

Standing Down for Safety

Newport News Shipbuilding employees on all shifts paused Thursday, July 19, for a mandatory stand-down to recommit to safety standards while reflecting on recent injuries, close calls and observed unsafe behaviors.

“It’s important that everyone hears the same message because we all contribute to the safety of our co-workers,” said **Dru Branche**, director of Environmental Health and Safety. “It’s a sport where no one sits on the sidelines.”

Production employees attended stand-down meetings in designated areas throughout the shipyard. Non-production employees could attend construction- or production-led meetings or participate in discussions with their supervisors in their work areas. Stand-down leads told shipbuilders safety is the company’s No. 1 priority.

CONTINUED ON PG 3



Photo by Ashley Cowan



NNS President **Jennifer Boykin** addresses summer interns during a send-off and networking event on *Enterprise* (CVN 65) on Friday, July 20. Photo by **Matt Hildreth**

A Record Year for Summer Interns

Newport News Shipbuilding welcomed more summer interns this year than ever before. A total of 228 interns are working across the shipyard in offices and on the deckplate. They represent more than 60 colleges and universities across the United States, including Puerto Rico.

“There was an increase in intern requests from departments across the shipyard,” said **Rosetta Rolan** (K21), a talent acquisition representative. “It’s great that this was the largest number of interns that we have accepted in shipyard history.” To thank the interns for their hard work, NNS hosted a send-off and networking event on *Enterprise* (CVN 65) on Friday, July 20.

“I enjoyed learning how manufacturing works,” said E32 Research and Development intern **Tallak Meland**, a Yale University student. “It’s been a lot of fun learning about additive manufacturing. It is exciting to conduct research on 3D printed parts that can be applied to ships.”

CONTINUED ON PG 3



Shipbuilders attend a kick-off event for the Operations Division's new Engagement Champion Program. Photo by Ashley Cowan

Operations Division Kicks Off Engagement Champion Program



Among the quality of life improvements underway at Newport News Shipbuilding as part of the NNSFORWARD Strategy is the Operations Division's new Engagement Champion Program.

The program, started under the engagement initiative in late June, is aimed at giving all shipbuilders a voice and improving communications with and across the deckplate. More than 230 diverse shipbuilders – including hourly and salaried employees representing all three shifts – applied and were selected to become engagement champions.

X43 Lead General Foreman **Mike Mathews**, an engagement champion for the In-Service Aircraft Carrier Program, said he knew he wanted to be involved as soon as he heard about the concept. "Aside from managing a highly engaged X43 team, I now have the privilege to work with a great group of leaders from all departments that is committed to positively impacting employee engagement," he said.

VCS Program Dives Into iDS World



The *Virginia*-Class Submarine (VCS) Program continues to expand its use of Integrated Digital Shipbuilding (iDS) tools with a Visual Build Management (VBM) project on *New Jersey* (SSN 796).

This project includes all of the outfitting work in the wardroom and stateroom No. 1 on the habitability (HAB) module and builds on lessons learned from earlier efforts. A late start to construction provided an opportunity not only to develop a baseline plan, but also incorporate a plan to recover from schedule delays. Shipbuilders began executing the recovery plan in the spring.

"In an era where the majority of our teams are fairly new to their areas of responsibility, this adds a clear understanding of their assignments and what's expected," said X82 Construction Superintendent **Gerald Johnson**. "It will allow us to understand the impact of issues earlier and help identify recovery options that could impact critical path. It will also help us recognize and manage our manning resources."

The project also incorporates Critical Chain Project Management (CCPM) principles and tools that are being refined on this and other similar projects. Weekly "boardwalk" meetings allow the construction team to

Partnering with the culture and engagement specialists, the Operations Division recently held two kick-off events commissioning the new engagement champions. They were each given special "All In" coins – inspired by the Clemson Tigers and manufactured in the Pattern Shop – and asked to sign them signifying commitment to being a fully engaged team member.

Mathews was glad to see support from senior leaders at the kick-off event, including **Matt Needy**, vice president of Operations; **Ray Bagley**, vice president of Trades; and **Rob Hogan**, vice president of Manufacturing and Material Distribution.

Hogan challenged engagement champions to show fellow shipbuilders they care, help to build trust and work to remove frustrations. "People look at you every day and model your behavior," he said. Needy encouraged the group and pledged support from his division's leadership team. Bagley, who is retiring at the end of the month, expressed confidence in the team's ability to improve employee engagement.

