

THE NAVY SUPPLY CORPS
 Newsletter

MARCH / APRIL 2017





A Message from the Chief of Supply Corps



Strengthening our focus on supporting the Navy's fighting force, I released our NAVSUP Strategic Plan 2017-2021 and Commander's Guidance in February. Organized around seven focus areas, the strategy and guidance directly support the Navy's Design for Maintaining Maritime Superiority. Fighting together, our Supply Corps and NAVSUP team ensure the global supply chain is responsive to our customers' requirements, and enable warfighters to accomplish their mission across the full range of military operations.

This Supply Corps Newsletter issue focuses on NAVSUP supply operations and logistics policy for the fleet. Features in this issue address how they support the fleet and deliver advanced warfighter capabilities while adapting to changing times.

As the Chief of Naval Operations stated over the past few months, the United States is again facing a near-peer threat, and we must adapt to deal with our near-peer competitors. We need to grow stronger, and we need to fight differently as we grow our fleet. Our strength is not only in toughness, but in our character, as well. Looking within, we need to fight differently with innovation, improving efficiency and bringing out untapped potential. We are first focusing on strengthening readiness and then modernizing.

Let's stand strong together and win in every battle we face, fighting with character and competence for our nation.

A handwritten signature in black ink, consisting of a large, stylized 'J' followed by 'A. Yuen'.

J. A. YUEN
RADM, SC, USN



NEWS FROM THE Command Master Chief

Team Supply,

So much within the Navy has occurred in the last three months, but all of these events have been extremely positive and well received. On Dec. 21, NAVADMIN 283/16 was released directing the restoration of Navy rating titles. What a great way to kick off 2017 with not only our Supply Enlisted Roadshows, but seeing first-hand how happy the fleet was with the response to have our rating titles reinstated.

I want to take this opportunity to congratulate our supply enlisted personnel who have been selected for the Medical Enlisted Commissioning Program and the Medical Service Corps In-Service Procurement Program. A "Bravo Zulu" goes out to all of our Sailor of the Year recipients and the Officer Recruiter of the Year awardee.

The NAVSUP Strategic Plan, supported by Rear Adm. Yuen's Commander's Guidance, is available for review on the NAVSUP homepage. Take a moment to familiarize yourself with this foundation regarding our culture. It is the key to "How We Fight!"

In this edition of our Navy Supply Corps Newsletter, our focus is the NAVSUP N3/4 team who supports the fleet, type commands, and Commander, Navy Installation Command. Our N3/4 team consists of the following: supply chain management, platform assistance, hazardous materials/financial improvement and audit readiness/Inspector General coordination, NAVSUP liaison officer support, Joint and fleet engagement, Navy household goods and postal operations, Navy Cash® operations, and Navy food service (which will be featured this summer). Please take a moment to familiarize yourselves with our team of experts.

I am looking forward to seeing everyone during my visits to the fleet concentration areas and throughout the NAVSUP Enterprise. Thank you for all that you do in ensuring our Navy is ready and responsive.

Committed to being Ready! Resourceful! Responsive!

MCPO(SW/AW) THADDEUS T. WRIGHT, USN
MASTER CHIEF PETTY OFFICER OF THE SUPPLY COMMUNITY
NAVAL SUPPLY SYSTEMS COMMAND

NEWSLETTER

Volume 80, No. 2

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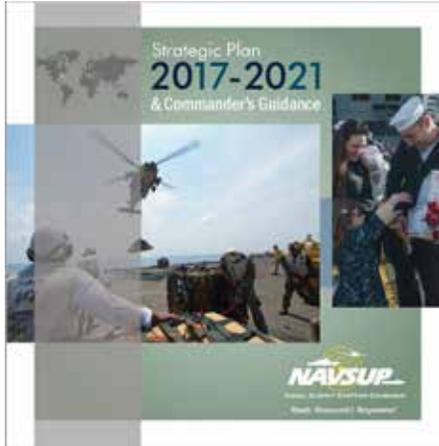
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SPECIAL INTEREST

Navy Reserve Supply Corps Leads 58th Presidential Inauguration Logistics

BY LT. J. G. MICHAEL D. DUNLAP, USN
PUBLIC AFFAIRS OFFICER
NAVY LIAISON OFFICE, NAVAL DISTRICT WASHINGTON

U.S. Navy Supply Corps Reservists helped to coordinate the more than 5,000 Soldiers, Marines, Sailors, Airmen and Coast Guardsmen participating to render appropriate ceremonial honors to the commander-in-chief during the 58th Presidential Inauguration in Washington, D.C., Jan. 20, 2017.

The Navy Liaison Office (LNO), an element of Naval District Washington, provided support to man and organize the Sailors serving in musical units and marching bands, color guards, and cordons. At the heart of LNO operations, Navy Reserve Supply Corps officers and enlisted personnel helped bring together the broad resources required for this national ceremony.

From the first presidential inauguration in 1789, the U.S. military has helped to celebrate and honor the peaceful transfer of power. This tradition has been carried out for each president since, recognizing the authority of the president as the commander-in-chief, just as the members of the U.S. Army, local militia units, and Revolutionary War veterans escorted George Washington to his first inaugural ceremony.

Navy Reserve members had a prominent role in the planning and implementation of the inaugural ceremonial support. While active-duty Sailors comprised the majority of visible participants from the Navy in positions such as the cordon, marching bands and color guards, Navy Reserve members made up more than 90 percent of the planning and coordination elements.



U.S. Navy Information Systems Technician 2nd Class Ryan Hardy loads cases of meals onto a conveyer belt at the Washington Navy Yard Jan. 12, 2017, in preparation for the official DoD rehearsal.

“There are many factors which support the utilization of Reserve forces for missions such as support of the 58th Presidential Inauguration,” said Mike Piccolo, U.S. Northern Command (USNORTHCOM) J1 inaugural manpower manager and retired full-time support chief petty officer. “Historically, budgetary limits, demand for personnel in overseas operations, and the establishment of NORTHCOM as the supported commander have created a need for which our Reserve detachments are an ideal match.”

Planning for the inaugural activities begins a year in advance, with most of the detailed preparation occurring in the final six months. Reserve billets for officers and enlisted personnel were advertised through the GovDelivery portal and by individual community detailers throughout the Navy.

This year, Reservists reported from 33 states representing 28 ratings. Utilizing additional duty for special work, additional duty for training, and exceptional annual training orders, LNO approved 58 separate mission requirements to bring Reserve Sailors from across the country to coordinate participation.

Lt. Cmdr. George R. Lawton, officer in charge for LNO, coordinated Navy support with the Joint Task Force - National Capital Region (JTF-NCR), a Joint service organization that organized all military ceremonial participation for the 58th presidential inauguration.

“Serving with the presidential inauguration is an incredible opportunity for Reservists,” said Lawton. “Having this chance to serve on such a high-profile mission gives our Reservists a chance to participate in a ceremony that showcases the very foundation of our country.”

“My role here is to manage the operating budget, manpower and training of the more than 1,100 active and Reserve Navy personnel participating in the presidential inauguration,” said Lawton. “We have a staff of 12 who worked long hours to gain incoming support staff to LNO and the JTF-NCR, contract more than two-dozen busses and credential all the personnel supporting the ceremony.”

“One of the challenges from a budget standpoint has been how to do more with less. Without reducing the total number of man-hours, I was able to utilize our Reserve Sailors in such a way as to achieve a 30 percent cost savings over the previous inauguration,” said Lawton.

Lawton has previous experience with inaugural planning. During the 2013 presidential inauguration he served as the logistics officer for the JTF-NCR, which was then called the Armed Forces Inaugural Committee.

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“The Joint environment pulls together a great team from across the services to support this event,” said Lawton. “This is my second inauguration as the lead agent and we brought together Reserve Sailors from all over the country, utilizing dozens of ratings to create a cohesive team. My fellow Reserve Supply Corps officers and enlisted logistics specialists added a critical supply element to the team.”

Chief Logistics Specialist Tracey McGee joined LNO in October on Active Duty for Training orders. “I have really enjoyed working to get all of our Sailors’ orders through, ensuring they have everything necessary for their [annual training],” said McGee. “This has been a very high-tempo environment, very intense dealing with individual issues to make sure they have the tools they need to complete the mission. I have really enjoyed it.”

McGee has prior experience as an active-duty member in the Army as a unit supply specialist.

“I have 20 years combined experience and came into the Navy in 2001,” said McGee. “My favorite part about this experience working on the inauguration has been seeing the Joint environment with the Navy, Marines, Air Force, Army, and Coast Guard come together as one unit.”

Logistics Specialist 2nd Class Juan M. Sanchez worked with LNO for two months helping to prepare for the inauguration. Sanchez’s job was to monitor and track more than 1,100 personnel to ensure they arrived on time at their respective staging areas on Inauguration Day and returned after the ceremony.

“We have a lot of people feeding information into our process and I saw that we could benefit from having one person keep track of the workflow,” Sanchez said. “I enjoy spreadsheets, which is one of the reasons I like being in the LS rating, so I volunteered to manage the information.”

Sanchez joined the Navy Reserve in 2001. His father brought the family to the U.S. from Mexico when Sanchez was 6 years old.

“I always wanted to give back to this country, which has given me so much,” said Sanchez. “My dad’s philosophy was to make a better life; that is why he brought us here.”

Sanchez began his Naval career at March Air Reserve Base after graduating from boot camp at Recruit Training Command in Great Lakes, Illinois. Later that year, the U.S. was attacked by terrorists on September 11, 2001. “My wife asked me, ‘what does this mean, you just joined the Navy?’” said Sanchez. “To be honest, I was not sure how to reply. I joined the Navy to give back, to see the world, and did not think we would be at war right away, but I assured her I would be ‘OK’, and that this is what I had signed up to do.”

Sanchez was one of many Reservists who spent extended time preparing for the inauguration on additional duty for training orders.

“Most people only see the inauguration and don’t know the amount of work that goes on behind the scenes. I knew coming

here was going to be a challenge,” said Sanchez. “It was a great honor to come here and support the inauguration and rewarding to know all the effort that went into it.”

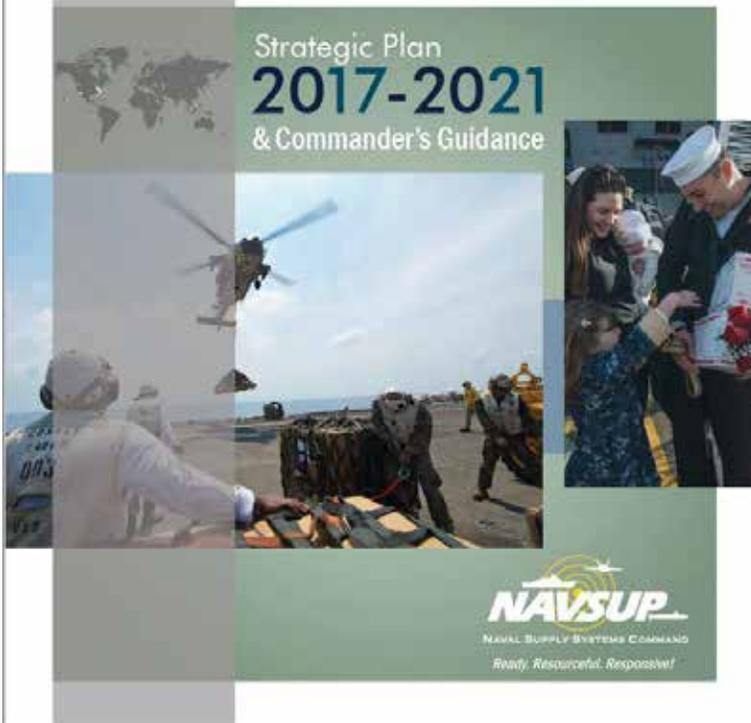
Military support of the 58th presidential inauguration centered on rendering appropriate ceremonial honors. Experienced Navy Reserve supply officers and enlisted logistics specialists were placed in key positions to organize and manage the thousands of personnel participating, a role uniquely filled by Reserve forces.

“The inaugural personnel requirements are typically non-standard mission assignments that require professionalism and flexibility,” said Piccolo. “The Naval Reserve is a perfect fit for this type of quadrennial mission.” 🌟



U.S. Navy Reserve Sailors assigned as Joint Team Capitol ushers disembark from busses in front of the U.S. Capitol. – U.S. Navy photos by Lt. j.g. Michael D. Dunlap, USN

NAVSUP Strategic Plan 2017-2021 and Commander's Guidance Released



Commander NAVSUP and Chief of Supply Corps Rear Adm. Jonathan Yuen released the NAVSUP Strategic Plan 2017-2021 and Commander's Guidance at the beginning of February. It includes seven strategic focus areas and 31 initiatives focused on warfighter support and alignment with Navy strategy.

Focus Areas:

1. Fight across the full range of military operations
2. Optimize the supply chain
3. Improve supply chain Information Technology systems
4. Increase access to quality-of-life services
5. Lead with character and competence
6. Operate with sound internal controls
7. Strengthen cybersecurity

Read it in its entirety at:

<https://www.navsupsup.navy.mil/site/public/documents/enterprise/commandersguidance2017.pdf>

Strategic Plan 2017-2021 & Commander's Guidance

MISSION

To provide supplies, services, and quality-of-life support to the Navy and Joint warfighter.

VISION

To be the Navy's trusted provider of supplies, services, and quality-of-life support.

GUIDING PRINCIPLES

We always do what is right for the Navy.

- We relentlessly pursue customer satisfaction
- We are tenacious, agile, flexible, and responsive in supporting the warfighter
- We foster an environment of innovation, initiative, and mutual trust and respect
- We value individual integrity, courage, and accountability



Special Interest

Commander THIRD Fleet Vice Adm. Nora Tyson and CSSN Keirra Anderson (youngest supply rate Sailor present) cut the Navy Supply Corps birthday cake in the THIRD Fleet headquarters building. Left to right: EN2 Clay Peacock, CS2 Zach Little, LS1 Raul Pamintuan, CWO4 John Penick, CSC Mark Manzano, LSCS Teddy Murao, Capt. Jeff Miller, CSCS Drandreb Esparagoza, Vice Adm. Nora Tyson, CS2 Mariechen Bezuidenhout, CS1 Jeffrey Herrera, CSSN Keirra Anderson, Ferdinand Herrera, BMI Veronica Archuleta, Capt. Mark Semmler, CS2 Jackylen Victoria, Fleet Master Chief Loran Bather, CS2 Natassia Valerio, and Lt. Cmdr. Ben Razon. Photo by MC2 Curtis Spencer



Navy Supply Corps School Commanding Officer Capt. Doug Noble cuts the Navy Supply Corps 222nd Birthday Cake with Ensign Antonio Almazon. Photo courtesy of NSCS



Dallas-Fort Worth Supply Corps officers celebrated the 222nd Navy Supply Corps Birthday. From left to right, kneeling: Cmdr. Laura Foster, Cmdr. Donna Johnson. Standing: Lt. Garry Natale, retired Lt. Cmdr. Tim Tolson, retired Cmdr. Bill Zabicki, Cmdr. Jeff Mills, Lt. Cmdr. Mike Digman, and Lt. Steve Archer.



FEATURE STORY

NAVSUP and Navy Supply Chain Management

BY CMDR. TONY YANERO, SC, USN
NAVAL SUPPLY SYSTEMS COMMAND

In the Navy, fleet readiness is highly dependent on effective supply chain operations. The Navy's supply chain operation is much more complex than a commercial vendor supply chain, where the focus is solely on profit. The Navy's ability to execute its global mission mandates that variables beyond cost and within the logistics lifecycle must also be considered.

Just a few examples of these variables are: operational availability, redundancy requirements, obsolescence barriers, surge capacity, maintenance requirements, and inventory allowancing. Unlike the commercial sector where a company can control or significantly influence most supply chain elements, the Navy supply chain has many independent influences.

Some of the more impactful influences are multiple independent commands, program office decisions, fleet operational requirements, yearly budget decisions, higher echelon guidance, Navy Working Capital Fund requirements, repair process execution, industrial base capability and capacity, contracting, and vendors. When any one of these independent variables makes a decision, there is a ripple effect felt throughout the supply chain. With so many independent variables, it is imperative to communicate and understand the impact these decisions have on fleet readiness and on the other supply chain elements.

Despite these complexities, NAVSUP must ensure our policy supports higher guidance while providing the necessary support and direction to our Echelon III commands. When creating policy, we must account for the many variables in the supply chain that NAVSUP does not control. In addition, it is necessary to have a good under-

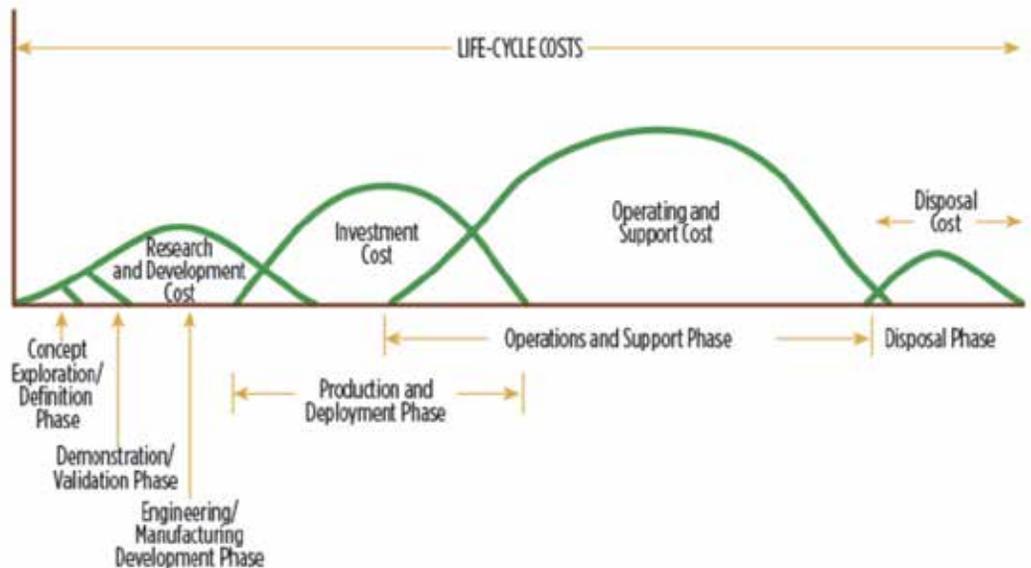
standing of the phases of lifecycle logistics (see graphic) since the decisions made in early phases of the lifecycle have long-reaching readiness and logistics implications.

