



Photo by John Whalen

NNS Begins Post-Delivery Work on *Ford* (CVN 78)

The first-in-class USS *Gerald R. Ford* (CVN 78), returned to Newport News Shipbuilding Sunday for its scheduled post-shakedown availability and selected restricted availability.

Ford was moved to Pier 3, where it will undergo a maintenance period typical of newly delivered warships. Work will include modifications, upgrades, system improvements and repairs and is scheduled to take 12 months.

“We have been planning for the *Ford*’s return to Newport News since it was delivered last year,” said **Bill Smith**, vice president of Fleet Support Programs. “This availability is the next important milestone in the life of the ship. We have worked closely with our Navy partners to identify first-in-class issues that came along during the test and evaluation program and look forward to resolving them.

“We have learned a lot from the *Ford*,” Smith said. “We look forward to applying the lessons learned to future ships of the class.”

Susan Ford Bales, Ship’s Sponsor and President Gerald R. Ford’s daughter, echoed those sentiments. “I’m so proud that USS *Gerald R. Ford* has achieved another important milestone with commencement of her scheduled post-shakedown availability,” she said. “My fellow Newport News shipbuilders will now take the lessons learned from the *Ford*’s past year at sea and update her with the newest technological advancements and improvements. I’m delighted – as Dad most certainly would be – to extend heartiest well wishes to the shipbuilders and Navy crew on this latest chapter in the life of CVN 78.”



NNS Spear & Gear Store Opens

NNS Spear & Gear, a new online store featuring a wide variety of company-logoed apparel, products and merchandise, opens today, July 16. To celebrate the store’s grand opening, a Spear & Gear pop-up sale will be held from 6:30 a.m. until 5 p.m., Wednesday, July 18, at “The Rock.”

The pop-up will display products that are offered online and will be available for purchase throughout the day. “These events are an opportunity for shipbuilders to see...

CONTINUED ON PG 3



Suppliers and leaders from local shipyards discussed how to meet increased demand from the Navy. Photo by John Whalen

Workshop Tackles Regional Workforce Challenges

With the U.S. Navy demanding more ships in its fleet, the regional shipbuilding and ship repair community looks to attract, hire and retain more employees. Suppliers recently joined leaders from Newport News Shipbuilding, Norfolk Naval Shipyard and other local shipyards at the America Builds Great Ships kick-off workshop hosted by NNS.

“While we have been able to exceed our production hiring targets thus far this year, hiring more than 400 shipbuilders per month on average, we’re finding that the pipeline for skilled shipbuilder workforce is not large enough to support the overall regional shipbuilding and ship repair demand – including many of our critical suppliers,” said **Matt Needy**, vice president of Operations. “This regional effort is designed to pull together as a community to determine our overall demand to help better size the workforce supply pipeline and help answer the Navy’s call for more mission-ready ships.”

James River Mechanical has supplied NNS for about 30 years, providing industrial piping services and maintenance operations. “We’ve heard some rumblings that work is ramping up,” supplier Morgan Fitchett said. “My company wants to stay on top of things and learn how to retain and develop a stronger workforce that can learn company culture.”

Leaders from NNS stressed the importance of worker engagement. “I think a lot of companies are struggling with attracting, hiring, developing and retaining critical skills they need to meet the growing demand,” Needy said. “The more we share collectively as a region, the healthier the region will become economically, especially as the bedrock of our nation’s shipbuilding and ship repair industries.”

About 25 supply companies attended the workshop. The event served as a kickoff to start discussing different workforce models. “We want feedback and input from suppliers,” said **Keisha Pexton**, director of Learning and Development Innovation. “We are going to draw the outline of the future and ask participants to color it in. We recognize there is a regional opportunity that we all share in regards to meeting the demands of our customer, the U.S. Navy.”

CVN 73 WLET Recognizes Engaged Shipbuilders

The USS *George Washington* (CVN 73) Waterfront Leadership Engagement Team recently held a luncheon to recognize a group of shipbuilders for modeling engagement and leadership on the deckplate during the second quarter of 2018.

Shipbuilders recognized were: **Kevin Faherty** (X11), **Joshua Ricks** (X11), **James Childers** (X18), **Dannie Brent** (X18), **Erika Seaborne** (X18), **Courtney White** (X11), **Nelson Hale** (X31), **Samuel Williams** (X31), **Etta Peele** (X33), **Antonio Holmes** (X32), **Kevin Owens** (X32), **Blake Penix** (X31), **Derick Rodgers** (X33), **Leonardo Holloman** (X33), **Teiara Harris** (X36), **Curtis Ballard** (X36), **Paul Barnes** (X36), **William Stallings** (X42), **Ryan Lucas** (X42), **Eddie Mercado** (X42), **Robert Wilkins** (X42), **Donald Reid** (X33), **Stacey Beale** (X43), **Richard “Tony” Brown** (X43), **Thomas Maker** (X43) and **Samuel Cherry Jr.** (X36).

The WLET presented each shipbuilder with a certificate, coin and hard hat sticker.

“I noticed a lot of smiles on people’s faces. I feel like that’s something that could be taken back to the deckplate and spread to others to get them engaged as well,” said **Nelson Hale** (X31), one of the shipbuilders who was recognized.

