you eat. When you are at a party, put your fork down after every bite. This will slow you down and you will eat less.
3. Avoid arriving at a holiday party starving. Eat a high protein/high fiber snack before going. Examples: apples dipped in peanut butter, cheese sticks, 1 cup of cottage cheese and fruit, plain Greek Yogurt and fresh fruit.
4. Get at least 30 minutes of cardiovascular exercise 5 times per week. Take a family walk after dinner and enjoy the Christmas lights. Make a family walk or hike at Thanksgiving, Christmas and New Years a tradition.
5. Keep the socialization and catching up with friends and family at the forefront when attending parties, rather than the food.
6. Never say never. Enjoy the sweets in moderation. Start with eating the healthy food to fill up and enjoy the treats in moderation.
7. Limit alcohol to reduce calories and to maintain control of what you are eating.



Which one
will you
choose?



Holiday Lights at NASSCO's Building 1

Barrio Logan Gateway Sign Ribbon Cutting and Festival



Together4Hope 5K Walk



Walk A Mile In Her Shoes



Assemblywoman Lorena Gonzalez Annual Holiday Party and Diaper Drive



Our Lady of Guadalupe Posada

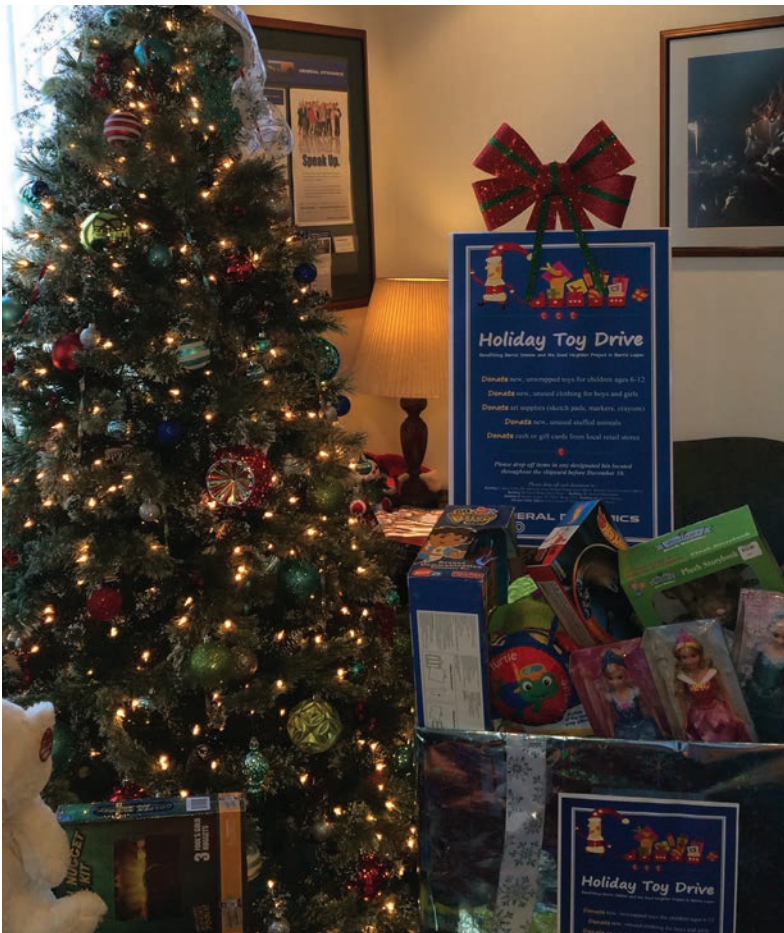


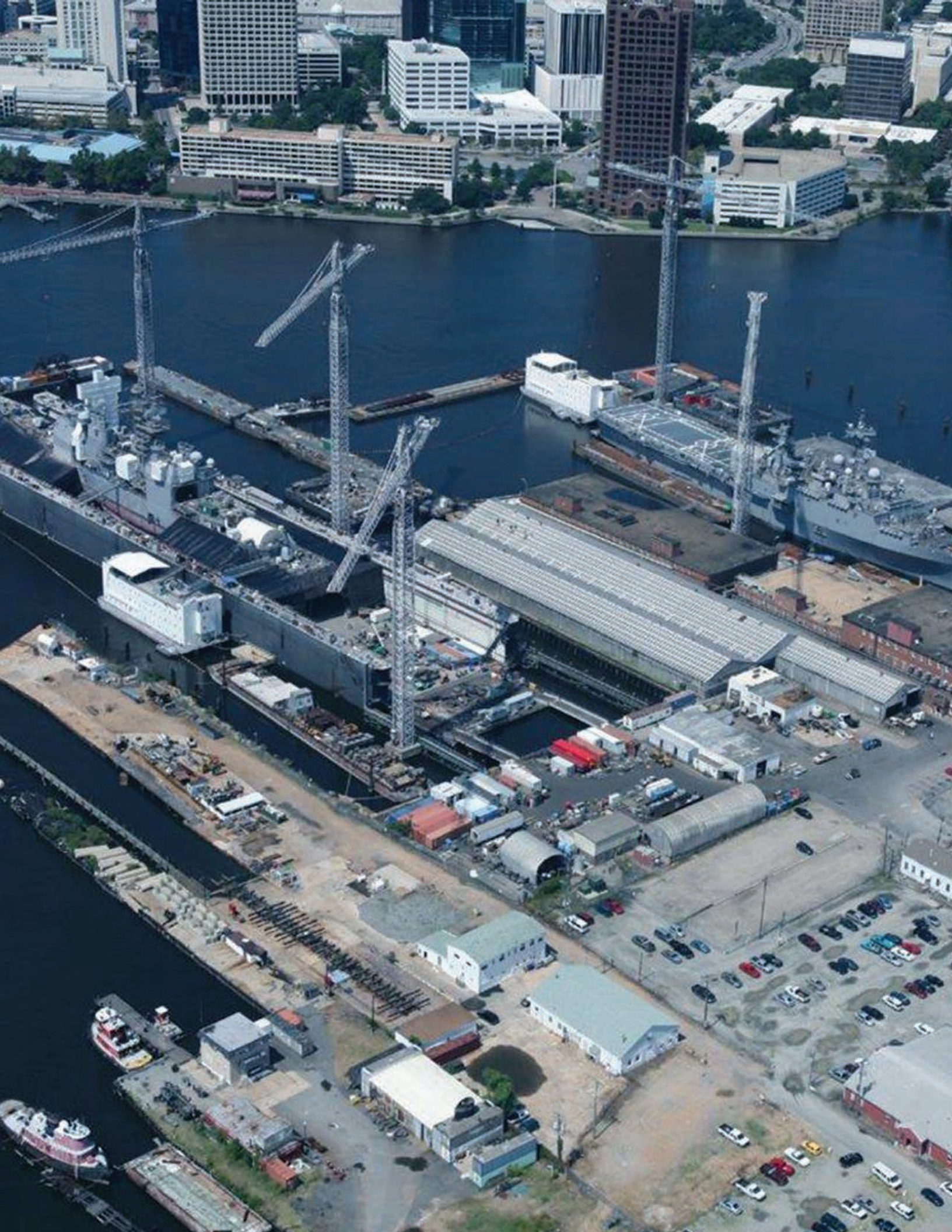
NASSCO in the community

NASSCO Annual Holiday Toy Drive

Braving an early morning rainstorm, NASSCO employees and members of the San Diego Ship Repair Association spread holiday cheer by delivering nearly 700 toys to local organizations serving children in Barrio Logan.

Thanks to all who donated toys, dollars, and their time to make this year's toy drive such a success!





NASSCO-Norfolk Coordinates General Dynamics NASSCO's Sponsorship of the American Society of Naval Engineers (ASNE) Fleet Maintenance & Modernization Symposium (FMMS 2014) in Virginia Beach

