



Machinist **Matt Kimrey** reviews digital work packages in the Machine Shop. Photo by **Ashley Cowan**

Machine Shop Goes Digital



Newport News Shipbuilding’s Machine Shop is one of the first areas in the shipyard using work packages that are digital from conception to completion.

The Machine Shop’s digital implementation team includes **Arlene Ours (X47)**, **Sarah Staley (X51)**, **Leon Gibson (X47)**, **Lauren Hill (M10)** and **Chris Wolford (M53)**.

In 2016, Wolford recognized the need for more organization to develop tools needed for the machines. At the time, shipbuilders manually searched for tool parts throughout the shop. This led Gibson to develop an inventory system called the tool management database.

Success with the tool management database led to development of

additional digital initiatives influenced by the shop floor. Identifying other areas that would benefit from going digital, the team pursued the idea of digital packages.

The Navy gave NNS permission to digitally sign work packages last year, and the team has worked diligently since then to implement digital packages. The company’s electronic record repository, Records Management Administration System (RMAS), was complete for the Machine Shop on April 3. Work packages can now be viewed, signed and retained digitally.

To date, more than 1,000 standard packages have been uploaded to RMAS. Some critical component packages – such as SUBSAFE – cannot be digital, but those jobs represent a small fraction of the work. Digital packages have drastically reduced the amount of...

CONTINUED ON PG 2



Model of Excellence Honorees Announced

Newport News Shipbuilding President **Jennifer Boykin** has announced the recipients of the 2019 Model of Excellence award. It is NNS’ highest honor and recognizes individuals and teams for their performance and accomplishments in five categories that align with NNSFORWARD Strategy priorities.

See the insert to read a letter from Boykin and to view this year’s honorees.



Interns presented their projects to their peers and company leaders. Photo by Matt Hildreth

NNS Interns Share Insights

Newport News Shipbuilding's summer interns had an opportunity to share their experiences this summer with their peers and company leadership during a send-off event on July 25, which also was National Intern Day.

This year, NNS welcomed more than 230 interns from 67 universities and three high schools.

Most first-year interns spent the summer working in teams on projects across the shipyard. The event gave groups an opportunity to showcase their work. **Sarah Lemley**, a rising senior at the University of Dayton, was on a team focused on the IT Service Desk and how to increase its efficiency despite huge call volumes.

"It was a shock that I was coming in and doing an IT project, but we had great leaders – **Tim Bulles** and **Rick Clabbers**," said Lemley, a finance major. "They helped us get in touch with the right people to move the project along. They also allowed us to go out

and meet other people who are within our majors. With their permission, I was able to meet other people in Finance, Supply Chain and Operations."

Another first-year intern, **Fred Pinney** – a rising senior at Virginia Commonwealth University – said he enjoyed the opportunity to shadow engineers and learn what it is like to be a shipbuilder. "The experience was valuable, and I greatly enjoyed seeing what people do here," he said.

As a returning intern, **Nicholas Sileu** – a rising senior at Virginia Tech – was not assigned to a project team. Instead, he is working in Test Engineering (E25).

"I like the fact that we get to build the things we are testing," he said. "Everyone is really knowledgeable. I've had an opportunity to understand how these departments work. Just being around my supervisors, managers and coworkers is teaching me their daily routine so it is easier to get accustomed to when I actually get into the field."

Lemley, Pinney and Sileu have all accepted offers for full-time positions at NNS after they graduate.

First-year intern **Jillian Lepson** – a rising junior at James Madison University – spent the summer working on the corporate benefits accounting team. "It was really hands on," she said. "It really taught me to slow down, be patient and pay more attention to detail."

NNS will begin accepting applications for 2020 summer internships in September.

Machine Shop Goes Digital

CONTINUED FROM PG 1

...paper passing through the Machine Shop.

"Our main objective in the beginning was to go completely paperless on work packages. We have not let that limit our scope. We look at any and every process that involves paper or where any communication could be improved and try to see if there is a digital solution for it," said Ours, who leads the digital implementation team.

Now, data tracking forms can be completed online and other digital initiatives are being developed for continuous improvement, including real-time data and digital problem sheets. Digital implementation is interdepartmental, including other trades that

have an impact on the process in the Machine Shop such as X36 Riggers, X47 Planning/Programming and X22 Production Control.