"The kick-off event was awesome," said Foreman **Jared Belcher**, another engagement champion. "It is great to see every program come together and do the same thing in regards to engagement."

At the end of the kick-off session, engagement champions locked arms and pledged to be "all in."

view and discuss upcoming, late and early tasks; the impact to the schedule and man-hours; and any further recovery required. A sequential task list conveys the upcoming work to be performed and the importance of each task in the plan. A 3D visual of each task helps all involved understand the work steps even with little to no familiarity with the job.

Adding to the ease of use for the production team is the Shipyard Work Integrated Management System (SWiMS) VBM Dashboard that went live in late March, just in time for pilot execution. The dashboard enables anyone to quickly and easily view CCPM metrics for the pilot.



Shipbuilders attend a stand-down meeting outside of Bldg. 160. Photo by John Whalen

Standing Down for Safety

CONTINUED FROM PG 1

Don Kelso, program director for Submarine Fleet Support, led a first-shift meeting at the east side of Dry Dock 1. He warned shipbuilders against becoming complacent about safety, taking short cuts and not using proper PPE.

He also encouraged more experienced shipbuilders to model and help teach safe work habits to newer employees, especially as the company continues to hire hundreds each month. “You are critical in this process,” Kelso said of the experienced shipbuilders. “You really know where the dangers are, and you can help prevent something from happening if you’re willing to step up and make it right.”

Chris Whitmire (O43) attended the stand-down meeting led by Kelso. He said it seemed like fellow shipbuilders were engaged in the conversation. “It was a good message. Safety is something people take for granted sometimes, so it needs to be reiterated,” he said.

James Chapman (E86) attended a stand-down meeting in front of the Nuclear Pipe Shop. He would like to see the safety conversation continue with classroom training sessions and more signs around the shipyard. “I think supervisors should also reiterate the importance of safety every time they meet with employees.”

Branche hopes shipbuilders will be more attentive and willing to look out for their own safety as well as the safety of those around them.

“I hope that the stand-down encourages people to politely speak up when they see things that don’t look right and for us all to get our heads right about receiving those kinds of comments and questions,” she said. “In the end, I’m prepared for you to be unhappy with me, but I’m not prepared to live with you being injured because I didn’t speak up.”

A Record Year for Summer Interns

CONTINUED FROM PG 1

The send-off event let interns meet shipbuilders in departments from across the shipyard.

“My internship allowed me to aspire as an engineer,” said **Sequoia Howard**, a Morgan State University student. “I absorbed ideas from the department and also learned how to take the lead on projects. I had never been on a submarine or crane before, but during my internship I had those experiences.”



NNS: A Safety Star

Since 1995, Newport News Shipbuilding has been recognized as a Voluntary Protection Programs (VPP) Star worksite. Established by the Occupational Safety and Health Administration (OSHA), the VPP is designed to promote effective worksite-based safety and health. In the VPP, management, labor, and OSHA establish cooperative relationships at workplaces that have implemented a comprehensive safety and health management system. VPP Star status is the highest seal of approval OSHA gives a worksite in recognition of safety programs and practices and the outstanding efforts of employers and employees.

To maintain its Star status, NNS must ensure the following elements are implemented and maintained:

- Management Leadership and Employee Involvement
- Hazard Prevention and Control
- Worksite Analysis
- Safety and Health Training

NNS’ Environmental Health and Safety (EH&S) Department tracks safety metrics and works to identify and fix safety issues. The company also has more than 1,000 Safety Task Team members – hourly and salaried employees from across the shipyard – who are devoted liaisons between EH&S and shipbuilders in their areas.

The company’s last VPP recertification was in 2015, and NNS continues to work to improve health and safety programs.

For more VPP information, visit the EH&S website.

A Day in the Life of a Shift Test Engineer

This is the conclusion of a two-part series exploring the role of nuclear shift test engineers (STEs) at Newport News Shipbuilding. See the July 16 edition for part one of the series.

No two days are ever the same for STEs at NNS.

“That’s what makes this job challenging and rewarding,” said **Stewart Strothers** (E84). “We make sure that all the details of the nuclear work that is performed at NNS on our shift are accomplished. This ensures that everyone works in the most efficient way possible and goes home to their families after their work day is over. Safety is always the first priority.”

Typically, a shipboard STE arrives before their shift begins to complete pre-shift duties, which can include a pre-watch physical tour of plant spaces, a status briefing with the STE they are relieving and a review of STE logs and plans and priorities for the upcoming shift. The STE also gives the oncoming watch team a briefing describing the plant testing and evolutions planned for the upcoming shift.

