



## NNS Monitoring Coronavirus (COVID-19) Threat

Newport News Shipbuilding is following the evolving situation with the coronavirus (COVID-19). The company anticipates long-term impacts and will communicate updates as they become available.

“There are many precautionary measures we are taking to try and keep you healthy and our facility safe for us,” said NNS President **Jennifer Boykin**. “This includes additional cleaning across the shipyard, modifying food services, suspending all travel and large gatherings, limiting in-person meetings and increasing buses to minimize contact. While these are essential first steps, more will be required.”

The company is offering liberal leave for employees through second shift on Friday, March 20. In addition, all parking lots on NNS property will be open and available to any employee – no spaces will be reserved – through March 20. This does not include 24-hour government and/or U.S. Navy parking lots, handicap spaces or privately owned paid parking lots.

NNS has established a website ([nns.huntingtoningalls.com/411](https://nns.huntingtoningalls.com/411))

for the latest updates. The website includes specific information, including:

- Pay and benefits guidance
- Alternate work shift and work from home guidance
- Guidance for NNS employees working offsite
- Quarantine and return to work guidance
- General information: facility and operations
- Resources to help with life and work challenges

Shipbuilders with immediate questions or concerns can call the Human Resources and Labor Relations hotline (1-844-243-8749) or email [COVID-19@hii-nns.com](mailto:COVID-19@hii-nns.com).

Updates regarding shipyard operations will be communicated via the following channels: Employee Information Phone Line (1-877-871-2058), NNS to Go app, company email, social media (HII pages and Jennifer Boykin’s Facebook page), Homeport, NNS websites and Send Word Now.

For Coronavirus and Operations Information

[nns.huntingtoningalls.com/411](https://nns.huntingtoningalls.com/411)

Employee Information Phone Line

**1-877-871-2058**

Human Resources and Labor Relations Hotline

**1-844-243-8749**

## Brooks Crossing Supports STEM Education Efforts



Last week, a group of middle school students spent an afternoon at the Brooks Crossing Innovation Lab participating in hands-on STEM activities with mentors from Newport News Shipbuilding.

The students, who all participate in SEEKnns' Girls with Engineering Minds in Shipbuilding (GEMS) program at Crittenden Middle School in Newport News, cycled through mixed reality and 3D printing stations, a wood shop and even a recording studio. GEMS pairs girls from Crittenden and two other Newport News middle schools – Booker T. Washington and Hines – with female mentors in science, technology, engineering and math careers at NNS.

“All the girls truly enjoyed their experience,” said **Gina Miller** (X73), Crittenden’s GEMS lead. “Crittenden is a magnet school for STEM, so this was a wonderful opportunity to continue that training with the school partnership.”

Brooks Crossing opened last year and is a collaboration between NNS, Old Dominion University, the city of Newport News, the Newport News Economic Development Authority and other community partners. Mentor **Cametrice Butcher** (O52) said the GEMS program and the activities at Brooks Crossing are important for the entire community.

“There are a lot of careers out there that are open to women that have never been open to us before. Training and teaching the next generation is helping to build society. It’s opening up doors and bringing diversity to different industries and markets,” she said. “Diversification is key. You get different ideas, perspectives and experiences that can help grow an industry, product, company or community.”

Crittenden eighth grader Sahanah Vishwanathan said GEMS is important because it gives girls an opportunity to empower one another and gives them more freedom to explore their interests in STEM. She hopes to pursue a career in the



Mentors from Newport News Shipbuilding recently visited Brooks Crossing with students who participate in the Girls with Engineering Minds in Shipbuilding (GEMS) program. Photo by Ashley Cowan

medical field. “This gives me more confidence,” she said.

GEMS mentor **Ashley Williams** (T52) said it’s important for girls who are interested in STEM to have role models. “You just get an overall good feeling when you’re helping girls and when somebody looks up to you,” she said.

**Kimberly Solorzano** (E85), another GEMS mentor, came to NNS last year and wanted to continue the volunteer work she started in high school and college. “I love seeing how these young girls are stimulated into falling in love with STEM careers and talking to them about our experiences and working in the shipyard,” she said. “I think it’s great for them to see how they can become what we are now.”

Moving forward, GEMS may partner with Crittenden to support an all-female robotics team, according to Miller. “This program would not be without the mentors. It’s a phenomenal group, and we’re always seeking committed individuals,” she said.

Shipbuilders interested in volunteering with GEMS or any other SEEKnns program can sign up on NNS Gives ([nns.YourCause.com](https://nns.YourCause.com)).



