



Photo by Ashley Cowan

## NNS Launches *Delaware* (SSN 791)

Newport News Shipbuilding has launched the recently christened *Virginia*-class submarine *Delaware* (SSN 791) into the water for the first time.

During a three-day process that began last Wednesday, the 7,800-ton submarine was moved out of the Modular Outfitting Facility and into the Floating Dry Dock using a transfer car system. The Floating Dry Dock was submerged, and the submarine was launched into the James River. Once in the water, the boat then was moved to the shipyard's submarine pier for final outfitting, testing and crew certification.

“Successfully launching *Delaware* into the water the first time is a proud moment for the *Virginia*-class submarine team and the thousands of dedicated shipbuilders involved in constructing the ship,” said **Dave Bolcar**, vice president of *Virginia*-Class Submarine Construction. “With this significant event behind us, we look forward to completing construction and sea trials next year so this great warship can join the fleet and defend our nation.”

*Delaware* is the 18th *Virginia*-class submarine built as part of the teaming agreement with General Dynamics Electric Boat and the ninth to be delivered by Newport News. More than 10,000 shipbuilders from Newport News and Electric Boat have participated in *Delaware*'s construction since the work began in September 2013. The submarine was christened by Dr. Jill Biden, the former Second Lady of the United States and the Ship's Sponsor, during a ceremony in October.

Following testing, *Delaware* is scheduled to be delivered to the U.S. Navy next year.

## Honoring Kesselring Site Legacy Builders

Longtime Newport News Shipbuilding employees at the Kesselring site in New York were honored last week during the first-ever Legacy Builders ceremony.

Kesselring Site Legacy Builders are employees who have served the Kesselring site operations for 30 or more continuous years. A total of 17 employees were recognized – 10 who have 31 years of service and seven who have 30 years of service.

During the ceremony, **Chris Miner**, vice president of In-Service Aircraft Carrier Programs, and **Mary Cullen**, vice president of Nuclear Propulsion, praised the work of NNS employees at the Kesselring site. “Nuclear-powered aircraft carriers and submarines are our warfighter's most powerful weapons, but they cannot accomplish their mission without the skills and experience of their operators. From behind the scenes, you help to instill that knowledge,” Miner said. “The maintenance activity you perform allows Kesselring to...

## Honoring Kesselring Site Legacy Builders

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...provide the superior propulsion technology with which our sailors sharpen their skills. The training you support gives them the confidence they need to make decisions that – ultimately – can mean the difference between life and death. Safety is your mission, and that requires true dedication.”

When **Karen LaTerra** (O96) came to the Kesselring site in 1987, she didn't expect to stay for three decades, but she said it's rewarding to know her work plays a role in the defense of the nation. She also is grateful for the opportunity to work alongside so many other longtime employees.

“I am very happy to call all of them friends of mine and coworkers. We've met a lot of challenges together. Honesty and integrity and hard work are things we all have in



Kesselring Site Legacy Builders stand with **Chris Miner**, vice president of In-Service Aircraft Carrier Programs, and **Mary Cullen**, vice president of Nuclear Propulsion. Photo by **Matt Hildreth**

common,” she said. “I just really appreciate the fact that I've had a good job for all these years and have been able to have a home, put food on the table, send our kids to college and do all the things in life that bring you joy.”

Each honoree received either a leather “Legacy Builder” jacket, an emerald bracelet or a Seiko watch. Watch a video featuring some of the Kesselring Site Legacy Builders on MyNNS.



**Bill Ermatinger**, executive vice president and chief human resources officer for Huntington Ingalls Industries, presents during a recent event hosted by the Generational Integration Focus Team (GIFT) employee resource group. Photo by **Matt Hildreth**

## GIFT Employee Resource Group Hosts Workplace Success Event



On Nov. 13, the Generational Integration Focus Team (GIFT) employee resource group hosted an after-work event focused on workplace success strategies. Employees from all across Newport News Shipbuilding came together and listened as speakers shared words of wisdom, helpful advice and a number of opportunities available at the company.

**Bill Ermatinger**, executive vice president and chief human

resources officer for Huntington Ingalls Industries, elaborated on the five forces that will impact human capital during the next 20 years:

- Demographic shifts
- Digital technology, artificial intelligence, and human and machine collaboration
- A “new” employment deal/social contract
- All-inclusive global talent market
- Regulatory environment

Talent Acquisition Manager **Siyani Blount** addressed the internal job-seeking process – from the application to post interview. He also mentioned how the five Cs – clarity, consistency, conciseness, correctness and competency – are integral in increasing success.

