



Supply Chest

November 8, 2002

Ready - Resourceful - Responsive!

Vol. 54 No. 19

NAVSUP leadership talks transformation

Editor's note: The following is a "Flash from the Chief" from Rear Adm. J. D. McCarthy, Commander, Naval Supply Systems Command.

As you recall, for the past 60 days members of the NAVSUP senior leadership team have been wrestling with ways to better structure and align NAVSUP. This is part of a larger Navywide initiative to obtain sufficient funds to allow modernization and long-term sustainment of our fleet. We are calling this effort our Transformation initiative.

Last week our Corporate Board gathered to listen to recommendations developed during the 60-day exploratory period of this initiative. These proposals were put forth by team leaders, whose members represented a

cross section of our NAVSUP enterprise. Your senior leadership, commanding officers, and executive directors were active participants throughout the meeting. A great deal of time and effort was put into these presentations and I was extremely encouraged by the productive discussions that resulted. Proposals were presented regarding the restructuring of NAVSUP, as well as for realigning the organization to provide more efficient service and to better support our customers. These were consistent with the video outline I provided you recently, and will better align us with our customers and provide opportunities for increased efficiency and reduced cost.

Your leaders and supervisors are

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NAVSUP senior leaders pose for a group photo during the recent NAVSUP Corporate Board meeting in Virginia Beach. They met for three days last month to discuss the transformation and realignment of NAVSUP activities.



Halloween Fun!

DDNV Commander Capt. Jim Hagarty had a chance to show off his dark side on Halloween. He struck a rather frightful pose munching on "finger food." His efforts paid off, as he won the prize for "scariest costume" in the costume contest sponsored by the FISC Norfolk Food Services & Welfare Recreation Board. For more Halloween photos, see page 6.

Photo illustration by Bill Pointer

From the Commanding Officer: Anti Terrorism/Force Protection



By L. V. Heckelman
Commanding Officer, FISC Norfolk

FISC Norfolk and Regional Supply/Logistics Teammates,

Recently I had the opportunity to attend Afloat-Ashore Commanding Officer Anti-Terrorism Force Protection (AT/FP) Training. This is a new requirement that all unit Commanding Officers must receive Level III AT/FP training. Fleet Forces Command, in a recent message, directed that Installation Commanding Officers, in addition to afloat Commanding Officers, attend

this training.

One of the most disturbing facts presented in the course was our natural tendency to get complacent in our personal force protection measures. Terrorism and terrorist acts have historically come in cycles... waiting for potential targets to get complacent. We have the very recent and significant act of terrorism of Sept. 11, 2001 fresh in our memory, but even the tragic events of that date just over a year ago are beginning to fade from the memories of some.

There were several items of interest from the course that I felt I needed to share with all of you. First, a reminder of the definitions of anti-terrorism and force protection:

Anti-terrorism is defined as defensive measures used to reduce the vulnerability of individuals and property to terrorist acts, to include limited response and containment by local military and civilian forces.

Force Protection consists of active and passive measures designed to detect, deter and defeat threats directed toward military service members, DoD civilians and the facilities and equipment

necessary for the execution of the DoD mission.

What are some of the things that each of us can do to protect ourselves and contribute to the local anti-terrorism/force protection measures here in the Tidewater area? Here's a quick list compiled from the training I received:

- First, remember to be mindful of what you say and where you say it. Terrorists and those who support them are always gathering information and data which when pieced together over time can be extremely damaging to our military and civilian personnel and operations. Do not discuss operational information on the web or via email.

- Keep a low profile and be unpredictable in your behavior and actions... especially in a heightened Force Protection Condition. One of the things our intelligence specialists have learned is that terrorists watch or conduct surveillance on potential targets for months and in some cases years.

- Be observant of your surroundings and stay alert. The importance of gathering counterintelligence at the local level by the general population has often been

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Supply Corps Mentoring Program

Last winter I chartered a Supply Corps Mentoring Working Group to develop a plan that would ensure every junior Supply Corps officer would have both the opportunity and access to a senior Supply Corps officer mentor. Led by Rear Adm. Mike Finley, the working group established program objectives, defined expectations, and developed training guidelines for the Supply Corps mentoring program. An excellent summary of this group's effort can be found in the Mar/Apr/May 2002 issue of the Supply Corps Newsletter. Subsequent to the working group's establishment of a mentoring framework, the Navy Supply Corps School and NAVSUP OP have worked to develop and implement all the elements of this initiative. That groundwork has been completed and we are now ready to make mentoring assignments communitywide. This past summer we launched a pilot mentoring program by pairing the June graduates from the BQC with select Supply Corps O6s. We gained valuable insight from this pilot, which will enable us to make our communitywide rollout of mentoring a much smoother evolution. The most significant lesson we learned from the pilot was the importance of ensuring all our officers keep OP up to date with current biographical information, including home and work email addresses and phone numbers. In our very