General Dynamics NASSCO served with BAE Systems and Lockheed Martin as Platinum Sponsors for ASNE's annual Fleet Maintenance & Modernization Symposium (FMMS), the largest annual gathering of U.S. Navy engineering and ship repair professionals from both the public and private sectors. Held on 9-10 September, FMMS 2014 was an exciting event for Team NASSCO, as leaders from all NASSCO business units exhibited under "one flag" with a common theme. Supporting the NASSCO booth were Dave Carver, Vice President of Ship Repair; Joe Pritchard, General Manager NASSCO Ship Repair, San Diego; Jeff Brooks, Sr. General Manager, NASSCO-Norfolk/Earl; Joe O'Connor, General Manager, NASSCO-Mayport; Paul Fields, Sr. Director of Waterfront Ops in Norfolk; Dave Baker, Sr. Director of Business Operations in Norfolk; Lloyd Jones, CVN Program Manager, Norfolk; Kevin Terry, CVN Program Manager, Bremerton; Fred Pasquine, Coatings Program Manager in Norfolk; Jon Nichols, Production Manager in Norfolk; and Ed Goodin, Director of Business Development in Norfolk.

The NASSCO booth employed various presentation techniques, including a slide presentation, a mechanically revolving "information cube" and a new corporate video that stars several members of the NASSCO-Norfolk organization. To extol the full breadth of the General Dynamics Marine Systems Group, there are also cameos from GD Electric Boat, Bath Iron Works, San Diego and Mayport. FMMS 2014 also proved to be the perfect setting from which to publicize industry-wide the "coming out" of the soon-to-be consolidated NASSCO-



From the Pacific
to the Atlantic

5 Locations
1 Mission
Readiness Delivered



Norfolk business unit and the launch of NASSCO's newest ship repair location, Bremerton, Washington, where Kevin Terry and Randy Colson recently began supporting the five-year PACNORWEST CVN MSMO contract.

NASSCO's message was powerful and our booth was a popular spot, visited by many Navy customers and industry partners. It was specifically complimented by several visitors and reported by some, unofficially, to be the best booth in the show. Shipbuilder readers can watch the video by typing the following URL in your personal web browsers: <https://www.youtube.com/watch?v=X9Gfv3mWSpM>.

Mid Atlantic Steel Shop

A Role Model in Environmental Stewardship

The Mid-Atlantic Steel Shop plays a vital role in ship maintenance and repair operations at General Dynamics NASSCO-Norfolk. The shop was incorporated in 1963 and has continuously offered services that include blasting, painting, welding, ship fitting, and ship building just to name a few.

Many of the work processes at Mid-Atlantic Steel Shop generate environmental aspects such as gases used in welding, volatile organic compounds (VOCs) from painting, air emissions from forklift and small motor operation, and solid waste from blasting operations. These environmental aspects become environmental impacts when they interact with the environment. For example the gases and fumes from welding and painting operations impact the air when they are vented out of the shop work area and into the atmosphere. Operational controls are in place to mitigate these negative environmental impacts. Two engineering controls to minimize negative impacts to the air include the paint shed and blasting booth. Painting and blasting occur within structures designed to contain emissions. The filter in the paint shed is replaced periodically to remove the VOCs and particulates that it collects.

In addition to air impacts, the Elizabeth River borders the facility. Outdoor storage and operations (e.g., unloading and loading fuel) can impact the River (especially if there are spills or releases of chemicals). One of the administrative operational controls at Mid-Atlantic Steel Shop is



a storm water permit, which requires employees to monitor and control the amount of pollutants to the surface water runoff from the facility. Environmental Technicians conduct visual quarterly inspections of the entire property and oversee semi-annual storm water sampling from the outfall to evaluate potential contaminants and reduce them.

As we continue to consolidate NASSCO-Norfolk and NASSCO Earl, the Mid-Atlantic Steel Shop is transitioning away from steel shop production and specializing in the surface preparation and preservation of smaller ship components. Environmental, Health and

Safety Management System (EHSMS) Team member Leo White, an employee at Mid-Atlantic Steel Shop with many years of experience, continues to monitor and helps to manage environmental concerns with regard to the changing scope of work occurring at the facility by making sure that aspects and impacts are evaluated and sufficient controls are in place.

Reducing negative impacts to the environment, monitoring waste, keeping our atmosphere clean, and managing a changing work environment – it's all in day's work for General Dynamic NASSCO-Norfolk employees.