**Liza Carter** (O44) spoke about opportunities available to shipbuilders, including the Professional Enhancement and Enrichment Rotation (PEER) Program, the Future Leader Experience (FLEx) Program, Learning After the Whistle (L.A.W.) classes and the Mentorship Program. For more information about any of these programs, contact Carter at 534-4015.

Several attendees said the event impacted them both personally and professionally. “It was great to hear from the experts about the benefits available to us,” said one attendee. “It was interesting to learn about the five forces that will occur over the next 20 years impacting human capital such as human and machine collaboration,” said another attendee.

For future updates, visit the GIFT SharePoint page.

## "Stockings of Gratitude" Helps Shipbuilders Provide 19,000 Meals

During the past couple of weeks, the Carrier New Construction Division collected donations for the Virginia Peninsula Foodbank. In exchange for donations, employees were able to dedicate a stocking to a member of their team, their department, a loved one or someone or something for which they are grateful.

The "Stockings of Gratitude" fundraising event was a huge success, allowing the team to provide more than 19,000 meals to the Foodbank. "This was a great way to give back to the community and provide food for those less fortunate. The X43 team was happy to participate," said X43 General Foreman **Neal Edwards**.

On Dec. 7, more than 250 "Stockings of Gratitude" were hung on the aft end of *John F. Kennedy* (CVN 79), surrounding a shipyard holiday tree decorated by shipbuilders. The Carrier New Construction team gathered as X91 Superintendent **Lee Murphy** talked about why the event was special for him and his team. "My stocking of gratitude is dedicated to a former co-worker, David Stokes. David was a member of the CVN 79 family and a member of my life. He made me a better shipbuilder and person. Even through his battle with cancer, he remained an inspiration to each one of us. Dedicating this tree lighting and stocking to him was one of the greatest things I have had the privilege of doing." Shipbuilders gathered for a photo after the tree lighting to celebrate a successful year and the ability to give back to the Hampton Roads community.



Shipbuilders stand in front of *John F. Kennedy* (CVN 79) to celebrate the "Stockings of Gratitude" effort that provided thousands of meals for the Virginia Peninsula Foodbank. Photo by **Matt Hildreth**

"The Carrier New Construction team came together as a family this holiday season to give to those in our community and I could not be prouder. It was amazing to see the floods of employees coming in to donate each day and in return dedicate a stocking to someone or something for which they are grateful. I appreciate each and every one on this program and hope to continue this tradition in the years to come," said **Lucas Hicks**, vice president of CVN 79 Aircraft Carrier Construction.



## USW and Labor Management Team Partner to Support Salvation Army

The local United Steelworkers Union and the NNS Labor Management Team partnered for a second year to adopt families through The Salvation Army Angel Tree Program. The Union and NNS Labor Management worked together to make the holiday season a little brighter for families in the area.

**FOCUSNNS**

### Watch Focus NNS

Watch a special edition of Focus NNS featuring the "Building Integrity, Building Ford" documentary screening at the Gerald R. Ford Presidential Museum in Grand Rapids, Michigan; The Apprentice School football team's historic national championship victory; the top five stories of 2018 and more.

### HII President and CEO Message to Employees

Watch Huntington Ingalls Industries President and CEO **Mike Petters'** end-of-year message to employees on MyNNS or on HII's website.

## Eight Supervisors Complete Engineering Leadership Standards

The entire management team for Engineering and Design's Networks Communications and Automation Department (E44) completed the Engineering Leadership Standards Program (ELS). ELS is part of the Leader Development Guide program administered by the Management Development Center. Designed specifically for supervisors in engineering, the program aims to strengthen and grow the capability of supervisors to lead their teams and be better technical leaders. Supervisors review the ELS guide with their department manager, typically one on one, and when ready, present before a review board consisting of three independent department managers. The entire process typically takes two years to complete – the E44 team did it in one.

“Going through ELS Leader Development Guide as a team instead of one on one was a team decision,” said **Wayne Cribb**, manager of Networks Communications and Automation. “This was a great opportunity for my team to learn new skills and share their experiences with each other. The group of seasoned and newer managers had different experiences and shared different stories that brought greater perspective to the attributes of the guide than if conducted one on one.”

