A NOTE FROM
THE EDITOR AND STAFF

Every month, we focus on the Navy’s mission-focused people, and technologies. As we survey how our naval forces continue to train, fight, and equip the world’s toughest Sailors, we look at our advantage at sea and the capabilities of Sailors deployed around the world.

It is our mission to reach Sailors, so please share this issue, scan the QR codes, and follow our social media channels for the latest information for Sailors by Sailors.

This month, we are highlighting insider threat awareness for all Sailors and the importance of our Navy’s School of Music and METOC.
The US nuclear-powered attack submarine USS North Carolina (SSN 777) docked at HMAS Stirling, a naval base in Western Australia, following participation in Talisman Sabre 2023.

This marks the first visit by a Virginia-class submarine to the country since the leaders’ announcement of the Australia, United Kingdom, and United States (AUKUS) Optimal Pathway. Initially announced in September 2021, the AUKUS partnership is designed to bolster the security and defense capabilities of the three nations and promote security in the Indo-Pacific region.

"North Carolina’s presence in HMAS Stirling is an example of the United States’ full commitment to the AUKUS partnership starting with a promised increase in SSN port visits to Australia in 2023," said Mr. Abe Denmark, Senior Advisor for AUKUS to the Secretary of Defense. "These port visits are an essential step for Australia to build the necessary operational capabilities and skills to steward and operate its own fleet of nuclear-powered attack submarines."

The Optimal Pathway is a phased approach that represents an ambitious plan to provide Australia with a conventionally-armed, nuclear-powered submarine capability at the earliest possible date. This will ensure Australia’s capacity to safely operate, maintain, and regulate this technology, and setting the highest standards for nuclear non-proliferation.

Phase One includes increased SSN port visits aimed to expand Australia’s knowledge of nuclear-powered attack submarines ahead of establishing Submarine Rotational Force-West (SRF-W) as early as 2027. SRF-W will start a rotational presence of up to four United States Virginia-class submarines, and one United Kingdom Astute class submarine at HMAS Stirling.

Phase Two begins in the early 2030s, pending approval from the U.S. Congress, with the United States selling Australia three Virginia class submarines, with the potential to sell up to two more if needed.

Phase Three sees the combination of a base British submarine design utilizing advanced United States technology to deliver SSN-AUKUS, the future attack submarine for both Australia and the United Kingdom. Australia plans to deliver the first Australian-built SSN-AUKUS in the early 2040s.

"Australia, the United Kingdom, and the United States share a long history of security cooperation around the world," said Rear Adm. Chris Cavanaugh, Commander, Submarine Group (CSG) 7. "I am impressed every day by our ability to work together seamlessly during undersea warfare training and operations."
Growing up in their native town of Pittsburgh, Pennsylvania, Cmdr. Jeffrey Creighan, commanding officer of Strike Fighter Squadron (VFA) 103 “Jolly Rogers”, and Lt. Cmdr. Joseph Healey, could only imagine participating in a flyover of their namesake city’s football stadium. Now, 24 and 16 years later, respectively, both naval officers had that opportunity when they participated in a flyover of Acrisure stadium on Sept. 10 for the Pittsburgh Steelers home opener against the San Francisco 49ers.

“It is my hometown,” Creighan said. “The Pittsburgh people represent a unique aspect of America that embodies the very same principles of naval service. Pittsburgh is a town built around values and a committed work ethic, which is how I was brought up. I see that when I return to visit family and friends. It is great to get back home and engage with the people that make this city great!”

Returning to Pittsburgh to perform an NFL flyover on the eve of Sept. 11 serves as a patriotic moment for both aviators. During the attack on Sept. 11, 2001, Creighan was attending Pennsylvania State University in State College, Pennsylvania, while Healey was in middle school.

This year also serves as a special milestone for VFA-103. The squadron celebrated its 80th anniversary earlier this year. Over the past eight decades, five squadrons have used the name and insignia of the Jolly Rogers to include Fighter Squadron (VF) 17, VF-5B, VF-61, VF-84, and VF-103, which was later redesignated as VFA-103.

