

CURRENTS

Please post or route

February 9 – February 13, 2004

UPCOMING EVENTS

February 14

Men's basketball vs. Mount Aloysius College
2 p.m.
Apprentice Athletic Center

February 14-15

Baseball
Builder Round Robin
Two games on both days,
same times both days
10 a.m. and 4 p.m.
War Memorial Stadium
Hampton

February 26

Bloodmobile
Building 103
7:30 a.m. – 1:30 p.m.
Appointments: Call 8-9191,
select option 9.
Questions: Call 0-3011.

March 3

Strayer University will visit the shipyard to advise and register students for their next semester.
Building 500/2
2:30 p.m. – 5 p.m.

Currents is a weekly publication for employees of

NORTHROP GRUMMAN
Newport News

Please send information for Currents to
Stephanie McCall, 8-4962
Dept. O29; B520/1
Stephanie.McCall@ngc.com

Great Company. Great Products. Great People. Great Results.

✿ Northrop Grumman awarded planning contract for USS Carl Vinson

The U.S. Navy awarded Northrop Grumman a planning contract valued at about \$139 million to continue preparations for the overhaul and refueling of the nuclear-powered aircraft carrier *USS Carl Vinson* (CVN 70).

Vinson (pictured right) is scheduled for arrival at Newport News in November 2005. This will be the ship's first and only refueling during a service life expected to span about 50 years. This

contract is a modification to the original contract, which was awarded in May 2001, and brings the total contract value to about \$330.5 million. Work to be performed under the contract includes advance planning, design, documentation, engineering, material procurement, shipboard inspections, fabrication and preliminary shipyard or support facility work.

Named for former U.S. Congressman Carl Vinson, the carrier *Vinson* was built at Newport News and christened in 1980. The former congressman attended the christening ceremony at age 96 and became the first living American to have a Navy ship named in his honor. The Navy commissioned the ship in 1982.



U.S. Navy Photo

✿ New company badges coming soon

Northrop Grumman Newport News employees will be among all U.S. Northrop Grumman employees to soon receive a new company badge. Corporate Vice President and Chief Human Resources and Administrative Officer J. Michael Hateley announced the plan for new badges in a February 9 letter. He said the badges will accommodate various technologies – some that already exist such as magnetic strips and others, such as smart chips, that will be added in the future. He also noted that the change will help foster more efficient access-control processes across the company. The new badge demonstrates the corporation's commitment to having all business sectors operate as one Northrop Grumman. Employees will be able to continue to use their current badges until July 31, 2004. Northrop Grumman Newport News Security will soon provide shipyard employees more details about steps to receive a new badge.

✿ Business Conduct Tip

Business Conduct Rules state that the company is "committed to creating a place of employment where every employee has the same opportunities to work and grow based on their individual skills and abilities." The rules include a list of prohibited actions, including "jokes or comments about a person's body, race, color, religion, etc." Remember, any employee who notices any illegal discrimination or sexually offensive behavior can report the problem to his or her supervisor, or department human resources representative. Employees may also contact the company's Equal Employment Opportunity representative at 688-1420. Business conduct rules and other similar information are available on Yardnet at <http://yardnet/divisions/humres/o25/busconduct/generalinfo.stm>.

CURRENTS continued

✦ Extraordinary efforts can lead to financial awards for non-represented employees

Northrop Grumman Newport News recognizes that great people working hard together make a company like Newport News great. To that end, the company supports two Northrop Grumman recognition programs, the Timely Awards Program (TAP) and the Rewards Management Achievement Plan (RMAP). TAP is a cash instant recognition program that recognizes the extraordinary efforts of employees with an immediate cash award. More than \$1 million will be awarded in 2004 for this program, which provides immediate recognition for noteworthy, specific accomplishments as opposed to sustained exceptional performance that is recognized in other ways. Awards can range from \$200 to \$5,000 based on the type and impact of the achievement. An employee's immediate supervisor or manager nominates the employee or a team of employees for an award for contributions in one of nine categories that range from quality improvement to product delivery. RMAP awards are given to exempt employees at year-end for exceptional contributions and achievements during that year. This program is in addition to the regular merit increase, and rewards a significant level of performance through a lump-sum cash award. Under RMAP this year, about 300 people will be eligible to receive from 2.5 percent to 10 percent of their salary based on their performance in 2004. The amount of the award is based on the company's achievement of performance targets. An employee's immediate supervisor or manager nominates the employee. More information about TAP and RMAP is available on the Department O13 Compensation & Human Resources Information Services Yardnet site. Click on Policies and Programs.



