



Chavis Harris speaks during Newport News Shipbuilding's third annual Dr. Martin Luther King Jr. Day celebration Jan. 18. Photo by Matt Hildreth

NNS Holds Annual MLK Day Celebration

For the third year, Newport News Shipbuilding held events for shipbuilders on all three shifts to honor the legacy of Dr. Martin Luther King Jr. The theme for this year's events – all held Jan. 18 – was “Urgency of the Moment,” which ties back to a quote from King's 1963 “I Have a Dream” speech.

Chavis Harris, director of Ethics, Equal Employment Opportunity (EEO) and Diversity, delivered the keynote address for each ceremony. He shared experiences that shaped his life growing up during the civil rights era and read excerpts of King's “I Have a Dream” speech. He also offered advice to shipbuilders about how they can help ensure NNS is an inclusive workplace.

“You have the opportunity to make a difference by speaking up and being committed to what's right,” said Harris, who is retiring in March. “My challenge to you is to look forward, but to do so with a sense of urgency, to vow to make a better future for all people in this nation.”

NNS President **Jennifer Boykin** talked about the importance of all shipbuilders being willing to speak up to share ideas to help transform the business as part of the NNSFORWARD Strategy.

“That is the power of our diversity. Whether you've been here for two months or 45 years, your ideas make a difference,” she said.

A choir of shipbuilders also performed during the ceremonies.

Herbert Lane (X42) attended NNS' Dr. Martin Luther King Jr. Day celebration for the first time this year. He said he appreciates the company's inclusion and diversity efforts and hopes fellow shipbuilders feel empowered to get involved and to speak up. “I enjoyed it. Martin Luther King Jr. sacrificed so much for us, so we should be willing to try to keep his legacy going. Events like this help to do that,” Lane said.

Juanita Bowser (X33) called the event inspiring. “This was my first time coming, and it was very good,” she said. “We need to know each other's cultures, where we come from and learn how to get along.”

Watch a highlights video of the ceremony on MyNNS.

SMALLTALK
about big ideas

Newport News Shipbuilding President **Jennifer Boykin** continues her communications forum, “SmallTalk: About Big Ideas.” In this installment, she discusses the health and wellness benefits that are available to shipbuilders. See the insert to read more. Past editions of “SmallTalk: About Big Ideas” are available on the Lead the Way webpage.



Employees at the Kesselring site attend a L.E.A.R.N. event featuring **Chris Miner**, vice president of In-Service Aircraft Carrier Programs. Photo by **Matt Hildreth**

Miner Speaks at Kesselring L.E.A.R.N. Event

More than 60 Newport News Shipbuilding employees at the Kesselring site in New York attended a Dec. 10 L.E.A.R.N. event featuring **Chris Miner**, vice president of In-Service Aircraft Carrier Programs.

The event was hosted by SHIPs-KSO, an employee resource group that plans events throughout the year focused on professional development, networking, service and employee engagement. Attendees heard a brief history of NNS, background of shipyard work and Miner's vision for the future of NNS work at the Kesselring site.

"Our goal for this event was to facilitate an open dialogue between the folks here at KSO and our vice president. When we give employees the opportunity to engage with senior leadership and ask their questions, we increase employee value and raise engagement," said SHIPs-KSO Chair **Whitworth Hoskins** (E91). "The event was a huge success and would not have been possible without all the hard work from our volunteers and planning team."

Attendees like **Alex Grande-Trass** (E91) appreciated the event. "Mr. Miner took the time to listen and answer everyone's questions. It exceeded my expectations and I would attend SHIPs events in the future," Grande-Trass said.

Food Services Introducing New Features



Operations Integration (K49) is preparing to launch a new Newport News Shipbuilding Food Services Sharepoint site.

The first phase will launch in February and includes "food services for me" and "food services for others (catering)" tools. Printable menus for all of the mobile food trucks will be available on the site. Shipbuilders will also be able to provide feedback to promote continuous improvement of services.

The subsequent phases this year will include incorporating Food Services accessibility into GIMMS, an interactive yard map. Features will include all NNS food service locations with times of operation and shifts to include vending, micro markets, cafes, mobile food trucks and canteens. Another forthcoming enhancement will allow shipbuilders to pre-order meals.