EHS

Internal Audit and Certification Readiness



- P - Prevent Injuries
- O - Obey the Rules
- R - Reduce Waste
- T - Track Performance

NASSCO-Norfolk conducted its second internal audit of our EHSMS (Environmental Health and Safety Management System) in October of 2014. The purpose of the internal audit was to evaluate NASSCO-Norfolk's EHSMS conformance with ISO 14001 and OHSAS 18001 standards. The audit scope included all processes at the shipyard (including 30 departments/shops at numerous company sites). The Audit Team (comprised of fifteen internal auditors) worked for two and a half days to examine how well our EHSMS has been incorporated and communicated at all levels of the Company. This included employee and contractor interviews to test Company knowledge of our EHS policy and risks, and emergency response protocols.

Once the audit was complete, NASSCO-Norfolk was found to be in overall conformance with the requirements for each standard. There were several minor non-conformances identified and documented in the Company's corrective action request (CAR) database. These were issued to shops where the non-conformances were observed by the Audit Team. Most non-conformances were immediately corrected; however, identified non-conformances will go through a root cause analysis to identify opportunities for continual improvement of operations. Further corrective and/or preventive actions may follow to keep the minor non-conformances from reoccurring (or occurring in other parts of the shipyard). The responses to these non-conformances are in direct alignment with the "T" in our EHS policy: **P**revent Injuries, **O**bey the Rules, **R**educe Waste, and **T**rack Improvement (P.O.R.T.).

The audit reaffirms the Company's commitment to certify to the ISO 14001 and OHSAS 18001 standards in the first quarter of 2015. NASSCO-Norfolk will continue to improve its EHS policies and practices in order to be a leader in environmental stewardship, and to promote a culture of superior health and safety performance in the workplace.

School Tool Drive



Heidi McNeely and Clint Spivey assisting with NASSCO-Norfolk's School Tool Drive

The General Dynamics NASSCO-Norfolk EHS Department recently organized a "School Tool Drive" coinciding with the back-to-school season. Shipyard workers especially know the importance of having the right tool for the job. Without the right tools, work and quality suffer. Many families cannot always afford to purchase necessary supplies for their children to succeed in school. NASSCO-Norfolk and NASSCO-Earl employees generously helped to meet this important need in the community.

The following items were collected and donated to St. Helena Elementary School in Norfolk, VA.

- 36 3-inch binders
- 15 packs loose leaf paper
- 30 packs crayons
- Over 100 individual erasers
- 20 1-inch binders
- 10 pencil pouches
- 20 composition books
- 25 spiral notebooks
- 17 packs of pencils

Items were collected from many NASSCO-Norfolk and NASSCO-Earl departments. Volunteers for the program included: Heidi McNeely, Robert Dearing, and Lucille Stokes from the EHS Department; Lisa Williams from Accounting; Joann Mathison from HR; Daniel Swinborne from the Inside Machine Shop x31; and Kelly Craig from Planning/Scheduling.

Helping to equip the leadership and workforce of the future is just one of the ways that NASSCO-Norfolk and NASSCO-Earl show their commitment to the community in which they operate. Thank you to everyone who participated in this important event.

General Manager's Corner



Joe O'Connor

The future of NASSCO Mayport has never looked better. After a tough 2013 due to the lack of ships and ship repair work in the Mayport Basin, 2014 has turned out to be a complete turnaround. Doing 2-3 times our initial projection of work, tripling our work force, hiring many bright new skilled employees to the NASSCO Team, you have shown time and again why you are the shipyard of choice in Mayport with multiple contract awards.

With three new Amphibious Ships and three Patrol Coastal ships now in the port, and construction to support the LCS ships on the horizon, there will be a full load of ship repair work in Mayport for many years. I have had the honor of working with the NASSCO Mayport team since 2001 and wish you all continued success for many years to come. Please make Karl Haroldsonn, the new General Manager of NASSCO Mayport look as good as you have made me look for these last many years.



Karl Haroldsonn

Thanks Joe and let me first begin by saying what a pleasure it was to spend the last few weeks with you as I settled into North Florida. I know you're looking forward to quality time with the soon to increase family. I'm honored to have been chosen to continue your legacy of quality and service to our customers here in Mayport. We wish you well and look forward to seeing you at future events in support of our military community.