During the three-day visit to Pittsburgh, Creighan, Healey, and five maintenance technicians representing VFA-103 also met with local U.S. Air Force Junior ROTC cadets representing Plum Senior High School in Plum, Pennsylvania to discuss careers in aviation.

“Connecting with students who have walked the same hallways as I did 24 years ago at Plum High School is humbling and rewarding,” Creighan said. “The energy and aspirations that our youth have regarding aviation is incredible. This opportunity has hopefully inspired these cadets that their dreams are achievable and they can make a difference through military service.”

The students had an opportunity to meet with the pilots and maintenance technicians at the Pittsburgh International Airport on Sept. 8 prior to the scheduled stadium flyover on Sept. 10. After the flyover, the pilots were recognized during one of the field activities planned during the live, televised football game.

“I love my hometown,” said Healey, who attended Quaker Valley High School. “My parents are still there. You don’t make someone like us without help and guidance.”

For both Creighan and Healey, they have remained connected to their hometown through their immediate family members, extended family members and friends who still live there and contributed to their journey to one day achieve their goals of becoming a naval aviator.
September kicks off National Insider Threat Awareness Month (NITAM). The Department of the Navy (DON) is working with the Department of Defense (DoD), the Defense Counterintelligence and Security Agency (DCSA) and other agencies to ensure every member of the Navy and Marine Corps are educated on insider risk indicators, bystander engagement and how to report concerns.

NITAM strengthens insider threat programs by drawing attention to the threats faced by all members of the DON workforce.

"The Department of the Navy is committed to ensuring the safety and wellbeing of our people and our Nation," said Victor Minella, Deputy Under Secretary of the Navy for Intelligence and Security. "It's not always easy to see insider threat warning signs, but knowing them, and when necessary, acting on them allows us to mitigate risk."

The DON is using NITAM as an opportunity to educate and create awareness for Sailors, Marines, civilians and contractors.

"Knowing insider risk indicators and talking about them at all levels of our commands and organizations is crucial in the prevention of classified information leaks or workplace violence," said Franco Neto, Department of the Navy Insider Threat Program Director.

These risk indicators include actions such as verbal or non-verbal threats of harm, disparaging remarks against the United States, security and information technology violations, and possibly changes in a person's previously observed performance due to self-destructive behaviors (such as excessive alcohol use and unstable or emotional responses in the workplace).

"In every insider threat case the threats to our organization were all members of our trusted workforce," Neto said. "Ensuring every member of our team knows what to look for, stays vigilant, and takes action when something isn't right is incredibly important."

Being educated in what to look for is only half of the equation in the detection and deterrence of insider threats. "Being an engaged bystander is essential to safeguarding those around us and our national security," Neto said. "When someone does something inappropriate or threatening, we individually must have the courage to say or do something about it."

Neto added, by taking action and reporting risk indicators or concerning behaviors, it allows the facilitation of early intervention and increases positive outcomes for at-risk individuals and the organization.

"Our national security depends on each member of our team," Minella said. "When you see a potential risk, you must be bold and act."

There are multiple ways to report. An individual can go to their security manager or they can report through email to the Navy or Marine Corps Insider Threat Hubs. These reports can be made anonymously.

Navy Insider Threat Hub: insiderthreat.fct@navy.mil
Marine Corps Insider Threat Hub: insiderthreat@usmc.mil
OPSEC's NEATEST BOARD GAME

**TIPS!**

**RULES FOR PLAYING "TIPS!"**

1. An adversary having the intent, capability, and opportunity to cause loss or damage is a threat.

2. The ability and opportunity to obtain knowledge of classified sensitive information is known as access.

3. The goal of an insider threat program is prevention.

4. You are required to report suspicious behavior.

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**LOOSE LIPS**

Talking so fast, can't keep secrets.

**CONFIDENTIAL**

Make sure to keep documents secure and share only with the best.

**MISLABELED DOCUMENTS**

Make sure to keep documents secure and share only with the best.
OPSEC AS AN ELEMENT OF CONFLICT MAINTAINS A LONG HISTORY.