At NAVSUP Headquarters, the Supply Chain Management Directorate, N31, is responsible for the development of policies and processes associated with the execution of the NAVSUP elements within the Navy supply chain. NAVSUP N31 is divided into eight key process areas, and it is not uncommon to have a subject cross multiple areas of responsibility.

Functional Supply Chain Divisions

Planning: Demand planning, forecasting, buy-repair decisions, enterprise resource planning (ERP) improvements, and disposal

Allowancing: Aviation and maritime allowances, appropriated spares account execution, and modeling



Supply Data Management: ERP supply master data, data integrity, and cataloging

Supply Chain Integration: Supply chain cross-functional coordination among systems commands as well as among aviation, surface, subsurface and expeditionary forces

Stakeholder Support: Afloat supply systems, the Chief of Naval Operations logistics support, development and integration of supply policy

Repairables: Commercial and organic repair, process improvement, inter-service repair, and carcass tracking

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Order Fulfillment: Requisition processing, ERP sourcing, and supply chain metrics

Material Control: Inventory policy, process and integrity, warehouse management and configuration, inventory accuracy, local requisition processing, receipt management, quality deficiency management, and Financial Improvement Audit Readiness (FIAR) support

Within the basic business areas of responsibility, N31 is also working in conjunction with external stakeholders on a number of longer-term (two- to five-year) supply chain projects to meet fleet requirements and improve fleet readiness. Efforts include updated readiness-based sparing model and instruction, policy and processes for the next generation of RSupply (called Naval Operational Supply System), improved planning within Navy ERP, updated allowance process and documentation, improved data integrity, single national inventory, supply support for Navy Nuclear Deterrence Mission, improved repair processes and metrics, and inclusion of FIAR in everyday processes.

As a Supply Corps officer, you interact with Navy supply chain on a regular basis. A working understanding of NAVSUP's responsibilities, as well as the other elements of the Navy supply chain, will allow you to better articulate mission impact and potential risk. As you progress in your career, the better you understand our supply chain, the more prepared you will be to improve fleet readiness and influence fleet decisions in order to meet mission requirements. 🌟

The Future of Navy LOG IT: Naval Operational Supply System (NOSS)

BY LT. CDMR. EVELYN LEE, SC, USN

N31 SUPPLY CHAIN MANAGEMENT, NAVAL SUPPLY SYSTEMS COMMAND

In the 2016 "A Design for Maintaining Maritime Superiority," the Chief of Naval Operations lists "three major and interrelated global forces that are increasingly used, increasingly stressed, increasingly important, and increasingly contested: the forces at play in the maritime system, the force of the information system, and the force of technology entering the environment." He also highlights a fourth force: continuous pressure on Defense and Navy budgets. The combination of these forces and the increased scrutiny to ensure compliance with Financial Improvement and Audit Readiness (FIAR) requirements have prompted the Navy to plan and design a 21st century information technology (IT) solution that will deliver an enterprise-wide and field-level capability to conduct supply operations in a financially-accountable fashion.

Naval operational forces currently use legacy systems and architecture that are obsolete; cyber-vulnerable; localized; rigid; not secure; not auditable; expensive to install and maintain; functionally inefficient for warfighters to use; contain overlaps and gaps; and do not align to Federal, Department of Defense (DoD), and Navy IT strategies. For example, relational supply (RSupply), part of the Naval Tactical Command Support System, is the primary component of that toolbox, focusing on logistics, financials, and inventory management of spare parts and general inventory. Additional specialized systems are used for management of ordnance, hazardous materials, food service, retail operations, and medical stores. Most, if not all, of these systems and applications are stove-piped for a single commodity, community, financial line of accounting, material type, etc., and do not support an enterprise concept. This forces the use of multiple systems to put together a logistics readiness picture. This approach is inefficient, time-consuming, and a waste of resources.

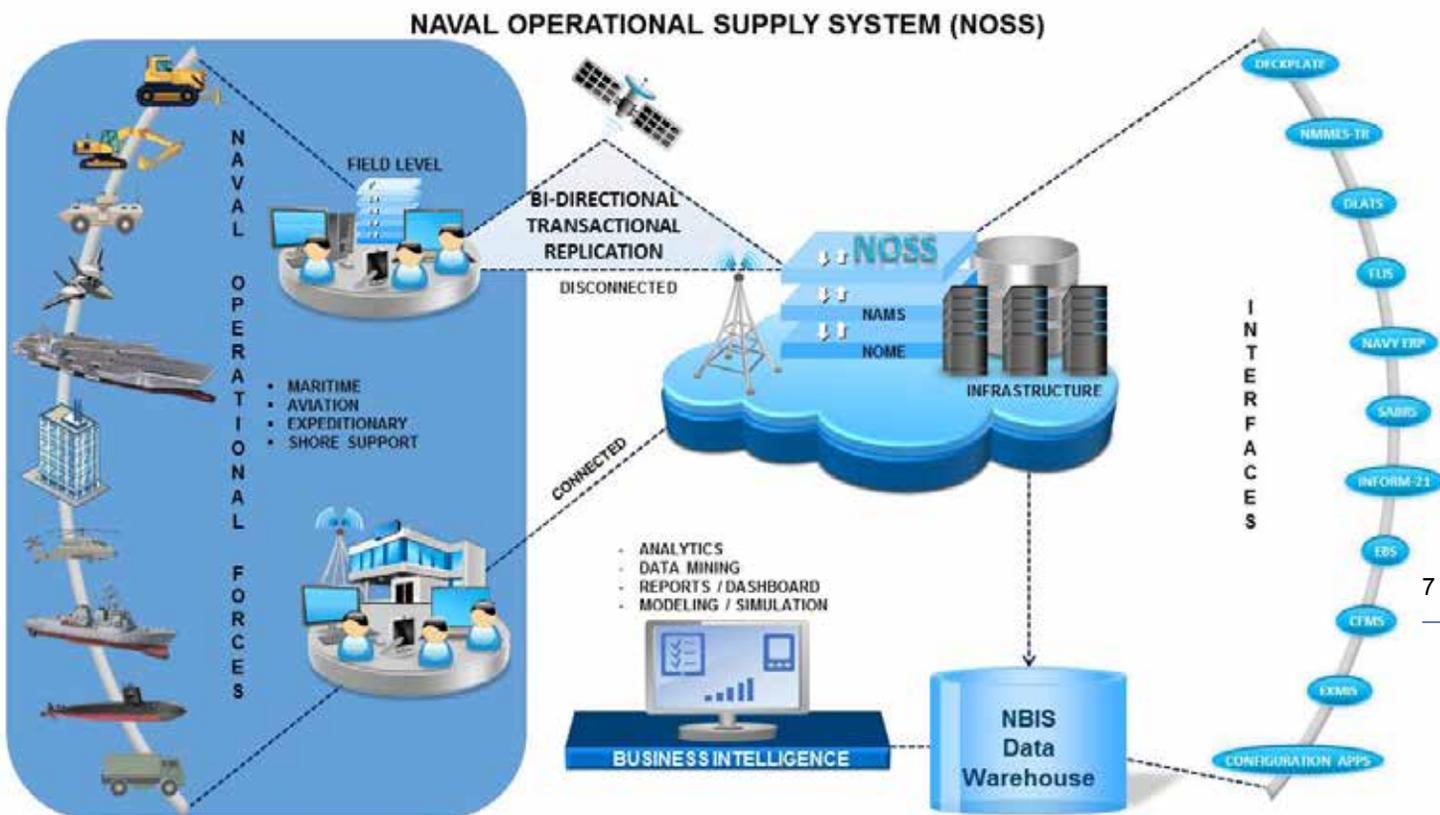
The Naval Operational Supply System (NOSS), being developed by the Space and Naval Warfare Systems Command (SPAWAR), based on consolidated U.S. Fleet Forces Command (USFF) requirements, will replace legacy systems and provide enterprisewide and field-level automation of supply, inventory, and financial functions. NOSS will also be a financial feeder system to the general ledger. It will enable continuous business process re-engineering, compliance with statutory, regulatory, and policy mandates and integrate FIAR requirements. It will optimize business processes at the tactical echelon (field-level) and enterprise support activities utilizing an interoperable service-oriented architecture. NOSS will aggregate and analyze operational data in a business intelligence framework to enable historical and predictive common operating pictures for logistics and readiness performance and requirements.

For example, with the employment of minimal manning on various afloat platforms, there will be a need to increase off-ship support and decrease manual processes. NOSS will address these issues by providing the following benefits:

- Enterprise Solution Impacts:
 - Total material visibility
 - Increased material, property, and financial accountability
 - Near real-time/accurate logistics readiness picture
 - Distance support solutions
 - Enterprise decision making/execution, resulting in cost savings and increased readiness
 - Modernized business process re-engineering

- Consolidation of 15 legacy applications and reduction in the number of software baselines
- Management of all material and financial accountability within a single program of record application
- Compliance with DoD and Office of Financial Operations directives related to financial auditability, interoperability, security, information assurance, and knowledge sharing
- Decreased training support costs
- Functionality and business processes in alignment with manpower reductions and new minimally manned platforms
- Allowance for new and direct interfaces to data from authoritative sources to use in an enterprise approach
- Trusted authoritative data exchange and reduction of batch processes
- Elimination of shipboard maintenance availability-only installs, and ease of application updates (push versus installation teams)

When fielded by SPAWAR, NOSS will deliver a new, user-friendly, affordable, auditable, secure, and adaptable set of common supply business processes and data. NOSS will be utilized by approximately 150,000 users at more than 700 Navy surface, submarine, expeditionary, aviation, and shore support activities worldwide. USFF has led the requirements – building efforts of a significant number of stakeholders in the development of NOSS, which is expected to reach initial operating capability in fiscal year 2021. As SPAWAR works on NOSS developmental efforts prior to 2021, NAVSUP will work with all stakeholders to ensure our supply procedures are updated to reflect NOSS and new fleet requirements. Once implemented, NOSS will provide a more efficient means to conduct supply business. 🌟



Spares Governance: Buying Lead Time for the Fleet

BY CMDR. BRIAN D. HENDERSON, SC, USN
NAVAL SUPPLY SYSTEMS COMMAND

What exactly is spares governance? In its simplest form, it's buying parts lead time for the fleet. In reality, it's a challenging and involved process that every Supply Corps officer should know and understand.

The spares model is based on the buy-in/buy-out philosophy. The program offices and systems commands generate their requirements, socialize these requirements with NAVSUP, and agree to buy out NAVSUP procured assets with appropriated funding. NAVSUP utilizes Navy Working Capital Fund - Supply Management (NWCF-SM) dollars to buy in and stock material in advance of those requirements. This model alleviates what would be long lead times should the fleet/NAVSUP procure material at the time of need. Clear as mud? There's more!

Spares governance also factors in allowancing. The allowance of spares a unit is authorized to carry is determined by use of approved allowance models and/or demand history. NAVSUP's role in this process is to ensure allowances are properly calculated. NAVSUP Weapon Systems Support works in conjunction with the hardware systems commands (Naval Sea Systems Command (NAVSEA), Naval Air Systems Command, Space and Naval Warfare Systems Command) to ensure requirements are valid and

proper quantities are procured in a timely manner to meet fleet need.

Aviation procurement, Navy; other procurement, Navy; and weapon procurement, Navy (APN-6/OPN-8/WPN-8) are appropriated accounts used to finance the "buy out" of spare/repair parts allowances from the wholesale supply system. To better illustrate this process, let's use OPN-8 as an example.

The OPN-8 account is comprised of three sub-accounts: interim, replenishment, and outfitting. The interim and replenishment accounts are for pre-material support date (MSD) requirements and are executed by NAVSEA using spares procurement contracts. The outfitting account is for post-MSD requirements and is executed by NAVSUP using NWCF-SM to procure the initial outfitting material. Remember, NAVSUP's procurement is referred to as the "buy-in" and provides the 18-36-month lead time for parts delivery just prior to the requirement need date.

The requirement need date is driven by the schedule set by the program office. The installation triggers the NAVSUP allowancing process, which signals the fleet to requisition the spares, previously procured by NWCF-SM, from the supply system. This process is known as the "buy-out" and

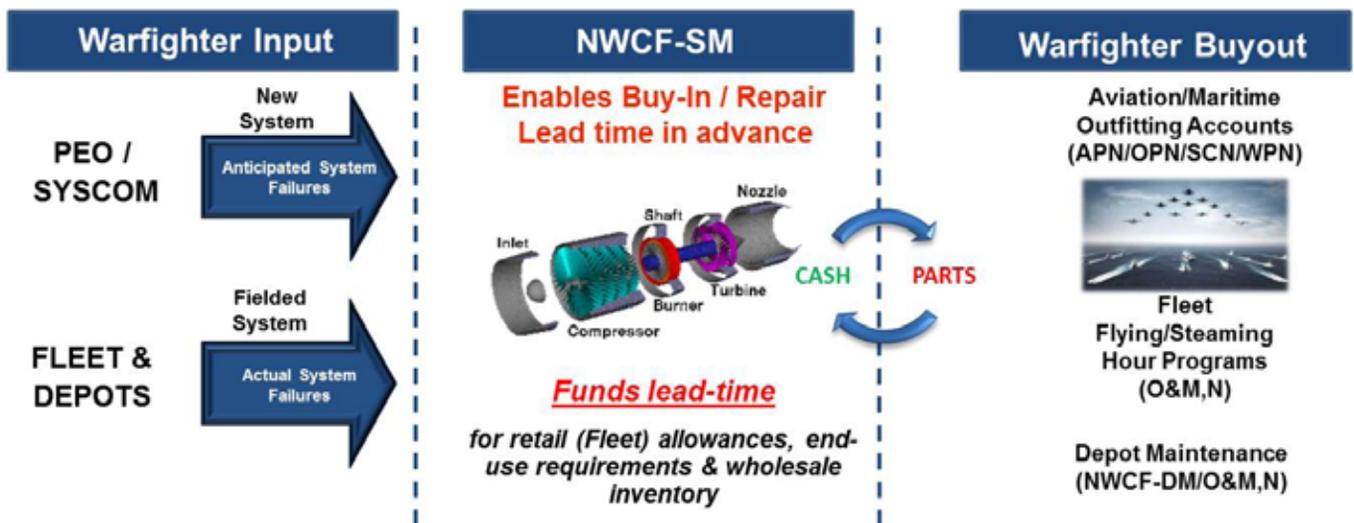
consumes the OPN-8 account funding. The graphic below depicts how sparing works and the numerous stakeholders involved in the process.

New (anticipated) and fielded (actual) system failure both create a demand signal NAVSUP Weapon Systems Support uses to develop the requirement and buy-in material using contract authority. This finances acquisition lead time without using appropriated dollars. APN-6/OPN-8 dollars are then used to buy out material, which closes the buy-in/buy-out loop required for NWCF solvency.

The key takeaway is that NWCF-SM procures parts lead time in advance to support future fleet requirements.

In summary, Navy spares governance requires detailed coordination among numerous stakeholders to ensure timelines and funding streams are positioned to meet the warfighter's needs. The flexibility of the NWCF-SM ensures NAVSUP can respond to fleet readiness requirements both now and in the future. ✨

8



NAVSUP and the Surface Warfare Enterprise Supporting the Customer

BY LT. CMDR. TY LUSTER, SC, USN
N41 PLATFORM LEAD
NAVAL SUPPLY SYSTEMS COMMAND

USS Essex (LHD 2) Amphibious Readiness Group

Naval Supply Systems Command (NAVSUP) is an avid supporter of the Surface Warfare Enterprise's (SWE) strategic plan to maintain a fleet that is trained, equipped, and ready to fight. Through critical analysis, cross-functional support efforts, and focused engagements with class advocates (CAs), NAVSUP provides material support and logistics services to produce the development and delivery of surface warfare warfighting capabilities.

Surface Warfare Enterprise: Mission, Construct, and Objective

The mission of the SWE is to provide warships ready for sustained combat operations at sea in support of national defense. The organization aligns efforts across the fleet to meet growing requirements with evolving capabilities against existing and emerging threats in a budget constrained environment.

In 2013, the SWE introduced the Readiness Kill Chain (RKC) methodology to ensure the fleet has the required manning, training, equipment, logistics support, and infrastructure to accomplish operational tasking. RKC methodology identifies support gaps, bridges fleet challenges, and ensures wholeness needs are met. For the SWE, wholeness is not only having a ship's company able to deploy, but to sail forward with confidence in its ability to accomplish assigned missions, sustain the ship's operational readiness, and do its part to help the ship achieve its expected service life.

The SWE framework spans seven pillars (PESTONI): personnel, equipment, supply, training, ordnance, network, and infrastructure. SWE objectives include pillar-led functional area evaluations for each ship class and developing solutions to address readiness shortfalls. Identified deficiencies are grouped into current or future readiness issues allowing the RKC Current Readiness Cross Pillar Team (CRCPT) and Future Readiness Cross Pillar Team (FRCPT) to track implementation and resolution. While the CRCPT focuses on near-term concerns, the FRCPT takes a long-range approach in identifying program funding needed to develop solutions for deficiencies.

