

INDUSTRY'S VOICE IN HAMPTON ROADS: VSRA in the Media

2015 saw a great enhancement in the use of local media to spread awareness of the Ship Repair Industry, its benefits to the community, and its future workforce opportunities. Over 2,000 radio ads and several hundred television spots reached thousands of people in the Hampton Roads community, advertising the VSRA Job Board and Pre-Hire Trade Training Program. This increased exposure lead to a sharp increase in the number of Job Board viewers, increasing exponentially the value of this free member benefit.



WVEC's Mike Gooding and Kari Jacobs with Bill Crow

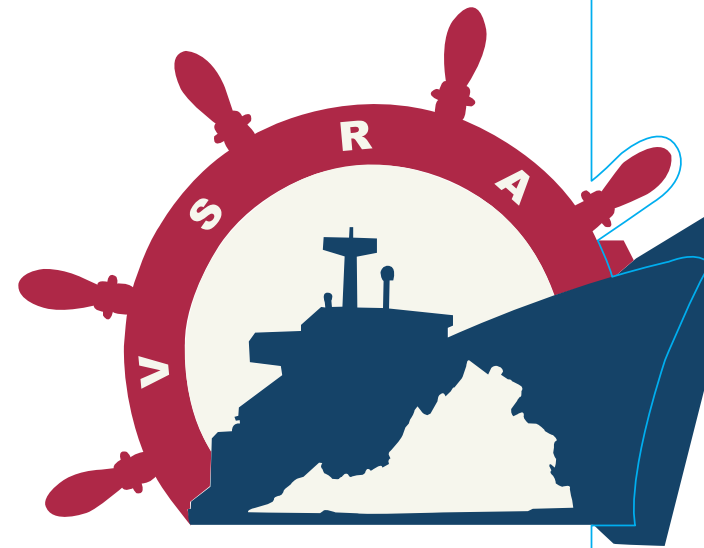
STRENGTHENING PARTNERSHIPS: OSHA & VSRA

With 32 partner companies, VSRA continues its role in ensuring our workforce remains safe and strong through its partnership with OSHA – the only maritime OSHA partnership in the nation. The OSHA-VSRA partnership saw great success in 2015, amid several changes within the local area OSHA leadership. OSHA, VSRA, and Signal Administration teamed up to host the first Protecting Our People Seminar, covering such topics as the temporary employee initiative, top ten maritime violations, and finding maritime safety and health resources. Additionally, Interim Area Director David Olah served as a guest speaker for the VSRA Safety & Health Seminar. The OSHA-VSRA Partnership team wishes to welcome new Area Director Stanley Dutko, whose extensive background in safety and health with the Marine Corp will be a valuable asset to this vital partnership.