"Communication between craftsmen, supervisors and programming is better," said Machinist **Matt Kimrey** (M53).

Digital initiatives are continuously developing and expanding to second and third shifts, as well as other areas of Component Fabrication and Assembly (CFA).



School Tools Drive Begins

Newport News Shipbuilding's 2019 School Tools Drive is underway and continues through Aug. 9. Children across the area depend on the generosity of Newport News Shipbuilding employees to provide the materials they need to succeed in school.

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

Employees are asked to donate new supplies only. Collection containers will be located inside gates at turnstiles until Aug. 9. Shipbuilders can also give online at yougivegoods.com/nns-schooltools-2019 until Aug. 7. See the Distribution A memo for more information.

Shipbuilders are reminded to take advantage of Virginia's sales tax holiday, Aug. 2-4, during which qualified school supplies, clothing and footwear, hurricane and emergency preparedness products, and Energy Star and WaterSense products will not be subject to sales tax.

Second-Shift Food Truck Roundup

Aramark and Newport News Shipbuilding Food Services will host a Food Truck Roundup at 8 p.m., Wednesday, Aug. 7, in the North Yard at Shipyard Drive and Bldg. 1737.

For questions, contact **Dwain Jenkins Sr.** (K49) via email or at 688-7281 or Mickey Yeamans at (757) 285-0153 or Yeamans-Mickey@aramark.com.



Shipbuilders continue to participate in Kaizen events for continuous improvement. Photo by Matt Hildreth

SFA Continues Kaizen Events

As part of Newport News Shipbuilding's NNSFORWARD Strategy, Structural Fabrication and Assembly (SFA) and Industrial Engineering are conducting Kaizen events, which are rapid, team-based activities to achieve focused continuous improvement.

A series of Kaizen events are being held to help SFA shipbuilders apply Lean principles and reduce the construction duration for the different *Virginia*-class submarine modules they build. Kaizen team members closest to the work are selected and provided training in Lean principles. The team then applies the training to optimize construction processes and develop action plans.

Apart from reducing the construction duration, Kaizen participants leave with a new appreciation for the power of teamwork and communication on the job. **Mike Aponti** (X11) was surprised to see how simple it was to get everyone who plays a part in assembling the module together to discuss the build plan and process to eliminate unnecessary waste. "I expect the build plan and process will run more efficiently and we can cut the time for building the module by a lot," he said.

Isaiah Boone (X10) recently joined the Ring Module Shop team as construction supervisor for the module. "You learn a lot from the Kaizen. You learn about the key events that must happen to make progress on the module. You learn how knowledgeable the craftsmen and craftswomen are who are working on the module. I gained the knowledge that these craftsmen and craftswomen shared with me and one another," he said.

Industrial Engineering is responsible for post-Kaizen project management. The department maintains the action plans and reconvenes with the Kaizen teams regularly to review performance, document lessons learned and collect new ideas.



Norfolk Latino Music Festival

Newport News Shipbuilding was a proud sponsor of the 19th annual Norfolk Latino Music Festival, which was held July 27 at Town Point Park in downtown Norfolk.

NNS Hosting August Blood Drives

Newport News Shipbuilding is hosting four blood drives for the American Red Cross in August. See details for each location below. A charge is provided for shipbuilders who donate.

Thursday, Aug. 1

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

Bldg. 520-6 (James River Room)

Contact **Judy Fundak** (K18) at 380-3011 or via email to make an appointment.

Tuesday, Aug. 6

8 a.m. until 1 p.m.

Bldg. 903-2 (Conference Rooms A and B)

Contact **Christina Charnock** (E70) at 380-2863 or via email to make an appointment.

Wednesday, Aug. 7

7 a.m. until noon

Bldg. 600 (First Floor Conference Room)

Contact **Natasha Eck** (E83) at 688-7196 or via email to make an appointment.

Friday, Aug. 30

7:30 until 11:30 a.m.

Bldg. 909 (Second Floor Dining Area)

Contact **Judy Fundak** (K18) at 380-3011 or via email to make an appointment.