DURING WORLD WAR II AND THE KOREAN WAR THERE WERE CONCENTRATED, NATIONAL EFFORTS TO PREVENT THE SPREAD OF SENSITIVE INFORMATION.

IN THE VIETNAM WAR, THE U.S. MILITARY LOST SEVERAL AIRCRAFT DURING OPERATIONS ROLLING THUNDER AND ARC LIGHT BECAUSE THE ENEMY SEEMED AWARE OF COMBAT OPERATIONS IN ADVANCE AND WERE PREPARED TO COUNTER.

LOOKING AT YOUR HABITS, PRACTICES AND SCHEDULE THROUGH AN ADVERSARY’S EYES. WHAT INFORMATION COULD YOU GATHER?

IT IS OUR COLLECTIVE RESPONSIBILITY TO PROTECT INFORMATION ABOUT WHAT WE DO AND HOW WE DO IT.

REMEMBER, OPSEC IS EVERYONE’S RESPONSIBILITY.
EVENT DATES:
Feb. 1 to Nov. 1: CY 23 PRT Cycle Window
Sept. 7: Active-duty E-6 Exam
Sept. 12: MAP Quotas Uploaded
Sept. 14: Active-duty E-5 Exam
Sept. 21: E-4 EAW due

AWARDS AND APPLICATION DEADLINES:
Sept. 30: FY25 Law Education Program
Nov. 1: FY23 Copernicus Award Nominations
Dec. 31: AY24-25 Enlisted Cyber M.S. Degree

ORDER TO UPDATE NFAAS
NAVADMIN 190/23
This NAVADMIN announces the semi-annual requirement for all Navy uniformed and civilian personnel to update/verify their personal information in NFAAS no later than Sept. 30, 2023. If a Sailor’s NFAAS record has been updated between April 1, 2023 and Sept. 30, 2023, that record is considered valid for this period.

ACTIVE COMPONENT FISCAL YEAR 2023 AVIATION COMMAND RETENTION BONUS
NAVADMIN 178/23
This NAVADMIN announces the FY 2023 Aviation Command Retention Bonuses for the Active Component - providing incentives to retain highly skilled personnel for critical naval billets.

EVALUATIONS FOR SENIOR CHIEF PETTY OFFICERS SCREENED TO MASTER CHIEF PETTY OFFICER
NAVADMIN 193/23
With reference to last year’s announcement of the Senior Enlisted Marketplace, this NAVADMIN provides actionable guidance for reporting seniors overseeing senior chief petty officer evaluations.

MATURE UNIFORM PILOT PROGRAM ENHANCEMENT
NAVADMIN 176/23 | FACT SHEET
Based on participant feedback, the maternity uniform program has now expanded to allow participants to select from one of four different uniform sea bag options. These choices allow pregnant Sailors to choose the best option for themselves and their work environment.

OFFICER APPLICATIONS BEING ACCEPTED FOR BLUE ANGELS 2023-2027 SHOW SEASONS
NAVADMIN 200/23
Positions available:
- 2 F/A-18 Demonstration Pilots
- 1 Naval Flight Officer or Naval Aviator as the Events Coordinator
- 1 USMC C-130 Demonstration Pilot
- 1 Maintenance Officer
- 1 Flight Surgeon

MATERNITY UNIFORM PILOT PROGRAM ENHANCEMENT
NAVADMIN 176/23 | FACT SHEET
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VCN MESSAGE TO FLEET
NAVADMIN 188/23
Vice Chief of Naval Operations Adm. Lisa Franchetti takes the helm as acting CNO until the 33rd CNO is confirmed by the Senate. In this letter to the fleet, Franchetti addressed the leadership transition of CNO duties, fleet readiness, and ongoing warfighting efforts, as well as expressed her gratitude to retired Adm. Mike Gilday.