Ray Bagley, vice president of Trades Operations, and **Thomasina Wright**, trade director for the In-Service Aircraft Carrier Program,



Craftsmen and craftswomen representing a number of different trades were recognized for modeling engagement and leadership during the second quarter of 2018. Photo by Matt Hildreth

both congratulated the honorees. “All of us are leaders. You’ve exemplified that today. You don’t have to have writing on your hat or have a certain title. If you are in this company, you are a leader,” Bagley said. “Continue to lead and inspire all of the people around you.”

The WLET, which is composed of trade leaders, has been committed to improving the lives of shipbuilders in the In-Service Aircraft Carrier Program since 2015. The team works closely with deckplate craftsmen and craftswomen to increase engagement and help provide solutions to important concerns from the workforce.



Pictured from left are Marissa Hodge, Jeffrey Jiron, Melissa Stevenson, Whit Hoskins, Lauren Gomes Atwood, Jack Murawski, Felicia Stephens and Marcia Stewart-Downing.

NNS-Kesselring Employees Support Relay For Life

Employees from Newport News Shipbuilding's Kesselring Site recently participated in the American Cancer Society's Relay For Life fundraiser in Saratoga Springs, New York. Team NNS-Kesselring raised more than \$300 and walked 88 laps around the track at Saratoga Springs High School.

"It was an inspiring event," said **Lauren Gomes Atwood** (O96), lead for the NNS-Kesselring Relay For Life Team. "The brave survivors sharing their heartfelt stories gave us insight and hope. I'd like to thank all our donors, participants and volunteers for making this event a success."

Business Ethics Survey Coming in August

Newport News Shipbuilding employees will have the opportunity to participate in the 2018 business ethics survey Aug. 6-17. The purpose of the survey is to gauge how well the company is doing ethically among its workforce.

"Integrity defines who we are as shipbuilders and lies at the foundation of Newport News Shipbuilding's 132-year legacy," said NNS President **Jennifer Boykin**. "Sometimes we have to make unpopular decisions to stay true to ourselves, but doing the right thing and standing up for our beliefs is what defines a true leader. Participation in the ethics survey is your opportunity to voice your support of positive change and help our company continue to stay the course of always building good ships."

As a result of employee feedback from past surveys, the company has implemented the following:

- Made HII's Code of Ethics available online and easily accessible to all employees
- Developed a follow-up process to contact the reporter of OpenLine allegations where retaliation is likely to occur
- Incorporated ethics and business conduct training into leadership courses
- Created a quarterly newsletter – "The Code Breaker" – to show real NNS scenarios from the OpenLine with actions taken
- Launched an Ethics and Business Conduct Toolbox accessible on the Business Conduct website and on the NNS to Go App

Employees with computer access will receive a link to the survey in their inbox and employees without computer access will be given a hardcopy survey. All responses are confidential. Additional information about the survey will be communicated via company communication channels in the coming weeks.

NNS Spear & Gear Store Opens

CONTINUED FROM PG 1

...and purchase some of the products that are offered online," said **Laurel Overby**, public relations representative. "These pop-ups are the perfect way to allow shipbuilders to purchase NNS-branded products to showcase their pride in our company without having to go online."

In addition to new merchandise, the pop-up will offer contests and giveaways. Shipbuilders who participate in and win a cornhole contest will receive free NNS Spear & Gear T-shirts. Customers who fill out a quick survey about their experience will be entered into a drawing for a \$50 NNS Spear & Gear gift card. "We are excited for this first pop-up and we hope the shipbuilders are too," Overby said.

All items featured in the online store – which is open to the public and accessible at www.nnsSpearAndGear.com – are available for purchase 24-7 and ship for free.

Move More With On-site Fitness Classes

Get active with free fitness classes offered by BeWell For Life, operated by QuadMed. Classes are offered from 4:30 to 5:30 p.m. Monday through Thursday and are free for all Newport News Shipbuilding employees.

"I have used the group fitness classes along with health coaching sessions on nutrition," said **Gary Preston** (X36). "The best part is my recent loss. Because of the wellness program, I see fitness and exercise as a way of life."

For a class schedule, parking details and more, visit the BeWell For Life webpage on MyNNS.

Shipbuilders can track fitness class participation through the Move More, Minute By Minute physical activity challenge starting Aug. 6. Track physical activity for eight weeks to win prizes. Visit www.myquadmedical.com/hii for details and to register for the challenge.



Pictured from left to right on USS *George Washington* (CVN 73) are shift test engineers Oscar Leon Sáez, Ian Smith, Hunter Davis, Justin Mani and Tim Collinsworth. Photo by Matt Hildreth

What is a Shift Test Engineer

What is an E84 nuclear shift test engineer (STE)? How do you become one? And what is the job like from day-to-day? If you've ever asked any of these questions, the following article – the beginning of a two-part series – will provide insight into this vital position at Newport News Shipbuilding.

STEs play a critical role at NNS. Together with engineering duty officers (EDOs) or propulsion plant watch officers (PPWOs), STEs are responsible for controlling the safe operation and testing of reactor plants while vessels are at NNS.

“Being an STE is a very rewarding experience with a large amount of responsibility,” **Sushil Kasab** (E84) said. “We have to be dedicated and willing to sometimes work long hours, holidays, weekends and rotating shifts.”