Supply and Ordnance Pillars

The mission of the supply (S) and ordnance (O) pillars is to manage and improve material and ordnance readiness. This is achieved through the execution of RKC assessments employing established metrics to evaluate the "health" of the supply system and optimize available ordnance resources. The results for each platform are reviewed annually on a rotating schedule and briefed monthly to the SWE board of directors comprised of SWE leadership, pillar leads and stakeholders.

Key logistics entities and personnel that compose the core S pillar team include NAVSUP Headquarters, NAVSUP Weapon Systems Support (WSS), embedded liaison officers (LNOs) at Naval Sea Systems Command program executive offices, CAs, Defense Logistics Agency Land and Maritime, and U.S. Navy type commander N41 staffs. The O pillar core team includes Commander, Naval Surface Force, U.S. Pacific and Commander, Naval Surface Force, Atlantic load planners, CAs and representatives from the Office of the Chief of Naval Operations N96 and U.S. Fleet Forces Command N41. These core teams

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bring a wealth of knowledge and experience to the table and are essential in identifying and eliminating shortfalls through process improvement and reallocation of support.

Customer Engagement: Means and Ways

Shipboard maintainers and weapon system operators are the end-use consumers forming a significant portion of the SWE logistics customer base. Cross-pillar collaboration in forums such as the SWE, CRCPT, and FRCPT identify and highlight waterfront concerns by CAs and Echelon IV commands. Communicating fleet issues within these venues promotes holistic solutions via a collective effort across the pillars or identifies resourcing actions needed to preclude future recurrence.



Adm. Rowden visits NAVSUP WSS Mechanicsburg and receives a platform briefing. Photo by Dorie Heyer

To assist in this effort, key logistics stakeholders refine demand planning and forecasting for repair parts and identify ordnance inventory shortfalls impacting the fleet. The S pillar core team is engaged in improving stock posture overseas and executing the delivery of products such as Targeted-Allowance Reconciliation Tools and automated shore interface runs to groom and validate shipboard storerooms. Since RKC's inception, unfilled customer orders (UCOs) have decreased by 49 percent, ensuring critical allowance items are in the hands of our fleet maintainers and operators. By strengthening our alliances with commercial and organic spares support providers, UCOs are at a two-year low. In collaboration with other stakeholders, NAVSUP has achieved a 38 percent reduction in outstanding material for material casualty reports since fiscal year 2014.

"The SWE construct opens the lines of communication between us and the CAs, and allows us to act on systemic issues affecting the fleet," said NAVSUP WSS Mechanicsburg CRCPT Action Officer Lt. Cmdr. Mike Mullerheim. "We have the opportunity to partner with other pillars to resolve issues such as obsolescence and diminishing manufacturing sources impacting parts support."

The O pillar core team reviews cross-decking efforts needed for ordnance and facilitates funding requirements and inventory sourcing to ensure a full loadout prior to a ship's deployment. Efforts of the team have

resulted in increased inventories of critical weapons to support fleet requirements. The O pillar, in conjunction with the infrastructure pillar continues to champion critical construction requirements to ensure the logistical last mile for munitions remains intact for the warfighter. The actions of the S and O Pillar teams ultimately result in a supply chain that is agile, responsive and reliable in support of the fleet.

"The proactive S and O Pillar engagements across the SWE to examine systemic issues directly improve surface force readiness," said Commander, Naval Surface Force U.S. Pacific Fleet N41 SWE Action Officer Lt. Cmdr Jason Deleon. "The ships don't work for us, we work for them."

One Navy...One Fight

As our operating environment continues to be defined by decreasing resources, increased operational demands, evolving capabilities, and emerging threats, collaboration is critical in maintaining maritime superiority. Each pillar, stakeholder, and respective program office has a role in ensuring surface warfare wholeness. The integrated approach of the SWE and RKC construct will continue to drive readiness and improve processes for optimal Fleet support. 🌟

SWE Expectations

Pillars

- Assess pillar wholeness using RKC
- Develop solutions and priorities based on RKC
- Contribute to SMP
- Tackle end to end process improvement

Cross-Pillar Teams

- Future Readiness
prioritize community funding and investment
- Current Readiness
examine by-class RKC assessments and plans

- Personnel
- Equipment
- Supply
- Training
- Ordnance
- Infrastructure
- Networks

Future Readiness

Current Readiness

FIAR: The New Normal

BY LT. CMDR. SCOTT WILSON, SC, USN, NAVAL SUPPLY SYSTEMS COMMAND

Financial Improvement and Audit Readiness (FIAR) should be a familiar term to the Supply Corps community. But exactly what is FIAR, and how is it relevant to the Supply Corps?

WHAT IS FIAR?

FIAR first took roots in November 1990 when President George H.W. Bush signed Public Law 101-576 establishing the Chief Financial Officers Act (CFO Act). The purpose of the CFO Act was to address congressional interest in improving fiscal accountability within the Federal government.

In 2002, Congress inserted requirements into the National Defense Authorization Act (NDAA) which elevated improved financial management as a DoD priority.

Some progress was made over the next eight years. However, a new urgency was placed upon the DoD's financial improvement efforts with the enactment of the fiscal year (FY) 2010 NDAA, which established a clear deadline for achievement of auditability.

In FY 2012, Secretary of Defense Leon Panetta set an internal deadline of September 30, 2014 for completion of audit readiness of the Statement of Budgetary Resources.

In FY 2014, Congress continued to leverage the NDAA to mandate audit readiness and ensure that DoD's financial statements are validated as ready for audit no later than September 30, 2017.

Military services are currently undergoing audits of mission-critical asset existence and completeness.

HOW IS FIAR RELEVANT TO THE SUPPLY CORPS?

As Supply Corps officers, we are entrusted with the safekeeping of taxpayer dollars. Taxpayer dollars are represented by appropriated and NAVSUP working capital fund – supply management (NW-CF-SM) inventory retained at shore facilities, on ships, subs, aircraft, and at commercial vendors. It is our duty and responsibility to manage these assets and ensure we have the processes, procedures, and supporting documentation in place to verify and validate what we have on the floor matches with what we have in our books (existence and completeness). Former Secretary of Defense Chuck

Hagel summed it up when he addressed the House Armed Services Committee in April 2013. “We need auditable statements, both to improve the quality of our financial information and to reassure the public, and the Congress, that we are good stewards of public funds.”

This seems like a reasonable task. Nonetheless, we have some work to do. Some of the challenges we have experienced along the way have been:

- reconciliation of all feeder systems (RSupply, Ship Clip, Commercial Asset Visibility, etc.) to our accountable property system of record Navy Enterprise Resource Planning;
- ability to store and retrieve supporting documentation in a timely manner;
- ability to sustain internal controls (follow policies and procedures consistently);
- identification of complete end-to-end processes to include service provider controls and processes; and
- reliance on IT general and business process controls.

To combat these challenges, the Office of Financial Management has contracted a team of independent public accountants, “audit coaches,” to assist us with our audit preparation. Part of this preparation involves performing “book-to-floor” and “floor-to-book” inventories at sites holding NWCF- SM inventory across the enterprise. Be conscientious and responsible for your part when it comes to FIAR as a NAVSUP inventory accuracy team is coming to a location near you. 🌟

For more detailed information on FIAR, log onto the Office of the Under Secretary of Defense (Comptroller) FIAR home page at <http://comptroller.defense.gov/fiar.aspx>.



AROUND THE FIELD & FLEET

6 Things to Know about Navy COOL

FROM CENTER FOR INFORMATION WARFARE TRAINING
PUBLIC AFFAIRS

Navy Credentialing Opportunities On-Line (COOL) provides active duty and Reserve Sailors, whether forward deployed, underway or ashore, a way to map their Navy education, training, experience and competencies to civilian credentials and occupations.

Here are six things every Sailor should know about Navy COOL:

1. **1,875 funded credentialing opportunities are available for enlisted personnel with at least one credential opportunity for every Sailor to earn.**

Why this matters to you: You will not be in the Navy forever. Credentialed service members demonstrate to prospective civilian employers that their skills are on par with their civilian peers. 761 of these credentials may be attainable as soon as Class "A" technical school has been completed. Sailors can take advantage of these credentialing opportunities shortly after their initial training within their first term of service.

2. **Navy COOL administers a voucher program that will pay for eligible credentialing exams, re-certification fees and maintenance fees for enlisted personnel.**

Now, Navy COOL can also provide credential funding for E-6 and above retiring with 20 years of service. Always contact the Navy's Credentials Program Office before you start, take, participate in, or otherwise obligate yourself or the government in any Navy-funded credentialing program or exam.

3. **More than 1,500 credentialing opportunities are mapped to officer designators.**

Are you in a position that requires mandatory Cyberspace Information Technology/Cybersecurity Workforce (Cyber IT/CSWF) credentials? You may be eligible for funding.

4. **Credentialing is part of a Sailor's Learning and Development Roadmap (LaDR).**

You can find your LaDR on Navy COOL's website. It is a competency model tool you can use to optimize your Navy career path, with training and education milestones for your rating at each paygrade.

5. **Navy COOL also offers Navy Advancement Exam Bibliographies (BIBs) for every rating.**

12 These lists of occupational and professional military knowledge references help guide Sailors in their studies. If you are an advancement candidate, it is critical that you check the bibliography a few times before the exam administration date to see if you are studying the most current information. Navy COOL maintains the most current BIBs versions.

6. **Navy COOL has a smart phone app for both Android and iOS.**

Besides credentialing information, the app also offers BIBs, LaDRs, United Services Military Apprenticeship Program (USMAP) trades and rating information cards.

The app is particularly useful for recruiters and career counselors, especially when on the go or advising potential recruits and Sailors of professional options available.

For more information on Navy COOL, visit <https://www.cool.navy.mil/usn>, or contact a Navy COOL representative at navycool@navy.mil or (850) 452-6683.



Moving the Line Forward: Streamlining Chow for MKI Sailors and Marines

BY ENS. KASSANDRA COLLINS, SC, USN
USS MAKIN ISLAND (LHD 8)

Amphibious assault ship USS Makin Island (LHD 8) departed Naval Station San Diego for a scheduled deployment on October 14, 2016. During the ship's workup cycle in spring 2016, when nearly 1,400 Marines from the 11th Marine Expeditionary Unit (MEU) joined more than 1,100 Sailors already aboard Makin Island, the crew and leadership quickly recognized the need for improvement in one particularly critical area.

"The lines of Sailors and Marines waiting to receive chow became very long," said Chief Warrant Officer 2 Jacqueline Garcia, food service officer aboard Makin Island. "With the influx of so many more personnel to feed, the system in place was resulting in wait lines of 50 minutes, sometimes up to 70 minutes. We worked with AIMD's AIRSpeed team to improve the process."

AIRSpeed, a Naval Aviation Enterprise program run out of Makin Island's Aviation Intermediate Maintenance Department (AIMD), continuously seeks out opportunities to improve efficiency throughout a command. AIRSpeed Officer Lt. Keith Marino recognized several facets of this problem and put his team to work to find the best solutions.

"The problem began with getting in line to finally placing an empty tray in the scullery," said Marino. "There were numerous choke-points where personnel were held up, and we made it our mission to turn these chokepoints into areas that flowed and got people through the chow lines faster."

To do this, AIRSpeed and food service personnel waited in lines themselves. They timed each leg of the process from reaching the first server, collecting silverware, dumping trash into the appropriate receptacle, and leaving trays at the scullery. AIRSpeed also utilized surveys, receiving back more than 100 completed surveys from enlisted personnel required to wait in line. The results were compiled and led to the development of several simple, cost-effective solutions.

"Several of our proposed solutions were similar to solutions utilized by other amphibious assault ships," said Marino. "USS Essex and USS Boxer had also encountered problems with their chow line wait times, and we used their case studies as a foundation to build on."

Improvements implemented included extending chow times from 2.5 to 3 hours, posting a menu toward the back of the line so that those waiting can decide what to eat earlier, and adding additional food service personnel to each of the two lines to keep the lines moving forward.

Galley staff also created a 'speed line' of simple food options, such as pasta, sandwich ingredients, and fruit, as an alternative to standing in line for the full menu of food choices. Information Systems Technician 2 Allison Bruckner believes this has been one of the most valuable improvements.

"The speed line helps a lot," said Bruckner. "During special evolutions, it allows watchstanders like me to eat and get back to their watch stations on time."

Other improvements included adding more servers to the serving line and ensuring servers notified galley staff when trays contained less than 20 servings, labeling utensil holders, and adding personnel to the trash station to help streamline sorting. Once these changes were fully implemented, chow lines decreased from an average of 60 minutes to 15 minutes.

"This has caused numerous other improvement opportunities to surface," said Makin Island Supply Officer Cmdr. Christopher Waldron. "Refined training of food service personnel in progressive cooking, less re-work in trash sorting rooms, and a food service personnel watchbill that increases time off, despite the increase of food service meal times - a win-win for all involved."

Sailors and Marines also noticed both the shortened wait times and often, shorter chow lines. "There are now times when I wake up to go to breakfast and there is no line," said Sgt. Robert Gardner. "I just think 'wow' because that has never happened before."

Other crew members noted the larger implications of a more efficient chow line. "There is a direct correlation between how easily you can receive food on the mess deck and the overall morale on the ship," said IT2 Matthew Woodward. "Deployment can be tough enough without having to wait more than an hour for food, and now we don't have to. It makes a big difference."

Makin Island is the flagship of the Makin Island Amphibious Ready Group. 🌟



Navy HHG Increases 2017 Move Webinars

BY SUZANNA BRUGLER, DEPUTY DIRECTOR, OFFICE OF CORPORATE COMMUNICATIONS
NAVSUP GLOBAL LOGISTICS SUPPORT

NAVSUP Global Logistics Support (GLS) Household Goods (HHG) added 15 more webinars to its series of live, interactive webinars that assist Sailors and their families in facilitating military moves.

The total number of webinars offered since January is 65, up from the original 50 scheduled early this year.

"Due to popular demand, we made the strategic decision to increase the number of live webinars we are offering in order to better accommodate our Sailors and their families' schedules," said Deborah McGlennon, NAVSUP GLS HHG program manager.

In addition to the HHG webinar schedule, NAVSUP GLS is offering customized webinars for individual commands which have 20 or more Sailors moving within the same three to six month window through the rest of the calendar year.

"We are very customer service-oriented; if there is a need and a demand, we'll develop customized webinars for individual commands who are interested in receiving them," said McGlennon.

The webinars, part of an ongoing effort to help educate Sailors and their families of the HHG process in order to make moves go smoothly, cover moves which are part of a permanent change of station (PCS), a retirement, or separation orders.

The webinars, available via personal phone, tablet, and computer -- including government computers -- are scheduled from now through June, during peak HHG season.

"This is a terrific initiative for our members, families, and partner organizations," said Paul Brown, director of warfighter and family readiness for NAVSUP GLS.

"It provides our customers with valuable knowledge and support -- each person can attend at a time and location convenient for them," said Brown. "This service is interactive, tailored and flexible, and is well designed for the needs of our members and today's environment."

The upcoming webinar schedule follows; of note, listed times are in Pacific Standard Time:

- First-time movers (basic terminology, what can be shipped, your responsibilities, moving company responsibilities, etc.): May 9 at 7 a.m., 2 p.m. and 6 p.m. PST, June 13 at 7 a.m. and 2 p.m. PST.
- Retirees (final move preparation, storage, etc.): May 16 at 7 a.m., 2 p.m. and 6 p.m. PST, June 20 at 7 a.m. and 2 p.m. PST.
- Moving overseas (what can and cannot be shipped, shipping or storing a vehicle, storage, etc.): May 17 at 7 a.m., 2 p.m. and 6 p.m. PST, June 21 at 7 a.m. and 2 p.m. PST.
- Separating from the military (final move entitlement, storage, etc.): May 23 at 7 a.m., 2 p.m. and 6 p.m. PST, June 27 at 7 a.m. and 2 p.m. PST.
- Moving question and answer (opportunity to ask any move question): May 25 at 7 a.m., 2 p.m. and 6 p.m. PST, June 29 at 7 a.m. and 2 p.m. PST.

The live webinars will be hosted by the online video conferencing service, GoToMeeting. To access the webinars, follow the guidelines provided below:

- For personal phone or tablet users: Download the online GoToMeeting web application, launch the application and use session id number 166349037.
- For personal computer users: The URL is <https://global.gotomeeting.com/join/166349037>.
- Government computer users: Google Chrome is the recommended browser; the URL is <https://global.gotomeeting.com/join/166349037>.

For more helpful guidance, go to the HHG website at: <https://www.navsup.navy.mil>. Once ready to create your application(s), visit <http://www.move.mil>. ☀

NAVY HHG PROVIDES ASSISTANCE THROUGH VARIOUS CUSTOMER CHANNELS AND SOCIAL MEDIA. EMAIL US AT HOUSEHOLDGOODS@NAVY.MIL; CALL US AT 855-HHG-MOVE (855-444-6683); OR VISIT US ON FACEBOOK WWW.FACEBOOK.COM/NAVYHHG, YOUTUBE WWW.YOUTUBE.COM/NAVYHHG OR PINTEREST WWW.PINTEREST.COM/NAVYHHG.

USS Lake Erie Ship's Store

BY ENS BRANDON VENTURINI, SC, USN
LAKE ERIE SALES OFFICER

In January 2017, USS Lake Erie (CG 70) underwent a ship's store branding event provided by Navy Exchange Service Command (NEXCOM). The ship's store had an outdated look, and the branding process gave it an updated, more appealing look that was inviting and strategic due to the merchandising techniques designed to increase sales.