248TH NAVY BIRTHDAY PLANNING ORDER
NAVADMIN 167/23
The theme of this year's 248th Birthday and Heritage Week will be "248 years of Power, Presence and Protection." This NAVADMIN spells out the purpose of celebrating our naval history and heritage within our fleet communities, as well as with the public. For commemoration resources: https://www.history.navy.mil/browse-by-topic/commemorations-toolkits/navy-birthday.html

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If you or someone you know is in crisis, call the Veterans Crisis Line.

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RECRUITER SPOTLIGHT
Yehoshua Jones

The Official Newsletter of MyNAVY HR AUGUST 2023

Get SOCIAL with us: FB | IG | TWITTER | LINKEDIN | YOUTUBE
The Naval Service—forward deployed and capable of both rapid response and sustained operations globally—remains America's most persistent and versatile instrument of military influence.
Located at Joint Expeditionary Base Little Creek-Fort Story in Virginia Beach, the Naval School of Music fosters the largest training facility of its kind in the world, providing basic and advanced instruction to military musicians from both the Navy and Marine Corps to prepare them for the challenges awaiting them within their ensembles.

Compared to other rates in the Navy, musicians are unique in the having to audition for a position prior to enlisting in the Navy.

“We do auditions for every spot in the Navy musician (MU) community, so we hold auditions throughout the year,” said Lt. j.g. Andrea Sematoske, training officer at the Naval School of Music. “It’s just like the industry standard audition where we post the date and the time, what instrument, and what vacancies we have. People show up and perform a set list of music. At that point, they’re showcasing what they can do with that skill set that they have already established as a civilian, and we pick the best of the candidates. We offer them a position in the Navy music program.”

After receiving a position as a Navy MU, the candidates then process through a military entrance processing station (MEPS) and proceed to basic training. After successfully completing basic training, Sailors and Marines report to the Naval School of Music to prepare them to receive their musician designator (NEC/MOS).

“The Naval School of Music offers four courses for Navy musicians,” said Sematoske. “One of which is the basic music course. It’s a 21-week course that offers music theory, ear training, small ensemble, large ensembles, drill band, instruction on improvisation, and percussion techniques. So, it really takes a professional musician with an already established skill set that hones those skills and applies it to how they will use them in the fleet as a naval MU.*

During their time at the school, MUs learn to take the musical technique they brought with them into the program and enhance their ability to perform as a live musician.

“The best part of the job is the privilege to take music everywhere across the country and essentially the world,” said Sematoske. “I know the adventure that awaits them, and I really look forward to being relieved by these incredible musicians that we are bringing into the program.”
From Elijah G. Leinaar

"serving and commitment are two principles that I carried with me from the Girl Scouts to the Navy, and both organizations gave me back invaluable life experiences."

NCCS JOY M. BRAGDON
NAVY RECRUITING COMMAND

Senior Chief Navy Counselor Joy M. Bragdon's journey encapsulates how childhood achievements can develop into a thriving career. A native of Tucson, Arizona, Bragdon's transition from a Girl Scout Gold Award recipient in her youth to achieving the rank of Senior Chief in the U.S. Navy serves as an inspiring example for young girls.

“One of the most important but simple things Girl Scouts taught me was to always leave something better than how you found it,” Bragdon said. “Applying this to your day-to-day job and leadership in the Navy allows you to make a positive impact on your Sailors. As a young girl I would say the Girl Scout law, and it starts with, ‘on my honor I will try to serve God and my country.’ Now that I don the Navy uniform, I realize how much that really means to my family and country.”

The Girl Scout Gold Award is the highest and most prestigious achievement within Girl Scouts of the USA. It represents a significant accomplishment for a Girl Scout Senior or Ambassador, which is typically a high school-aged girl who demonstrates exceptional leadership, organizational skills, and commitment to making a positive impact in their community and beyond.

To earn the Gold Award, a Girl Scout must complete a sustainable community service project that addresses a real and relevant issue. The project should have a lasting impact and involve a minimum of 80 hours of planning, execution, and leadership. It requires the girls to identify a problem, create a plan, gather resources, lead a team, and effectively communicate the project's goals and outcomes.

Bragdon said her journey began through hard work and determination.