So what does it take to become an STE? The position requires proficiency in the application of technical knowledge and strong leadership and communication skills. These skills allow STEs to coordinate with shipyard organizations and Navy divisions to complete crucial tasks.

“An STE is the main face of the shipyard and the go-to person for ships force,” said **Randy Kingsbury** (E84). “We are available 24/7 and respond to ships force needs when asked. When a ship is in the shipyard, ships force is in new and unfamiliar territory. They depend on us to help them address any problems that arise because they know STEs are reliable, dependable and will follow up to ensure issues are resolved.”

The path to STE qualification at NNS is far from easy. “Arduous and all the synonyms for it,” is how **Julia Reedy** (E84) described the journey. “You need dedication, willingness and discipline to make it through.”

STEs begin their careers as mechanical or electrical test engineers, learning and implementing the processes and procedures associated with testing naval nuclear propulsion plants with oversight from qualified STEs. As the need arises to qualify personnel, STE candidates are selected to attend STE School, a rigorous 32-week program covering reactor theory, chemistry, radiological control (Radcon), electrical and mechanical systems, plant operations and test program administration.

After finishing STE School, candidates must pass a comprehensive exam. The final step in becoming a qualified shift test engineer is a nuclear test management-administered oral examination board with the Naval Reactors Representatives Office (NRRO) and the Reactor Plant Contractors Office (RPCO).

Learn about a day in the life of a shipboard STE in the conclusion of this two-part series in next week's edition of Currents.



Mid-Year Performance Reviews Underway

Mid-year performance reviews are underway for salaried Newport News Shipbuilding employees. This is an opportunity for meaningful dialogue between employees and managers regarding Professional and Development Agreements (PDAs) set earlier this year.

Employees should complete their mid-year self-assessment and participate in a mid-year review with their manager. Managers will facilitate the face-to-face mid-year review conversation with each of their employees to:

- Provide feedback and coaching on leadership behaviors (as applicable)
- Discuss performance goal progress and development plan actions
- Ensure updates are made if work and/or assignments have changed

Current managers of employees who transferred during the year may request

performance feedback from the previous manager using the "3rd Party Feedback" feature in MyHR. This tool and other resources can be found on the MyHR website on MyNNS.

Mid-year reviews do not have formal ratings. However, a narrative summary of the PDA discussion should be entered in the “Mid-Year Overall Comments” box. Mid-year reviews should be completed no later than July 31.

AROUND THE YARD



Pictured from left are NNS Facility Security Officer **John Forlow**, **Nathan Hord** (X86) and Submarine Program Trade Director **Chandra McCulley-Hooker**. Photo by **John Whalen**



Pictured from left are NNS Facility Security Officer **John Forlow**, **Jerry Williford** (X11) and **Sarah Gentry** (K45).

Shipbuilders Earn Security Star Awards

Newport News Shipbuilding's Security and Emergency Management team recently awarded **Jerry Williford** (X11) and **Nathan Hord** (X86) with first quarter Security Star Awards. **Tony Gorgone** (E74) was recognized as a nominee.

Williford was recognized for stepping in when he noticed two contractors entering a shipyard turnstile at the same time with only one badge. He hollered out for them to stop and positioned his body in front of the other badgeless person to prevent them from going any further into the yard.

Hord was recognized for diligent and outstanding performance as a security representative.

"The team takes great pride in recognizing Williford, Hord and Gorgone. Their actions reflect a strong commitment to helping to maintain the security of our company, fellow employees, and our nation's warfighter," said **Derek Jenkins**, director of Security and Emergency Management.

Accounts Payable Launching New Invoicing System

The first phase of the Accounts Payable Department's new automated invoicing system begins Monday, July 23. Eleven purchase order vendors were selected to participate in this phase. **Please note:** All other vendors are still required to mail invoices until they are notified by Accounts Payable.

Under the automated invoicing system:

- Approvers in the Supply Chain Procurement (O51) and Supply Chain Compliance and Operations Departments (O55) are responsible for obtaining the required Sarbanes-Oxley (SOX) before approving invoices.
- Approvers are responsible for routing all travel invoices to Accounts Payable with a comment that the invoice contains travel. Accounts Payable will then audit the travel. Once auditing is complete, the invoice will be returned for approval. Invoices should not be approved until the travel has been audited.
- All new purchase orders will require the approver's user ID (3+2) in the requisitioner field on each line item of the purchase order. The system uses the requisitioner field to determine who to route the invoice for approval.
- Ensure the goods receipt (GR) box is unchecked for service/approval invoices at the time of purchase order placement.
- The approver is the last person to review the invoice before it goes into the pending payment queue. Accounts Payable will not have the opportunity to review invoices after approval.

LX modules are being developed to provide training aids on the most common scenarios. Electronic training aids will be available for those involved in the pilot. For questions, contact **Cartina Williams** (O77) at 380-2798 or **Renee Bilodeau** (O77) at 380-2506.

New Diabetes Prevention Program Available

Huntington Ingalls Industries has partnered with Solera Health to offer a new wellness program designed to help employees and dependents make healthier choices, lose weight and reduce their risk for type 2 diabetes.