Throughout the process, the S-3 division was highly involved with the branding decisions and efforts, building a sense of ownership that this was their ship's store. Walk into the store now and blue lining, yellow hash marks, and display cases give it the standard NEXCOM look as seen in ashore Navy Exchanges. However, every afloat store is set apart due to the "Your Ship - Your Store" logo and heritage poster designed by the S-3 division, providing even more esprit de corps.

Over the past month, sales, profits, and stock turn have increased due to the branding and training NEXCOM representatives provided the S-3 division. The workload has decreased for the division because there are now set places for products that have purpose – no more trying to find room for chips in the toiletry aisle. Crew morale has increased as they feel more valued and are able to easily find their preferred products. With a reinvented ship store, the crew is proud to bring friends and family into the ship's store to show them all the emblematics available for purchase. With deployment approaching, the ship's store can better serve the crew aboard Erie. ✨

Below: CO Capt. Darren McPherson, NEXCOM CMC MCPO Shannon Howe, SUPPO Lt. Josh Hart and NEXCOM Merchandising Specialist Veronica Naughton



Aircraft Carrier USS Enterprise Decommissioned

The world's first nuclear-powered aircraft carrier joined the fleet in 1961 and was decommissioned in Feb. 2017. The USS Enterprise (CVN 65) had been involved in world events from the 1962 Cuban missile crisis to the wars in Iraq and Afghanistan. U.S. Navy photo by Lt. Ryan de Vera



CHIEF PETTY OFFICER HERITAGE 50TH ANNIVERSARY OF THE MCPON

On January 13, 2017, the following message was released in honor of the establishment of the office of the Master Chief Petty Officer of the Navy. Below is the naval message in its entirety.

SUBJ/50TH ANNIVERSARY OF THE MCPON//

RMKS/1. Today is the 50th anniversary of the establishment of the office of the Master Chief Petty Officer of the Navy (MCPON). At that time, the Navy was experiencing extremely low morale across its enlisted force, very low retention and very high attrition across its ranks. At the same time, our force was engaged in supporting the United States' involvement in the Vietnam War. Out of all of this, it was decided a senior enlisted advisor was needed, someone who had the enlisted person's mentality, experience and tenacity to be honest with Navy leadership about real challenges concerning the enlisted force. Of a very prestigious group, GMCM Delbert Black was selected to be our first MCPON.

2. Many of you are familiar with this story, but on this day, 50 years hence, I request each of you to please take a moment to stop and reflect upon all the changes the Navy has made to improve the quality of life for enlisted Sailors and their families, and what we as Chief Petty Officers have played in that role. Throughout the years, each MCPON has made significant contributions to our force, strengthened our mess with their experience and turned what was once merely an advisory position to the CNO into an integral part of our Navy's leadership structure.

3. As we move forward this year, commemorating 50 years of the MCPON, remember our proud heritage as Chief Petty Officers, the many contributions each has made and will continue to do so as we move forward through the next 50 years.

4. MCPON Giordano sends.

FROM THE CHIEF OF NAVAL OPERATIONS NAVADMIN 062/17 NO BYSTANDERS

1. Team, we have a problem and we need to solve it. Really solve it, not put a band-aid on it, not whitewash over it, not look the other way.
2. The discovery of on-line sites that degrade the female members of our team has shined a light on the fact that this problem persists. But we get reminders of it every day, when we disrespect women by crude jokes, wisecracks, sexual harassment, and in its worst manifestation, sexual assault - a serious violent crime. Despite a steady effort to get after this, we're not making progress.
3. This demeaning activity offends so many of us because fundamentally, this is not how we treat true teammates. This is not how we treat fellow Sailors. We operate, and will fight, in our teams. We will depend on each other to protect and save our lives, to win.
4. In teams, there are no bystanders. We are all in, every one of us. We have high expectations of each other, hold each other accountable, and we treat each other with respect. We build our teammates up to make them stronger. We definitely don't allow anybody to disrespect another teammate - we close ranks and protect.
5. I've heard hundreds of times that "these actions are being taken by only a small minority." Prove that. If that's true, then the vast majority of men and women need to stand up and smother this behavior. To become intolerant. To act to put a stop to this. And if you're one of that minority that just won't get it, then it's time for you to leave the Navy.
6. As a commander, your entire team counts on you leading a winning team, that INCLUDES a culture of dignity and respect, consistent with our core values and attributes. Without this trust, we will fail.
7. I expect COs and each level of leadership to challenge your command leaders at the small team level. Division Officers and Chiefs talking to their divisions, branches talking to branches, Chief's Mess to Chief's Mess. Talk about what respect for our teammates looks like at work, at home, and online. Make it clear that individuals who can't live up to our professional standards in competence and character are not welcome in our Navy. Make it clear that our standards call us to a higher commitment than the law - we are better than that. And finally, I expect you to make it crystal clear that to remain the world's most powerful Navy we must be 100% focused on staying ahead of our competition, which starts with leadership and teamwork, built on trust and respect. This is a challenge to all Navy leaders - particularly junior leaders. Own this problem. Solve it.
8. There is no room in our Navy for toxic behavior. It makes us weaker, and cedes advantage to the enemy. Direct involvement of commanders and small unit leaders will help us stamp this out. We are a team. We are Sailors. We are the United States Navy. I'm counting on you. Let's get to it.
9. Released by ADMJ. M. Richardson, Chief of Naval Operations.



MASTER CHIEF CONNECTIONS

BY CMDCM (SW/AW) THADDEUS T. WRIGHT

Master Chief Petty Officer Monique L. Chatman is a native of Erie, Pennsylvania. She enlisted in the United States Navy in September 1989. After completing Recruit and Apprenticeship Training in Orlando, Florida, she reported to her first command on the USS Vulcan (AR 5). She struck into the ship's serviceman (SH) rating two-and-a-half years later.

Chatman's previous sea duty includes tours on USS Shenandoah (AD 44); USS Emory S. Land (AS 39); USS Hayler (DD 997); USS Iwo Jima (LHD 7); USS Cole (DDG 67); and USS Bataan (LHD 5).

16 Her shore duty assignments include Defense Commissary Agency Oceana, Virginia; Naval Brig Norfolk, Norfolk, Virginia; Naval Support Activity Norfolk, Virginia; Guantanamo Bay, Cuba; and Afloat Training Group (ATG), Norfolk, Virginia. She is currently assigned to the Ship's Store Program (Code A), Navy Exchange Service Command, Norfolk, Virginia.

Chatman is a graduate of Excelsior College where she earned her associate degree in business administration specializing in management. She is actively pursuing her bachelor's degree at Saint Leo University and is a graduate of the Senior Enlisted Academy Class (168).

I met Chatman when she was a Chief Petty Officer assigned to the USS Cole (DD 67) in 2006. I was impressed that, in addition to her duties of the Supply Department Leading Chief Petty Officer (LCPO), she was also filling the S-2 LCPO gapped role and helping the ship transition to the Navy Standard Core Menu. It was an honor to tap her shoulder with the below questions. Her answers are "spot-on" and provide successful lessons of deck plate experience for all paygrades.



MCPO Monique L. Chatman

What was your favorite job position (E1 to E5) and (E7 to E9)?

My favorite position as an E5 was being the records keeper (RK) in S3 Division. As an SH, if you learned and mastered the records, half the battle was won in being successful. The job skill set as RK could make or break the entire retail sales operation. That job kept you in the pubs (NAVSUP P-487, SURFORINST 5040 and AIRFORINST 4400). As the RK, you have the opportunity to share that knowledge with others who are eager to learn.

As an E8, I enjoyed working as a trainer and assessor at ATG. This position opened many doors and avenues to connect with the Sailors on the waterfront. As an ATG inspector, being able to encourage and challenge so many Sailors made this the perfect job for me. When I came onboard a ship, Sailors knew they had to be on their "A game" every moment. I was known for asking basic-level-of-knowledge questions, and if the SHs did not know the answer, they knew it before I left at the end of the week. Many are grateful today because I pushed them to study harder, and many advanced thanks to the additional learning.

What are the most valued qualities that a leading petty officer (LPO), resale operations management RK, and a sales officer should have?

As an LPO and RK, first and foremost, lead from the front. As a SH first-class petty officer, my SHs knew I had a high level of expectations. We always achieved those expectations, and at times it required me to be right there on the deck plate with my Sailors, which I did not mind doing. Furthermore, a very important quality as an LPO is to ensure that professional boundaries are always maintained. Many leaders don't know how to balance that today. When you know your people, you know how to interact with them and show them that you care, without becoming their buddy.

As a sales officer, be involved and know what is going on in your operation. This requires adhering and reading the NAVSUP P-487.

This prepares a sales officer for success in that next position, whether as a disbursing officer, postal officer, hazmat officer, etc. This eventually prepares him or her for that next tour which could be a SUPPO.

Understand and be involved with the Sailors in your division. Take that division officer (DIVO) approach; let them know you care, but also let them know your expectations. Be well rounded; the DIVO has always worn four hats. Be sure you are engaged with the wardroom, and achieve those pins (qualifications). Make a name for yourself as a sharp officer who the commanding officer (CO) and executive officer (XO) will always remember. Remember, don't stress out, and never let them see your sweat – others are watching.

What were some of your goals when you were coming up through the ranks?

I developed and set some of my goals coming up through the ranks at an early stage as a deck seaman. One determined goal was to transfer out of deck division. While under the boatswain's mate rating construct, I was focused on becoming a crane operator onboard the USS Shenandoah (AD 44). This was a skilled trait for E5 and above only. I requested to complete the qualification and was approved. It took a lot of dead and operational lifts, along with safety training, but I succeeded. This is when I established a level of expectation for myself to maintain.

While the surface and air warfare qualifications were an honor to earn, my greatest accomplishment was completing the engineering training team member qualification. I thank Gas Turbine Technician (Mechanical) Master Chief Augustin Charles (TOP SNIPE) and the main propulsion assistant during the USS Cole (DDG 67) deployment 2008, who entrusted me with this privilege and challenge to train their engineering watch teams.

Who were some of your mentors over the years?

Retired Master Chief Ship's Serviceman (SHCM) Ples Hodges was my "sea daddy," or as known today, my mentor. He could always be very direct with me because of my personality and character. He helped me excel to where I am today and for that I am grateful.

Culinary Specialist Senior Chief Lythe Dozier was also a great mentor. He showed me how to take care of Sailors and how to deal with the upper chain of command while we were stationed together at combined bachelor housing. I miss him and all his silly songs; rest in peace.

Lastly, my mentor who taught me to eat the meat and spit out the bones was long-since-retired Boatswain's Mate First Class Mulholland. She provided my first encounter with naval leadership and taught me many things not to do.

What are your expectations for Sailors who work for you?

My expectations for Sailors under my leadership are to maintain a high standard of excellence, and achieve results. My Sailors know I expect them to put forth and show off their best and to always push themselves. When you understand your Sailors' backgrounds, as a leader, you know what they are capable of, and the greatness inside of them; you know to what degree you can tap into their potential without pushing them over the edge.

What are some tips for Sailors in the supply enterprise?

Four tips I recommend for supply Sailors are:

1. Study, study, study. Sailors know I regularly ask exam questions. If you are sitting idle or looking at a phone, you have time to study a rating book. While advancements are challenging, if you stay focused and dedicate 30 to 60 minutes a day for study, you will see results and it will pay off.

...continued on page 18

...continued from page 17

2. Network not only in your rate but within the supply department and the command. You never know who you might work for in the future. Supply is a family within a family; we take care of each other.

3. Have an immediate and long-term battle plan. What is your two-year immediate plan for your career and family (if applicable) with or without the Navy? What is your five-year plan? Once you accomplish one goal on that plan, add another challenge or idea.

4. Take advantage of tuition assistance. If that means taking online courses, Navy College Program for Afloat College Education, or instructor-based courses, do it. Don't let this opportunity pass you by.

What was your most enjoyable work station within the SH rating?

As a SH I can honestly say I did not have a favorite work station. I enjoyed the entire rating and what it has to offer, especially for networking with other crew members. I taught my SHs the definition of networking. However, one thing I didn't look forward to was inventory.

Who was the most influential leading SH and sales officer you worked for?

Coming up through the ranks, you cross paths with some exceptional leadership with whom you build relationships and some come into your life for a reason. As a third-class petty officer, I was grateful to have SH1 Dwight Bell (LPO) in my corner as I faced some personal and professional challenges. He took a special interest in all of his SHs. He took care of his Sailors and treated us all like his own children; but he also held us accountable like the mature adults that we were. After serving in deck for

about two-and-a-half years, my division on the USS Emory S. Land (AS 39) was the first in which I felt a part of something bigger and made a difference. So, during my challenges, I was not reprimanded or told to figure it out, but I was provided plenty of guidance and spoken to like a human being. I'm honored to have worked with SH1 Bell.

Although I trained several sales officers over the years, the quickest was Lt. j.g. Steave Phann. He was "sharp as a tack" and was excellent with numbers. As a prior chief, he knew the schedule of the military lifestyle. This was a "win-win" for everyone, especially when interacting with the supply officer, XO and CO. He was a breath of fresh air for me because his division engagement allowed me to step outside of S3 division as a chief petty officer. I was able to break out of the box in other areas within the command, allowing me to become competitive for senior chief. Thanks, sir, if you're reading this.

While I served with plenty of well-educated and well-rounded supply officers, one in particular stood out: Capt. Pamela Theorgood. We served on the USS Bataan (LHD 5) together, and our tour was nothing less than perfection. The supply department achieved and excelled in so many benchmarks – when the department head, assistant supply officer, and departmental LCPO (DLCPO) are well-connected and walk as one, what else is to be expected? Supply Sailors were taken care of in so many areas, which reflected in their customer service to the crew and the command's mission. "Supply" words that will always stay with me, which are also words to live by, are "trust but verify." These were not only words that Theorgood echoed but also a testament to the leadership she displayed on a daily basis. Thanks Capt. Theorgood. It was a pleasure to be a part of your team and serve as your DLCPO!

What was your most rewarding tour?

My most rewarding tour was Afloat Training Group (ATG), Norfolk from 2009 to 2012. ATG restored my faith in the Navy. After completing an arduous, demanding sea tour on the USS Cole (DDG 67), I thought I was ready for retirement. Before submitting my Fleet Reserves retirement request, SHCM Eduardo Marcial sat me down for a long mentoring discussion. He convinced me to give ATG a chance, and if in a year I had not changed my mind, to then submit my paper work.

What helped you balance you and your career?

The gym balanced me throughout my career. Those who truly know me know I love to work out. This has helped me relieve plenty of unwanted stress. My body is physically paying for it right now.

What are you looking forward to in your next assignment?

It has been a pleasure and honor to serve in this United States Navy for 27 years, but my next assignment is CivLant. This community will welcome me after 30 years of honorable service.

Do you have any additional comments?

Stay connected and engaged with what is going on in the United States Navy. The Navy is consistently evolving and developing toward the future. Understand and know the policies and available programs; you never know when it may benefit you. If anyone ever needs a bit of mentoring or just an ear to listen, my door is always open. My motto is, "It's not easy being in supply." Hooyah! 🌟



Sailor 2025 is the Navy's program to improve and modernize personnel management and training systems to more effectively recruit, develop, manage, reward, and retain the force of tomorrow. We are focused on empowering Sailors, updating policies, procedures, and operating systems, and providing the right training at the right time in the right way to ensure Sailors are ready for the Fleet.

Recruiting, developing and retaining the right number of Sailors with the right skills to man our force demands innovation built on a framework of three pillars: a modern personnel system, a career learning continuum that we call Ready, Relevant Learning, and career readiness. While the Navy is in a good position today with respect to recruiting, retention and manning, we are at a strategic cross-road where we need to think about how we will conduct business for the Sailors of the future.

Personnel System Modernization (PSM)

Our personnel initiatives are aimed at empowering Commanding Officers, developing flexible policies, increasing transparency, providing better tools to Sailors and leadership, and giving more choices to Sailors. To continue to recruit and retain the very best talent, we need modern policies and retention tools that offer flexibility and choice to Sailors. We are modernizing our personnel polices to give Sailors more control and ownership over their careers, as well as allow the Navy to adapt to economic changes and corresponding effects on the recruiting market and retention.



Current Initiatives:

- Fleet Scholar Education Program (FSEP) – Expanded fully-funded, in-residence graduate degree opportunities at civilian institutions by 30 billets at the officers' (URL and IWC officers eligible) choice of institution
- Meritorious Advancement Program (MAP) – Provided more opportunities to Fleet COs, CMCs, and the Chiefs' Mess to better identify and meritoriously advance talented, hard-working Sailors at sea and shore
- SECNAV Tours with Industry (SNTWI) – Provided opportunities for 30 top-performing Sailors at high-performing corporations to observe and learn the newest insights and best practices to bring back to the Fleet

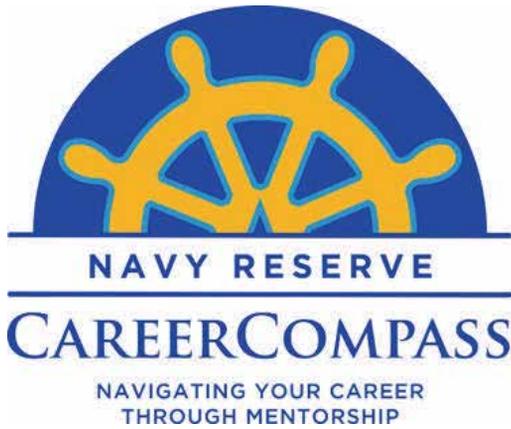
Future Initiatives:

- Revamp pay and personnel systems – Increase automation and streamline processes to allow Sailors to conduct all manner of personnel issues, from pay and leave, to interactions with detailers, via modern, easily-accessible and simple to use programs that work on a personal mobile device
- Rating modernization – Enhance career flexibility where combinations of rates with similar training and experience exist. Provide greater training and credentialing opportunities, and help Sailors become more marketable to civilian employers once they leave the Service
- Shift to tailored, NEC-based advancement exams coincident with the rating modernization effort
- Overhaul the performance evaluation system
- Enable ease of movement back and forth between the Active and Reserve Components
- Implement "Detailing Marketplace" Fleet-wide, which will allow Sailors to negotiate job assignments directly with gaining commands



Navy Reserve Mentorship Network

MENTORSHIP – TAILORED FOR YOU!