STRENGTH BEHIND THE ASSOCIATION: VSRA's Committee Happenings

- Communications:** The Communications Committee launched a completely revamped newsletter, with a new name – The Eight O'Clock Report – and new, user-friendly interface. In addition, article submissions by guest columnists added to the success of the newsletter, garnering over 8,000 views this year.
- Contracts:** The Contracts Committee opened 2015 with a new format for their monthly meetings, bringing in both external and internal guest speakers to address issues in contracting and business development. The new format led to a 20% rise in committee attendance. Additionally, the Contracts Committee hosted another successful Seminar Series, with over 100 attendees hearing experts speak on topics in Standards of Conduct, Cybersecurity, Business Succession, and the Government Budget Process.
- Human Resources:** The Human Resources Committee once again hosted their annual seminar, with record attendance of 71 HR professionals hearing speakers discuss Employee Benefits, EEO Compliance, the National Labor Relations Act, and a special presentation on RAPIDGate by representatives from Eid Passport (now SureID).
- Quality Assurance:** The Quality Assurance Committee had another fantastic year, making MARMC-approved changes to the QA Audit process, including increasing the Audit Cycle Frequency to 18 to 24 months, and updating the Auditor rotation process. MARMC's Deputy QA Director met with the VSRA QA team, and gave recognition to the Audit program as an acceptable method for MSR/ABRs to audit subcontractors under CNRMC guidance.
- Safety & Environmental:** In 2015, the Safety Committee and Environmental Committee merged to form the revamped Safety & Environmental Committee, aligning with the VSRA Strategic Plan and member feedback. Together, they hosted a very successful 20th Annual Safety & Health Seminar, with record-breaking attendance and sponsorship. Speakers included Joe Campbell, VP/GM of BAE Systems, Frank Walker, Safety Director at MARMC, and David Olah, Interim OSHA Area Director. With 17 presenters, 23 sponsors, and over 230 attendees, the 20th Annual S&H Seminar was a fantastic success!
- Security:** The Security Committee had a successful year in 2015, with approximately 20% of the VSRA membership actively engaged in committee activities. Monthly meetings were host to various government officials as well as SureID (formerly Eid Passport) representatives, and the Committee proactively surveyed the membership on their experiences with the RAPIDGate program for enhanced cooperation in resolving ongoing issues. Looking ahead, the Security Committee will continue to partner with MARMC and SureID in 2016 to enhance communication between the Navy and Industry on all important security matters.

Virginia Ship Repair Association



Annual Report 2015 3rd Edition

STRENGTH BEHIND THE FLEET



Virginia Ship Repair Foundation

Chairman's Message...

As I finish out my first year as Chairman of the Virginia Ship Repair Foundation Board of Directors, I am grateful for the many contributions those of you in the industry have made to assist the VSRF in realizing its goal of ensuring the ship repair workforce in Hampton Roads is seen as the best in the nation. To meet this goal, the Foundation continues to champion programs and initiatives aimed at identifying talent across the state, and training the future workforce to carry forth our industry's mission as the "Strength Behind the Fleet". As we look forward to 2016, I hope you will reach out and continue to support the Foundation in its worthy endeavors, through sponsorships, contributions, and - most importantly - volunteering your time to meet these incredible young leaders who continually remind us that the future of the ship repair industry indeed shines brightly.



Alan L. Walker
VSRF Board Chairman

DEVELOPING TOMORROW'S WORKFORCE

Throughout 2015, the VSRF furthered its mission to develop the future workforce of the ship repair industry. The VSRF's initiatives to reach students of all grade levels saw unprecedented returns, as record levels were reached in career day participation as well as technical school visits. Through a continued partnership with Norfolk Technical Center, many member companies attended their annual Industry Day in April, recruiting young new talent already armed with maritime welding skills via the Foundation's Ship Skills Handbook for welding students. Additionally, Board members made visits to several technical schools statewide, attended the annual VATIE Conference in Roanoke on behalf of the VSRF, and hosted almost 200 students for shipyard tours locally. Additionally, through a strengthened partnership with local community colleges, the VSRF has worked hard to ensure the industrial base will remain strong, with skilled, enthusiastic workers, for years to come.

SHIP REPAIR IN THE COMMUNITY

In 2015, the VSRF continued its goal to bring a positive image of ship repair to the local community, continuing initiatives such as the LEGO Competition, Ship Repair Race Night at Langley Speedway, and the always-successful annual Foundation Golf Tournament at Bayville. Winners of the LEGO Competition, Ruffner Academy, took back to their school a grand prize check of \$1,500. Second place was awarded to Trinity Lutheran, who earned \$1,000 for their school, and Rosemont Academy finished in third place, earning \$500. Industry attendance at the annual Ship Repair Race Night event was a record high, as over 500 industry participants came out for a fantastic night at the races, joining community members and race fans from across Hampton Roads to promote ship repair as a great place to work. Finally, the 29th Annual VSRF Golf Tournament at Bayville saw record sponsorship, and sold out in mind-boggling speed, with registrations closing within one hour! All of these events will be back in 2016, with hopes of breaking more records, and showing Hampton Roads how much the ship repair industry cares about our community.