"We are extremely excited about servicing you with excellence and adding the types of food you desire while promoting a healthier NNS workforce," said **Danyelle Saunders** (K49), whose group is in charge of the efforts. "Stay tuned for the new site, new locations and more mobile food partners this year." A list of food vendors will continue to be available on the NNS to Go app.

West Avenue Garage Parking Enforcement

Shipbuilders who park in the West Avenue Garage, located on West Avenue between 30th and 31st streets, are reminded to use only Newport News Shipbuilding-designated spaces.

NNS employees displaying a valid hangtag can park in spaces numbered 70 through 114 located along the south wall of the first floor, on the fourth deck in designated spaces, the ramp leading to the fifth deck and the entire fifth deck of the garage. All other spaces are for Navy use only. NNS employee vehicles parked outside the NNS-designated spaces in the garage are subject to towing. Enforcement will take effect immediately.

View a diagram of the garage identifying NNS-designated spaces on MyNNS or on the NNS to Go app.



USS Gerald R. Ford (CVN 78) Sponsor Visits

USS *Gerald R. Ford* (CVN 78) Ship's Sponsor **Susan Ford Bales**, second from left, visited the Carrier Café Jan. 17 before meeting with *Ford's* crew. Photo by **Matt Hildreth**

AROUND THE YARD



NNS to Celebrate Anniversary Next Week

Collis P. Huntington founded Newport News Shipbuilding on Jan. 28, 1886. On that day, the Virginia General Assembly authorized a charter allowing what was then known as the Chesapeake Dry Dock and Construction Co. to purchase land, build a dry dock and begin building and repairing ships.

In celebration of the company's 133rd anniversary, the shipyard whistle will sound at 1:33 p.m. Monday, Jan. 28. NNS Spear & Gear, NNS' online company store, will also hold a pop-up event Jan. 28. See pg. 4 for details.

Did You Know? CAS 418 Allocation of Direct and Indirect Costs

This standard provides the criteria for the accumulation of indirect costs, including service center and overhead costs, in indirect cost pools. It also includes guidance relating to the selection of allocation measures based on the beneficial or causal relationship between an indirect cost pool and cost objectives. Newport News Shipbuilding generally uses department designation to assign indirect costs to the appropriate cost pools. For this reason, it is important to understand when it is appropriate to charge time on loan to another department.

Time should only be charged as "loan to" a department when associated with activities or functions that are typically performed by that department. The availability or lack of budget does not determine the appropriate "loan to" department for any charge. For assistance in determining the correct way to charge, contact the Government Financial Relations Department (O74).



Shipbuilders Steering the Way

Curtis Willis Jr. (X84), second from left, and **Mike Oblein** (X84), third from left, were honored with Level One On-the-Spot Ethics awards for coming to the aid of a motorist who was experiencing a diabetic blood sugar crash on the side of a local highway. Their actions likely saved the woman's life. To learn more about Oblein and Willis' actions, see the November 2018 edition of "SmallTalk: About Big Ideas."

"Impossible Engineering" Features Episode on Ford-Class Carriers

The technological innovations behind the U.S. Navy's newest class of aircraft carriers will be on display in the latest season of "Impossible Engineering." The 10-part documentary series will feature the *Gerald R. Ford* class in an episode scheduled to air at 9 p.m. Jan. 24 on the Science Channel.

The series, which premiered on Jan. 3, details some of the most technically advanced structures.

Newport News Shipbuilding supported the filming of the episode on the *Ford* class, which took place in July 2018 and highlights the advanced weapons elevators and electromagnetic aircraft launch system. Much of the filming occurred in Dry Dock 12, where *John F. Kennedy* (CVN 79) is under construction. The episode includes interviews with several shipbuilders.

In 2016, the program featured an episode on *Virginia*-class submarines.

Opportunities to Give Blood

Newport News Shipbuilding is hosting blood drives for the American Red Cross at four locations in February. There is a critical need for donations. See details for each location below. A charge is provided for shipbuilders who donate.

Bldg. 903

8 a.m. until 1 p.m.

Tuesday, Feb. 5

Second Floor Conference Rooms A and B

Contact **Christina Charnock** (E70) at

380-2863 or via email to make an

appointment.

Bldg. 520

7:30 a.m. until 12:30 p.m.

Thursday, Feb. 7

James River Room

Contact **Judy Fundak** (K18) at 380-3011 or

via email to make an appointment.

Bldg. 600

7 a.m. until noon

Wednesday, Feb. 13

First Floor Conference Rooms B and C

Contact **Natasha Eck** (E83) or **Sara Hodges**

(E83) via email to make an appointment.