- **Want to know more about making a fast start in the Navy Reserve?**
- **Need advice on how to make rate, apply for a commissioning program, or prepare for the advancement exam?**
- **Want to make yourself more competitive for command or a change of designator?**
- **Want to talk with someone who is in your same circumstance – learning to balance Navy Reserve?**

The Navy Reserve Mentorship Network (NRMN) is here to enhance your career. This initiative is all about you, the individual Navy Reserve Sailor, and helping you achieve your goals. This is a completely voluntary initiative that gives you access to a diverse group of experienced mentors through a searchable database.

Our Navy Reserve Force is filled with great professionals who were once in your shoes and want to pass on the secrets of their success. Come join the conversation on Navy Reserve CareerCompass (the NRMN mentorship portal) and start your mentor searches. We are looking forward to hearing from you.

Mentorship Portal

Volunteer to mentor. E-6 through E-9, LDOs, CWOs, and O-4 and senior are able to sign up to be mentors NOW.

Volunteer to be a mentor via the Navy Reserve CareerCompass site.

How to Get There:

- Visit the Navy Reserve Homeport and log into <https://www.navyreserve.mil>
- Hover over the “Communities” link at the top of the home page
- Select the “NR CareerCompass” link near the bottom of the first column

Search for mentors. All Navy Reservists are able to search for mentors on the Navy Reserve CareerCompass site and then contact their chosen mentors via official Navy email.

MENTORSHIP FAQs

Q Is participation in this initiative required?

A..... No. This is completely voluntary.

Q Will I be assigned a mentor?

A..... No. You search for and choose your own mentor.

Q For what kind of issues can I get mentoring?

A..... Choose any number of mentors to help you with what each mentor does best (test prep, commissioning program advice, command prep, community milestones).

Q Other mentorship initiatives have come and gone. Why is this different?

A..... This initiative is for YOU, not for the Navy or for keeping score of mentoring sessions. NRMN will provide training for mentors, mentoring tools, and a local, regional, and force-wide team that will help you make the best use of the network.



Visit your Navy Reserve Mentorship Network today!

Portal: <https://private.navyreserve.navy.mil/coi/mentorship/Pages/home.aspx>

Email at: CareerCompass_contact.fct@navy.mil

Facebook: <https://www.facebook.com/NavyReserveCareerCompass/>

NAVIGATING YOUR CAREER THROUGH MENTORSHIP

AROUND THE SCHOOL -HOUSE-

Navy Supply Corps School Gets “Hands-on” in HAZMAT Course

BY LT. CMDR. ADAM HAMILTON, SC, USN, NAVY SUPPLY CORPS SCHOOL

A recurring theme at the Navy Supply Corps School (NSCS) among today's students is a demand for more hands-on learning opportunities to better prepare them for fleet duty. NSCS is keeping pace with this demand signal.

Throughout the Basic Qualification Course (BQC), students gain a wide variety of hands-on learning experiences through mock-up practical exercises, Navy Cash® simulation, and scenario-based training to name a few. Supply Officer Department Head Course (SODHC) students, in addition to extensive mock-up exposure, thirst for more advanced in-class, practical exercises and scenarios that they will likely encounter in the fleet as department heads. Indeed, the majority of today's students, across all curriculums, prefer a kinesthetic learning methodology over lecture-based slides. Our Hazardous Materials (HAZMAT) students are no different.

In the past, a typical HAZMAT class consisted of primarily lectures and trainee guides with limited practical application. HAZMAT student feedback echoed a consistent theme – the opportunity for hands-on packaging of HAZMAT for

transportation. On Dec. 8, NSCS Commanding Officer Capt. Doug Noble christened a new HAZMAT packaging lab with a ribbon-cutting ceremony – NSCS's latest innovative effort toward allowing students to learn by doing. With two full resident HAZMAT courses, it was the perfect opportunity to formally open the lab and recognize instructors' hard work in planning and implementation. For the past several months, HAZMAT instructors Ray Peterson and Richard Kaley carefully designed the layout of the lab and identified and procured the necessary materials to bring it to life. Utilizing a portion of a large storeroom, the instructors created five full-size packaging stations for students to apply classroom lessons.

During a typical lab, students are provided with HAZMAT to prepare for transportation. To support a more low-risk training environment, innocuous materials are substituted for actual HAZMAT. The students used a lab computer to access the Department of Defense (DoD) Hazardous Materials Information Resource System to obtain the applicable Safety Data Sheets to amplify the material's properties and instructions for storage, handling and ultimately, transportation. Students undergo the complete process of

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NSCS Commanding Officer Capt. Doug Noble and HAZMAT instructors Ray Peterson (middle) and Richard Kaley officially open the HAZMAT packaging lab for business.

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packaging and labeling material for shipment, including weighing HAZMAT on a scale. In the end, the students debrief the class on their experience in documenting, packaging, marking and labeling their particular material.

The end result is a practical lab for students to gain a hands-on and visual experience before leaving the classroom and becoming certified to transport HAZMAT for the DoD. During the opening, Noble noted that, “the HAZMAT packaging lab is another great example of creating opportunities for students to learn by doing. I’m proud that my instructor team recognized the overwhelming student feedback trend of desiring hands-on practical learning and then took the initiative to address the feedback through the creation of a lab.”

The HAZMAT packaging lab is the latest example of hands-on exercises NSCS instructors have in their training toolbox. The schoolhouse will continue to work with the Center for Service Support to identify existing training objectives where kinesthetic learning opportunities can be applied. Preparing students for the fleet is NSCS’s primary tasking, and allowing students to get “hands-on” experience is critical to its mission.

The Transportation of HAZMAT course provides a formal training prerequisite for command-approved qualification to certify HAZMAT for shipment via all modes of transportation. The course includes a comprehensive overview of the transportation of HAZMAT by highway, rail and water, along with an intensive review of the requirements for movement of HAZMAT by commercial and military air. Included are the roles and missions of the Department of Transportation, Defense Transportation System, and commercial carriers. The course reviews the national, state, and local regulations for storage (incident to transportation), handling, packaging, marking, labeling, and placarding of HAZMAT. Qualification attained is effective for 24 months, after which additional certification or re-certification is required. Personnel eligible: uniformed personnel of the U.S. Armed Forces, DoD civil service personnel, and eligible DoD civilian contractors. The course is designed only for those personnel who must certify HAZMAT for shipment. ✨



HAZMAT instructor Richard Kaley explains how HAZMAT students will use the lab. The lab consists of five separate work stations where groups of students can simultaneously work together to certify HAZMAT for transport.



Office of Supply Corps Personnel Supporting the Fleet

BY JILL BOLDEN, SUPPLY CORPS ASSISTANT CAREER COUNSELOR AND LT. JORDAN STEPHENS, SC, USN, ACCESSIONS OFFICER

On any given day, the Office of Supply Corps Personnel (OP) in Millington, Tennessee is a bustle of activity – the constant ringing of telephones, the frenzied typing of new orders, the noticeable pacing of detailers across the room connected to their headsets in earnest negotiation. Each event is a small reminder that every detail matters. For anyone who may be unfamiliar with the intricacies of the detailing process, the OP environment may certainly seem chaotic. Cmdr. Chris Newell, the “pit boss,” explains the often hectic balancing act of life as a detailer. “You learn to appreciate the dynamic nature of this job. We have to adapt and adjust to whatever comes our way, because we know that the fleet depends on it. We have jobs that need to be filled, ones that sustain our ships and our operational units. The fleet owns these jobs; we identify and manage the human capital, the assets to properly fill these jobs.”

Manning the Fleet

Through constant communication and transparency with constituents, the detailing team at OP tackles every morning the same – head on. The pit boss (O4 detailer), together with the lieutenant (Lt.) operational, Lt. shore, and ensign detailers plan, advise, negotiate, and assign orders with the dual aim of finding a solution that optimizes fleet effectiveness and recognizes individual personal needs and career desires. From the detailing perspective, it is important to emphasize that from the first operational assignment after graduating Basic Qualification Course, to the first shore assignment, through every step of a junior officer’s career, the importance of officer development and strategic personnel manage-

ment are essential components to the effective “manning” of the fleet. There exists a shared responsibility and a mutual understanding between officers and detailers when it comes to meeting the needs of our Navy’s operational units. The detailing team relies on open and honest conversations with their constituents to fill billets that align with their prospective career ambitions and personal needs. “It is OP’s job to support the warfighter by providing technically proficient, appropriately assigned, experienced logisticians,” Lt. Operational Detailer Lt. Cmdr. Mike Augustine explained. “We have to be trusted advocates for our constituents in order to achieve that objective.” As a junior officer, in the ranks of O-1 to O-4, understanding the positions in the “pit” will only serve to help you as you plan your next career move.

Career Engagement and Education

Members of the Officer Plans Division (P3) sit outside the “pit”. Here, the Supply Corps active duty career counselor, assistant career counselor, Reserve career counselor, and accessions officer work together to provide constituents the most up-to-date community information, administer pertinent records maintenance and general queries, and help counsel and advise officers as they consider a career in the Supply Corps. The P3 team also administers the eSUPPO mobile application, OP monthly report, Navy Supply Corps Officers Directory, Training With Industry Program, Personnel Exchange Program, and plays a critical role in constructing the Supply Corps Roadshow messaging and presentation. As you

might imagine, the diversity of experience in our community makes tailoring individual advice challenging. Each officer is unique with circumstances and situations that require thoughtful scrutiny and response. An officer’s personal needs and desires, concurrent with published community-valued milestones, serve as the foundation for career guidance and counsel provided by the P3 team. As officers begin to shape their careers and develop valued Supply Corps skillsets, it is important to understand the many options that exist in our community and how they can build the proficiency and competency necessary for promotion. Active Duty Supply Corps Career Counselor Lt. Cmdr. Kirk Engler stresses the idea that “focus and subject matter expertise are required to create the fully functional specialists we need to meet the demands of the operational environment. It is our job to let our officers know what’s out there for them.”

Community Management

The office of the Supply Corps officer community manager (OCM) is located in a separate building as part of the Community Management Command (BUPERS-3). The OCM, Cmdr. Cielo Almanza, and his deputy Beth Schudel, are primarily responsible for managing the Supply Corps officer inventory and billet structure. The health of our community depends on a strategic approach to create (accessions), develop (manage), and promote our officers. Not unlike a supply chain management process, the OCM ensures that there is a sufficient inventory of officers at the correct pay grade and skillset

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to meet the Navy's requirements. The proper development and protection of human capital inventory allows for a more effective distribution of our officers across the globe, and provides our community with the necessary tools needed to win the fight. Though the BUPERS-3 team and PERS 4412 (OP) are separate organizations with unique and specific missions, they are equally critical to the successful management of Navy's human resources.

Building Future Leaders

Managing personnel and creating a foundation for future operational success means much more to the OP team than filling an open billet or assignment. We must ensure the Supply Corps is smartly developing the next generation of leaders for the community, experts who are able to step into the most challenging assignments and not only be successful but significantly improve the organization. It is the aim of OP to educate, inform, and encourage officers regarding their careers as they progress through the ranks. Certain community-valued experience, achievements and milestones remain fundamental pillars for shaping any successful Supply Corps career. Understanding these valued achievements and striving for sustained superior performance will serve to benefit not only each individual officer, but our community as a whole. Keep your options open, inform yourself of all that is available to you, and call your detailers early and often! ✨

NAVSUP Sailor of the Year

Logistics Specialist First Class (Surface Warfare/Air Warfare) Sarah E. Longoria of NAVSUP Fleet Logistics Center (FLC) Bahrain is the 2016 NAVSUP Sailor of the Year. She is being recognized for demonstrating exceptional leadership skills and keen technical expertise.

As noted in the submission package from her command, "Petty Officer Longoria is leading, mentoring, and developing our Sailors in her demanding assignment. Her ability to motivate the diverse workforce consisting of Sailors, civilians, and foreign nationals providing service and support to all ships deployed to the Fifth Fleet area of responsibility has been phenomenal."

Petty Officer Longoria's team excelled in logistics support to all types of vessels within Bahrain, Dubai, and Oman, including U.S. and foreign carrier strike groups. Despite challenging timelines and unexpected mission changes, her team remained vigilant and provided the utmost in quality customer service.

Petty Officer Longoria, a native of Glendale, Arizona, enlisted in the Navy as a Storekeeper (SK) in 2004. After completing SK 'A' School, she was assigned to the USS Enterprise (CVN 65), Marine Aviation Logistics Squadron, Kaneohe Bay, Hawaii, the USS Abraham Lincoln (CVN 72), and Fleet Maintenance Submarine, Portsmouth, Virginia. Since July 2014, she has served at NAVSUP FLC Bahrain as the transportation officer, material handling equipment program manager, and Logistics Support Center leading petty officer. In 2015 and 2016, she was selected as the Senior Sailor of the Year in Bahrain. Her educational achievements include a bachelor's degree in Humanities with a minor in philosophy from the University of Maryland University College, and an associate's degree in liberal arts from Chaminade University.

NAVSUP Reserve Sailor of the Year

Logistics Specialist First Class (LSI) Kevin A. Stearman of the NAVSUP Fleet Logistics Center (FLC) Pearl Harbor is the 2016 NAVSUP Reserve Sailor of the Year. He is being recognized for demonstrating exceptional leadership skills and keen technical expertise.

As noted in his command's submission package, "LSI makes those around him better simply by virtue of his professionalism, leadership, and passion for the United States Navy."

Petty Officer Stearman professionally managed and directed the Reserve Logistics Representative Program as acting Senior Enlisted Leader and Training Department Acting Chief, significantly raising Apprentice and Journeyman qualifications, and achieving a unit qualification rate 25 percent higher than similar FLC units. He also played a critical liaison role in the Multi-National Logistics Support Element during Rim of the Pacific Exercise 2016, coordinating the activities of dozens of logistics personnel, including logisticians from more than nine countries.

Stearman, a native of Texas, and raised in Orange Park, Florida, enlisted in the Navy undesignated in 1993. After completing Fireman Apprentice School, he reported to USS John F. Kennedy (CV 67). He completed Naval Hospital Corps School, became a Hospital Corpsman, and then served at Naval Hospital Pensacola. In 1998 he was honorably discharged, and joined the Individual Ready Reserve. He affiliated in the Navy Reserve in 2009, and graduated SK 'A' School in 2010. As a drilling Reservist, he was assigned to Naval Support Activity Bahrain, Naval Operations Support Center (NOSC) Little Rock, Provost Marshal Office Kuwait / Iraq, and Warrior Transition Program Kuwait. Since 2014 he has served at NAVSUP FLC Pearl Harbor, Detachment A, NOSC Denver as the acting Senior Enlisted Advisor and Training Department Chief, where he was selected as the Senior Sailor of the Year in 2015 and 2016. His educational achievements include an Associate of Science degree in Culinary Arts from Northwestern Michigan College.

Fiscal year 2018 Medical Enlisted Commissioning Program Selectee:
SH2 Kyung O. Kim

Fiscal year 2018 Medical Service Corps In-Service Procurement Program Selectee:
CS2 Ofelia Offendel

2016 Navy Officer Recruiter of the Year, Active Duty:
LSI Cameron Garrett

Naval Surface Force Atlantic 2016 Sailors of the Year: ETI Joseph Bennet (sea) and OSI Ciria Howe (shore)

Additional Sailor of the Year Recipients:

CSI (SW/AW) James Frazier
USS Wasp (LHD 1)

CSI (SW) Magalie Shaw
LCS Crew 110

LSI (SW/EXW) Amber Wilson
NSTC/RTC Great Lakes



Defense Meritorious Service Medal

Cmdr. Joaquin J. Molina, SC, USN, Training and Readiness Division Chief, Operations Directorate, Special Operations Command Central, MacDill Air Force Base, Florida, April 2012 to Aug. 2015.

Meritorious Service Medal

Capt. Raymond W. Bichard, SC, USN, (Gold Star in lieu of Fourth Award), Chief of Staff, NAVSUP Global Logistics Support, San Diego, California, Aug. 2016 to Feb. 2017.

Navy and Marine Corps Commendation Medal

Lt. Sammie D. Robinson, SC, USN, (Gold Star in lieu of Fourth Award), Navy Acquisition Contract-

ing Officer Intern, NAVSUP Weapon Systems Support, Mechanicsburg, Pennsylvania, Feb. 2015 to Feb. 2017.

GSCS Rafal Srednicki, USN, (Gold Star in lieu of Second Award), Department Head, Common Hull, Mechanical and Electrical Department, NAVSUP Weapon Systems Support, Mechanicsburg, Pennsylvania, Oct. 2014 to April 2017.

Joint Service Commendation Medal

Cdr. Joaquin J. Molina, SC, USN, Deputy Commander, Special Operations Command Central, Dec. 2015 to April 2016.

Navy and Marine Corps Achievement Medal

LSI Brittany A. Black, USN, (Gold Star in lieu of Third Award), Program Management Unit Leading Petty Officer, USS Dwight D. Eisenhower (CVN 69), July 2014 to Jan. 2017.