It's an exciting time for NASSCO – Mayport and as we expand to meet the growing demand in 2015 and beyond. The recent award of the Iwo Jima will renew our long time association to steam propulsion and help us realign to meet this new business stream. Whether it's major emergent reconstruction on CG's, routine dry-dockings of patrol vessels or new ship class support, NASSCO – Mayport's over 300 employees are the standard of excellence for ship repair on the first coast.

USS Hue City (CG-66) Fire Damage

NASSCO-Mayport was tasked by SERMC to and the US NAVY to accomplish repairs to the USS Hue City (CG-66) due to a fire that occurred while deployed. The repairs required removal of a section of the ship that included the entire uptake trunk and a section of the ship from frame 188 to frame 220 including the 01-04 levels with removal of the stack house. This work is to be accomplished within an aggressive schedule due to the need to return the vessel to service and a normal deployment schedule.

This work package would not have been able to be completed without the assistance of other NASSCO Divisions and employees we would like to give thanks to the following NASSCO employees that travelled to help keep NASSCO-Mayport the Navy's choice when ships need repair in the South-east.

We also want to acknowledge the assistance we received from the employees at US Joiner and BAE Systems

Daye, Mike	Electrical Supervisor	Earl
Michel Jr., Paul J.	Structural Supervisor	Earl
Gatlin, Monte La Trall	Structural Supervisor	Norfolk
Thompson, John Thomas	Deputy Program Manager	Norfolk
Waltz, Donald Joseph	Scheduler	Norfolk
Campos, Luis Anthony	Shipfitter	San Diego
Cantu, Carmen	Welder	San Diego
De la Paz, Christian	Shipfitter	San Diego
Diaz, Francisco Tinoco	Welder	San Diego
Dubbins, Kelly (Scottie)	Rigging Supervisor	San Diego
Gomez, Jose	Supervisor Production	San Diego
Gray, Lucas	Rigging	San Diego
Grondin, Merrill	Test & Trials Engineer	San Diego
Guzman, Branny Zuniga	Shipfitter	San Diego
Mireles, Raul V.	Supervisor Production	San Diego
Pastenes, Jesus	Shipfitter	San Diego
Quiroz, Miguel A.	Welder	San Diego
Reyes, Adrian Estrada	Shipfitter	San Diego
Rodriguez, Bogart	Welder	San Diego
Uribe, Ignacio S	Supervisor Production	San Diego
Wallace, Jason Robert	Shipfitter	San Diego

Belcher, David	JM Shipfitter	JCI
Cruz, Anthony	JM Welder	JCI
Fundingsland, Tom	JM Welder	JCI
Kowalczk, Shane	JM Welder	JCI
Salazar, Luis	JM Welder	JCI
Walters, Jose	JM Shipfitter	JCI

Bennett, Christopher	Welder	BAE Systems
Byrd, Darryl	Welder	BAE Systems
Joyner, Anthony	Welder	BAE Systems
Lawerence, Clemmie	Supervisor / Welder	BAE Systems
Phillips, Mike	Welder	BAE Systems
Redman, Nathan	Welder	BAE Systems

Employee Spotlight:

Mark Groover, QA Shop

Mark Groover was born in Chester Pennsylvania - home of the Roach Shipyard which built 179 ships (1871-1908) and played a key role in Naval history when it built the U.S. Navy's first steel ships.

Mark was destined to be in and around ships. He retired from the Navy as a Hull Technician and NDT inspector. Mark has worked for the company now for 11 years. He is the go-to NDT Inspector in QA. Mark's tireless dedication to quality work shows by the results he achieves each day.

Mark has been married 31 years to Beth and they have one daughter Lauren 22, who is attending University of North Florida majoring in Psychology. The family also includes their dog Luke.