The team found the group process beneficial, doing it together added value to the topics at hand, and strengthened their relationship with each other. “Not only did they grow as leaders, they are additionally a stronger team because of the group experience,” Cribb said.

Twenty six engineering supervisors have completed the process since ELS



Pictured sitting from left are **Anne Marie DeGrace**, **Glenn Darling** and **Carla Vaughan**. Standing from left are **Justin Upchurch**, **David Drake**, **Daryl Kahle**, **Stephen Jelf**, **Paul Summa** and **Wayne Cribb**. Photo by Ashley Cowan

started in 2014. For more information about ELS or other Leaders Development Guide products, visit the Leadership Development (O25) SharePoint site. Learn more about the LDG on MyNNS.

Contact **Danny Engle** (O25) at 380-7483 for more information about ELS or any of the *New Leader Experience: Leaders Development Guide* products.



Strategic Sourcing Analyst **Quinn Williams** (O52) shares his thoughts on inclusion and diversity.

## Strategic Sourcing Celebrates Inclusion and Diversity

The Strategic Sourcing Division hosted an inaugural “Inclusion to Me” celebration on Nov. 26. More than 300 people were invited to participate and share thoughts on the importance of inclusion and diversity.

Division team members were invited to meet in designated conference rooms across the shipyard to share in writing what inclusion means to them as a shipbuilder. Each statement was posted to the inclusion and diversity boards across various buildings.

“Everyone matters. We all have a voice and it doesn’t matter whether we agree, but your voice is still heard,” shared Procurement Analyst **Tracey Delk-Hart** (O51).

“NNS will be successful when we embrace each other’s talents, differences, unique perspectives and experiences,” said Strategic Sourcing Inclusion and Diversity Champion **Kim Humphrey**.

For more information, contact Humphrey at 380-7129 or visit the Inclusion and Diversity webpage on MyNNS.

## Apprentice School Centennial Items Available

As The Apprentice School gears up to celebrate its 100th anniversary in 2019, the school store now stocks a variety of items emblazoned with the centennial logo.

The store currently has commemorative shirts, blankets, umbrellas, hats, coins and Christmas ornaments for sale. Additional items will be introduced next year. The store – located in the lobby of The Apprentice School – is open from 11:30 a.m. until 4:30 p.m. Tuesday through Thursday.

Employees can purchase items using credit cards or payroll deduction.



## AROUND THE YARD

### Do Not Forward Chain Emails

Newport News Shipbuilding would like to remind employees not to forward chain emails at work regardless of how important the topic may seem. Chain emails often include false or inaccurate information that leads to unnecessary alarm and disruption to those in receipt of the message.

Recently, an email was forwarded among the workforce stating that employees were robbed at gunpoint outside shipyard gates. As a result, NNS Security dedicated time and resources to address false information and to stop the message from being spread further as this incident did not occur. NNS takes employee safety very seriously and when warranted, official company communications with accurate information will be distributed to all employees in a timely manner.

“Our Security force partners with the Newport News Police Department on an ongoing basis to ensure that when incidents do occur around our facility, they are handled appropriately with employee safety being the top priority,” said **Derek Jenkins**, director of Security. “When situations occur that warrant notice to the entire workforce, we work closely with Communications to distribute accurate information.”

Shipbuilders who receive a chain email with information they feel needs to be shared with co-workers should not forward the email. Instead, they should speak with their immediate supervisor or contact a representative in Security, Human Resources, Labor Relations, Environmental Health and Safety (EH&S) and/or Communications to receive verification and authorization to forward the information. As a reminder, forwarding false information can lead to disciplinary action. For additional information regarding employee email use, reference SSP NO. IS-1012.

Employees who witnesses an incident and/or suspicious behavior on NNS property, should contact Security immediately at 380-2222 for emergencies and 380-4031 for non-emergencies.

### REMINDER: W-2 Name and Address Verification

Employees should review their name and address on their pay stubs for accuracy. W-2s will be mailed to the address that appears on the check stub. The first and last names printed on the stub should appear exactly as they do on the employee's social security card. Address changes must be submitted to the U.S. Postal Service first and then submitted via MyHR, on form NN 9-1 in person at the employment office in Bldg. 500, faxed to 688-1837 or mailed to HRIS Dept. O13, Bldg. 500-2.

To submit a name change, contact the employment office for instructions and required documentation. Changes submitted by Jan. 4, 2019, will be reflected on the W-2.