By taking Solera's one-minute diabetes risk assessment, employees and dependents can qualify for a free 16-week diabetes prevention program designed to help you adopt healthy habits and lose weight.

"The diabetes prevention program gave me a nudge in the right direction," said **Vicki Drury** (E27), who completed a program through the HII Family Health Center.

"I lost some weight and inches along the way and learned to be aware of nutritional and dietary impacts in the daily food choices I make," she said.

Shipbuilders and dependents can see if they qualify for a free program by visiting solera4me.com/hii. Those who complete the diabetes risk assessment by Aug. 31 will be entered to win a \$10 gift card.

Solera's lifestyle change programs are available to salaried and union employees and dependents enrolled in an HII Anthem medical plan. All personal health information is protected by HIPAA and not shared with HII.

Habitat for Humanity Volunteers Wanted

Newport News Shipbuilding is seeking volunteers to support construction of the company's 16th Habitat for Humanity home, located at 2003 Marshall Ave. in Newport News. Build days are on Saturdays. All levels of experience are welcome. It is helpful, but not necessary, to bring a tool belt, hammer, pencil, gloves and a tape measure. Lunch will be provided. For more information, email HforH_Volunteer@hii-nns.com.

DATEBOOK

JULY

Join the "W.I.S.E. (We. Inspire. Simplify. Energize.) 31-Day Challenge," which features one step each day during July that can be completed in 15 minutes or less. At the end of each day's challenge, participants will be inspired, simplified and energized. The process of purging, decluttering and organizing will make more time for what matters. Everyone can all benefit from organizational strategies that actually work. To join the challenge and receive daily tips during the month of July, contact **Krysti Filer** (O12) at 380-4687 or via email.

JULY 18

The Operations Division Quality of Life Health and Financial Wellness Group will host a Fun at the Park event from 2 until 5:30 p.m. at the MiniPark at 47th Street and Warwick Boulevard. The event includes games, giveaways, healthy snacks, music and fun. Attendees can also register to win a YETI cooler. The rain date is July 25.

JULY 18

The Project Management Institute at Newport News Shipbuilding (PMI-NNS) is celebrating its second anniversary and hosting a networking social from 4 to 6:30 p.m. at Bar Louie in Hampton. No charge will be provided. To RSVP, visit the PMI-NNS website. For additional questions, email PMI_NNS@hii-nns.com

JULY 18

Join SHIPs Network for an escape game from 4:15 until 7 p.m. at Breakout Newport News, 14346 Warwick Blvd., Suite 416, Newport News. The room(s) and start time of event will be decided based on number of attendees and by vote. The cost (\$20-25) depends on the number of attendees. Sign up online. All new hires are encouraged to participate. For more information, contact **Sharesse Davis** (E19) at 534-2378 or via email. She will be wearing a blue SHIPs lanyard at the event.

JULY 19

The American Red Cross is thanking NNS employees for their generous donations during last year's "disaster season." The American Red Cross is bringing its emergency response vehicle to NNS and passing out "thank you" popsicles to accommodate shipbuilders on all three shifts across the shipyard and at outlying buildings.

NNS SAFETY REPORT

Compared to figures from June 2017

Year-to-Date Injuries
470 (up 7%)

Year-to-Date Injuries with Days
Away, Restricted or Transferred
317 (up 2%)

Safety Improvements
766 (20% above goal)

JULY 20

The Apprentice Alumni Association will host the 76th annual Apprentice Alumni Association Crab Feast at Columbian Center, 100 Columbus Way, Newport News. Advance tickets are \$25 each for alumni and their sponsored guests. Tickets can be purchased from alumni delegates and officers or by contacting **Liz Moriarty** (O22) at The Apprentice School at 688-2513. Visit www.nnapprentice.com/alumni/news.htm for more information.

JULY 21

Active apprentices and Apprentice School alumni volunteers are needed to support the Children's Fishing Clinic from 6 a.m. to 1 p.m. at the James River Fishing Pier. Volunteers will set up tents, put together fishing rods and reels and teach children how to fish. Lunch will be provided. For more information, contact **Anita McCray** (X78) at 380-3322.

JULY 24

Attend a SmartPath class to get tips and tricks for great deals on buying and selling cars. Classes will be offered from 6 to 6:45 a.m. in Bldg. 1744-6 (Operations Conference Room), from noon to 1 p.m. in Bldg. 520-6 (James River Room) and from 4:30 to 5:30 p.m. in the VASCIC auditorium. Registration is required. Shipbuilders should email BeWell@hii-co.com by July 20 to register for their preferred class time or ask their foreman to register them. Space is limited. Management-approved PTO/flex is required during scheduled work hours.

JULY 24

Join SHIPs Network for an escape game from 4:15 until 7 p.m. at Breakout Newport News, 14346 Warwick Blvd., Suite 416, Newport News. The room(s) and start time of event will be decided based on number of attendees and by vote. The cost (\$20-25) depends on the number of attendees. All new hires are encouraged to participate. Sign up online. For more information, contact **Sharesse Davis** (E19) at 534-2378 or via email. She will be wearing a blue SHIPs lanyard at the event.

JULY 26

The Veterans Employee Resource Group (VERG) is hosting its veterans benefits and financial wellness series at 4 p.m. at The Apprentice School (Alumni Room). For more information, contact **Adam Krininger** (X84) at 380-4286.