VASCIC

7:30 until 11:30 a.m.

Friday, Feb. 22

Second Floor Dining Area

Contact **Judy Fundak** (K18) at 380-3011 or

via email to make an appointment.

On the Spot Ethics Awards Announced

The following shipbuilders were recently honored with Level Two On-the-Spot Ethics Awards: **Tamatha Smith** (O16), **George Andy Townsend** (X76), **Scott J. Ahearn** (E81), **Newton Claiborne** (E81), **Keith Lovick** (O93), **Darryl Dildy** (X10), **Sue Delong** (O75), **Matthew B. Clark** (E25), **Darlene Woodall** (O95), **Paula Young** (O68), **Eric N. Laurenzo** (O19), **Tanika E. Bremby** (X33), **Laura Worrell** (O19), **Megan Wynn** (X74), **Damian Thomas** (O53), **Justin Odom** (O43) and **Danny Clark II** (X15).

DATEBOOK

JANUARY 31

The Newport News Shipbuilding American Cancer Society 2019 Relay For Life Committee's first meeting will be held Jan. 31. The committee is seeking volunteers to support and participate in this year's Relay For Life event. The committee is also looking for employees who would be interested in sharing stories about how cancer has affected them or their loved ones. Shipbuilders who would like to attend the meeting or volunteer should contact **Adam Krininger** (X84) at 380-4286 or via email. Visit www.RelayForLife.org/nns to register to participate in Relay For Life events.

FEBRUARY 1

Talent Acquisition is accepting applications for the Ability summer internship program for individuals with disabilities through Feb. 1. To qualify, a student must have a documented disability on file with their university and be enrolled in bachelor's or master's degree program with a minimum 3.0 GPA. For more information and to apply, search the "Students & New Graduates" portal at www.buildyourcareer.com for job requisition No. 26775BR.

FEBRUARY 11

Talent Acquisition is accepting applications for the 2019 summer internship program through Feb. 11. To qualify, a student must be enrolled in fall 2019 bachelor's or master's degree programs in business, computer science, engineering or information technology with a minimum 3.0 cumulative GPA. For more information and to apply, search the "Students & New Graduates" portal at www.buildyourcareer.com for job requisition No. 26622BR.

FEBRUARY 21

The African American Shipbuilders Association's 10th anniversary Black History Month celebration will be held at 4 p.m. in Bldg. 520-6 (James River Room). All shipbuilders are welcome to attend. Look for more details in the coming weeks.

FEBRUARY 23

The graduation ceremony for The Apprentice School's Class of 2018 will be held at 11 a.m. at Liberty Baptist Church, located at 1021 Big Bethel Rd. in Hampton. No tickets are required to attend. Business attire is required. Interested in volunteering to help make the ceremony special for graduates? Visit assagradvols.eventbrite.com for details. Volunteers must be available for a volunteer training social from 4:15 until 5:30 p.m. Friday, Feb. 22 and from 8 a.m. until approximately 1:30 p.m. Saturday, Feb. 23.

"Mary Poppins" Tickets Available

Newport News Shipbuilding is sponsoring the Virginia Musical Theatre's production of "Mary Poppins" March 1-3 at the Sandler Center for the Performing Arts in Virginia Beach. NNS employees qualify for a \$20 discount off the regular ticket price.

For tickets and more information, contact the Sandler Center Box Office by calling (757) 340-5446. Look for future ticket promotions for "Sister Act" in April.

SEEKING SHIPBUILDERS

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

Job Title	Req Number	Dept.	Location
Craftsman Internship	27649BR	TBD	Newport News
CNC Inside Machinist	25662BR	X42	Newport News
CNC Machinist	24205BR	M53	Newport News
Experienced Inside Machinist	27490BR	X43	Newport News
Experienced Outside Machinist	27491BR	X43	Newport News
Experienced Refueler	27493BR	X43	Newport News
Experienced Ship Safety Watch	27495BR	X43	Newport News
Experienced Structural Welder	27147BR	X18	Newport News
Marine Welder Trainee	27876BR	X18	Newport News
PLC Programmer	26434BR	E44	Newport News
Software Development Analyst 2	26273BR	E79	Newport News
Engineer 4 - Electromagnetics	27319BR	E46	Newport News
X10/X11 Foreman (Second Shift)	26726BR	X10	Newport News
Accounting Manager 2	27556BR	N365	Newport News
Engineering Manager 2	27958BR	E83	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.