Employees who claimed exempt for tax year 2017 must submit a new W-4 card no later than Feb. 15, 2019. Failure to submit a new card will result in withholding at single with zero exemptions.

### Gas Line Project to Impact Traffic and Parking in the North Yard

Virginia Natural Gas will begin a six-phase project to install a new natural gas line in the North Yard this week. The first phase will close River Road at the southern exit of the North Yard parking lot from Dec. 20-24. Traffic exiting the parking lot will be rerouted to Shipyard Drive. The first phase will also require the relocation of eight reserved parking spaces.

Phase two will begin the second week of January and will affect the handicapped and reserved parking zone located south of Bldg. 1744. Handicapped parking will be relocated to the visitor parking zone for Bldg. 1744. Reserved parking spots will be relocated to the North Yard second-shift parking zone. This phase will also affect traffic at the intersection of 60th Street and Waterfront Drive, near the northeast corner of Bldg. 1863. A detour will be established to allow access to the buildings affected by the excavation and project laydown areas. Phase two is scheduled to last approximately three weeks with an estimated completion date of Jan. 31.

Look for more updates in *Currents* and on the NNS to Go app as the project progresses.

### Holiday Shutdown Reminder from IT

IT reminds employees that in order to avoid lost time when they return from holiday shutdown in January, they must remember to have their YubiKey, pin number and 3+2 password for accessing the NNSCORP computer network. The use of YubiKeys became mandatory last month.



Pictured from left are **Chris Miner**, vice president of In-Service Aircraft Carrier Programs; **Karen Licari** of the USO; **Bernadette Reid**; and **Bruce Roberts**.

### ISCVN Golf Tournament Supports USO

The In-Service Aircraft Carrier Program hosted its 15th annual Aircraft Carrier Invitational Golf Tournament on Oct. 5 at Ford's Colony Country Club with 192 participants. Proceeds from the event were donated to the USO of Hampton Roads and Central Virginia.

# DATEBOOK

## JANUARY 8

The Society of Naval Architects and Marine Engineers (SNAME) is hosting a dinner meeting with speaker **Charles Southall**, vice president of Engineering and Design, from 6 until 8:30 p.m. at the Hampton Yacht Club. All are welcome. For more information or to RSVP, contact **Kevin Bowe** (E42) at 688-7728 or via email.

## LEAVE OF ABSENCE REMINDER FOR MILITARY SERVICE

The Leave of Absence Administration Department (K24) thanks all veterans for their service. Many shipbuilders are still serving in some capacity. Salaried employees should first refer to Corporate Procedure CO H402C for voluntary military and military mobilization leave of absence requests and time off requests for military training. They should then contact the Leave of Absence Administration. Hourly employees should contact their Labor Relations representative for military training, reserve duty or guard duty. Hourly employees who are being mobilized or deployed should contact the Leave of Absence Administration.

Email [LeaveofAbsenceAdmin@hii-nns.com](mailto:LeaveofAbsenceAdmin@hii-nns.com) or call 688-3800 to contact the Leave of Absence Administration.



Members of the E79 team are pictured on the left as they present their donations to The Salvation Army. On the right, **Anson Belvin**, **Troy Todd** and **Sharell Stewart** are pictured presenting donations from E84.



## Shipbuilders Give Back

Newport News Shipbuilding employees support the Hampton Roads community all year long, and especially during the holidays. Shipbuilders across the shipyard have provided generous support for organizations such as The Salvation Army, Toys for Tots and the Virginia Peninsula Foodbank.

Members of the Configuration Data Management (E79) team partnered with The Salvation Army to "adopt a family" for the holiday season. Shipbuilders were provided a list of the family's needs and bought presents. "It brings great joy to my heart to know that we are able to help someone in need, especially this time of year," said **Donna Diggs** (E79).

Members of the USS *George Washington* (CVN 73) Nuclear Propulsion Test Engineering (E84) team also partnered with The Salvation Army for a second year to provide gifts for a family in need. **Anson Belvin** (E84) and **Troy Todd** (E84) said it was a rewarding experience to help make a family in need happy during the holidays.

Employees from both teams recently met with Salvation Army officials to present their donations.

## SEEKING SHIPBUILDERS

Visit [www.buildyourcareer.com](http://www.buildyourcareer.com) to search for the latest NNS job openings.