LSI Jeffrey B. Jose, USN, (Gold Star in lieu of Ninth Award), Supply Quality Assurance Division Leading Petty Officer, USS Dwight D. Eisenhower (CVN 69), July 2013 to Jan. 2017.

CSI Lasandra Elsiddeeqsingleton, USN, (Silver Star in lieu of Sixth Award),

Galley Supervisor, USS Dwight D. Eisenhower (CVN 69), Aug. 2012 to Nov. 2016.

LS2 Eric L. Graham, USN, Document Control Unit Work Center Supervisor, USS Dwight D. Eisenhower (CVN 69), Aug. 2012 to Jan. 2017.

LS2 Jason F. Hasselberg, USN, (Gold Star in lieu of Second Award), Stock Control Customer Service Representative, USS Dwight D. Eisenhower (CVN 69), May 2012 to Nov. 2016.

CS2 Jessica A. Eaton, USN, Supply Department, Chief Petty Officer's Mess Leading Petty Officer, USS Dwight D. Eisenhower (CVN 69), Dec. 2012 to Dec. 2016.

SH2 Jite H. Hunter, USN, Quality Assurance Specialist, USS Dwight D. Eisenhower (CVN 69), June 2012 to Jan. 2017.

LS3 Trevor J. Seber, USN, Supply Department Damage Control Petty Officer, USS Dwight D. Eisenhower (CVN 69), Aug. 2012 to Feb. 2017.

CS3 Traijuan T. Wallace, USN, Line Watch Captain, USS Dwight D. Eisenhower (CVN 69), June 2012 to Dec. 2016.

Qualifications

Naval Aviation Supply Officer

Lt. Christian A. Grau, SC, USN
USS Dwight D. Eisenhower (CVN 69)

Surface Warfare Supply Corps Officer

Lt. j.g. Douglas M. Smith, SC, USN
USS George H. W. Bush (CVN 77)

Navy Expeditionary Supply Corps Officer

Cmdr. Joaquin J. Molina, SC, USN
Naval Special Warfare Command

Enlisted Information Warfare Specialist

LSC Aneta Fusilero, USN
LS2 Arthur E. Brooks, USN
LS2 Fallon S. Grun, USN
USS Dwight D. Eisenhower (CVN 69)

Enlisted Aviation Warfare Specialist

LS2 Shiwei Huang, USN	LSSN Tatiana I. Seaman, USN
LS2 Tashawna N. Mcelveen, USN	LSSN Kaseem A. Jackson, USN
LS2 Lernado L. Walker, USN	LSSN Caitlin J. Hamer, USN
LS2 Brent E. Delozier, USN	LSSN Christian T. Ward, USN
LS2 Alexis D. Allen, USN	CSSN Montre C. Turrentine I, USN
CS2 Leugene Johnson, USN	CSSN Wesley D. Beaton, USN
LS3 Brian D. Boykin, USN	SHSN Kali D. Grogan, USN
LS3 Nathaniel T. Glenmailhot, USN	SHSN Themba N. Bazemore, USN
LS3 Julisia S. Binion, USN	SHSN Abbey Hill, USN
LS3 Patricia N. Davis, USN	SHSN Brianna C. Smith, USN
CS3 Jessica L. Ortiz, USN	

USS Dwight D. Eisenhower (CVN 69)

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Qualifications

Enlisted Surface Warfare Specialist

LS3 Gareth Walker, USN
 LS3 Megan Walker, USN
 CS3 Chans Sainvilus, USN
 LSSN Gareth Stuckey, USN
USS George H. W. Bush (CVN 77)

SHCS Frederick J. Burgess, USN
 LSC Darren R. Hall, USN
 CSC Bernard C. Anton, USN
 CS1 Jeffrey D. Shermak, USN
 LS2 Keith K. Merrick, USN
 LS2 Jacob D. Nowlin, USN
 LS2 Lernado L. Walker, USN
 CS2 Robert M. Gatti, USN
 CS2 Kynesha L. King, USN
 LS3 Andrew S. Fraser, USN
 LS3 Malcom T. Williams, USN
 CS3 David C. Ackley, USN
 CS3 Kayla L. Amador, USN
 CS3 Shivraj Behari, USN
 CS3 Marlexis J. Cintron, USN
 CS3 Daniel S. Grabenschroer, USN
 LSSN Deion D. Davidson, USN
 LSSN Kaseem A. Jackson, USN
 LSSN Mitchell D. Rhodes, USN
 CSSN Wesley D. Beaton, USN
 CSSN Enzamaría V. Collana, USN
 CSSN Tashira B. Harris, USN
 CSSN Jeffrey E. Kientzler, USN
 CSSN Kristen L. Plasters, USN

CSSN Vanessa K. Vouzonis, USN
 SHSN Jerron D. Gipson, USN
 SHSN Daniel J. Kim, USN
 SHSN Gabrielle L. Moses, USN
 CSSA Ana V. Francisco, USN
 CSSA Xavier M. Aaron, USN
 CSSA Alexis J. Craig, USN
 CSSA Zomari B. Baker, USN
 CSSA Blake A. Bentz, USN
 CSSA Juss T. Mclaurin, USN
 CSSA Kaelon M. Johnson, USN
 CSSA Eddie O. Ortega, USN
 CSSR Sodou W. Amoussi, USN
 CSSR Anthony T. Gaitor, USN
 CSSR Nile S. Herrington, USN
 CSSR Eugenio I. Lopatynsky, USN
 CSSR Hollis K. Marshall, USN
 CSSR Trinity D. Peet, USN
 CSSR Diahann N. Richardson, USN
 CSSR Tavon S. Smith, USN
 CSSR Montrel C. Turrentine, USN
 CSSR Dajon E. Ward, USN
 SHSR Ashley N. Diesfeld, USN

USS Dwight D. Eisenhower (CVN 69)



USS George H. W. Bush (CVN 77)



USS Dwight D. Eisenhower (CVN 69)



CAPT. JEFFREY KASH GRIMES

Capt. J. Kash Grimes, SC, USN, completed 30 years of active service and retired on May 20, 2016 after serving at Naval Air Systems Command, Patuxent River, Maryland. He received his bachelor's degree at the University of Kentucky, Lexington, Kentucky and his master's degree at U.S. Naval Postgraduate School, Monterey, California. His previous duty stations include USS Mobile (LKA 115); Navy Supply Corps School, Athens, Georgia; Personnel Exchange Program, Ottawa, Canada; USS West Virginia (SSBN 736) Blue; Defense Energy Support Center, Fort Belvoir, Virginia; Defense Logistics Agency, Fort Belvoir, Virginia; Naval Inventory Control Point, Mechanicsburg, Pennsylvania; Defense Contract Management Agency, Denver, Colorado; Priority Material Office, Bremerton, Washington; Defense Fuel Supply Center, Washington, District of Columbia; and Headquarters, Supreme Allied Command Transformation, Norfolk, Virginia.

CAPT. ROBERT JAMES KILPATRICK

Capt. Robert James Kilpatrick, SC, USN, completed 30 years of active service and retired on March 1, 2016 after serving at Naval Sea Systems Command, Washington, District of Columbia. He received his bachelor's degree at Lehigh University, Bethlehem, Pennsylvania and his master's degree at Naval Postgraduate School, Monterey, California. His previous duty stations include Defense Contract Management

Agency, Raytheon-Tucson, Tucson, Arizona; Chief of Naval Operations Staff, Arlington, Virginia; Navy Recruiting Detachment London, London, England; Naval Air Systems Command, Patuxent River, Maryland; Ship Parts Control Center, Mechanicsburg, Pennsylvania; USS Stark (FFG 31); USS Forrestal (CV 59); and USS John F. Kennedy (CV 67).

CAPT. CHARLES THOMAS RACE

Capt. Charles Thomas Race, SC, USN, completed 30 years of active service and retired on March 1, 2016 after serving at Defense Logistics Agency, Fort Belvoir, Virginia. He received his bachelor's degree at State University of New York, Cortland, New York and his master's degree at Naval Postgraduate School, Monterey, California. His previous duty stations include Defense Energy Support Center, Fort Belvoir, Virginia; Naval Sea Systems Command, Picatinny, New Jersey; Fleet and Industrial Supply Center, Pearl Harbor, Hawaii; Naval Inventory Control Point, Mechanicsburg, Pennsylvania; U.S. Military Training Mission Riyadh, Saudi Arabia; Program Executive Office, Advance Tactical Aircraft Protection Systems, Patuxent River, Maryland; USS Hawes (FFG 53); Naval Weapons Station, Yorktown, Virginia; and USS McInerney (FFG 8).

CAPT. SCOTT RAYMOND VANDERMAR

Capt. Scott Raymond Vandermar, SC, USN, completed 31 years of active service and retired on March 1, 2016 after serving at Joint Improvised-Threat Defeat Agency Headquarters, Arlington, Virginia. He received his bachelor's degree at the University of Wisconsin, Oshkosh, Wisconsin and his master's degree at Naval Postgraduate School, Monterey, California. His previous duty stations include Chief of Naval Operations Staff, Arlington, Virginia; Navy Joint Improvised-Explosive Device Defeat Organization Headquarters, Arlington, Virginia; Commander, Naval Sur-

face Force Pacific, Coronado, California; Commander, U.S. Special Operations Command, MacDill Air Force Base, Florida; Naval Nuclear Propulsion Program, Director, Division of Nuclear Reactors, Department of Energy, Arlington, Virginia; USS Racine (LST 1191); Navy Air Station Key West, Key West, Florida; and USS Horne (CG 30).

CAPT. FRANCIS KENT VREDENBURGH

Capt. Francis Kent Vredenburg, SC, USN, completed 30 years of active service and retired on April 1, 2016 after serving at Naval Supply Systems Command, Mechanicsburg, Pennsylvania. He received his bachelor's degree at The Citadel, Charleston, South Carolina and his master's degree at National Defense University, Fort McNair, Washington, District of Columbia with an additional master's degree at the University of Wisconsin-Whitewater, Whitewater, Wisconsin. His previous duty stations include Commander, U.S. Naval Forces Central Command and Commander, U.S. Fifth Fleet, MacDill Air Force Base, Florida; NAVSUP Global Logistics Support Ammunition, San Diego, California; NAVSUP Logistics Operations Center, Norfolk, Virginia; Defense Distribution Center, New Cumberland, Pennsylvania; Defense Distribution Depot Yokosuka, Yokosuka, Japan; USS John Young (DD 973); Program Executive Office Cruise Missiles and Joint Unmanned Aerial Vehicles, Patuxent River, Maryland; Fleet and Industrial Supply Center, San Diego, California; U.S. Naval Air Station Cubi Point, Philippines; and USS White Plains (AFS 4).

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CMDR. STANLEY STANFORD DIMIRACK

Cmdr. Stanley Stanford Dimirack, SC, USN, completed 31 years of active service and retired on May 1, 2016 after serving at Navy Expeditionary Combat Command, Virginia Beach, Virginia. He received his bachelor's degree at Saint Leo University, Saint Leo, Florida and his master's degree at U.S. Naval Postgraduate School, Monterey, California. His previous duty stations include Chief of Naval Operations Staff, Arlington, Virginia; USS Enterprise (CVN 65); Commander, Naval Special Warfare Development Group, Virginia Beach, Virginia; USS Ashland (LSD 48); and Afloat Training Group Western Pacific, Yokosuka, Japan.

CMDR. ANTONIO B. HARLEY

Cmdr. Antonio B. Harley, SC, USN, completed 22 years of active service and retired on April 1, 2016, after serving at 3rd Marine Aircraft Wing, San Diego, California. He received his bachelor's degree at the University of Utah, Salt Lake City, Utah and his master's degree at Naval Postgraduate School, Monterey, California. His previous duty stations include Fleet and Industrial Supply Center, San Diego Detachment, Ventura, California; NAVSUP Fleet Logistics Center Sigonella Detachment, Naples, Italy; Fleet and Industrial Supply Center Bahrain; USS Elliot (DD 967); USS Fletcher (DD 992); Assault Craft Unit FIVE, Camp Pendleton, California; and USS Rentz (FFG 46).

LT. CMDR. JAKENBERG NAVARRO ALMUETE

Lt. Cmdr. Jakenberg Navarro Almuete, SC, USN, completed 24 years of active service and retired on April 1, 2016 after serving at Naval Air Systems Command, Patuxent River, Maryland. He received his bachelor's degree at Far

Eastern University, Manila, Philippines and his master's degree at National University of California, La Jolla, California. His previous duty stations include Commander, Logistics Forces, U.S. Naval Forces Central Command, Dubai United Arab Emirates; USS Frank Cable (AS 40); Fleet and Industrial Supply Center, San Diego, California; Southwest Regional Maintenance Command Site, San Diego, California; and USS Vincennes (CG 49).

LT. CMDR. JOHN JUNQIAO CHEN

Lt. Cmdr. John Junqiao Chen, SC, USN, completed 20 years of active service and retired on March 1, 2016 after serving at President Board of Inspection and Survey, Norfolk, Virginia. He received his bachelor's degree at Drexel University, Philadelphia, Pennsylvania and his master's degree at U.S. Naval Postgraduate School, Monterey, California. His previous duty stations include Afloat Training Group Western Pacific, Yokosuka, Japan; Program Executive Officer, Unmanned Aviation and Strike Weapons, Patuxent River, Maryland; USS Nashville (LPD 13); Commander, Naval Air Systems Command, Patuxent River, Maryland; and USS Kitty Hawk (CV 63).

LT. CMDR. ERIC DIEGES

Lt. Cmdr. Eric Dieges, SC, USN, completed 24 years of active service and retired on April 1, 2016 after serving at NAVSUP Fleet Logistics Center, Norfolk, Virginia. He received his bachelor's degree at the University of California Riverside, Riverside, California and his master's degree at U.S. Naval Postgraduate School, Monterey, California. His previous duty stations include Amphibious Construction Battalion TWO, Little Creek, Virginia; USS Nassau (LHA 4); Defense Contract Management Agency, Sikorsky Aircraft, Stratford, Connecticut; and USS Mason (DDG 87).

LT. CMDR. CHARLES WILLIAM DUNPHY

Lt. Cmdr. Charles William Dunphy, SC, USN, completed 20 years of active service and retired on May 1, 2016 after serving at Defense Finance and Accounting Center, Cleveland, Ohio. He received his bachelor's degree at The State University of New Jersey-Rutgers, Camden, New Jersey and his master's degree at the Naval War College, Newport, Rhode Island. His previous duty stations include Commander, Submarine Force Atlantic Fleet, Norfolk, Virginia; Naval Air Engineering Station, Lakehurst, New Jersey; USS Kearsarge (LHD 3); USS Curtis Wilbur (DDG 54); and USS Santa Fe (SSN 763).

LT. CMDR. SHAWN TERRANCE HENNING

Lt. Cmdr. Shawn Terrance Henning, SC, USN, completed 20 years of active service and retired on March 1, 2016 after serving at Navy Medical Logistics Command, Fort Detrick, Maryland. He received his bachelor's degree at the University of Missouri-Columbia, Columbia, Missouri and his master's degree at U.S. Naval Postgraduate School, Monterey, California. His previous duty stations include Defense Information Systems Agency, Fort Meade, Maryland; Fleet Readiness Center Southwest, North Island, California; Navy Fleet Material Support Office, Mechanicsburg, Pennsylvania; USS Kitty Hawk (CV 63); and USS Hewitt (DD 966).

LT. CMDR. JANET LEA LAMB

Lt. Cmdr. Janet Lea Lamb, SC, USN, completed 20 years of active service and retired on May 1, 2016 after serving at Center for Service Support, Newport, Rhode Island. She received her bachelor's degree at the University of Tennessee, Knoxville, Tennessee and her

master's degree at Webster University, St. Louis, Missouri. Her previous duty stations include NAVSUP Weapon Systems Support, Philadelphia, Pennsylvania; Chief of Naval Personnel, Washington, District of Columbia; Defense Logistics Agency Support Team, Iraq; USS Mason (DDG 87); Naval Station Everett, Everett, Washington; Naval Air Station Jacksonville, Jacksonville, Florida; USS Arctic (AOE 8); USNS Spica (T-AFS 9); and USNS Concord (T-AFS 5).

LT. CMDR. LOUIS MIRABAL

Lt. Cmdr. Louis Mirabal, SC, USN, completed 20 years of active service and retired on April 1, 2016 after serving at Commander, Submarine Squadron SIX, Norfolk, Virginia. He received his master's degree at Brandman University, Orange, California. His previous duty stations include commander U.S. 3rd Fleet, San Diego, California; USS Bonhomme Richard (LHD 6); Naval Submarine Support Facility, New London, Connecticut; and USS Cheyenne (SSN 773).

LT. CMDR. THOMAS WILLIAM SCHULTZ

Lt. Cmdr. Thomas William Schultz, SC, USN, completed 20 years of active service and retired on March 1, 2016 after serving at Commander, Navy Installations Command, Washington, District of Columbia. He received his bachelor's degree at Texas Tech University-San Marcos, San Marcos, Texas and two master's degrees at Marine Corps University, Quantico, Virginia. His previous duty stations include 30th Navy Construction Regiment, Port Hueneme, California; Chief of Naval Operations Staff, Washington, District of Columbia; USNS Spica (T-AFS 9); Program Executive Office Submarines, Washington, District of Columbia; Naval Sea Systems Command, Washington, District of Columbia; Navy Supply Corps School, Athens, Georgia; and USS George Philip (FFG 12).

LT. CMDR. LAWRENCE SCOTT WATKINS JR.