JANUARY 28

NNS **SPEAR & GEAR**
COMPANY STORE

INSIDE OF BUILDING 903
(JUST BEFORE THE TURNSTILES)

OPEN FROM
7 a.m. to 4 p.m.

NEWPORT NEWS SHIPBUILDING
133
YEAR ANNIVERSARY



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.



- Began zone parking pilot at Bldg. 902 & 903 to maximize parking availability.
- Demolished structure on the land purchased north of Hidens to accommodate a second exit from the parking lot. NNS is currently working with the City of Newport News to obtain required approvals to make an official second exit.
- Held discussions with the city to add pedestrian crosswalks and stoplights near Hidens.
- Plan to reissue all group rider (gold) decals to validate parking privileges remains in progress and is scheduled to be complete by the end of the first quarter this year.
- Installed GPS devices on 10 additional company shuttles servicing internal routes.
- Worked with Hampton Roads Transit to:
 - Continued discussions for desired satellite pick-up location(s).
 - Added new MAX Express Route 972 in October. The route services Tidewater Community College, Indian River Park and Ride, NNS and the Newport News Transit Center.

- Secure 500 parking spaces in the 50th Street parking lot for second shift employees.
- Continue collecting lessons learned data from the Bldg. 902 & 903 zone parking pilot.
- Develop plan to implement zone parking at the 41st Street lot.
- Secure funding to incorporate additional capabilities focused on technology into parking enforcement.
- Open a temporary second exit at Hidens to allow for more employees to safely exit the parking lot.
- Continue to evaluate lease opportunities for additional parking.
- Centralize shuttle and taxi services to better meet the needs of employees.

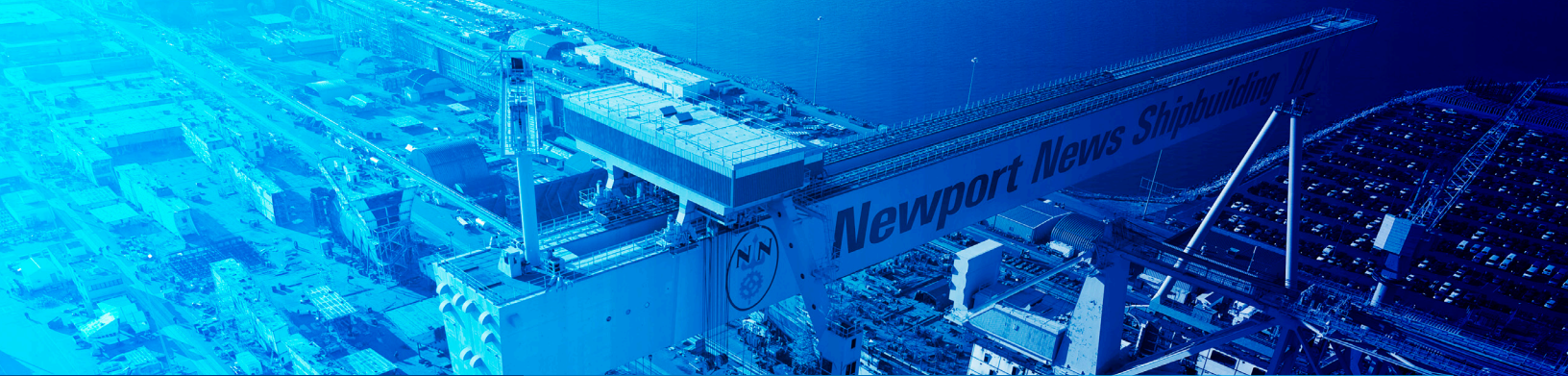
Facility Enhancements

Initiatives focused on reclaimed spaces, renovations and facility enhancements.



- Reclaimed four spaces inside the yard: Bldg. 4633 ("The Dive"), Foundry, Ring Module Shop and Blast & Coat Facility.
- Opened new breakroom in Bldg. 1816.
- Finalizing plan to pilot industrial vending machines in facilities and other areas across the shipyard.
- Installation of new portable restroom in the North Yard was delayed, however, the project is on track to be completed by March.
- Vendor-managed janitorial supply system will commence in the first quarter of 2019. The project will ensure supplies are readily available.