Job Title	Req Number	Dept.	Location
Experienced Blaster	26320BR	X33	Newport News
Experienced Marine Painter	26121BR	X33	Newport News
Entry-Level Structural Welder	26842BR	X18	Newport News
Experienced Structural Welder	27147BR	X18	Newport News
Production Planning and Scheduler 2	22815BR	X47	Newport News
Designer 1	21086BR	TBD	Newport News
Shock Engineer 3	22257BR	E46	Newport News
iDS Software Engineer 2	26392BR	T55	Newport News
iDS IT Software Engineer 3	25373BR	T55	Newport News
iDS IT Software Engineer 4	25376BR	T55	Newport News
iDS IT Software Engineer 5	25377BR	T55	Newport News
iDS IT Systems Engineer 2	25595BR	T55	Newport News
iDS Systems Engineer 4	26287BR	T55	Newport News
International Trade Compliance Manager 2	27325BR	N365	Newport News
Construction Supervisor 2	27256BR	X09	Ballston Spa, NY

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](http://www.huntingtoningalls.com/careers/refer-a-friend) for more information.

# LONG SERVICE

## MASTER SHIPBUILDERS NOVEMBER/DECEMBER



Stewart Brenegar  
40 years



David Brownell  
40 years



Larry Darden  
40 years



Kenny Edwards  
40 years



Carlton Luster  
40 years



Mark Slayton  
40 years



Tommy Timberlake  
40 years



Larry Washington  
40 years



Jeff Wells  
40 years



Herbert West  
40 years

## LONG SERVICE NOVEMBER

<b>55 YEARS</b>	Jeffrey Wells O19	Steven Hancock E82	Brian Norcutt X47	Mark May O48	Christopher Frank E84
Kenneth Williams X74	Herbert West E42	James Hill O53	Jeffrey Peele X31	William Morehead X47	Jeffrey Freeman E83
<b>45 YEARS</b>	<b>35 YEARS</b>	John Hinton X33	William Robertson X84	Thomas Roane X73	Lisa Hill X47
Robert Garris X21	Tim Bass X43	Donald Humphreys X31	James Seward E15	Brenda St. Amand E16	Jennifer Hilliard X47
<b>40 YEARS</b>	Martin Bradbury X43	Allen Hunt E85	David Shaddock X43	Philip Stephens E25	Rebecca Holland T52
William Black Jr. K48	Bobby Briggs X67	Bobby Johnson X43	William Stassinis K46	Donald Sturkey O46	George Jones Jr. O46
Stewart Brenegar O64	Floyd Byrd Jr. X51	Terence Kennedy X42	Darryl Stephens K47	Symadore Young K07	Dennis Morgan X73
Larry Darden X10	Michael Caudle X32	Ted Lacey X18	Julie Swinton O46	Paul Zawistowski E91	Steven Neville X44
Kenneth Edwards X47	Thomas Cooke X47	Steven Letzinger T56	Edward Sydnor K47	Daniel Zimmerman O45	Larry Orie T52
Estelle Fonville O04	Patrick Cullins X10	James Livengood X84	Larry Sykes K45	<b>25 YEARS</b>	Robert Pye O53
Carlton Luster O26	Douglas Davidson Jr. K48	Neill Marsh Jr. X11	Lawton White Jr. K46	Wayne Haas O64	Wilson Ray X44
William Powers M53	Kenneth Eastwood X18	William Mayo O43	Troy Williams X43	<b>20 YEARS</b>	Jonathan Spinella X76
Mark Slayton X47	Michael Edwards M30	Douglas Meier X31	<b>30 YEARS</b>	Melinda Alimonos O93	Robert Spitler X47
Thomas Timberlake O31	Richard Frank X42	Timothy Miller O87	Norman Alligood X36	Calvin Chester O26	Tammy Thomas E82
Marvin Tucker O46	Randall Gannon X42	Earl Monds Jr. X42	Willie Boone Jr. M53	Darrell Cofsky E20	Michael Varner O26
Larry Washington O46	Thomas Grimes Jr. E81	Thomas Morgan Jr. O31	David Curwick E91	Pamela Elder E92	Monte Walden X73
		Jeffrey Morris K46	Johnny Freeman X11		Charles Woodworth E70
		Ernest Nelson X31			