Hawaiian Shirt Friday at the RMS

The Ring Module Shop team recently started “Hawaiian Shirt Friday” to increase employee engagement.

Night School Registration Underway

The application deadline for fall 2019 Night School is Aug. 26. All classes are scheduled to begin the week of Sept. 16 and end the week of Nov. 16.

To view a list of classes and registration information, visit the Night School website. For questions, contact **Latasha Jarrett** (O22) at 688-8608.

WIN TICKETS: Kings Dominion



Newport News Shipbuilding and Northrop Grumman Electronic Systems are celebrating their 29th annual exclusive park day at Kings Dominion from 10 a.m. until 8 p.m. on Saturday, Sept. 7. This event is open to all employees, family and friends of Newport News Shipbuilding, Northrop Grumman Electronic Systems and members of BayPort Credit Union.

Tickets can be purchased in advance for \$26 from any BayPort Credit Union location or online at www.kingsdominion.com/save (username and password: KDNNNSB). Only NNS and NG tickets, dated Sept. 7, 2019, will be valid. No other tickets or season passes will be accepted for entry into the park. Parking is complimentary.

NNS has received a limited number of tickets to give away to shipbuilders. NNS will hold a drawing for free tickets. Shipbuilders interested in winning tickets can enter via the NNS to Go app or by completing the entry form to the right and sending it via Yardmail to:

Family Fun Day Contest
c/o Laurel Overby (O29)
Bldg. 520-1

Shipbuilders can only enter once using the entry form in *Currents*. However, those using the NNS to Go app can enter once per day from July 29 until Aug. 23.

To qualify, entries must be sent through the NNS to Go app or via Yardmail (emailed entries will NOT be accepted). Entries must be received by Aug. 23. Entries must be completed on employees' own time.

Winners will be selected at random and notified no later than Aug. 30. Winners will be posted and tickets must be claimed from the Communications Office in Bldg. 520 no later than 4 p.m. on Sept. 6. Tickets will not be mailed; tickets not claimed by the deadline will be forfeited. For more information, contact **Laurel Overby** (O29) at 688-9932.

Name (first, last): _____

Department: _____

Daytime Phone Number and/or Email: _____



SMALLTALK

about big ideas

Together We Can Make a Difference

By Jennifer Boykin

President, Newport News Shipbuilding

It seems like every time I turn on the news or read online media headlines, I find the latest story about workplace violence. It hit way too close to home on May 31 when 12 people lost their lives at the hands of a Virginia Beach employee with a gun.

One article I read described the painstaking task of collecting sentimental items that were left at makeshift memorials for the victims. What struck me was the article's reference to the shooting as "the most significant event in the history of Virginia Beach."

This is not the history we want to make at Newport News Shipbuilding.

While I reserve *SmallTalk* as a means to share positive messages that reinforce our shipbuilders' important work, this recent tragedy is too important to overlook. Every day, more than 40,000 people – including employees, contractors and customers – enter our facilities. It would be naive to think that what happened in Virginia Beach couldn't happen here.

Your safety is my No. 1 priority – where ever you may be. While you're at work, I want you to know that we do everything we can to keep you safe. Our robust security team is equipped with a wealth of expertise in responding to crisis situations. And while we have not held active shooter drills companywide, the security team trains regularly with outside law enforcement agencies to prepare should such a crisis happen here.

But like shipbuilding, safety takes everyone working together. We've built a strong security culture, and we must remain vigilant in keeping our eyes and ears open to suspicious activity or coworker behavior that is out of the norm, and reporting it immediately. Our best defense is you – our shipbuilders.

When is the last time you considered the location of your workspace and your escape route in case of an emergency? What items do you have within arm's reach that could be used to block an entry or fight off an intruder? Where is the closest secure location?

It's upsetting that we must ask ourselves these questions, but it's a necessity in the world we are living in today. Equally important is awareness of available resources, such as the Employee Assistance Program (EAP). The confidential program is designed to help employees and their family members work through personal challenges, and there's no shame in needing a helping hand.

By now, you should have participated in a security discussion with your teams. From now on, this will be an annual discussion to coincide with the anniversary of the Virginia Beach tragedy – but it should not be the only one. I encourage everyone to discuss safety regularly both at home and at work. There's simply nothing more important.