mobile profession it is vitally important that we all keep in touch with one another. As mentoring comes online this will become even more important, since the mentoring relationship cannot flourish if the communication channels are not open. OP is in the process of establishing mentor-protégé pairings, which should be promulgated by early December. To ensure the best possible pairing, I encourage all officers, but most especially junior officers (Ens. to Lt.), to update their contact information today by visiting www.persnet.navy.mil/pers4412/locidsh.htm. Prospective mentors and protégés should also take advantage of mentoring training resources that are available at www.navylearning.navy.mil. Two specific courses of interest are titled Effective Mentoring and Communications Tools. I look forward to the rollout of our mentoring program and inevitable benefit that will result from these newly formed relationships. If you have questions or concerns regarding the mentoring program, the point of contact is the Supply Corps Career Counselor at (901) 874-4624 or his e-mail address, p4412q@persnet.navy.mil.

J. D. MCCARTHY
Rear Admiral, SC, USN

News Briefs

Career Day 2002 - "Steps Toward Continual Development."

On Wednesday, November 20, the Workforce Force Development and Support Division, Resources Management Department, Fleet and Industrial Supply Center (FISC), Norfolk will sponsor Career Day 2002. This event will be held from 10 a.m. to 2 p.m. on the 6th floor, Mall Area, Building W-143.

Supporting this event are education institutions such as Old Dominion University, Norfolk State University, and Tidewater Community College. Organizations that assist in small business start-

ups, such as Empowerment 2010 and Minority Economic Development Through Assisted Lending (MEDAL) Inc. and the Small Business Administration (SBA) will also participate.

The visiting educational institutions will identify local training and degree programs available, the small business start-up organizations will provide information on how to design, develop and deliver your own product or service in the private sector or establish grant-funded programs.

A wide range of job and career enhancement and training information will be provided from sources such as Graduate School, USDA, Human Re-

sources Service Center-East and others. Information on the Standard Automated Inventory Referral System (STAIRS) and a list of on-line web sites identifying additional training resources will be available.

This information is valuable to employees and supervisors identifying meaningful training for Individual Development Plans (IDPs). Also available will be handouts for preparing resumes, *Using the Navy's Online Resume Builder and Application Express*, information essential to all employees applying for job or position vacancies.

Linda Owen, FISC Norfolk, deputy

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overlooked. If you notice people taking pictures of ships or base entrances, report that to security. If you can give a description of the individuals or the vehicle that will be very helpful. Even better is to get the license plate number of the vehicle.

· Remember that FISC Norfolk is a two-badge command. The Common Access Card (CAC) is a “base” identification document. Within our FISC buildings and compounds, we must wear our command badge (issued by the FISC Pass Office) or a visitor’s badge. Other tenants within W-143 have their own badges that they must wear while in our building. If you observe anyone in our buildings or compounds not wearing a badge that properly identifies them, stop the individual in a tactful and diplomatic manner and ask them if they have a badge and if so, request that they properly display it. If they do not have a badge, remain with the individual and report the situation to a supervisor or directly to our security office. If the individual takes action that precludes your staying with them, get as much information as you can about their appearance and location and report it immediately to security.

· Report all suspicious or surveillance activity to your security office, base police or NCIS.

Our President and our military leaders have clearly stated that we are in a war on terrorism and that it is a war that will not be over soon. We can hope that there won’t be any more terrorist acts here in our country or anywhere else in the world for that matter but our continued vigilance and awareness of force protection measures will go a long way in detecting, deterring and defeating any attempts to commit such acts. If you have questions or would like additional information, contact our security office for assistance.

now talking with you about the specifics of last week’s meeting and the discussions that took place. Wherever possible, they will be meeting with you in small groups to exchange information and to ensure you have an opportunity to fully understand the new direction we are taking and have input to the transition process that will follow. We will be relying on activity leadership — down through our first level supervisors — throughout the process to ensure that the information flows back and forth and that your questions are answered in a timely and accurate fashion.

I know that I had originally indicated that we would provide a final plan early in November. After last week’s meeting, we collectively felt a little more time was needed to ensure we had accurate information with which to make final decisions. Frankly speaking, we felt the importance of having the right information outweighed the loss of time. As a result, we have decided to postpone making final decisions until mid-November. During this time we will be conducting final validations and reviews of the data presented by the teams I mentioned earlier. I want you to know that we are being careful and deliberate in our efforts to take into account the potential impact on our two highest priorities — our mission and our people.

Once internal decisions are made the middle of this month, we will begin the transition phase of our transformation initiative. Several things will be happening during this phase. Initially our focus will be on finalizing individual activity transition plans and pursuing the necessary approvals and notifications in cases where higher authority



Rear Adm. J. D. McCarthy
Commander, Naval Supply Suystems Command

action is required. The approval and notification process will be a headquarters function. Both headquarters and field activities will be working transition planning. The main focus of these latter efforts will initially be to translate the corporate level plans we have been dealing with to date into activity specific plans. Once this analysis is complete, we will be able to provide you with the specific information I know each of you is seeking regarding the local implications of the Transformation initiative. We expect to complete these activity plans by mid-December.