JULY 26

The "Spear and Gear" Toastmasters Club will host a meeting from 4:30 to 5:30 p.m. in Room 247 of The Apprentice School (Bldg. 1919). The event is open to all Newport News Shipbuilding employees. No RSVP is required. The event will provide a forum for employees to learn how to become more effective communicators and leaders. For more information, contact **Jason Paquette** (E83) at 534-2770.

JULY 26

Join SHIPs Network from 5 until 8 p.m. for all-you-can-eat snow crab legs at Cowboy Sports Grill, 6401 George Washington Memorial Highway, Yorktown. All shipbuilders, especially new hires, are welcome. The cost is \$29. Sign up online. For more information, contact **Sharesse Davis** (E19) at 534-2378 or via email. She will be wearing a blue SHIPs lanyard at the event.

JULY 30

Donation boxes for Newport News Shipbuilding's 2018 School Tools Drive will be available Aug. 6-17 to collect school supplies for children across the area. From July 30-Aug. 15, shipbuilders can also support the effort through online giving. See upcoming editions of *Currents* for more details about this year's drive.

AUGUST 2

Join SHIPs Network from 5 until 8 p.m. for all-you-can-eat snow crab legs at Cowboy Sports Grill, 6401 George Washington Memorial Highway, Yorktown. All shipbuilders, especially new hires, are welcome. The cost is \$29. Sign up online. For more information, contact **Sharesse Davis** (E19) at 534-2378 or via email. She will be wearing a blue SHIPs lanyard at the event.

SEEKING SHIPBUILDERS

Visit www.buildyourcareer.com to search for the latest NNS job openings.

Job Title	Req Number	Dept.	Location
Construction Supervisor 2 (KSO)	23209BR	O96	Ballston Spa
Engineering Manager 2	24929BR	E82	Newport News
Shipwright/Linesman (Surveyor Position)	23943BR	X11	Newport News
Manager, IT Systems Engineer 3 (Head Digital Technology)	24609BR	T53	Newport News
Manager Administration 2	24820BR	E89	Newport News
Procurement Manager 2 - Indirect Material and Services	24841BR	O55	Newport News
Quality Manager 2	24846BR	K93	Newport News
Propulsion Plant Paint Foreman, K47/X33D	24858BR	K47	Newport News
Construction Supervisor 2 (Nuclear)	24814BR	X71	Newport News
Foreman, X11D/K48 (Second Shift)	24828BR	K48	Newport News

Employees are encouraged to use the "Current HII Employees" portal to apply. The company continues to offer cash bonus awards for referrals to select positions, visit www.huntingtoningalls.com/careers/refer-a-friend for more information.



As part of the NNSFORWARD Strategy to Enable Our Workforce, Newport News Shipbuilding is committed to making various quality of life improvements for its employees. Below is an update on current initiatives and a preview of what is to take place over the next quarter.

Initiative

Today

Next Quarter

Parking

Initiatives focused on improving and increasing employee parking and company-offered transportation services.



- Launched new communication tools accessible to all employees:
 - NNS to Go Parking Section
 - Two new parking websites (nns.huntingtoningalls.com/parking-transportation and MyNNS)
 - NNXPRESS – GPS locator app that shows company shuttles and taxis in real-time
- Purchased additional 250 HRT GoPass365; increasing NNS' total number of passes to 1,500.
- Rolled out new Enterprise Rideshare program with guaranteed NNS parking space.
- Worked with third party vendor to continue company-wide Parking and Transportation Improvement Study.
- Increased motorcycle parking beside Dorothy from 32 to 50 spaces.
- Secured an additional 139 parking spaces in the South Yard: West Avenue Garage and the lot on 28th and 29th streets.
- Hidens:
 - Reconfigured lot to improve traffic flow and implemented a two lane entrance into the parking lot.
 - Finalized planning work with Dominion Power to add additional lighting to Hidens; work will be executed during the third quarter.
- Release results of the NNS Parking and Transportation Improvement Study.
- Update parking policy and post to the MyNNS Parking and Transportation website.
- Hidens:
 - Label sections of the parking lot to enhance safety and for employee convenience.
- Add expectant mother parking in select areas located closest to shipyard entrance gates and/or shuttle stops.

Initiative

Facility Enhancements

Initiatives focused on reclaimed spaces, renovations and facility enhancements.



Today

- Began efforts to renovate second “Reclaimed for You” space in Bldg. 4633.
- Identified requirements to add a projection screen and sound system to “Applebees” (Bldg. 227); working to secure funding so that work can be executed.
- Identified areas across the shipyard for multipurpose rooms (areas for nursing mothers and medical needs).
- Renovated and performed maintenance on nine portable restrooms.
- Developed shipyard-wide restroom cleanliness campaign; rollout of this campaign will take place next quarter.

Next Quarter

- Open second “Reclaimed for You” space in Bldg. 4633; hold grand opening event.
- Develop plan to utilize the common areas in Bldg. 4901 as a café.
- Explore options to install industrial vending machines in various areas of the shipyard.
- Continue to monitor employee feedback and make improvements (as necessary) to “Reclaimed for You” spaces.