The Virginia Beach shooting is a solemn reminder that people are the heart of every organization. Your stories, your spirit and your strength have defined Newport News Shipbuilding for the last 133 years – and that's the history we want to continue making at Newport News Shipbuilding.



Be prepared.

In case of emergency, program these numbers in your mobile phone:

- NNS Emergency Line: *911 or 380-2222
- Employee Assistance Program: 1-855-400-9185
- "In case of emergency" contact
- Your Human Resources Business Partner

DATEBOOK

AUGUST 5-SEPTEMBER 8

Sign up for the Go the Extra Mile Wellness Online Challenge and track miles from Aug. 5 until Sept. 8 for a chance to win prizes. Participants can track their miles manually or sync a wearable device on Wellness Online. Any miles spent walking, running, biking or swimming count. Visit myquadmedical.com/hii and log into Wellness Online to sign up. Everyone who completes the challenge will be entered into a drawing for a gift card.

AUGUST 20

What does your credit score say about you? Attend the "Improve Your Credit Score" from SmartPath to find out. Classes are available on Aug. 20 at 5:30 a.m. in Bldg. 4777-2 (RSF Conference Room), from noon to 1 p.m. in Bldg. 520-6 (James River Room), and 4:30 to 5:30 p.m. in the VASCIC auditorium. Visit nns.huntingtoningalls.com/smartpath-registration to register for the noon or 4:30 p.m. classes. Email BeWell@hii-co.com to register for the 5:30 a.m. class.

AUGUST 21

Attend a Female and Builder (FaB) Talk session titled "Communicating Effectively" at 4 p.m. at The Apprentice School (Second Floor, Student Commons). Shipbuilders will have the opportunity to openly discuss upward mobility in the shipyard and how they can help increase female representation in management development programs in the company. A Learning After the Whistle (L.A.W.) representative will also attend to share experiences, provide guidance and answer questions. The FaB Talk is open to all NNS employees. To RSVP, visit fabtalk.com.eventbrite.com. Contact **Latasha Jarrett** (O22) at 380-2005 for more information.

AUGUST 22

Engineering and Design is hosting a Teaching, Enlightening, Aspiring (TEA) Talk event featuring **Gary Figg**, manager of the Professional Enhancement Enrichment Rotation (PEER) Program. The event is from 4:30 until 5:30 p.m. in VASCIC (2 West Dining Room). TEA Talk is a leadership development series that provides a forum for employees to hear personal stories from company leaders about how their personal lives have influenced their careers at NNS. No charge will be provided. To RSVP, sign up on the TEA talk website. For additional questions, contact **Tanika Vasquez** (E08) at 688-7916.

AUGUST 24

The Apprentice School chapter of the Society of Manufacturing Engineers is hosting the annual Cardboard Boat Regatta from 9:30 a.m. until 1 p.m. at Newport News Park. Teams and individuals will have the opportunity to build and race a cardboard boat. Food will be provided for participants, who can sign up ahead of time or show up the day of the event. All proceeds will benefit Shriners Hospitals for Children. To sign up or for more information, contact **Jacob Bland** (O51) at 688-3662 or via email.



Register for the NNS 5K

The Newport News Shipbuilding 5K is 9 a.m. Saturday, Sept. 7. To sign up, visit quadmedical.redpodium.com/nns-5k-2019.

Registration is \$10 for adults and \$7 for youth (ages 12 and under). Register by Aug. 9 to be guaranteed an NNS 5K T-shirt. Email BeWell@hii-nns.com for more information.

Environmental Management System Audit Begins Aug. 12

Newport News Shipbuilding will undergo an Environmental Management System (EMS) ISO 14001 ABS-QE Audit Aug. 12-15.

All NNS employees should be aware of the EMS. Shipbuilders may be randomly interviewed by the audit team about how their job could affect the environment. To pass the audit, employees must understand the company's environmental policy and know how their work affects the environment.

Employees can refer to their ISO 14001 green badge cards or visit Environmental Engineering EMS - SOAR website to review the shipyard's environmental policy. The policy can also be summarized by the acronym "SOAR" – stop pollution, obey rules, always improve and reduce waste.