Newport News Shipbuilding employees will receive the annual FORWARD publication and 2020 calendar in their home mailboxes soon. Photo by Ashley Cowan

## NNSFORWARD Publication Ensures Shipbuilders are in the Know



Newport News shipbuilders will soon receive a package in their home mailboxes that highlights NNS’ 2019 accomplishments and future priorities.

The second annual FORWARD publication and 2020 calendar defines the NNSFORWARD Strategy and provides examples of its five main areas: Enable Our Workforce, Execute Efficiently, Transform Business Operations, Grow the Business Base and Lead the Way. The publication will be mailed Friday, March 20.

Shipbuilders are encouraged to read and discuss the publication’s contents with family members and coworkers to gain a better understanding of how important their contributions are to the shipyard’s business success.



## Cancelations and Closings

All group wellness programs and events, including group fitness classes, are canceled until further notice. QuadMed National Nutrition Month meal prep demonstrations planned for March 17, also are canceled. Onsite Dental, located at the HII Family Health Center, will close March 17.

## Yardnet Retirement Set for March 31

The Yardnet platform will be retired effective March 31. MyNNS, powered by SharePoint, is the replacement platform.

Most content has already been migrated. However, employees/divisions with content still on the Yardnet server should contact the Business Optimization and Technical Solutions (BOTS) team to participate in migration planning as soon as possible.

Any content remaining on Yardnet after the March 31 deadline will be migrated to a storage library for archival purposes. This content will not be “live” or accessible by users without BOTS team intervention.

## Mentoring Opportunities for Shipbuilders in Administrative Roles

Employees who perform a variety of general administrative functions such as admin assistant, admin functional support, payroll assistant at Newport News Shipbuilding or the Huntington Ingalls Industries corporate office have an opportunity to be mentored by an executive assistant for six months.

The mentorship provides the mentee the opportunity to grow in their administrative career and a chance to network with others in the same field. Interested shipbuilders should visit the Mentoring Program website on MyNNS and select the Admin Mentoring Program Application.

As capacity allows, mentees will be matched to an executive assistant for a six-month mentorship. Applications will be accepted until April 3.

## Shipbuilder Earns Safety Award



**Arkeen Williams** (X33) was recently honored with the Safety Recognition Award for taking action that likely helped prevent serious injury or property damage.

At the end of his shift on Feb. 20, Williams noticed smoke coming from a third rail. He quickly notified leaders and kept watch, preventing other shipbuilders from entering the area until management, the fire department and O43 secured the scene.

The Safety Recognition Program is designed to acknowledge Newport News Shipbuilding employees whose contribution to safety in the workplace has both exceeded expectations and made a positive impact.



Corey Dixon, right, presents a Safety Recognition Award to Arkeen Williams.

If you would like to nominate someone, please refer to procedure S-1055 and submit form NN9783 to [EHSMetrics@hii-nns.com](mailto:EHSMetrics@hii-nns.com).

## MyHR Expansion Planned



To further transform our business and operate more efficiently and collaboratively across all divisions at Huntington Ingalls Industries, Newport News Shipbuilding will soon expand MyHR to include the job applicant and recruitment system. The expansion will provide standardization across the corporation allowing all HII employees to search and apply for new positions in a consistent manner. It will also improve user experience for applicants and hiring managers, as well as provide additional opportunities for NNS to incorporate technology into its hiring process.

Before this expansion takes place in May, all employees should be aware of the following:

- Applicant information saved to the current system will not transition to MyHR. Before May 1, visit the HII careers website, log into your profile and save any information you would like to keep, such as your resume, work history or application. Instructions on how to download this information are available on the MyHR: Recruitment website on MyNNS.
- Beginning May 1, applicants will no longer be able to log into the current recruitment system and no job postings will be posted until the expansion is complete.
- When the expansion is complete, all applicants will be required to create a new profile on the HII careers website. Employees should use their MyID, which can be found on company paystubs or in Outlook, to log into the system.

Additional information about this project will be communicated via NNS communication channels and on the MyHR: Recruitment website in the coming weeks.

## Coronavirus Relief Efforts

Newport News Shipbuilding employees who wish to donate to organizations providing human service responses to the coronavirus (COVID-19) outbreak, can give online using a credit card or payroll deduction on the NNS Gives platform ([nns.YourCause.com](https://nns.yourcause.com)). On NNS Gives, select the United Way of choice, select create donation. Under add a designation, select “Support fundraising efforts” and enter “Coronavirus.” Shipbuilders are also welcome to make donations of food, toiletries or other materials directly to partner organizations. If shipbuilders choose to collect items within their department, they should email [unitedway@hii-nns.com](mailto:unitedway@hii-nns.com) for more information.