- Create plan to identify 10 additional spaces across the shipyard to reclaim.
- Evaluate plan to add private wellness spaces throughout the shipyard for new mothers and those with other health-related needs.
- Increase the amount of time janitorial staff is able to spend at each assigned space.
- Continue the "Help Me, Help You," janitorial-lead campaign to keep restrooms clean.



Initiative

Employee Wellbeing

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



Today

- NNS and United Steelworkers kicked off the S3-Shipbuilders Stop Smoking Program designed to assist shipbuilders with becoming tobacco-free.
- Held the fifth “Fun in the Park” event in October. More than 300 employees were in attendance to learn about health, financial, educational and other opportunities available to all employees.
- Held free biometric screenings and flu shots through the Take an Hour for Wellness Program.
- Chesapeake’s Regional Healthcare’s mobile mammography unit was onsite every Monday in October to perform free annual screenings.
- Approved and published the 2019 “Down Weekend” schedule and overtime goals. This information is available on the Quality of Life SharePoint website.
- NNS sponsored the American Heart Association’s Hampton Roads Heart Walk on the Peninsula and Southside. More than 3,000 employees participated and raised more than \$71,000.

Next Quarter

- All NNS employees are eligible to participate in free BeWell Fitness Classes held at the Downtown Maritime Community Center every Monday through Thursday.
- Prepare for first “Fun in the Park” event, which will be held in May. A total of five events are scheduled for 2019.

Other Shipyard-Wide Initiatives

Initiatives associated with NNSFORWARD Strategy.



- Launched “Legacy Builders,” a knowledge transfer program, to capture and share shipbuilding knowledge while celebrating and honoring shipbuilders and their contributions to the company.
- Expanded “Newport News Day” to second and third shifts. “Newport News Day” is held on the third Friday of every month. Employees are encouraged to wear red, white and/or blue to showcase shipbuilder pride.
- NNS Spear & Gear held its fifth pop-up event of the year.

- NNS will continue to hold Newport News Day the third Friday of each month in 2019. Employees are encouraged to wear red, white and blue to show their shipbuilding pride.
- Engagement Champions will hold the first of three Engagement Expos planned for 2019. The expos are designed to educate employees on various ongoing initiatives at NNS and promote an engaging culture. All employees are welcome to attend.
- NNS Spear & Gear will hold a pop-up event on Jan. 28 in celebration of the company’s 133-year anniversary.

SMALLTALK

about big ideas

Be Fit with Benefits

By Jennifer Boykin

President, Newport News Shipbuilding

Last fall, I decided to get serious about leading a healthier lifestyle. I decided to exercise three mornings every week, joined Weight Watchers and made a deal with my husband. I put away my electronics at night and go to sleep at a reasonable hour, and he gets up with me on workout mornings to be my workout partner.

As we enter a new year, my wellness journey continues and I feel fortunate to have my co-pilot at my side. We hold each other accountable and offer each other much needed support—especially mornings when the alarm jolts us awake, or less and less frequently, when a food craving strikes.

I've learned a lot on my journey so far. I've learned that weight loss is 70 percent the foods you eat and 30 percent exercise. And I've learned that small changes to everyday habits can lead to big results. You can't completely change your health overnight, but making lifestyle changes over time can lead to lasting improvement.

I believe the same is true for achieving most goals in life, whether they are personal, like leading a healthier lifestyle, or professional, like working to transform a 133-year-old company.

And none of us can do it alone. Accountability and support motivate success, and they often help us overcome the largest stumbling block—ourselves. In addition to the cheerleaders we are fortunate to have in our family and friends, Huntington Ingalls Industries offers a wealth of support. Our company has invested in a benefits and wellness program focused on the health of our bodies, minds and wallets.

If, like me, you are among the 10 percent of Americans who have set their sights on a healthier lifestyle, the company offers onsite Weight Watchers meetings, and a number of free services like wellness coaching, and nutritionists' advice at the HII Family Health Center. If your aim is to be better about budgeting or to stop smoking, HII offers programs for that, too. Take advantage of all of our company's benefits by going to www.hiibenefits.com.

The new year offers a fresh start. Whether or not we take the new year up on its offer is up to each of us. As we celebrate NNS' 133rd anniversary and work to secure a healthy future for our company, let's not take for granted our own safety, health and wellness.

Together, we can make 2019 the best year yet.
#LetsGetStarted!