Employee Wellbeing

Initiatives focused on safety, health, work-life balance and financial wellbeing.



- Opened the HII Family Vision Center (located at the HII Family Health Center). This new center offers full vision services for eligible employees and dependents, as well as eye exams with a licensed optometrist and opticians. The vision center also includes a retail space for purchasing safety glasses, lenses, frames and contacts.
- Partnered with Tidewater Safety Shoes to give shipbuilders the option to purchase safety shoes and insoles from a mobile truck at NNS on the third Friday of every month.
- Held “Fun at the Park Day” event and a series of Annual Enrollment Benefit Fairs to inform employees of benefits and resources available to them.
- Developed two-year plan for “Down Weekends;” information will be cascaded to employees via company leadership.
- Held 11th Annual NNS 5K.
- Launched one-on-one financial coaching and held six SmartPath Sessions.

- Every third Wednesday of month, the Operations Division will sponsor a “Fun at the Park” event open to all employees. Events will be held from 2 to 5:30 p.m. at 47th Street and Warwick Avenue and will showcase health, fitness and financial wellbeing opportunities available to employees.
- Hold additional SmartPath sessions in July, August and September – sessions are free and open to all employees and will focus on various financial education topics.
- All employees – including United Steelworkers – will gain access to the free Solera Diabetes Prevention Program.

Other Shipyard-Wide Initiatives

Initiatives associated with NNSFORWARD Strategy.



- Stood up Engagement Champion program consisting of more than 240 champions across all Operations’ divisions. Team is continuing its efforts of working with leadership across the company to develop a shipyard-wide program.
- Every team at NNS has a business outcome action plan addressing a business or operational challenge, or directly relating to the team’s engagement.
- Held a flag dedication ceremony at the Joint Manufacturing Assembly Facility. This event was the first of many ongoing initiatives focused on American pride and pride in the work NNS shipbuilders do to build “Always Good Ships.”

- Open new NNS Spear & Gear Store with available company merchandise; primarily online store, but pop-up events will be held onsite in various areas of the shipyard throughout the year. Visit the store at nnsSpearAndGear.com.

EMPLOYEE CLASSIFIEDS**AUDIO/VIDEO**

Computer Repair - New build, repair, virus removal and operating system installation. \$95 + parts. (757) 329-6761

iPhone 8 OtterBox Case - \$20. (757) 329-6761

Two 12" Subwoofers and Amp - 2-12" Polk subwoofers and 1,000-watt Memphis amp. Great shape. \$400 OBO. (757) 813-1984

Cell Phone - ZTE Axon Android cell phone. 32GB, comes with charger, takes great pics. Like new. \$55 OBO. (757) 690-6999

DJ - 13 years experience, custom playlists for any event, lighting effects and photography. (757) 869-1876

Toshiba 17" Laptop - Intel core2 Duo 2.0 GHZ, 4GB RAM, 120GB SSD, Windows 10 64 bit. Works great. \$100 OBO. (757) 869-4842

**AUTO**

1997 Toyota 4Runner - SR5, 4WD, automatic, A/C, sunroof, cloth interior, 212K mi. \$3,000. (757) 303-6686

2009 BMW 328i - Low miles (85,500), great condition, power heated lumbar seats, gray, custom rims. \$7,995. Priced below book. (757) 285-5544

Ford F150 Tailgate Extender - Like new, Aluminum Part #1U5A-19G299-AA, w/pins in 58 1/2" width. \$95. (757) 285-5544

2007 Ford Explorer Sport Trac - LTD, V8, 4WD, 74k miles, dk cherry. Leather seats, tow pkg, pwr sunroof, well maintained, 1 owner. \$12,900. (757) 870-8095

2012 Harley Fatboy - With bags. Garage kept, low miles. Great condition \$10,900. Text for pics. (757) 803-5226

2006 Honda Accord EX - Runs great, great mileage, cold AC. Approx. 140k miles. Minor damage. Well maintained. Text (757) 303-0431

Auto cont.

2002 Honda Accord EX - 154K mi, new battery, tune up, brakes/rotors and oil change. Good condition. Commuter/student car. \$3,900. (757) 897-2570

1995 Pontiac Firebird V6 - T-tops, 5-speed. New leather seats. 100K miles. \$3,000. (757) 329-6761

2015 Honda Accord - Gray. Loaded. \$17,000. 45K mi. Pics available. (757) 329-6761

2005 V6 Mustang - Convertible, 5-speed. Red. 100K miles. Pics avail. \$4,500. (757) 329-6761

2016 Dodge Ram - 4DR, 2WD, Bighorn, 55k miles, Hemi 21MPG. Blue pearl. Great condition. \$22,500. (757) 323-7718

1997 Honda Accord EX Wagon - Solid vehicle, 177K miles, no issues. Good cond. \$2,250. Call/text for pics. (804) 725-6476

1997 Jeep Grand Cherokee - 4X4 lift, tan, 163k mi., rebuilt trans. Runs great. Pic available. \$3,790. (757) 775-6580

2016 Suzuki GSXR 750 - Black & white. 6,000 miles. Adult owned. Always under cover. \$8,000. (757) 876-5987

1966 Chevrolet Truck - 3/4 ton. 2WD manual. Current insp. \$4,900. (757) 267-2581

2005 Dodge Durango - 194K miles. Call or text for pics. Good condition. (757) 802-5749

1995 Harley Davidson Soft Tail Custom - Black, low miles. Runs great. \$4,800. (757) 298-1733

FURNISHINGS & APPLIANCES

Dining Room Set - Expandable dining room, 6 chairs and matching china hutch. VGC, pics avail. \$350. (757) 377-9912

Living Room Set - Couch, loveseat, chair, end tables, coffee table & lamps. VGC, pics avail. \$350. (757) 377-9912

Furnishings and Appliances cont.