## DATEBOOK

### MARCH 17

SmartPath is offering retirement readiness classes on March 17. In accordance with NNS coronavirus precautionary measures, the in-person classes have been changed to webinars. To register for the noon or 4:30 p.m. webinar, visit [www.joinsmartpath.com/hii/classes](http://www.joinsmartpath.com/hii/classes). If you already registered for the in-person class, SmartPath will email you with webinar instructions.

### MARCH 18

The Professional Enhancement and Enrichment Rotation (PEER) Program is hosting a learn at lunch (bring your own lunch) event for potential candidates from 11:30 a.m. until 12:30 p.m. in Bldg. 160-2 (Engineering Ops Conference Room). The program is open to salaried individual contributors. To sign up, email [PEERProgram@hii-nns.com](mailto:PEERProgram@hii-nns.com) with your name, department, phone number and learn at lunch date.

### MARCH 26

The "Spear and Gear" Toastmasters Club will **not** hold its regular in-person meeting. For more information, contact **Jamar Skyles** (X44) at 534-3826 or **Sheila Carter** (X72) at 534-0207.

### APRIL 2

April is Autism Awareness Month, and April 2 is World Autism Awareness Day. Wear blue and join fellow shipbuilders on The Apprentice School football field at noon for the third annual Light It Up Blue photo in support of individuals and families impacted by autism. In the event of inclement weather, the photo will be taken in the old Apprentice School Gym adjacent to the field.

### APRIL 15

The Professional Enhancement and Enrichment Rotation (PEER) Program is hosting a learn at lunch (bring your own lunch) event for potential candidates from 11:30 a.m. until 12:30 p.m. in Bldg. 600-1 (Conference Room A). The program is open to salaried individual contributors. To sign up, email [PEERProgram@hii-nns.com](mailto:PEERProgram@hii-nns.com) with your name, department, phone number and learn at lunch date.

### APRIL 16

The HII Scholarship Fund is accepting applications for the 2020-2021 school year until 4 p.m. on April 16. Children of all HII employees are eligible to apply, with the exception of children of senior executives and those employees who have been with the company for less than two years. Visit [www.scholarsapply.org/hii-readiness](http://www.scholarsapply.org/hii-readiness) for the school readiness scholarship. For the post-secondary school scholarship, visit [www.scholarsapply.org/hii-scholarship](http://www.scholarsapply.org/hii-scholarship).

### APRIL 16

The L.E.A.R.N. Program will host an after-work presentation with **Keisha Pexton**, director of Learning and Workforce Development, from 4:30 until 6 p.m. in the VASIC auditorium. The event is open to all employees by reservation only. Sign up on the L.E.A.R.N. website on MyNNS. For questions, contact **Tanika Vasquez** (E08) at 688-7916, **Chris Porro** (E47) at 534-0332, or email [LEARN@hii-nns.com](mailto:LEARN@hii-nns.com).

## Relay For Life Kickoff Canceled; Shipbuilders Can Still Register for Event

Newport News Shipbuilding is a presenting sponsor for this year's Newport News-York-Poquoson American Cancer Society Relay For Life. The NNS Relay For Life kickoff event that was planned for Tuesday, March 17, has been canceled. However, shipbuilders can still register, create a team or make a donation online at [www.RelayforLife.com/NNS](http://www.RelayforLife.com/NNS).

NNS' Relay For Life campaign runs through May 15. The Newport News-York-Poquoson Relay For Life will be held May 15 at Tabb High School in Yorktown.

For more information, contact **Adam Krininger** (PEER X57) at 380-4286 or **Christina Chapman** (O41) at 534-2652.

## Employee Hardship Fund

Newport News Shipbuilding employees who experience financial hardship as a result of the coronavirus outbreak can access information about the Employee Hardship Fund on MyNNS. The fund can address short-term needs. Those who need immediate help for basic needs can also contact United Way at 757-594-4636.