During the shift, the STE reviews work packages and work isolations, establishes required plant conditions, tests the propulsion plant and provides backup to the Navy’s engineering duty officer/propulsion plant watch officer.

STEs develop sought-after skills in leadership, project management and organization. They also become experts in personal and reactor safety and propulsion plant system interrelations.



Pictured on USS *George Washington* (CVN 73) from left are shift test engineers **Russell Belue**, **Nehemiah Prince**, **Mitch King**, **Morgan Hotz** and **Will Kraushaar**. Photo by **Matt Hildreth**

“Being an STE has been the most rewarding job of my professional career by far,” Strothers said. “Though challenging, it allows the individual to grow both personally and professionally, and also acts as a springboard to other opportunities throughout NNS, both here in Newport News and at NNS’ satellite work sites and subsidiaries.”

In fact, many senior leaders at NNS have backgrounds in nuclear shift test engineering. To learn more about becoming an STE, contact Nuclear Propulsion Test Engineering Manager **Camden West** via email.



NNS Spear & Gear Holds Pop-up Shop

NNS Spear & Gear, an online store featuring a wide variety of company-logoed apparel and other merchandise, held its first pop-up sale at "The Rock" on July 18. Shipbuilders could browse and buy some of the items offered online and win prizes. View a time-lapse video of the event on MyNNS. Check *Currents* and the NNS to Go app for announcements about future pop-up sales.

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. Photo by **John Whalen**

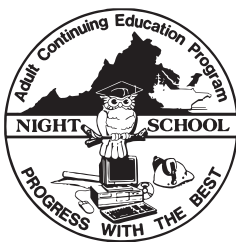
NOTICE: Bike Rack Relocation

The bike racks located on the east side of Bldg. 105, the southeast corner of Bldg. 102 and the west side of Bldgs. 102 and 4779, must be cleared by close of business Friday, July 27. The racks will be moved to the east side of Bldg. 4700. Bicycle owners using these racks can relocate their bikes to existing racks on the east side of Bldg. 4700.

Bicycles located on the south side of Bldg. 4901 and in the walkway to the 46th Street Gate that are not in racks, must also be moved to existing racks on the east side of Bldg. 4700.

For questions, contact **Andrew Miller** (O41) at 534-2561.

AROUND THE YARD



Fall 2018 Night School Registration Underway

Fall 2018 Night School classes are scheduled to begin the week of Sept. 17 and end the week of Nov. 17. The application deadline is Aug. 17. For further information and to view a list of classes and registration information, visit the Night School website, the Programs tab on The Apprentice School's website or the NNS to Go app. For questions, contact **Shirley Smith-King** (O22) at 688-8608.

Accounts Payable Launching New Invoicing System

The first phase of the Accounts Payable Department's new automated invoicing system begins today, 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.*

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 more information, see the Distribution A memo or contact **Cartina Williams** (O77) at 380-2798 or **Renee Bilodeau** (O77) at 380-2506.

TNCC Recognizes Shipbuilders

Twenty-three shipbuilders were recognized during Thomas Nelson Community College's 49th Annual Commencement Exercises in May. The shipbuilders were graduates of TNCC's career studies and certificate programs. Some commencement participants are pictured to the right. Front row (L to R): Training Manager **Vince Warren** (O22), TNCC Adjunct Professor **Mary Shaw** (N363), Administrative Assistant **Shirley Smith-King** (O22), Product Training Manager **Al Melton** (O22) and TNCC Director of Contract Credit and Military Affairs Gary Pounder. Back row (L to R): **Corey Williams** (X36), **Mario Garcia** (O38), TNCC President John Dever, **Willie Clark Jr.** (X11) and **Robert Johnson Jr.** (X11). Photo by **Ashley Cowan**



Get Active Through Upcoming Physical Activity Challenge

BeWell For Life, operated by QuadMed, is hosting the Move More, Minute By Minute physical activity challenge starting Aug. 6. Challenge participants will track their physical activity for eight weeks, with a goal of 150 minutes per week. Participants who complete the challenge will be entered to win an Amazon gift card.

All Newport News Shipbuilding employees are eligible to participate. Visit www.myquadmedical.com/hii and log into the Wellness Online portal for details and to register.

Research and Development Seeking Shipbuilder Ideas

Do you have a project idea for Research and Development? Newport News Shipbuilding has begun a continuous call for proposals. Ideas can be submitted at any time by visiting the R&D Ideation website. The current campaign is for National Shipbuilding Research Program (NSRP) ideas and will run through Aug. 17. Any research ideas supporting reduced total ownership cost, improved quality, enhanced workforce excellence, increased materials and process commonality, and identification of best practices should be submitted for the NSRP funding consideration.