Bedroom Set - King-size bed, night stands, 8-drawer dresser with mirror & hutch. \$300. Pics avail. (757) 377-9912

Glass Table - Charcoal bar-height glass table w/4 bar chairs. Great condition. \$150 OBO. Text (757) 880-4969

Ethen Allen Sofa - Floral Print (Navys/Greens). Excellent shape, non-smoker. Text for pic. \$750 OBO. (757) 817-6292

Moving Sale - Desks, chairs, tables, lamps, beds, stove, dishwasher, mowers, ping-pong table. Text for pics/prices. (757) 897-2570

Furnishings - Cream 3-pc. leather sofa set, \$800. King mattress set, \$500. Queen mattress set, \$300. Text for pictures. (757) 506-6567

King Bed, Bookcase, Desk - King bed/boxspring/frame. Wooden bookcase, wooden desk, Amazon Echo and Coach purses. Text (757) 512-8765

Stove - Almond color electric stove. Good condition. \$50. (757) 826-9394

Refrigerator - Almond color refrigerator. Five years old (ice maker doesn't work). VGC. (757) 826-9394

King Bedroom Set w/Mattress - \$1,200. Black 4 poster king bedroom. Mattress less than one year old. Like new. Text for pics (757) 768-6459

**REAL ESTATE**

Home for Rent - Available Aug 1. 4 bed, 2 1/2 bath home in Shore Park area of NN. 1,850 sq. ft. \$1,500 per month. (757) 846-0801

Kiln Creek Townhouse for Sale - Beautiful 3 bed/2.5 bath 1,658 SF townhome. Move-in ready. \$235K. (757) 778-1175

Real Estate Wanted - We buy homes "As-Is." No hassle, we can close on your timeline. Text (757) 656-6373

Real Estate cont.

House for Rent in NN - 2BR, 1 BA. Incl. appliances, gas heat, water. Owner on prop., so no yard work. No pets. \$750/1 tenant. (757) 715-5460

House for Sale - 2,800 sq. ft., 4 bedroom home in York County. Text for pic. (757) 817-6292

Home for Rent - Newly reno. home. HS and elem. in walking dist. 4 bed, 2 full bath, big yard. Text for details. (757) 375-2268

Condo for Rent - Beautiful condo in Kiln Creek. 2bd/2 full bath with vaulted ceilings, upstairs loft and nice balcony. \$1,099. (757) 880-9506

House for Rent - 3 BR & 1.5 BA in Glendale area of NN. Minutes from Hll. \$1,300 per month (757) 871-9627

House for Rent - Portsmouth City Park. \$1,050 rent/dep. 3 bedrooms, 2 baths, back deck. Avail. in Aug. No pets/smokers. Detach gar. (757) 525-6485

NN Townhouse for Sale - \$184,900. 2BR/2.5BA, 1,300 sq. ft., att gar, end unit, 10 y.o., pool, clubhouse, I-64/Jefferson. (757) 508-0786

House for Sale - Menchville zone. 4 bedroom, 2 1/2 bth, liv rm, din rm, den w/FP, 2 car att gar, 1 car det ga, deck, incentives for upgrades. (757) 759-3781

OBX Rental - Mile Post 11, 3 BR/2 bath between highways; walk to beach, restaurants. (757) 681-7532

House for Sale - As is. 3bd, 1 bath ranch. in James City Co. near Penniman Rd. Wawa. Great roof & VNG w/air. \$130k. (757) 739-8879

Room for Rent - Close to shipyard \$125 per week. All utilities included. (757) 298-1043

**MISCELLANEOUS**

Push Mower - Troy-built rear bagger with Honda engine. \$100. (757) 377-9912

EMPLOYEE CLASSIFIEDS**MISCELLANEOUS**

Riding Lawnmower - Bolens 15hp riding mower with bagger. May need battery. Used every weekend. \$200. (757) 377-9912

Cheer Mats - Four 6' x 4' x 1 3/8"thk. \$40 each. Create a 24' running/tumbling or 12' x 12' stunt area. (757) 739-9633

Multi-Game Table - Foosball, ping-pong, air hockey and shuffleboard w/accessories. \$60. Call or text. (757) 739-9633

Items - Ultimate Kirby Vacuum with a complete box of attachments, \$199. NuWave oven, \$75. Bench grinder, \$65. (757) 218-2946

3M Air Filters - New 20 x 30 x 1 Filtrete high-performance air filter for home AC. Quantity of 6. \$45. (757) 812-2719

Home Cleaning - General home cleaning. Free estimates. Special occasion cleaning welcomed. Licensed & insured. (757) 371-3904