Lt. Cmdr. Lawrence Scott Watkins Jr., SC, USN, completed 26 years of active service and retired on March 1, 2016 after serving at NAVSUP Global Logistics Support Center, Mechanicsburg, Pennsylvania. He received his bachelor's degree at the University of Maryland University College, Adelphi, Maryland and his master's degree at Air University, Maxwell Air Force Base, Montgomery, Alabama. His previous duty stations include Commander, U.S. Navy Central Command, Manama, Bahrain; USS Arleigh Burke (DDG 51); Navy Supply Corps School, Athens, Georgia; Center for Service Support, Athens, Georgia; and USS Peleliu (LHA 5).

LT. FREDERICK EARL NELSON

Lt. Frederick Earl Nelson, SC, USN, completed 20 years of active service and retired on April 1, 2016 after serving at Amphibious Construction Battalion ONE, San Diego, California. He received his bachelor's and master's degrees at National University, La Jolla, California. His previous duty stations include Navy Special Warfare Group ONE, Logistics Support Unit, San Diego, California; USS Reuben James (FFG 57); and USS Jarrett (FFG 33).

CWO4 JULIUS ARTURO COSTAL MARZAN

Chief Warrant Officer Julius Arturo Costal Marzan, SC, USN, completed 30 years of active service and retired on April 1, 2016 after serving at NAVSUP Fleet Logistics Center, Sigonella Site-Souda Bay, Crete. He received his bachelor's degree at Saint Louis University, Baguio City, the Philippines and his master's degree at Keller Graduate School of Management, DeVry University, Downers Grove, Illinois. His previous duty stations include Helicopter Mine Countermeasures Squadron FIFTEEN, Norfolk, Virginia; NAVSUP Fleet

Logistics Center, Manama, Bahrain; Center for Naval Intelligence, Dam Neck, Virginia; and USNS Saturn (T-AFS 10).

CWO3 WILLIAM FRANK GERMER

Chief Warrant Officer William Frank Germer, SC, USN, completed 22 years of active service and retired on April 1, 2016 after serving at Center for Service Support Learning Site, Fort Lee, Virginia. His previous duty stations include USS Essex (LHD 2); USS Bonhomme Richard (LHD 6); and Commander Navy Region Southwest, San Diego, California.





*Ret. Capt. Leonard J. Challain,
SC, USN*

91, passed away on January 9, 2017. Capt. Challain retired after 32 years of service while serving at the Defense Contract Administration Services Region, Boston, Massachusetts. He received his bachelor's and master's degrees from Georgia Institute of Technology. Duty assignments included: Naval Air Station, Seattle, Washington; USS Richard B. Anderson (DD 786); USS Henrico (APA 45); supply officer, USS Passumpsic (AO 107); Joint Test Group, Special Weapons Command, Kirtland Air Force Base, Albuquerque, New Mexico; Clothing Supply Office, Brooklyn, New York; supply officer, Staff, Commander Naval Forces, Marianas; Military Clothing and Textile Supply Agency, Philadelphia, Pennsylvania; Defense Supply Agency, Cameron Station, Alexandria, Virginia; supply officer, USS Bushnell (AS 15); Naval Air Systems Command Headquarters, Washington, District of Columbia; and Commander, Defense Contract Administration Services Region, Los Angeles, Pasadena, California. He served on Anderson, Henrico, and Passumpsic in combat during the Korean War.

Ret. Capt. Richard P. Jeffrey, SC, USN

99, passed away on May 7, 2016. Capt. Jeffrey retired after 27 years of active service while serving at the Philadelphia Naval Shipyard, Philadelphia, Pennsylvania. He received his master's degree from Hofstra University. Duty assignments included: USS Maryland (BB46); Staff, Navy Supply Corps School;

Harvard Graduate School of Business Administration, Boston, Massachusetts.; Naval Advanced Base, Le Havre, France; Staff, Commander U.S. Naval Forces Germany, Frankfurt, Germany; Staff, Naval Reserve Officers Training Corps Unit, Miami University, Oxford, Ohio; Staff, Commander Service Force, U.S. Atlantic Fleet, Norfolk, Virginia; student and staff, Naval War College, Newport, Rhode Island; Office of the Chief of Naval Material, Washington, District of Columbia; USS Antietam (CV 36); Boston Naval Shipyard, Boston, Massachusetts; Staff, Commander Military Sea Transportation Service, Atlantic Area, Brooklyn, New York; and commanding officer, Naval Supply Depot, Guantanamo Bay, Cuba. In 1946, he returned to the United States as a member of the US Navy prize crew of the ex-German cruiser Prinz Eugen. From 1961 - 1962 he was one of the commanding officers at Guantanamo Bay, Cuba during the Cuban Missile Crisis. He was the recipient of the Bronze Star and many other military decorations. Jeffrey was a survivor of the December 7, 1941 attack on Pearl Harbor, having been aboard the battleship Maryland in "battleship row" in the harbor that day. His historical recollections have been recorded by the United States Department of the Interior and are part of the permanent record in the USS Arizona Memorial in Hawaii.

*Ret. Capt. Roger E. "Butch" McInnis,
SC, USN*

72, passed away on December 31, 2016. Capt. McInnis retired while serving at the Defense Finance and Accounting Service- Washington Center, Arlington, Virginia. He received his bachelor's degree from Texas Christian University, and his master's degree from the Naval Postgraduate School. Duty assignments included: Defense Logistics Agency, Cameron Station, Alexandria, Virginia; Office of the Secretary of Defense, Washington, District of Columbia; Naval Supply Center and Commander Naval Air Force, U.S. Pacific Fleet, San Diego, California; USS Constellation (CV 64); Naval Air Station, Lemoore, California; Aviation Supply Office, Philadelphia, Pennsylvania; Office of the Chief of

Naval Material, Washington, District of Columbia; Naval Air Systems Command, Arlington, Virginia; USS Benjamin Stoddert (DDG 22); Commander, Naval Air Force, U.S. Atlantic Fleet, Norfolk, Virginia; and USS Saratoga (CV 60). He received multiple commendations, including the Meritorious Service award four times, and the Legion of Merit.

Ret. Capt. Jack M. Park, SC, USN

89, passed away on November 8, 2016. Capt. Park retired while serving at the Western Area Military Traffic Management and Terminal Service, Oakland, California. He enlisted in the U.S. Naval Reserve in 1944, and was commissioned an ensign in the Supply Corps of the U.S. Navy in 1947. He received his bachelor's degree from University of Washington, Seattle, Washington. Duty assignments include: Naval Operating Base, Saipan, Military Sea Transportation Service, Gulf Area; USS Ruchamkin (APD 89); Naval Supply Depot, Seattle, Washington; Panama Sector, Caribbean Sea Frontier; student, Naval Postgraduate School, Monterey, California; Naval Construction Battalion Center, Port Hueneme, California; USS Frontier (AD 25) Naval Supply Center, Oakland, California; Naval Supply Center, Pearl Harbor; Naval Supply Systems Command, Washington, District of Columbia; and Commander, Military Ocean Terminal Bay Area.



NAVSUP FLC Puget Sound Helps Ensure Postal Security for MSC

BY BRIAN J. DAVIS
OFFICE OF CORPORATE COMMUNICATIONS
NAVSUP FLC PUGET SOUND

A mail center supervisor at NAVSUP Fleet Logistics Center (FLC) Puget Sound provided annual mail security training to the crew of Military Sealift Command (MSC) cargo ship USNS Brittin (T-AKR 305) at the Bremerton Naval Shipyard December 9.

Bracing himself against the cold Pacific Northwest autumn wind and rain, John Wakefield carefully made his way through the busy industrial area along the waterfront to the pier where Brittin was moored. He was paying the ship's crew his yearly visit to conduct training under a voluntary program the NAVSUP FLC Puget Sound postal department initiated to make sure civilian mariners in the area are up-to-speed regarding the security of their mail system, and that they know how to identify and deal with suspicious packages.

"We were contacted about five years ago by the master of one of the USNS ships to see if we had any up-to-date information regarding suspicious mail," said Wakefield. "We offered to give them our most current guidance and told them we were even willing to conduct training and answer questions to the best of our abilities. The ship accepted our offer, and ever since we have been doing this training annually for ships on the waterfront."

While many units have self-sufficient postal operations, some do not, and by necessity, are operated by designated crew members as a collateral duty. The NAVSUP FLC Puget Sound Consolidated Mail Facility (CMF) provides training and technical assistance to help them become more proficient. The training package that Wakefield and the CMF staff use is the Mail Center Security and Suspicious Mail Training, originally developed and provided to them by the U.S. Postal Inspections Service within the U.S. Postal Service (USPS). The CMF passes this training on to the civilian mariners that have assumed mail handling responsibilities for their ships, to give them more in-depth knowledge of postal rules and regulations, and how to ensure mail security to keep their vessels and crews safe.

The presentation, attended by Brittin's entire crew, included signs and indicators for identifying suspicious packages and protocol for handling prohibited, restricted, and illegal items, and common postal scams. "Of course this training makes the inspectors happy during internal security audits, but the information is also good for the entire crew to know," said Robert Adolfi, Brittin's officer in charge.

NAVSUP FLC Puget Sound CMF supports homeported and visiting vessels in the Bremerton area. Along with training for shipboard postal operations, the facility's staff provides general mail delivery and accepts outgoing official mail for dispatch through USPS or a private mail carrier. According to Wakefield, the CMF offers mail services and technical support to any MSC or active U.S. Navy vessel in the area upon request.

The CMF also helps the ships prepare for deployments and ensures mail delivery, essential to the quality of life for crews at sea. "Some of the MSC ships get underway on an infrequent basis, so we help them navigate the process for arranging to have their mail forwarded during overseas deployments," said Wakefield. According to CMF officials, the services they provide to ships in the region not only provide support to make life more convenient for crews, but also ensure that mail carrying parts, official correspondence, and of course, vital communications with loved ones, continues to flow smoothly. ☀



NAVSUP FLC San Diego Receives Retention Excellence Award

BY CANDICE VILLARREAL, DIRECTOR, OFFICE OF CORPORATE COMMUNICATIONS
NAVSUP FLEET LOGISTICS CENTER SAN DIEGO

NAVSUP Fleet Logistics Center (FLC) San Diego was announced a winner of the Navy's Retention Excellence Award for fiscal year 2016.

Formerly known as the "Golden Anchor" award, the Retention Excellence Award recognizes commands that exceed reenlistment benchmarks and attrition goals for the fiscal year.

"I could not be prouder of our team," said Command Senior Chief Nicole Ellis. "Retention is not just about keeping Sailors in our Navy; it's also about why they choose to stay. Making career development boards and midterm counseling sessions a priority, recognizing Sailors' achievements, and managing Sailor programs with genuine enthusiasm all make a difference."

To be considered for the award, commands must pass an annual career information program review with a score of 90 points or better and meet current reenlistment benchmarks of 35 percent for Sailors with zero to six years of service, 51 percent for Sailors with six to 10 years, and 60 percent for Sailors with 10-14 years of service. NAVSUP FLC San Diego had reenlistment rates of 75 percent, 68 percent and 86 percent for 2016, respectively, with an attrition rate close to zero.

"One of the most rewarding parts of this job is assisting the Navy in having a more stable force that retains the best and the

brightest," said Navy Counselor First Class James Johnson, a career counselor at the command. "The receipt of this kind of award is really indicative of a command where Sailors enjoy spending their tours. It is a direct reflection of the overall command climate, and that comes from the top down."

Ellis added that the award is a result of a team effort from the chief's mess, wardroom, civilian leadership, and every Sailor at NAVSUP FLC San Diego.

"Our Sailors enjoy great leadership and serve in a Navy that values diversity and offers them a host of college opportunities, job stability, upward mobility, and opportunities to learn a broad range of professional skills," said Logistics Specialist First Class Raechelle Tomaroy, who also serves as a command career counselor. "So, if I'm being honest, we don't ever really have to talk Sailors into staying Navy."

As a retention excellence awardee, NAVSUP FLC San Diego is authorized to fly the Retention Excellence pennant, signifying the command's notable accomplishments in keeping the most talented and dedicated Sailors in the Navy's ranks.

"It's easy to say the words 'Take care of Sailors,'" said Ellis. "But this award is concrete evidence that you've taken those words and turned them into actions. That's pretty important in our line of work." 🌟



LS1 Raechelle Tomaroy and NCI James Johnson, NAVSUP FLC San Diego career counselors, gather for a photo following a meeting with NAVSUP FLC San Diego Commanding Officer Capt. Michelle Morse Dec. 15 in San Diego. Tomaroy and Johnson made key contributions to the command and the Navy in maximizing Sailor reenlistment rates, with their efforts resulting in the command's receipt of the Navy's Retention Excellence Award for 2016.

Continuing Promise 2017 Tests Mobile Kitchen Trailers at NAVSTA Mayport

BY BARBARA BURCH
OFFICE OF CORPORATE COMMUNICATIONS
NAVSUP FLEET LOGISTICS CENTER JACKSONVILLE

Culinary specialists (CS) from across the nation met at Naval Station Mayport, Florida to test the feasibility of cooking from scratch using a mobile kitchen trailer (MKT), Jan. 24 in support of Continuing Promise 2017 (CPI17).

CPI17 includes humanitarian assistance and disaster response training to Central and South American partner nations; sponsored by U.S. Southern Command and U.S. Naval Forces Southern Command/U.S. 4th Fleet deployed forces.

In the past, MKTs have only been used for heating and serving unitized group rations which are pre-prepared, shelf stable foods. This exercise is the first time CSs used a MKT to cook meals from scratch in the field, using fresh foods from the local economy, resulting in higher quality and healthier meals for Sailors.

Simple menus were provided by NAVSUP Fleet Logistics Center (FLC) Jacksonville's Navy food management team (NFMT). "I tried to think of meals I might cook if I was camping out when developing the menus," said CSC William Kanack, senior instructor, NFMT, NAVSUP FLC Jacksonville. "The methods of cooking are limited, similar to camping, mostly stovetop cooking."

The CSs who participated in the Mayport MKT testing are CS2 Brandon Spencer, Naval Base Ventura County, CS2 Collins Johnson, Naval Support Facility Indian Head, CS2 Nathan Rock, Naval Station Everett, CS3 Ares Creus, Helicopter Sea Combat Squadron FIVE, CS3 Rogelio Sagun, Naval Hospital Jacksonville, CS3 Tyler Schibig, USS Harry S. Truman (CVN 75) and CS1 John Blake, Navy Cargo Handling Battalion ONE.

"The MKT's only measure eight feet wide by eight feet long. It's a small space to put out a large amount of food," said Blake. During testing, the CSs came together as a team, improvising and working with what was locally available, as they will when deployed. The food will be sourced from the local economies with support from NAVSUP FLC Jacksonville contracting/husbanding/expeditionary division.

Sodium laden, pre-packaged foods might be easy to heat up and serve, but nothing beats the taste and nutrition of fresh food. Personnel supporting CPI17 will be able to start each day with a hot breakfast, and finish with a freshly prepared dinner in remote locations where traditional galleys are not available. 🌟

CSs begin to set up the MKT.



The CSs are up before dawn to prep the morning meal.



CS1 John Blake explains how to add fuel to the individual burners for the MKT.



Hungry Sailors are served with a smile as they come through the line.



Enduring Logistics Alliance Connects Japan and U.S. for Over Six Decades

BY SKY M. LARON, DIRECTOR OF CORPORATE COMMUNICATIONS
 NAVSUP FLEET LOGISTICS CENTER YOKOSUKA

U.S. and Japanese naval supply leaders gathered together Jan. 27 onboard Commander, Fleet Activities Yokosuka to recognize a recent graduate from their Joint training program, which dates back to 1952.

U.S. Sailors from NAVSUP Fleet Logistics Center (FLC) Yokosuka and members of the Japan Maritime Self-Defense Force (JMSDF) have been gathering several times each year for more than six decades to honor the young Japanese supply officers who complete their Joint internship program as a member of one of the U.S. Navy's elite supply commands.

The professional men and women of NAVSUP FLC Yokosuka represent a rich tradition of military and civilian supply experts who have supported the U.S. Navy in the Indo-Asia-Pacific region for over 60 years and have been proud to join with their host-nation counterparts in training future generations of naval supply leaders.

Each internship hosted by NAVSUP FLC Yokosuka is approximately seven months in length, and the Japanese junior officers who are selected to attend the program and work alongside their U.S. counterparts are the most elite candidates in their field.

"I would like to express my deepest gratitude to everyone who has supported me during my training," said Lt. j.g. Yusuke Matsuu, the 185th and most recent graduate of the Joint internship program.

Matsuu served in the NAVSUP FLC Yokosuka operations department (Code 430), specifically in the logistics support

office working alongside U.S. Navy logistics support representatives (LSRs) and earning LSR apprentice status himself, which is no easy feat.

LSRs are NAVSUP FLC Yokosuka's face to the fleet as the 'boots on ground' representatives at the deck plate level, ensuring ships have what they need when they need it.

While addressing the incoming intern, NAVSUP FLC Yokosuka Commanding Officer Capt. Jeffery Davis said, "You can take pride in following in the footsteps of many successful interns before you to include distinguished program graduate Admiral Yutaka Murakawa, who recently became the 33rd chief of staff of the JMSDF. Truly a reminder of the quality of officers that have participated in this program ... you are in great company."

Senior JMSDF leaders expressed the importance of the Joint internship program, as well.

"The United States is a very important ally of Japan for our national security, and the U.S. Navy is the most important partner for JMSDF," said Capt. Hiroki Saigawa, commanding officer, JMSDF Ship Supply Depot (SSD) and senior JMSDF representative at the graduation. "It is necessary for us, JMSDF and U.S. Navy, that we continue to deepen our mutual understanding."

Saigawa told the newest intern to take advantage of this rare experience.