Information regarding this solicitation, specific focus areas and the Research Announcement Summary Proposals format can be found at www.nsrp.org. For questions or submission assistance, contact **Elmer Dickens** (E32) at 688-9079.



NNS to Kick Off School Tools Drive

Millions of children in the United States live in extreme poverty and arrive on the first day of school without the supplies they need to learn. To ensure children in local communities are prepared to learn in school, shipbuilders are encouraged to support Newport News Shipbuilding's 2018 School Tools Drive.

Desired donations include:

- Notebooks and notebook paper
- Report covers
- No. 2 pencils, erasers, pens, markers, highlighters, colored pencils and crayons
- Glue/glue sticks, child-safe scissors, compasses and protractors
- Backpacks

Box collection will run from Aug. 6-17. Shipbuilders can give online from July 30-Aug. 15. Shipbuilders are reminded to take advantage of Virginia's sales tax holiday, Aug. 3-5, during which qualified school supplies, clothing and footwear will not be subject to sales tax.

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 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

The African American Shipbuilders Association (AASA) is hosting a farewell celebration in honor of Vice President of Trades **Ray Bagley** from 4:30 until 6 p.m. in Bldg. 520-6 (James River Room). Bagley is retiring on July 31 after nearly 44 years of service to Newport News Shipbuilding. All shipbuilders are welcome to attend.

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 28

The 18th Annual Norfolk Latino Music Festival will be held from 5 until 10 p.m. at Town Point Park in downtown Norfolk. The festival will feature live music, Latin food, dance lessons, face painting, crafts, soccer, bilingual story time and more. Newport News Shipbuilding is a proud sponsor and will have a booth at the event.

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.

AUGUST 3

The Veterans Employee Resource Group (VERG) is hosting a celebration for the Coast Guard's birthday at Applebee's (Bldg. 227) from noon until 12:30 p.m. For more information, contact **Adam Krininger** (X84) at 380-4286.

AUGUST 6-17

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. 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.

AUGUST 11

The Hispanic Outreach and Leadership Alliance (HOLA) employee resource group is hosting its annual picnic/Familia Day from 10 a.m. until 4 p.m. at Sandy Bottom Nature Park, 1255 Big Bethel Rd., Hampton. The event, in the shelter next to the Nature Center, will include HOLA's first general membership meeting, games, face painting, food and more. Sign up on HOLA's website. For more information, contact **Miguel Cortez** (E86) at 380-3990 or via email.

AUGUST 15

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.

AUGUST 23

WiSE will host Organizational Vision: Depth Before Height Leadercast featuring James Brown from 4:30 until 6 p.m. in VASCIC 2 West Dining Room. No charge will be provided.

OCTOBER 5

The In-Service Carrier Program will host its 15th Annual Aircraft Carrier Invitational Golf Tournament at Ford's Colony Country Club. The event is a four-man Captain's Choice format starting at 1 p.m. with registration beginning at 11 a.m. The cost of \$500 per team includes golf, driving range, welcome gifts and dinner. Proceeds from the event will benefit the USO. Contact **Bruce Roberts** (K69) at 380-4964 to register.

OCTOBER 27

Join fellow shipbuilders at the Leukemia & Lymphoma Society's Light The Night Walk from 5 until 9 p.m. at the MacArthur Center Green in Norfolk. The walk supports blood cancer treatment research that saves lives. To donate, visit pages.lightthenight.org/va/hroads18/huntingtoningallsindustries. For more information, contact **Eric Olsen** (X22) at 688-1868.

SEEKING SHIPBUILDERS

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

Job Title	Req Number	Dept.	Location
Experienced Insulator	20900BR	X33	Newport News
Shipwright/Linesman (Surveyor Position)	23943BR	X11	Newport News
Foreman - X10/X18 Welding	24483BR	X10	Newport News
Construction Supervisor 2	22620BR	X78	Newport News
Foreman - K48/X31 Fleet Support Aircraft Carrier	25040BR	K48	Newport News
Foreman - K47/X31	24735BR	K47	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.