Luster Seal 300 - Exposed aggregate/concrete driveway sealer. 5 gallons. \$75 OBO. (757) 303-6686

John Deere Double Bagger SX-75 - Includes chute and bag attachment part. Very good condition. \$100. (757) 285-5544

Gift baskets, flowers & balloons - We deliver or you can pick up. (757) 599-0100

Kids Parties - Mobile kids parties with no mess & no stress. We plan, set up & run your party. Photo booth too. (757) 647--1300

Infant/Baby Sling Wrap - Purple mesh sling wrap, great condition. \$20. Text for picture. (757) 880-4969

Baby ExerSaucer - Used Under the Sea ExerSaucer. Good condition. \$25. Text for picture. (757) 880-4969

Be Reborn With Melaleuca - Add years to your life and life to your years. (757) 256-5788

Miscellaneous cont.

Lawn Care - Low prices, excellent service. Serving the Gloucester area. (757) 525-0259

2-Ton Engine Lift - Text for pics. (757) 876-4285

Items - Go Go mobility scooter 3 wheeler, \$598. Weed eaters & blowers, \$35. Dumbbell sets, \$220 & \$299. (757) 218-2946

Generator/Welder Miller Bobcat - 83 hrs. use, w/cables and access. On rolling cart, 20 HP, 250 amps, 10,000 watts. Text for pics. (757) 876-4285

Exercise Equipment - Treadmills, \$115 to \$299. Ellipticals, \$50 to \$299. Exercise bikes, \$65 to \$220. Inversion tables, \$150. (757) 218-2946

Steel-Toe Boots Size 12 - Thorogood brand, NIB w/tags. 12D. \$150. Text for pics. (757) 876-4285

Heating & A/C - Service, repair, replacement. Licensed & insured. 30 yrs exp. Quality work, low prices. 7 days/ week. (757) 605-8643

Pest Terminator - Free inspections: Expert pest, termite, moisture control, under house repairs & poly installation. (757) 873-4999

Sears Craftsman Weed Eater - Used once. \$75. (757) 310-9594

Wedding Dress - 16W, mermaid, lace-up back. Top part has little jewels. \$150. Text (256) 293-9675

Cosco Umbrella Stroller - New. Only used twice. Holds 25 pounds. Have pics. \$10. (757) 690-6999

A/C Service - Quality work at great prices. Licensed & insured with 20 yrs exp. Repair, replace or just a tune-up. (757) 525-0259

Piano for Sale - Whitney by Kimball console piano. Family owned in good condition. Have pic. \$150. (757) 817-5607

Roofing and Siding - Roofing, siding, crawl space repairs. Honest and affordable. Ref. avail. Free est. Lic. and insured. (757) 641-0738

Miscellaneous cont.

Gutter Cleaning - We clean gutters by hand, bag the debris, flush your down spouts. Licensed and Insured (757) 810-5115

House Washing - House, Roof and Concrete Cleaning. Most of our methods are used with less than 500PSI. Licensed. (757) 810-5115

Nuwave Induction - Cooker comes w/ 2 skillets, 1 deep pan, glass lid and fondue forks with ring holder. Never used. \$75. (757) 675-9500

Mower - Neuton battery-operated mower, 14" cut. Runs great. Bagger & trimmer attach included. \$100. (757) 875-5525

A/C Service - Tune ups, service, new installations and replacements. Lic. and insured. Low prices. (757) 771-3441

BOAT & MARINE SUPPLY

1994 SeaDoo XP 657cc - 2 passenger, rebuilt engine with new impeller, low hours, run in freshwater. \$1,200. W/O trailer. (248) 255-5505

Boat Trailer - Galv. bunk trlr holds 11'-16' boat. New tires, bearings, races, seals. Needs 1 fender. \$550 OBO. (757) 592-1100

HOBBIES

1:1 Guitar Classes - Midtown NN. Flexible scheduling. Read/play std notation, chords/theory. Call/txt rates, class times. (757) 528-7017

YARD & GARAGE SALES

Multi-Home Yard Sale - Items A-Z. July 21, 7 a.m.-noon at 9 Carroll Dr., Poquoson. Rain date TBD. (757) 880-4969

PETS

Female Boxer Pure Breed - AKC certified female boxer looking for an excellent home. Text or call before 8 p.m. (757) 753-0177

2 Bird Cages - 1 large bird cage, \$150 OBO. 1 medium cage, \$80 OBO. Assembled, call for pics & dimensions, leave message. (757) 409-8200

Purebred Rottweiler Puppies - Now ready for new homes. Serious inquiries only. (757) 633-0417

WANTED

Washer & Dryer - Broken washers & dryers that you are no longer using and taking up space. Will pick up for free. (757) 617-0100

Riders for VAN - Commuter Van from Va. Beach to NNS daily 1st shift. Leaves from Diamond Springs Rd. Text 'VANRIDE' to (757) 450-6740

Barbers - Licensed barbers and braiders needed. (757) 596-9600

Blacksmithing Tools - Tongs, hammers, anvils, scrap steel. If it looks old, I want it! (804) 384-2839

IN APPRECIATION

Thank you ERGs - Thanks for setting a \$20K goal for the Leukemia Lymphoma Society's 2018 Light the Night Campaign.