For more information, contact **Sarah Lambert** (O27) at 534-3645.

Back-to-School Webinar for Families

Shipbuilders and spouses can register for an upcoming Rethink webinar to help children adjust to school. Rethink's behavior experts give tips on routine changes, homework skills and more. Webinars are available at noon on Aug. 6, at 2 p.m. on Aug. 7 and at midnight on Aug. 14. Visit go.rethinkfirst.com/webinar to register. Rethink is a no-cost benefit for all non-represented employees.

SEEKING SHIPBUILDERS

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

Job Title	Req Number	Dept.	Location
Entry-level Fitter/Fabricator	29464BR	X11	Newport News
Entry-level Pipefitter	27814BR	X42	Newport News
Entry-level Structural Welder	28469BR	X18	Newport News
Experienced Structural Welder	28468BR	X18	Newport News
Fitter Trainee	29677BR	X11	Newport News
Pipefitter Trainee	28508BR	X42	Newport News
iDS IT Software Engineer 3	25373BR	T53	Newport News
Engineer Structural 3	31029BR	E83	Newport News
iDS Engineer 3	30739BR	E92	Newport News
iDS Systems Engineer 4	26287BR	T53	Newport News
Lean Sensei – Engineer Industrial 5	28498BR	X51	Newport News
Construction Supervisor 2	31364BR	O64	Newport News
Foreman	31383BR	X36	Newport News
iDS MFG Manager Production Planning Scheduler 2	31249BR	X47	Newport News
Manager Engineering 2	30848BR	O06	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.



2019
MODEL OF
EXCELLENCE



As shipbuilders, we share an incredible responsibility to build our nation's warships. We do challenging work in the face of daily cost and schedule pressures, and it's our responsibility to tackle those pressures in a way that demonstrates the highest standards of professional and ethical behavior.

It is with great pride that I present to you this year's 2019 President's Model of Excellence award recipients – shipbuilders who not only fulfill these high expectations, they rise above and go beyond.

The award recipients listed on the following pages are being recognized among their peers as the company's finest in carrying out the five elements of the NNSFORWARD Strategy, which align with the 2019 Model of Excellence award categories.

The categories are: Enable Our Workforce, Transform Business Operations, Execute Efficiently, Grow the Business Base and Lead the Way.

While the Model of Excellence award has changed as our shipyard culture continues to transform, its core purpose remains the same – to recognize extraordinary performance that aligns with NNS' values, operational strategy and direction.

Please join me in congratulating our 2019 Model of Excellence winners. Their leadership, service and commitment to always doing their best work is something we must all strive to achieve.

I would also ask that we aspire to recognize each other. With the many challenges we face as shipbuilders, encouraging each other and celebrating excellence is incredibly important, and you don't have to be a manager, director or vice president to recognize great work.

We are one team, and I look forward to recognizing your achievements as we continue to grow and transform our business with an unwavering commitment to the highest ethical standards.

All the best,



Jennifer Boykin



2019 MODEL OF EXCELLENCE HONOREES



ENABLE OUR WORKFORCE

John Witherspoon II: "ICARE" to Make a Difference

John Witherspoon II, O53

Nominator: Lorrie West, O53

Raising the Bar in Radiation Reduction

Curtis Anderson, E81; Jeffrey Berry, X09; Robert Bishop, X09; Reilly Bowman V, X09; Allen Cognata, E81; Robert Collins Jr., X09; Thomas Edwards, X09; Leah Ewart, E81; Emily Frantz, E91; Nicholas George, X09; Brett LaFarr, X09; Jonathan Marcellino, X09; Katelyn Marquart, E91; Ryan McClaine, X09; Christopher Metz, E91; John Mulvaney Jr., E85; Carmelo Piazza, X09; Thomas Plummer, X09; Matthew Reilly, X09; Susan Ritchie, E91; Cody Rogers, X09; Mark Tomlinson, X09; Benjamin Wu, E81