## LONG SERVICE DECEMBER

<b>50 YEARS</b>	<b>40 YEARS</b>	Richard Davenport Jr. X47	<b>20 YEARS</b>	Donald Divis O05	Wendy Mynoymany O19
George Bradby O27	David Brownell X91	Arthur Turner Jr. X47	Gilbert Adams O22	Glenn Fierek E05	Jeffrey Pagels E75
Barbara Strickland O15	<b>30 YEARS</b>	Barry Vigneau X09	Yolanda Baldock T55	Marybeth Hayes K03	Douglas Sessoms E25
	Joel Church X51		Vicki Carroll O03	Gary Helphenstine T54	William Sprouse Jr. X47
			Karen Dedow X46	Lee Huffman T53	Jerry Urquhart O52

# RETIREMENTS

# OCTOBER/NOVEMBER

Michelle Bass	X33	Wilbur Grissam	X18	Stephen Hiegl	E83	Leonard Jones	X33	George Marrow	O54	Jesse Portnell	O68
John Geluso	T54	Charles Harvilicz	E33	Michael Hucks	X33	Martin Konkel	O41	James Myers	O79	Carl Reffo	A572
Samuel Green	X33	Michael Hicks	O53	Johnnie Jernigan	X33	Mark Majernik	E81	Gregory Nichols	X33		



## 40 Years Ago

The Los Angeles-class submarine USS *Birmingham* (SSN 695) is commissioned at Newport News Shipbuilding in December 1978. NNS Photo Archive





Newport News  
Shipbuilding

December 17, 2018

Dear Shipbuilders,

As part of our company's NNSFORWARD Strategy, we are focused on how we become more efficient and effective. This is extremely important as the U.S. Department of Defense is facing increasingly complex defense priorities. Looking forward, it is very clear that our shipbuilding industry must become more efficient and that we must continue to transform our business.

To support the Navy's affordability needs and to improve our efficiency, it is critical that we operate differently in the future. Our focus on **enabling our workforce, transforming business operations, executing efficiently, growing the business base and leading the way** is intended to help us accomplish this. In support of our 2019 NNSFORWARD priorities, we are taking the following actions.

First, we are reorganizing the business by centering like-functions into single homerooms. This enables the single homeroom leader to be accountable for improvement (standardizing processes, smart technology usage, professional development plans, etc.) within that function. Leadership development and workforce training is one recent example of where we consolidated training across the shipyard into one division. You will see additional consolidations in the near future.

Second, to streamline our overhead costs, we are offering a **voluntary severance program** for salaried parts of the organization with higher levels of overhead costs. This will allow us to take overhead cost out of the business, provide opportunities for additional organizational changes, and increase development opportunities of future leaders. Details are attached.

I want to stress that we are still hiring, and will continue to hire primarily direct charging positions throughout 2019. Our business outlook is strong, and we are growing, and there is no better opportunity than now to improve our company structure and how we operate. We have the unique responsibility to meet the U.S. Navy's needs, make NNS stronger and position ourselves to reach our full potential to ensure future success for the generations of shipbuilders who will build upon our legacy.

I know these changes can be distracting. I ask that everyone keep focused on what makes you and your team effective. Thank you for your continued support and dedicated service to Newport News Shipbuilding. I appreciate everything you do.

Respectfully,

Jennifer Boykin  
President, Newport News Shipbuilding

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**Newport News  
Shipbuilding**

## Voluntary Severance Program (VSP) Details

- To streamline our overhead costs, we are extending an offer to participate in a Voluntary Severance Program (VSP) to certain active, **salaried** Newport News Shipbuilding Division employees working in Hampton Roads.
- This offer is being extended to all manager 3 and director level employees from all NNS divisions working in the Hampton Roads area, and to salaried employees in divisions with higher overhead costs.
- Eligible employees will personally receive additional details on how to take advantage of the VSP by email later today.
- This offer excludes represented employees.
- This offer excludes vice presidents, those employees who report to the corporate office (Government and Customer Relations, Benefits and Law Department), and employees who work at offsite locations such as KSO, the NNS DC and Groton, CT offices.
- Employees must be in active status as of December 17, 2018. Employees who have given notice to *resign* prior to December 17, 2018 are not eligible to participate. Employees that have previously submitted their request to *retire* prior to December 17, 2018 are eligible and should contact their HR Business Partner.
- Employees who participate in this program will separate from the company no later than March 1, 2019.
- Employees who participate in this program will be paid up to 26 weeks of severance, depending on their years of service.
- There is no age limit to participate in this program.
- This program is completely voluntary, and while NNS is always reviewing workload demands and requirements, the company has no current plans for an involuntary reduction in force.
- NNS has the right to deny an eligible employee's request to participate in this program.