"It is my greatest honor to be a trainee here at NAVSUP Fleet Logistics Center Yokosuka," said Lt. j.g. Moe Shioya, the 186th and newest intern. "I am very happy to be able to experience the U.S. Navy way of logistics." 🌟



NAVSUP Fleet Logistics Center Pearl Harbor organized Enlisted Aide Training to discuss the changes to the Enlisted Aide program following the revision of DoD Instruction 1315.09. The training was open to all branches of the DoD. General and flag officers were invited to this valuable session with their spouses, enlisted aides and front office members. The training highlighted the importance of the relationship among the general or flag officer, aide, and enlisted aide, to include collaboration with the spouse. It also gave an overview of the Enlisted Aide Course and discussed the support available through the Enlisted Aide Mentorship Program.

NAVSUP FLC Yokosuka Receives Back-to-Back Retention Excellence Awards

BY SKY M. LARON, DIRECTOR OF CORPORATE COMMUNICATIONS
NAVSUP FLEET LOGISTICS CENTER YOKOSUKA

NAVSUP Fleet Logistics Center (FLC) Yokosuka raised its golden anchor pennant Dec. 16 for the second straight year after being announced a winner of the fiscal year 2016 Retention Excellence Award.

“Your success represents commitment to the growth and development of your Sailors and serves as the foundation of Fleet readiness” said NAVSUP Commander and Chief of Supply Corps Rear Adm. Jonathan Yuen.

Each year, commands have their career information program assessed, which includes benchmarks for reenlistments, retention, and attrition. This year NAVSUP FLC Yokosuka exceeded all applicable benchmarks once again.

“This is truly a team effort and attributable to leaders at every level taking care of their Sailors,” said NAVSUP FLC Yokosuka Commanding Officer Capt. Jeffery Davis.

A key part of this award-winning team is the Navy counselor (NC) who plays a vital role to the success of any command. This rating focuses on enhancing the career development and opportunities for other Sailors, which allows them to spend more time doing their specific jobs for the command. NCs also focus on manning, placement, and retention, which contribute to the success of the command and the Navy overall.

“Our career counselors have taken this command a long way from no retention excellence award in five years to back-to-back retention excellence awards,” said NAVSUP FLC Yokosuka

Command Master Chief Edwin Purdy. “This award is just another example of their leadership and mentorship.”

Retention and reenlistment of qualified Sailors is mutually beneficial to the Sailor and the Navy. However, the Navy is only looking to retain the best and brightest.

The Career Waypoints (CWAY) system is the primary force shaping tool used to identify top performers, said NCI Alex March, command career counselor at NAVSUP FLC Yokosuka.

One of the biggest hurdles in earning this retention award is ensuring every Sailor's intention is submitted into the CWAY system on time, every time, with no “failed to submit” incidents all year long, according to Purdy.

“One failure removes the command from being eligible for this award,” said Purdy.

As a retention excellence awardee, NAVSUP FLC Yokosuka is authorized to not only fly the retention excellence pennant, but also proudly display its golden anchor in front of command headquarters for another year.

Many Sailors have found the information put out by Navy counselors to be extremely helpful and at the end of the day NAVSUP FLC Yokosuka has kept the very best Sailors in its ranks, which enables superior logistics support to the warfighter within the U.S. 7th Fleet area of responsibility. 🌟



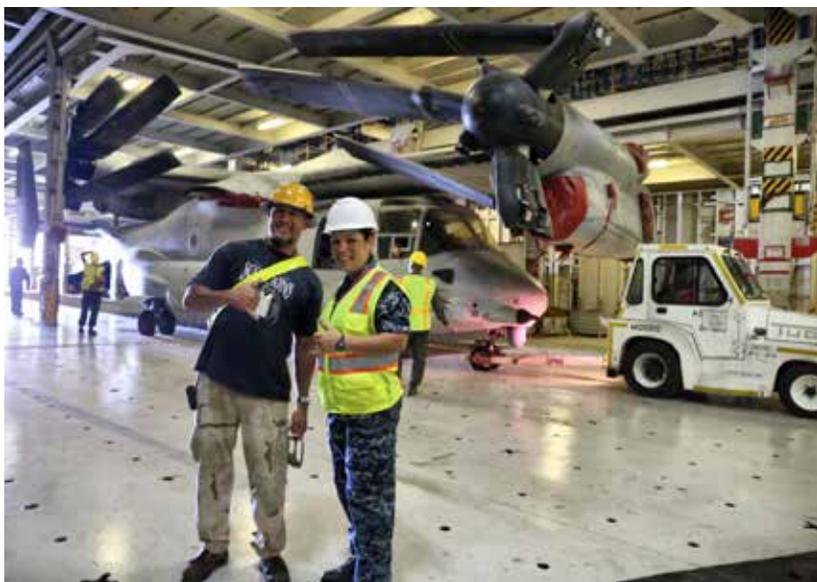
Capt. Jeffery Davis (right) and NCI Alex March (left) raise the golden anchor pennant above command headquarters in Yokosuka, Japan.



Navy Reserve NAVSUP Fleet Logistics Center (FLC) Sigonella Sailors participated in a four-day drill weekend at Naval Air Station Fort Worth Joint Reserve Base November 3. As part of the drill, 20 Reserve Sailors teamed with NAVSUP FLC Jacksonville's Fort Worth detachment for Reserve Logistics Representative (RLR) hands-on training. RLR training provides standardized key qualifications at apprentice, journeyman, and master levels of logistics support maximizing Reserve logistics Sailors' knowledge base. Subject matter experts assigned to NAVSUP FLC Jacksonville's Fort Worth detachment delivered training in household goods, hazardous material, and postal services.

Left: Reserve Sailor LS2 Luis Llopiz learns to use the Pitney Bowes postal machine as taught by LS2 Charitety Starr.

The largest, most expensive destroyer ever built for the U.S. Navy arrived in San Diego Dec. 8 to its new homeport. The guided-missile destroyer, USS Zumwalt (DDG 1000), is the most technologically advanced destroyer with the latest warfighting technology and weaponry available. As it cruises through San Diego Bay, it travels right by NAVSUP GLS headquarters at the Broadway Complex. Photo by Kim Longstaff



Mark Hashiro and Lt. Cmdr. Cindy Suarez, NAVSUP Fleet Logistics Center (FLC) Pearl Harbor coordinated the offload of three MV 22 Ospreys at the ocean terminal. This evolution was a Joint endeavor with Marines from Marine Air Group 24, civilian leadership from Military Sealift Command, engineers from Naval Facilities Command Hawaii, port operations at Joint Base Pearl Harbor Hickam, and NAVSUP FLC Pearl Harbor's ocean terminal personnel. NAVSUP FLC Pearl Harbor facilitated the coordination with all key players, enabling an extremely successful offload, reassembly, fueling, and testing of the Ospreys. As a result, within 24 hours, all three aircraft took off from the helicopter pad in transit to Marine Corps Base Hawaii.

Photo by Shannon Haney

NAVSUP FLC Yokosuka, Site Atsugi Earns Military Unit of the Year Award

BY SKY M. LARON, DIRECTOR OF CORPORATE COMMUNICATIONS
NAVSUP FLEET LOGISTICS CENTER YOKOSUKA

NAVSUP Fleet Logistics Center (FLC) Yokosuka, Site Atsugi personnel were presented with the National Defense Transportation Association (NDTA) Military Unit of the Year Award Jan. 17 on board Naval Air Facility Atsugi.

The award is highly competitive with the winner being selected from units across all Department of Defense components.

“It’s just great news, we’re very surprised,” said Keiko Ujii, Site Atsugi traffic analyst. “Every day we work hard and we try to save money and we just try to do the little things every day to make things better.”

The Site Atsugi transportation division plays a vital role as a Western Pacific logistics integrator to provide a full array of high-quality transportation services.

“It’s not often that an award of this significance is received by any organization,” said Capt. Jeffery Davis, NAVSUP FLC Yokosuka commanding officer. “I want to say thank you for reflecting the very best of what we strive to provide our customers day in and day out.”

The team’s major customers include Carrier Air Wing FIVE and its nine squadrons, Helicopter Maritime Strike Squadron FIVE ONE, Commander Fleet Air Forward, Atsugi Aviation Support

Division, Fleet Readiness Center Western Pacific, twenty-nine tenant commands of Naval Air Facility Atsugi and both permanent and transiting Forward Deployed Naval Forces operating in the FIFTH and SEVENTH Fleet area of responsibility.

“Our team has a very high work ethic, they give it everything they have when it comes to fulfilling the requirement,” said Lt. Jeffrey Eom, Site Atsugi director. “Every single one of them works together to create this great team, which always puts its best effort forward to make things happen.”

The Site Atsugi transportation division provides technical support and area expertise to manage and process all categories of material ranging from high priority, classified and special handling required to routine requirements. The division actively engages with customers in direct support of the force deployment cycle, major exercises and tactical operations enabling them to achieve and maintain the highest levels of readiness while operating in a fast paced, forward deployed environment.

“This means a lot,” said James Eide, Site Atsugi traffic manager. “We have everybody from the shippers to the receivers, all using their own initiative to find ways to support this customer faster and cheaper.” 🌟



NAVSUP WSS EAGLE Program Spreads its Wings in 2016

BY LT. CMDR. DIANA DALPHONSE, EAGLE STEM LEAD AND SARAH GLINSKI, OFFICE OF CORPORATE COMMUNICATIONS, NAVSUP WEAPON SYSTEMS SUPPORT

Photos by Maddie Klebe, NAVSUP WSS

*For more information about the EAGLE program, visit facebook.com/caglestem

NAVSUP Weapon Systems Support (WSS) and Independence Seaport Museum partnered for the second year in a row to guide high school students in the Philadelphia area toward Science, Technology, Engineering and Mathematics (STEM)-related occupations through their Educating Acquisition, Global Logistics and Engineering (EAGLE) program.

In fiscal year 2016, 14 new freshmen were inducted into the four-year program already consisting of 14 sophomores and 14 juniors, bringing the diverse student base to 42. Over the course of the year, EAGLE students increased their knowledge of STEM concepts by leaps and bounds as they constructed remotely-operated submersibles, built their own rowboats and designed and programmed robots. EAGLE students are now one year closer to realizing the STEM careers of their dreams, and their passion is contagious!

Underclassmen over the Moon about EAGLE

Results from a two-part Know, Want to Know, Learned (KWL) assessment given to EAGLE freshmen and sophomores showed that students had made incredible academic progress over the year.

The survey, which was administered to the high school students first in the beginning of the year and again at the end, measured students' base knowledge and compared it with growth and understanding gained through the EAGLE program.

For freshmen, end-of-year knowledge of electrical engineering and shop safety saw the greatest increase of understanding at 83 percent with physics following closely at an increase of 75 percent.

Sophomores experienced the most dramatic increase of understanding in the subjects of boatbuilding, woodworking, nomenclature, boat terminologies and English/language arts. It was reported that 83 percent of students had a better understanding of all aforementioned subjects after finishing their second year with EAGLE.

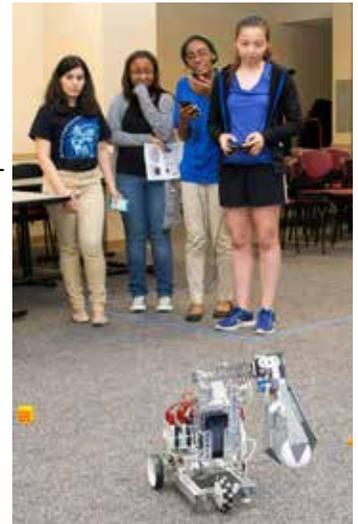


EAGLE freshmen work on finishing the frames of their SeaPerch submersibles during their weekly Underwater Robotics class at Independence Seaport Museum in Philadelphia.

"I have a better understanding of fractions, surprisingly!" said EAGLE sophomore Ling Jie, who relied heavily on engineering and mathematical concepts to build a rowboat with her team.

EAGLE students' growth and enthusiasm didn't stop there. Over 87 percent of freshmen reported that they became more self-confident, better team members, and better leaders after participating in EAGLE. Sophomores reported even higher statistics, with 93 percent reporting higher self-confidence, 97 percent reporting better teamwork skills, and 90 percent reporting a rise in leadership skills.

"[The biggest takeaway] that I will have with me forever as a result of participating in [EAGLE] is the bond among my teammates," reported an EAGLE freshman who learned the underwater robotics curriculum to build a SeaPerch submersible.



EAGLE juniors direct their completed FIRST Tech Challenge robot through a tricky obstacle course at their end-of-year celebration at NAVSUP WSS in Philadelphia.

Among the classes, 76 percent of students reported higher confidence in science, 80 percent reported higher confidence in math and 87 percent reported higher confidence in engineering. Notably, all sophomores expressed an interest in pursuing a future career in STEM.

EAGLE Juniors: "My robot is Better Than Your Robot"

NAVSUP WSS employees commemorated the graduation of the EAGLE STEM program high school juniors during an end-of-year celebration in Philadelphia on June 9.

The 14 graduating students were the first to complete the program's third year, during which they designed, built and programmed For Inspiration and Recognition of Science and Technology (FIRST) robots from scratch with the mentorship of NAVSUP WSS engineers and mathematicians.

"Our EAGLE students have worked extremely hard this year," said NAVSUP WSS Deputy Commander for Aviation Capt. David J. Rhone. "On top of their regular school work and busy lives, they chose to participate in our program once a week to learn the inner workings of STEM.

"What they did was no easy feat – and it speaks volumes of their motivation and capacity to excel in STEM fields," Rhone continued.

At the end-of-year celebration, students participated in their final robotics competi-



EAGLE sophomore works on completing her Harbormaster Skiff.

tion, navigating their robots through an elaborate course compliant with FIRST Tech Challenge regulations.

Their amazing journey commenced on Oct. 1, 2015 when they first arrived at Naval Support Activity Philadelphia with limited knowledge of robot building and programming. The students began by participating in basic engineering team building activities, like paper tower competitions, before moving on to build simple robots.

Throughout the year, they designed, tested and re-evaluated their basic robot prototype while their military and civilian mentors showed them the fundamentals of programming, wiring, the use of sensors, chassis building and 3D drawing.

The prototypes became fully-operational FIRST Tech Challenge-competitive robots, and in May 2016, EAGLE juniors showed them off to a cadre of naval STEM stakeholders. At the Sea Air Space Naval STEM Exposition, EAGLE students didn't just get to showcase their hard work and learn about STEM programs around the Navy; this was their very first trip to the nation's capital, where they saw first-hand important historical sites and artifacts they'd previously only seen in books.

In addition to their visit to Washington, D.C. and all of the technical work they completed over the year, NAVSUP WSS's workforce planning team shared best practices of resume building and available U.S. Navy jobs and internship opportunities.



The first graduating class of EAGLE juniors celebrates their accomplishments alongside their NAVSUP WSS mentors.

EAGLE juniors left for the summer in June with a wealth of knowledge on engineering, Java programming, the U.S. Navy, and many other topics after elevating and applying their STEM skills to practical learning experiences throughout the year.

In FY17, as seniors in the EAGLE program, they will support incoming EAGLE juniors as they build brand new robots alongside their NAVSUP WSS mentors and compete in an official FIRST Tech Challenge.

Imagination will come to life as they make parts using the new EAGLE workshop 3D printer. They will also continue fine-tuning their robots using advanced programming and design skills.

Connecting the Community with Colleges and Careers

NAVSUP WSS and Independence Seaport Museum connected Philadelphia high school students with naval STEM colleges and careers at their second annual Navy Pi Day event on March 14.

Navy Pi Day, sponsored by the Navy Diversity Office and named after the mathematical constant, "pi," inspired over 150 students from high schools to pursue and achieve their career goals in STEM.

The event featured interactive booths and displays from local colleges, universities and naval agencies, hands-on engineering challenges, and an underwater remotely-operated vehicle competition.

Students could also participate in a panel discussion with civilian and military members of the naval STEM workforce as well as students currently enrolled in NAVSUP WSS's EAGLE STEM program.

"You have plenty of opportunities around this room. A lot of folks are here to make sure you further your dreams. And you need to follow up," said Navy Strategic Systems Programs, Integrated Nuclear Weapons Safety and Security Director Jimmy Smith, who not only served as a panelist but also told the audience inspirational stories of how he followed and achieved his dreams as a recreational pilot and engineer with the Navy.

"These are opportunities that other kids aren't getting. You need to follow up and see your dreams through," Smith continued.

"We're only here to help you. There is no extra commitment required; we just want to see you go further in STEM.

Everyone is here today to make sure that you can go further; you just have to take us up on the opportunity."

After enjoying special presentations from naval leaders and participating in the panel, students got the chance to demo FIRST Tech Challenge robots, build their own battery-operated pi chart robots, and create a testable air velocity apparatus.

Attending organizations included NAVSUP WSS, the Naval Sea Systems Command, the Space and Naval Warfare Systems Command, the Navy Bureau of Medicine and Surgery, the U.S. Naval Academy, Navy Recruiting District - Philadelphia, the Naval History and Heritage Command, the University of Pennsylvania, Drexel University, Temple University, Rowan University, the Community College of Philadelphia, IIT Technical Institute, the Philadelphia College of Osteopathic Medicine, the University of the Sciences of Philadelphia, and the Urban Youth Racing School.

Navy Pi Day returned to the Independence Seaport Museum for the third year in a row on March 14, 2017. 🌟



Local Philadelphia high school students ask questions during a panel presentation by civilian and military members of the naval STEM workforce and EAGLE students.



A representative from the Drexel University College of Computing and Informatics demonstrates the intricacies of computer programming to a Philadelphia high school student.

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**U.S. NAVY SUPPLY CORPS:
LEADERSHIP PERSPECTIVES –
THE CORPS AS A FAMILY**

Capt. Dion English and Capt. James Macaranas kicked off a series of videos about Leadership in the Supply Corps. This video may be viewed at:

<https://www.youtube.com/watch?v=CvIFYjYfcKc>