EMPLOYEE CLASSIFIEDS**AUDIO/VIDEO**

Alpine Amplifier - 500W, four-channel. Great condition. \$150 OBO. (757) 813-1984

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

Subwoofers - Two 12" Polk Subwoofers in enclosure. Great condition. \$100 for the pair. (757) 813-1984

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

Canton 3-way Tower Speakers & Sub - Like new German Canton GLE496 speakers bought 6/2018. 3-way, 4 driver. Including 10" Bassx sub. \$600. (757) 869-4842

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

2006 Mini Cooper S - Red, excellent condition. All power selective A/t and manual trans., 67K miles. \$7,500. (757) 871-0271

1965 T-Bird - White ext., red leather, PS, PDB, 390CI rebuilt eng., 300HP, new tires/liner/carpet,dual exh, \$9,500. Text for pic. (757) 817-6292

2006 Honda Accord EX - Great running condition, mpg, cold AC. 151k miles. Minor cosmetic damage. Good paint. \$3,500. Text only. (757) 303-0431

1997 Toyota 4Runner - SR5, 4WD, automatic, A/C, sunroof, cloth interior, 213K mi. \$3,000. (757) 303-6686

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

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

Auto cont.

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

2006 Honda CR-V LX - 2WD. 67K mi. AT, PW, PL, Well maintained, Great condition, Silver. No issues. Text for pics/price. (757) 897-2570

2002 Town & Country Minivan - 164k miles, runs well, maintenance records and title. \$3,000. Text for pics (757)814-5846

2011 HD XL883L Sportster - Like New. Root beer and cream w/206 orig. miles. \$6,000 OBO. (757) 759-2287

2010 Coachman Camping Trailer - Catalina 21-BH model. 1 queen bed, 3 bunks. In good shape, everything works. New brakes. \$5,000. (757) 268-4900

1997 Jeep Grand Cherokee - 4X4 lift, tan, 163k mi., rebuilt trans. Runs great. Pic available. \$3,750. (757) 775-6580

2016 Suzuki GSXR 750 - Black & white. 6,000 miles. Adult owned. Always under cover. \$7,800. (757) 876-5987

2009 Chevy Cobalt w/Nav - 185k miles, navigation, Bluetooth, backup camera, DVD player, new tires and more. \$4,000. (757) 817-4276

2002 Toyota Corolla - Beige, 5-speed manual, 285k miles, 1 owner, runs, check engine light is on. \$1,000. (757) 645-6081

2004 BMW R1200CLC - 37,000 miles, heated handlebars and seat. \$3,950. (434) 203-6537

Tundra Shock/Strut - 2007-2012 Tundra shocks and struts. Bilstein 4600. 4 rear, 2 front \$30 OBO. Fair condition. All work. (804) 731-7579

1995 Harley Davidson Black Softail Custom - Runs great. Ready to ride. \$4,800. (757) 298-1733

Fiberglass Century Truck Cap - From Ford F-150, Silver, 6.5' bed. Rear and side windows crank out. Front slider. VGC. \$1,250 OBO. (757) 291-9886

Auto cont.

2001 Harley Davidson Electra Glide - New paint job. Garage kept. \$7,000. (757) 867-9433

1999 Yamaha V-Star 650 - Only 16k miles. New fuel filter and cleaned Carb. \$2,200 OBO. (252) 267-2988

FURNISHINGS & APPLIANCES

Dining/Kitchen Chairs - 6 dining/kitchen chairs, material covered, tealish color. Can sell separately. \$10 for each chair. Text (757) 817-6292

Ethan Allen Sofa - Foral print (navies/greens), non-smoker, excellent cond. Text for pic. \$500. (757) 817-6292

Queen-Size Serta Mattress and Box Spring - Used as guest bed since Sept. 2017. \$200 OBO. Text (281) 844-8209

Maytag Electric Coil Burner Stove - White, clean, works. Pics avail. Includes hood. \$100. (757) 827-6322

28 Cubic Ft. Tan Side-By-Side Refrigerator - \$425. Call or text for more information. (757) 291-9739

Hanging Wooden Wine Rack - Made from refurbished wood to add a nice country feel. Text for pictures. (757) 504-6032

Under Cabinet Microwave - 30" under cabinet stainless microwave. Still in box. Pics available. \$100. (757) 871-0271

Items - Desks, chairs, tables, lamps, BR suite, stove, dishwasher, mowers, ping-pong table. Text for pics/prices. (757) 897-2570

Nuwave Induction Cooker - Unit comes w/2 skillet, 1 deep pan, glass lid and fondue forks with ring holder. Never used. \$65. (757) 675-9500

REAL ESTATE

Williamsburg Timeshare - 2 bdrm at Parkside Resort near Busch Gardens. Perfect for visiting family or trade points. \$10k OBO. (610) 781-5642

Real Estate cont.