We asked Mark some questions:

If you could give the world one piece of advice, what would it be? *Better communication*

If you could have a room full of any one thing, what would it be? *Money*

What do you value most in other people? *Honesty*

If you could change one thing about yourself, what would it be? *Attitude*

What do you value most in life? *Family*

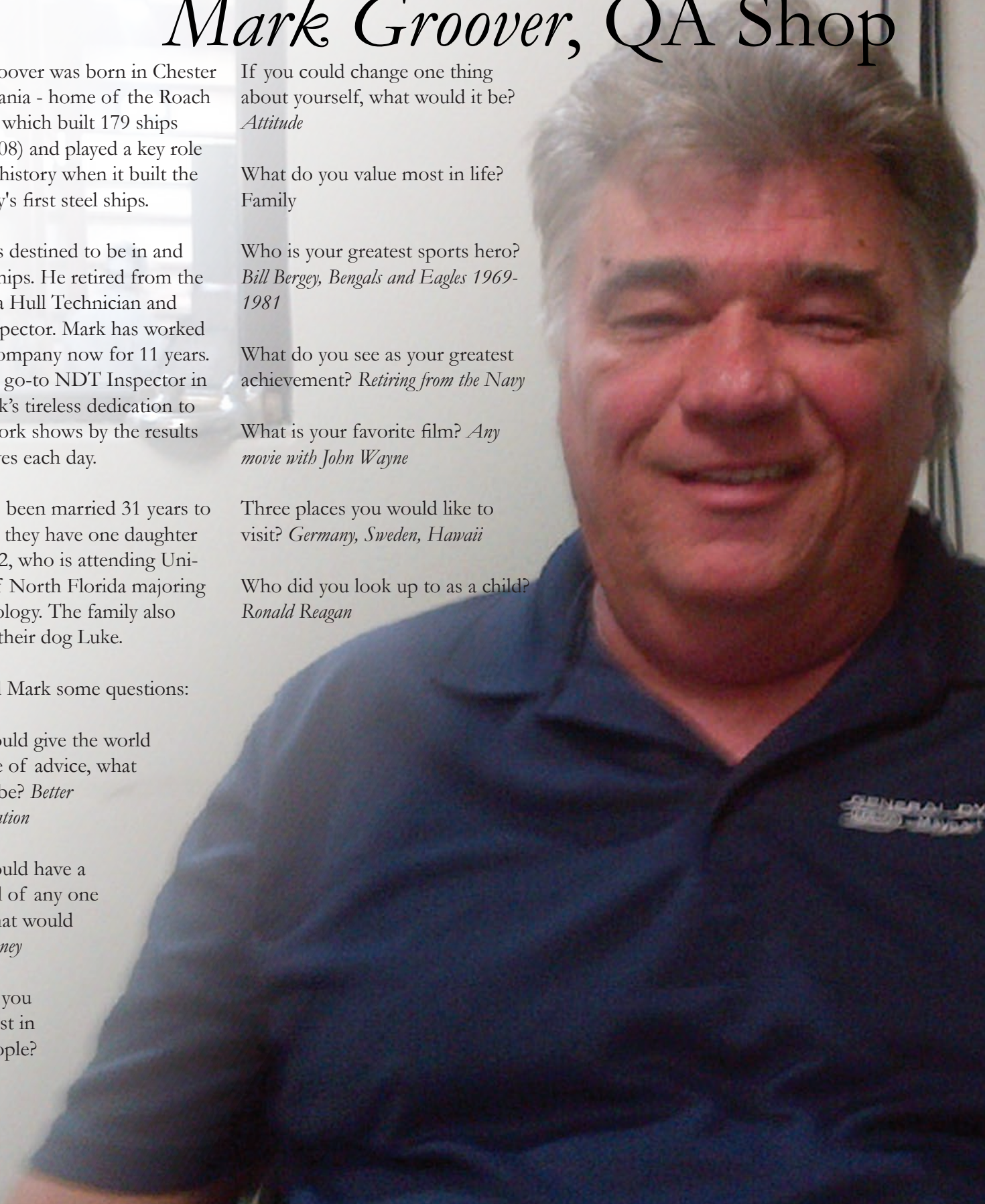
Who is your greatest sports hero? *Bill Bergey, Bengals and Eagles 1969-1981*

What do you see as your greatest achievement? *Retiring from the Navy*

What is your favorite film? *Any movie with John Wayne*

Three places you would like to visit? *Germany, Sweden, Hawaii*

Who did you look up to as a child? *Ronald Reagan*



GENERAL DYNAMICS



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Save The Date

Witness the Christening
and Naming of the
MLP 3 AFSB

The future
USNS *Lewis B. Puller*

February 07, 2015