Nominator: Jeff Hogge, E81



TRANSFORM BUSINESS OPERATIONS

John F. Kennedy (CVN 79) Game-Changing Superlifts

Richard Allsbrook, K47; Jeffrey Bilodeau, K47; Randy Boone Jr., O22; Leslie Bradshaw, X32; Leo Carper Jr., X91; Rodger Chandler, K47; Larry Darden Jr., K47; Brett Denson, X42; Tyrese Ellis, X11; Peter Gravely, X91; Jacob Johnston, X91; James Jones, K47; John Leigh III, X11; Kenneth Logan, K47; Kenneth Marr Jr., K47; Alexander Matthews, X42; Delshawn Matthews, K47; Sergio Quintero, X18; Jeremy Smith, K47; Kevin Stone, K47; James Taylor, X11; Gregory Vick, K47; John Walters, K47; Odis Wesby, K47; Aaron Wikle, O22

Nominator: Mike Butler, K79

Machine Shop Digital Transformation

Troy Floyd, X47; Ralph Gibson Jr., X47; Lauren Hill, M10; David Kramer, M53; Gregory Krank, X47; Arlene Ours, X47; John Pollock, X47; Melynda Roberts, M10; Robert Shreves, M53; Sarah Staley, X51; Christopher Wolford, M53

Nominator: Bob Schatzel, K17

Revolutionizing Naval Shipbuilding with 3D Printing

Edward Born Jr., E56; Daniel Hebert, E32; Timothy Pline, O31; Lynn Showalter, E37; John Ralls, E32; Terry Tyler Jr., E30; Kyle Wade, E32

Nominator: Don Hamadyk, E01

Using Virtual Reality to Transform Crane Training

William Crawford Jr., X36; Steven Douglas, O26; James Ward Jr., O36

Nominator: Nancy Harvin, O34

Woody Woods: Laser Scanning Trailblazer

Woody Woods, E63

Nominator: Robert Kennedy, E60



EXECUTE EFFICIENTLY

Accounting System Audit Response Team

Celine Baysal, E47; Figen Baysal, E47; Carmen Downing, O95; Brittany Eason, O74; Christina Edwards, O94; Scott Embleton, O97; James Jobson, O79; Thomas Jones, O72; Brandy Lytle, O72; Kimberly Mingee, T51; Wendy Mynoymany, O19; Dara O'Hanlon, T51; Mary Nealy, O19; James Ozment, O79; Erik Udovich, O97; John Vobrak, O19; Amy Wilda, E47; Jaelen Williams, E47

Nominator: Christie Thomas, O70

Beating the Odds and Achieving Excellence on John F. Kennedy (CVN 79)

Terrance Briggs, X36; Kevin Brooks, X18; Joron Brown, X11; Quentin Cavanaugh, X11; George Chappell, E37; Casey Coates, X18; Andre Conwell, X18; Kevin Crehan, O63; Ronald Delk, X11; Denise Duke, X11; Stanley Eley, O63; John Hall, X11; Ronald Hall, X36; Christopher Harris, X11; Robert Jeffers, X11; Raymond LaFrance Jr., O63; Mark Neal, X43; Teairo Peartree, X18; David Powell, X44; James Reynolds III, X18; Michael Rivera, X36; Richard Snapp Jr., X11; Benjamin Stille, X11; Eddie Vennie, X18; Mark Wingate, X18

Nominator: Mark Weaver, X10

CONTINUED



**2019
MODEL OF
EXCELLENCE
HONOREES**

John F. Kennedy (CVN 79) Foam Pour Installation Team

Eric Allen, E33; Rebecca Anderson, O85; Michael Coleman, O54; Diane Grigsby, O55; Joshua Hall, K47; Justin Helbig, K47; Brian Hoffstaetter, X33; Cheryl Holt, O36; Kim Krzeski, O51; Steven McDonald, K47; Stephanie Neary, O27; Charles Powell, X91; Ronda Rakes, X51; Tobias Raynor, K47; David Schrimsher Jr., X33; Marvin Shields, X33; Lamonte Spruill, K47; Gordon Ware, O31; Howard Washington, X33; John Watkins Jr., X33; Rebecca Webster, O52; Richard West, X91; Quinten White, X33; Mark Wilson, K47; Steven Wright, X33

Nominator: Mike Butler, K79

Overcoming Challenges and Increasing Efficiency on USS George Washington (CVN 73)