James City Townhome for Rent - 3 BR, 2.5 Ba end unit. Large kit, 1,430 SF with deck in quiet neighborhood. Avail. in Sept. \$1,100/mo. (757) 880-1782

Room for Rent - 704 Big Bethel Rd., Hampton. \$500 per month. \$250 deposit. (757) 371-9615

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

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

Townhouse for Sale - Meridian Parkside, 10 min. from NNS, 2 BR, 3.5 BA, bonus room, garage, open concept. Built in 2011. Pool. (412) 600-5298

Real Estate Wanted - We buy homes "as-is." Text (757) 656-6373

House for Sale - 3BR/2BA, 1,300 SF w/lg shed. New kitchen, paint, lighting & carpet. Colony Pines in NN. Text for details. (757) 897-2570

House for Sale - Menchville zone, 4 bdrm, 2 1/2 bth, liv rm, din rm, den w/FP, 2-car att gar, 1-car det gar, deck, incentives for upgrades. (757) 508-1856

House for Rent - 3 BR, 2 BA in Glendale area of NN. Minutes from HII. \$1,250 per month. (757) 871-9627

Master BR for Rent - Master bedroom w/bath for rent in Hampton. \$500. Cable and internet included. Ready 8/5. 10 min. drive. (757) 288-9198

Poquoson Townhome for Sale - \$169,900. 3 bd, 1 1/2 bath. Affordable housing in Poquoson. (757) 846-4187

EMPLOYEE CLASSIFIEDS



MISCELLANEOUS

Yakima Roof and Bike Racks - 2 roof racks sets (1 like new). 2 like-new bike racks and misc. parts. \$250. Text for pics. (757) 660-7379

Dog bed - Homemade 40X30 dog bed \$75. Call or text. (757) 291-9739

Items - Total Gym XLS, \$399. Reel lawn mowers, \$55 \$ \$75. Vacuums, \$35 and up. Carpet cleaners, \$50 & up. (757) 218-2946

Items - Go Go mobility scooter 3-wheeler, \$599. Weed eaters & blowers, \$35. Dumbbell sets, \$220 & \$299. (757) 218-2946

Exercise Equipment - Treadmills \$115 to \$399. Ellipticals, \$50 to 299. Exercise bikes, \$65 to \$220. Inversion table, \$150. (757) 218-2946

Flowers for All Occasions - Nice gift baskets, flowers & balloons. we deliver or you pick up. (757) 599-0100

A/C Service - Tune ups, new installations and repairs. Great prices. (757) 771-3441

Wine Glass Holder - Hang your wine glasses with two silver under counter holders. Hardware included. \$15. (757) 236-0789

Lifeproof Case for iPhone 6 - Used only a few months before upgrading phone. Color is white w/gray. \$20. (757) 236-0789

Miscellaneous cont.

Roofing and Siding - Crawl space repairs. Honest and affordable. References avail. Free est. Lic. and insured. (757) 641-0738

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

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

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

20-Gallon Parts Washer - New 20-gallon parts washer. Never been used. \$50. (757) 262-6252

House Cleaning - Affordable, residential or commercial. Free estimates. Licensed & insured. (757) 975-1546

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

Miscellaneous cont.

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

Selmer Paris Model 52 - Super Action 80 Series II professional alto saxophone. Excellent condition, single owner (adult). \$3,350. (757) 329-8014

Lawn Care - Servicing Hampton area. Free estimates. (757) 633-5313

Lawn Care - Mowing, edging, etc. (NN, Hampton, York area) (757) 535-9279

Lawn Care - .Excellent service & cheap prices. Bush trimming, flower beds & planting. (757) 525-0259

WANTED

Van Pool Riders - Van comes through King William, West Point New Kent and Norge/Toano commuter lot. (540) 907-5811

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

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

Wanted cont.

Football Officials Wanted - Looking for people interested in officiating high school football. (757) 869-2174

Back to School Drive - Collecting gently used/new bookbags and supplies and also hygiene products for youth. Pick up avail. (757) 434-6320

NNS Commuter Van - Roundtrip from Va. Beach to NNS daily 1st shift. \$35 per week. Text VANRIDE to (757) 450-6740

HOBBIES

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

PETS

Puppies - 2 purebred female Rottweiler puppies for sale. 8 weeks old. First set of shots done. Serious Inquires. (757) 633-0417



The final letters are painted on Newport News Shipbuilding's new 315-metric-ton Goliath gantry crane. Photo by **John Whalen**