✦ Texas merchandise to be on sale

The crew of the *Texas* will be at building 520 on February 13 during lunchtime to sell merchandise for the crew's Morale, Welfare & Recreation Program. Various merchandise, such as hats and coffee mugs, will be available.

✦ National Shipbuilding Research Program elects new official

Ken Clarke, manager of Production Engineering, was elected chairman of the National Shipbuilding Research Program's Business Process Technologies Panel at its December Panel Meeting held at the "Automation in Shipbuilding Conference" in New Orleans. His term started January 1 and will run for two years. National Shipbuilding Research Program (NSRP) is a nationally-recognized model for government/industry research programs. The mission of NSRP is to manage and focus national shipbuilding research and development funding on technologies that will reduce the cost of warships to the U.S. Navy and will establish U.S. international shipbuilding competitiveness. NSRP also provides a collaborative forum to improve business and acquisition processes. The Business Process Technologies Panel provides a public forum for shipbuilding industry stakeholders to discuss all principal business processes required to rapidly and effectively respond to the marketplace. Those processes range from initial

business strategy development to post-delivery customer service. Major initiative panel chairpersons such as Clarke must be employed by a U.S. commercial shipyard during their term. Clarke joins other Northrop Grumman Newport News employees involved with NSRP. They include CVN 21 Production Engineer **Allan Roy**, who was elected last year as chairman to the NSRP Shipyard Production Processes Panel, and Environmental Engineering Manager **Frank Thorn**, who serves as chairman of the organization's Environmental Technical Panel. In addition, **Rick Spaulding**,

director of Labor Research Planning, was recently appointed by Northrop Grumman Newport News as the company's representative to the NSRP Executive Control Board, which is responsible for the overall execution of the program. Visit

www.usashipbuilding.com for more information.



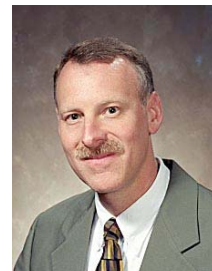
Ken Clarke



Frank Thorn



Allan Roy



Rick Spaulding

CURRENTS continued

✿ Navy Christmas program available for check out

Over shutdown, WVEC-TV (Channel 13) aired its annual holiday program called "A Navy Christmas." This year's program focused on those fighting the war on terrorism, including all branches of the armed forces, and the homeland security patrols protecting critical assets around Hampton Roads. Several employees from Northrop Grumman Newport News participated in commercials that were used to promote the program. Many of these commercials are featured on the video of "A Navy Christmas," which is now available for employees to check out. Visit the Communications office between 7:30 a.m. and 8 a.m. or 3:30 p.m. and 4 p.m. to check out the video. Please call 0-3552 in advance to check on video availability. **Pictured are some of the employees featured in Navy Christmas commercials.**

Images by Drake Akroyd, O26



Laboratory Services

Pictured from left are Jim Ponsonby, James Salmon, Tom Modlin, Dwayne Jackson, Mike Green, Woody Compton, Ron Brockett, Ken Morgan, and Jerry Grimes.



CVN 77 Second Shift Team

Pictured from left are Michael Brice (X31), Brad Bowman (X11), Henry Price (X18), Eric Mason (X11), Faye Hunt (X43), Chip Buck (X33) and Henry Robinson (X36). Not pictured is George Perry (X05), who assisted with the video shoot.



Quality Inspection Department

Pictured from left are Shirley Campbell, Neal Jones, Tom Critzer, Dot Pruitt, Tom Waltrip, Don Whitley, Bill West, Dewitt Pierce, Larry Fowler, George Smith and Sarge Marriner.

✿ Washington Wizards deal

The Washington Wizards team is presenting a special bus trip offer for the Wizards vs. Boston Celtics game. The offer ends Feb 20. The game is Saturday, March 13, at 7 p.m. All ticket prices include round trip bus fare. Go to the Yardnet home page for more details about costs, how to order by phone and other information.

✿ Discounted tickets to Admiral hockey games available to shipyard employees

Northrop Grumman Newport News has worked with the Norfolk Admirals to offer employees discounted tickets to certain Admiral games. Employees must show their company identification at the Norfolk Scope box office to receive \$2 off all seats for Norfolk Admiral Hockey games on the following nights:

*February 13 vs. The Lock Monsters

*February 27 vs. The Senators

*March 12 vs. The Penguins

*March 20 vs. The Aeros

*March 26 vs. The Monarchs



Ticket prices with the discount are: Gold Level – \$14.75; Blue Level – \$10.75; White Level – \$7.75
A flier on this is available on the home page of Yardnet. For more information, call 757-363-1900 x232.