Christopher Aldridge Jr., O22; Reginald Bell, K45; Alan Bomar, X47; Richard Brownschidle, X42; Steven Ellis, K45; Andrew Fletcher, O63; Matthew Grizzard, X71; Reginald Holmes, X69; Bert Ihlenfeld, X10; Jason Ipock, K45; Chadwick Jernigan, X31; Rush Johnson Jr., X47; Kelvin Jones, X36; Derick Mitchell, X32; Daniel Norris, X42; Blake Penix, K45; Travis Robinson, O63; Richard Rumer Jr., X31; Joshua Tyree, X71; Jonathan Wehrung, X31; Calvin Wilson, K45

Nominator: Dave Fletcher, X71

USS Gerald R. Ford (CVN 78) MRG MTB Repair Team

Brent Bayliss, E86; Paul Beverly, X43; Donnelle Brumback, E86; William Cleary, K45; Millard Cole Jr., X67; Richard Cortista, X43; James Foshee III, X43; Sylvester Hicks, X67; Ryan Horstman, X43; Ronnie Justice Jr., X43; Michael Karika, X67; James Kwasny, X36; LaJuan Powell, X43; Louis Rajnys, X78; Edward Robertson II, E86; Sherrod Robinson, X36; Kenric Scarbrough, E86; Cody Smith, X43; Thomas Smith, X43; John Spain, E86; Douglas Stephenson, X36; Joseph Viars, X78; Charles Wood, X67

Nominator: Lucas Hicks, K70



GROW THE BUSINESS BASE

CVN 80/81 Two-Ship Buy Contract

Frederick Boyd, X47; Michael Chandler, O19; Robert Check, O62; Daniel Cooney, O79; Benjamin England, O75; Karen Enos, K22; Martin Erdosy III, K01; Kimberly Hamlett, O19; Steven Jacobs, O19; Needham Jones III, K22; Roger Kelly, O19; Kelly MacDonald, O50; Charles Meador, O84; Jonathan Morris, O19; Matthew Mulherin Jr., O70; Michael Nelson, O97; Paul Northey, O79; Steven Roberts, K70; John Sammons III, E20; Mathew Sullivan, N358; Michael Urbaniak, O51; Martin Walsh Jr., X10; Edward Wilczynski Jr., O19; Annalena Williams, O19; Robert Winslow, X47

Nominator: Mike Shawcross, K70



LEAD THE WAY

Gerald Johnson: Record-Breaking Leader

Gerald Johnson, X82

Nominator: Bob Meyer, X80

LOT Casting and Repair Team

Christopher Alvey, E12; Bobby Aycock, X82; Joseph Brown, X18; Delton Collett, X18; Todd Dinkel, O31; Kurt Fortner, X18; John Fremont, K46; Joseph Grice, X18; Greg Guilford, E14; Moody Harp, E37; Bryan Heverly, X82; Ervin Mansfield Jr., X67; Jonathan Parker, X43; Jeremiah Saffell, K48; Michael Sager, K46; Lynn Showalter, E37; Michael Stenger II, X43; Van Thigpen, X43; Ernest Wright Jr., X18

Nominator: Nicholas Mann, X82

Steve Hunley: Leading by Example

Steve Hunley, E84

Nominator: Paul Lindgren, E84



Newport News Shipbuilding
A Division of Huntington Ingalls Industries



LEAD THE WAY

KEY MESSAGES TO CASCADE FORWARD

PREPARING FOR A CRISIS

Leaders: Please discuss the following information with your teams during crew talks or in staff meetings by the end of July.

TOPIC: ACTIVE SHOOTER DISCUSSION

On May 31, the city of Virginia Beach suffered a horrific tragedy when a city employee opened fire in the building where he worked, killing 12 people. Since then, our employees have expressed concern and worry about if the unthinkable were to ever happen at Newport News Shipbuilding. To help address these concerns, the first step we are taking is to have a company-wide security discussion about active shooter situations. We will do this annually, at a minimum, to coincide with the anniversary of this terrible tragedy. Leaders are being asked to share this information and discuss with your work teams specific ways you can mentally prepare based on your work location. Although some of this information is specific to NNS, much of it can be applied at home or in public.