## NNS SAFETY REPORT

Compared to figures from February 2019

Year-to-Date Injuries

**170 (up 9%)**

Year-to-Date Injuries with Days Away, Restricted or Transferred

**144 (up 26%)**

Safety Improvements

**219 (7% above goal)**

## SEEKING SHIPBUILDERS

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

Job Title	Req Number	Dept.	Location
Construction Supervisor 1	34665BR	X01	Newport News
Construction Supervisor 2	34664BR	X01	Newport News
Experienced Marine Painter	33998BR	X33	Newport News
iDS IT Software Engineer 3 – Siemens TeamCenter NX	34995BR	T53	Newport News
iDS IT Systems Engineer 2 – Siemens TeamCenter NX	34994BR	T53	Newport News
International Trade Compliance Analyst 3	33213BR	O17	Newport News
Manager, Project Management 2	35067BR	O93	Newport News
PLM Systems Analyst – Siemens TeamCenter NX	33754BR	T53	Newport News
Secure Email Gateway Engineer 3	30228BR	T51	Newport News
Senior Paralegal	35011BR	O16	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](http://www.huntingtoningalls.com/careers/refer-a-friend) for more information.



**Newport News  
Shipbuilding**

March 13, 2020

Dear Shipbuilders,

Our role to design, build and maintain our nation's nuclear fleet is more critical today than ever. It takes commitment, continuous improvement and solid day-to-day performance from each of us. This is true whether we work in a shop, an office building or on a ship – we are a team, and each of us directly contributes to delivering mission-ready aircraft carriers and submarines to the U.S. Navy. Central to this is having the right leaders in the right place at the right time. This has been a fundamental priority of mine since first introducing the Forward strategy in 2017, and to that end, I am making the following organizational changes.

**Operations – Manufacturing and Facilities, and Trades:**

As I shared with you in January, we have been working to determine the optimal organizational structure for the Operations division following Matt Needy's move to vice president of Navy Programs. Today, I am pleased to announce **Julia Jones** has been promoted to vice president of Manufacturing and Facilities. In this role, Julia will have responsibility for all manufacturing operations (CFA, SFA, HII-Mechanical) and Facilities. She has been serving as the acting vice president since January, and has more than 22 years of shipbuilding experience including positions of increasing responsibility in operations, planning, manufacturing, nuclear support, and corporate strategic planning. She served as the trades director for Surface Preparation and Treatment (X33), and most recently as director of Operations Integration where she led transformation efforts to improve overall efficiency and effectiveness within the division. She earned a bachelor's of business administration from Christopher Newport University and an MBA from Averett University. As communicated in January, **Xavier Beale** will continue to serve as vice president of Trades and retain responsibility for all program trade leadership, trade directors and the Apprentice school. Both Julia and Xavier will report to me.

**Business Development - Future Aircraft Carrier Assessment:**

Earlier this week, the Acting Secretary of the Navy announced he is commissioning a Future Carrier Task Force to reimagine the future of the aircraft carrier and carrier-based naval aviation (manned and unmanned) for 2030 and beyond. To ensure our alignment with the Navy and to increase our focus on future carrier programs, **Bill Smith**, current vice president of Fleet Support Programs, will be moving to our Business Development group to lead our future carrier assessment. Bill brings extensive experience in aircraft carriers, both *Nimitz* class and *Ford* class, from concept design to engineering to construction. He will report to Herm Shelanski, vice president of Business Development.

**Navy Programs - Fleet Support Program:**

With Bill's move to Business Development, I am pleased to announce that **Gary Fuller** has been promoted to vice president of Fleet Support Programs. Gary has been with the company for 38 years and has in-depth construction and overhaul experience as well as nuclear and radiological experience. His most recent assignment was director of Test Engineering in our Nuclear Propulsion division with responsibility for the nuclear test program on all platforms. He has served as chief test engineer, nuclear superintendent, overhaul control engineer, trades director and nuclear construction director, most recently on the USS *Gerald R. Ford* (CNV 78) Post Shakedown Availability (PSA). He is an Apprentice School graduate and also earned a bachelor's in mechanical engineering technology from Old Dominion University and an MBA from

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The College of William and Mary. Gary will report to Matt Needy, vice president of Navy Programs. With this change, **Paul Lindgren**, nuclear test engineering manager, will serve as acting director of nuclear test engineering until a final selection is made.

These changes are effective immediately, and reflect the structure and operational focus required for one of the busiest, most dynamic times in our history. Please joining me in welcoming these new leaders to their respective positions and supporting them in their respective roles.

Respectfully,

A handwritten signature in black ink, appearing to read "Jennifer Boykin". The signature is written in a cursive, flowing style.

Jennifer Boykin  
President, Newport News Shipbuilding