“My troop’s focus was confidence and character to promote being confident as an older Girl Scout and how great it can be at any age.” Bragdon continued, “We focused on this by working with the local mall and organizing a fashion show for older girls to show confidence and character. We invited younger girls and encouraged them to stay involved in scouts, and we organized a silent auction where the proceeds funded a scholarship for underprivileged girls to attend Girl Scout events. The goal of those events was promoting confidence and character. This fund is still active today.”

Earning the Gold Award not only cultivated her leadership skills but also accelerated her promotion to E3 upon entering the Navy. This benefit, typically achieved after 18 months of service, reflects the award’s impact on her military journey.

“I enlisted as an Airman, paygrade E3, but I worked my way up as a Navy Counselor,” Bragdon said. “Through dedication and hard work, I earned each promotion, and I can proudly say the Girl Scouts started my leadership journey to earning Senior Chief Navy Counselor, paygrade E8.”

Bragdon has served 14 years in the Navy, and through five promotions and many Navy awards earned, she has been a shining example of a top performer who achieves her goals.

“I decided to become a Navy career recruiter in 2014, and ever since I’ve loved helping people start a career in the U.S. Navy,” Bragdon said. “Serving and commitment are two principles that I carried with me from the Girl Scouts to the Navy, and both organizations gave me back invaluable life experiences.”

Sandy Saha, Leader of Senior Girl Scout Troop 1750 and Service Team Member of Greenwood, Girl Scouts, recognized the potential of Bragdon's experience as a motivating force for young girls.

“Senior Chief Bragdon’s story illustrates the possibilities that unfold when passion and opportunities converge, serving as a source of encouragement for generations to come,” Saha continued, “I believe this can resonate in the hearts of young girls everywhere.”

Bragdon's journey underscores the potential of Gold Award accomplishments to serve as launch pads toward impactful futures.

“It’s so surprising how much the Navy and Girl Scouts have in common, it set a foundation of standards and traditions, so it made adapting to the Navy so much easier,” Bragdon said. “I learned the importance of finishing something you started and seeing the benefits of those accomplishments. The diversity Girl Scouts has and being a sister to every Girl Scout at a young age, correlates to my everyday life as a sister in the Chiefs Mess.”

Bragdon's narrative illustrates the possibilities that unfold when passion and opportunities converge, serving as a source of encouragement for generations to come.

“I love recruiting because you get to make a direct impact on people in a positive way every day,” Bragdon said. “Throughout my 10 years in recruiting I’ve supported hundreds of Sailors entering the Navy and have watched them grow into leaders. This is all to maintain our Navy to be the strongest in the world. I plan to continue to lead the Sailors of Navy Recruiting Command in order to maintain our strength while still changing people’s lives for the better.”
THE UNSUNG HEROES:
HOW METOC AND FLEET WEATHER CENTERS
SAFEGUARD OUR NAVAL FORCES

From Mass Communication Specialist 2nd Class Dakota David/All Hands Magazine

Every morning at 8:00 a.m. and every evening at sunset, ships in the United States Navy adhere to the time-honored tradition of colors. As the sun gracefully lowers on the horizon, so too is Old Glory lowered as the workday comes to a close. This daily ritual, steeped in tradition and respect, depends on the precise timing of sunset. Thanks to the meticulous efforts of the Naval Meteorology and Oceanography Command (METOC), this crucial information is consistently tracked and recorded. Through METOC and its supporting commands, data about the stars, the weather, and the ocean is harnessed to promote safety, security, and the reliability of our nation’s military.

AS THE GOLDEN LIGHT OF THE SETTING SUN DANCES ON THE SMALL Ripples NEAR THE HULL OF THE AIRCRAFT CARRIER MOORED AT NAVAL STATION NORFOLK, A TIME-HONORED TRADITION BEGINS. TWO DEDICATED SAILORS RECEIVE A RADIO CALL TO REPORT TO THE QUARTERDECK, READY TO FULFILL THEIR SOLEMN DUTY AS DESIGNATED BY THE WATCH BILL. THESE SAILORS DON THEIR DRESS BLUE PANTS, PULL THEIR JUMPERS OVER THEIR BRIGHT WHITE T-SHIRTS, TIGHTEN THEIR NECKERCHIEFS, AND NUDGE THEIR WHITE COVERS DOWN TO TOUCH THEIR HEADS. THEIR MISSION: TO BRING THE NATIONAL ENSIGN TO REST FOR THE NIGHT.