The Honorable Sean Stackley
Assistant Secretary of the Navy

STRENGTHENING PARTNERSHIPS: OUR NAVY CUSTOMER

Virginia Ship Repairers take great pride in ensuring Navy ships are maintained at maximum readiness. In 2015, VSRA's engagement with the US Navy at every level highlighted increased communication and collaboration, which were paramount to a strengthened partnership. In addition to the Quality Management Board (QMB), the VSRA-MARMC Safety Management Board (SMB) was implemented in 2015 with outstanding results - one being development of a standardized Hot/Cold Work Notice form for use across the port to ensure worker safety. The VSRA Security Committee worked to collect and provide valuable feedback on the RAPIDGate program, allowing validated conversation that resulted in vital changes to the program nationwide. Navy review and input was provided to the VSRA QA Audit process and WAF/Tag-Out orientation. VSRA also provided several remote training courses for our Navy customer in 2015.

Enormous value has come from this continued bond and nothing illustrates that more than the wide array of Navy speakers at VSRA General Membership Meetings in 2015, to include: Captain Steven Stancy, Commanding Officer of MARMC, RADM Craig Faller, Chief of Legislative Affairs and in October, Assistant Secretary of the Navy Sean Stackley who addressed 2016 workload concerns. VSRA will ensure that this essential and fruitful partnership continues in 2016.



Bill Crow, RADM Craig Faller, Dave Thomas and
RADM Pete Gumataotao

INDUSTRY AWARENESS: OUR HIGHEST PRIORITY

Ensuring awareness of the ship repair industry and its significance to Virginia's economy at the federal, state, and local levels remains VSRA's top priority, and was clearly emphasized in 2015. VSRA President Bill Crow made ten visits to Washington and paid 30 office calls over the course of the year to our Congressional Delegation of Senators and Congressmen. Additionally, Virginia Senator Frank Wagner continued his tradition of addressing the VSRA membership at April's General Membership Meeting, providing insight into current progress and initiatives at the state level. United States Congressman Rob Wittman spoke during the September Membership Meeting, updating VSRA members on attempts for Congress to work with the Navy in addressing ship availabilities and the upcoming workload. VSRA's mission to educate elected officials on the Ship Repair Industry was successful in 2015, and we will look to continue building upon that success in 2016.



Congressman Rob Wittman
VA 1st District



Virginia Ship Repair Association

Chairman's Message...

As I reach the mid-point of my tenure as Chairman of the Virginia Ship Repair Association Board of Directors, I reflect upon the incredible partnerships that characterized 2015, and look forward to continuing to strengthen those bonds into 2016. The outreach to our region, other regional associations, educational institutions, legislators at both the state and federal level have promoted awareness of the benefits and great value of the ship repair industry. Though we may face economic difficulties in the coming year, I recognize that the competitive yet collaborative nature of the ship repair industry, as facilitated through VSRA, will allow us to successfully weather those storms. As we continue to execute the Association's Strategic Plan, I will give every effort to continue the initiatives already in place. To the hardworking men and women of our industry, and to the dedicated volunteers who continue to make VSRA the nation's premier trade association, I thank you, and look forward to 2016.



Dave Thomas
VSRA Board Chairman

President's Message...

In reflecting back on my third full year as the President of the Virginia Ship Repair Association, I am repeatedly mesmerized by the strong partnerships that you - the Association's dedicated members - continue to foster. From our unprecedented partnership with OSHA, the success of the many collaborative committees with our main customer, our deepening bond with local educational institutions, and passionate outreach to our community, the ship repair industry in Hampton Roads validates our role as the "Strength Behind the Fleet". Member company collaboration has continued to increase, as witnessed by strong participation and record attendance at all of our professional seminars. You, our member companies, continue to dazzle me by doing everything possible to develop superior training, workforce programs, and industry events. I extend my utmost appreciation for your dedicated efforts, and I thank you for your unending support. I am truly the luckiest Association President in the world!



William W. "Bill" Crow
VSRA President