NNS has a strong security culture:

As a defense contractor, there are many practices and measures we take every day to keep the facility and our people safe and secure. This includes drills, training and exercises with outside law enforcement and government agencies. While we can discuss some of these things at a high level, it is important to keep in mind that our best protection is to keep specific security practices private.

- We have a significant uniformed security presence.
- We employ strong access control measures.
- We perform background investigations.
- Culturally, we're programmed to observe, recognize and identify.
- Our employees demonstrate a willingness to report potential threats.

Despite a strong security presence at NNS, there is still risk of an active shooter event:

- 40,000 people at NNS every day – employees, contractors, customers.
- Various levels of coping skills and support systems.
- Given the difficulty gaining access into our facility, if we were to have an active shooter situation, there is a high likelihood that a threat would be familiar with NNS – an insider.

The best defense against an active shooter event begins with our employees. What we need everyone to do:

- Be vigilant. Notice when things are different and speak up.
- Recognize and report when people are "off" agitated or hostile.
- Immediately report if you think you see a weapon.

Law Enforcement Guidance on What to do in an Active Shooter Event



Run – and Take Others with You

If you can safely make your way out of the area where the shooting or other violent action is occurring, do so and encourage others to do the same if safe to do so. Evacuating the area is the best course of action.



Hide

If you can't exit or the threat is between you and the exit, then hide. Do all you can to prevent the shooter from entering the room. When sheltered, silence your phone and turn off the lights. Call (757) 380-2222 and whisper, let them know your location and what you're seeing and hearing.



Fight

If there is no other choice and you decide to fight for your life, use available objects to defend yourself. Remember this is an individual choice that could lead to life-altering consequences.

All Clear

An "all clear" notification is issued whenever emergency responders and security have successfully resolved the situation. Understand you may be held for an extended time even after the all clear is given.

If the shooter is not in your building or immediate area, seek shelter and remain there during the emergency. First responder actions are designed to prevent the shooter from entering additional buildings. If the shooter is not in your building, you are safest sheltering in place.

What we need leadership to do:

- Get help with troubled employees – at the first sign of trouble.
- Don't assume you can "handle it" or that the situation will blow over.
- Remember that Human Resources/Labor Relations intervention or an Employee Assistance Program (EAP) referral is not the worst that can happen – the goal of EAP is to provide help to our people.
- Enlist your Human Resources Business Partner, Labor Relations Representatives, the Clinic medical staff and/or Security for help.

IDEAS TO PERSONALIZE YOUR DISCUSSIONS:

There are things you can do today to help prepare for a crisis situation – whether it be a shooter, a fire or another scenario that would require quick response. Discuss these with your teams and ask them if they have additional ideas.

Emergency Phone Numbers

- Save the external shipyard emergency number to your phone: **(757) 380-2222**
(Note – this is not the same number you call for shipyard operations during severe weather; this will take you to an emergency dispatcher).
- Ensure the internal emergency line is posted near all company phones: ***911**.
- Leaders may want to set up a team group text on mobile phones so that everyone can contact each other during and after a crisis.

Run, Hide and Fight Ideas

- Have a "what if" discussion with your team.
- Have a personal plan of action.
- Identify secure offices and other hide locations in your respective areas.
- Familiarize everyone with all exits in your respective areas:
 - Know the location of escape route(s).
 - Identify the shortest exit route.
 - Identify routes that are dead ends.
- Brainstorm potential items that can be used as defense in your respective areas (fire extinguishers, work tools, etc.).

Video Resources

Encourage employees to watch the video *Run. Hide. Fight. Surviving an Active Shooter Event* on MyNNS (if they have access) or on YouTube. There are many other active shooter videos that can be found online. These videos are good for general awareness. Most children already practice active shooter drills in their schools.

Employee Assistance Program

Ensure all employees are aware of the Employee Assistance Program (EAP).

This robust program offers emotional support and assists employees with finding resources to handle any personal or work-related challenges they may face. EAP offers no-cost services for all employees and their household family members, regardless of medical plan. Call **1-855-400-9185** to get started.

Representatives are available 24 hours a day. More information available on the HII Benefits Website.