Protecting the Deep Sea Navigators

Imagine another day, far from the serene shores of Norfolk, as a submarine embarks on a classified mission into the heart of the Atlantic Ocean. A fierce storm rages above the waves, and the sub descends to a daunting depth of 600 feet. Onboard, a Petty Officer 2nd Class responsible for navigating the submarine through the treacherous depths, breathes a sigh of relief as the vessel successfully maneuvers past an underwater mountain, continuing its journey into deeper water.

The submariners and their vessel would be at the mercy of the tumultuous seas above if not for the tireless work of the Fleet Numerical Meteorology and Oceanography Center. This vital center generates a wide range of forecasts that are indispensable for the safe navigation of the world’s oceans. From predicting wave heights to monitoring temperature fluctuations, the information they provide is not merely useful but, in many instances, critical to the safety of sea-going vessels.

Guardians Against Natural Disasters

Out in the Caribbean, the valiant crew of a destroyer is extending a helping hand to islanders afflicted by a deadly Category 5 hurricane. Among those rendering aid is a Boatswain’s Mate, clutching the remnants of a once-cozy island home. She communicates with the locals, learning that they had minimal time to prepare for the onslaught of the hurricane. The devastating effects of the storm reverberate across the islands, and the situation would have been even more catastrophic had there been no warning at all.

This is where the Fleet Weather Centers in Norfolk and San Diego come into play. Collaborating with the National Oceanic and Atmospheric Administration (NOAA), they provide crucial information to the fleet and the world, offering advanced warning of tropical storms and resource protection for the Pacific and Atlantic regions. Without their dedication, the perils of cyclones, typhoons, and tsunamis would be even more dire.

The Unseen Heroes

Throughout the U.S. Navy, there are countless situations and challenges that, without the assistance of organizations like METOC and the Fleet Weather Centers, would jeopardize the lives of military personnel and civilians alike. While predicting weather patterns may not always be seen as a “warfighting” task, it is undeniably critical to the success of the mission. The dedicated efforts of these unsung heroes ensure that our Sailors, Marines, Airmen, Soldiers, and Coastguardsmen are not thrust into harm’s way without adequate preparation and warning.

The significance of organizations like METOC and the Fleet Weather Centers becomes evident with their tireless efforts behind the scenes safeguarding the lives and missions of those who serve in the U.S. Navy. Whether it’s the solemn ceremony of colors, the treacherous depths of the ocean, or the devastating force of a hurricane, these dedicated professionals ensure that our naval forces are well-prepared and well-informed, ultimately contributing to the safety and security of our nation. Their contributions may be unseen, but they are undeniably indispensable.
Top Secret Hamster Recipe

Ingredients

CLASSIFIED

13 thin slices ham
8 oz Swiss cheeses shredded
6 boneless skinless chicken
9 Tablespoons butter
2 cups of breadcrumbs

Instructions

1. Fat the ham
2. Mix the cheese with chicken
3. Add butter and breadcrumbs
4. Bake in oven

Official Evidence Sheet

Top Secret Hamster Recipe document found in unsecured trash can. Trash can is for unclassified documents. Top secret documents should be disposed of properly by shredding and/or burning.

Top Secret Hamster Ingredient binder
- Found mixed with unclassified binders
- Binder should be secured and locked in proper location

Top Secret Hamster Instructions overheard
- PO2 Anchor was on the mess decks when two unknown POIs were discussing the top secret hamster recipe.

Suspects

PO2 Anchor
SN Vessel
PO1 Hawkeye

Rooms

Galley
Berthing
Fan Room

Scan me!