As we proceed with this transformation initiative, your leadership is fully committed to ensuring we make the right decisions and keeping you informed throughout the process. We are convinced we will be better aligned to support our customers; we will be more efficient; and we will provide additional savings to contribute to our Navy’s need for additional recapitalization funds. There’s no question, executing the transition will be a challenging undertaking, but there is also no question we will accomplish it together!

for small business will be on hand to discuss business opportunities for starting your own business. A representative from the Small Business Administration (SBA), Richmond District will also be available to discuss small business opportunities. Advice will be provided on where to go for assistance, marketing, financing, and special programs available for minority businesses.

Career Day is open to all FISC Norfolk employees (civilian and military) and our partner organizations within and outside the NAVSUP family. This is *your opportunity* to have experts answer some of those questions you may have on how to enhance your career growth and potential or, how to become an entrepreneur.

NAVSUP INFOCON Program

Information Operations Conditions (INFOCON) readiness is similar to hurricane readiness in that there are different levels of readiness.

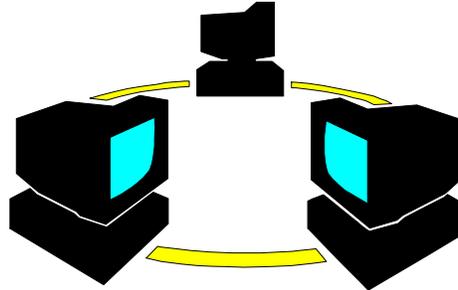
The INFOCON Program was established by the Secretary of Defense to present a structured, coordinated approach for defending and reacting to adversarial attacks against DOD computer systems and telecommunications. NAVSUP directed that an INFOCON POC be established (Maureen Jones, ISSM) and that mission essential personnel be identified (i.e., Network/System Administrators). Our responsibilities are to ensure that we have an effective network security posture at all times with increased vigilance during any INFOCON alert.

The INFOCON levels reflect a defensive posture based on the risk of impact to operations through the intentional disruption of information systems. The five INFOCON levels are:

- (1) **Normal:** Usual activity - No operational impact.
- (2) **Alpha:** Increased risk of attack - No significant impact to operations.
- (3) **Bravo:** Specific risk of attack -

potential for significant impact, especially for unclassified LAN users. Measures would impact operational functions (supply/logistics/financial/etc.).

(4) **Charlie:** Limited attack - Significant impact to operations. LAN users



would require alternate means of exchanging information. Measures would impact our ability to interoperate with allied navies.

(5) **Delta:** General attack - Significant impact on operations across Navy. Alternate communication paths would be overwhelmed.

With these levels come specific measures that must be taken when an INFOCON is announced.

Most defensive measures are taken in the network and server operating rooms. Advisories will be communicated to all hands of any additional protections or awareness that might be necessary for the specified level of readiness.

The INFOCON level for NAVSUP is currently set to Alpha.

Requirements for INFOCON ALPHA include, but are not limited to, execute appropriate security practices, identify and prioritize mission-critical systems, increase operations security training/awareness and ensure the users are aware of susceptibility to monitoring, conduct internal security reviews, increase periodicity of auditing and file backups, and other requirements to be undertaken by network/system administrators.

Users can do their part by executing the following security practices:

- * Access the system only for authorized purposes.
- * Protect the system/software/resources/data entrusted to you, including e-mail files/mailboxes.
- * Secure the system, storage media, and manuals when not in use.
- * Specifically mark or label sensitive data, printed output, and storage media, as applicable.
- * Notify your local security officer when system access needs to be changed or deleted.
- * Relinquish passwords and return/release system resources upon job reassignment or separation.
- * Adhere to the DoD warning and consent to monitoring banner displayed on the system.
- * Protect sensitive data on the screen from unauthorized view.
- * Don't leave the system unattended while logged on.
- * Choose good passwords that are not easily guessed (8 characters long; alphanumeric mix).
- * Protect your passwords from disclosure or compromise.
- * Don't share passwords or password-protected accounts.
- * Backup critical programs and data.
- * Don't use unauthorized or pirated software on the system.
- * Use only Government-purchased/approved software to conduct business.
- * Abide by software copyright laws/licenses, and understand the penalties for non-adherence.
- * Abide by command policies (INFOSEC/Internet/E-Mail/Communications Systems Use, etc.).
- * Regularly scan the system, diskettes, and e-mail attachments for viruses.
- * Politely challenge and assist transient personnel in the area.
- * Report suspicious computer activity, problems or viruses.



Halloween 2002

The Mall area in Building W-143 was transformed into a ghoulish scene on Halloween. The FISC Food Services & Welfare Recreation Board sponsored the fun, which included a pumpkin carving contest, a costume contest, and a performance by "Them in Black." Even that guy from the Scream Movies was there!





NAVTRANS Commanding Officer Capt. R. L. Schwaneke congratulates Edwin Phillips for his 30 years of service.



NAVTRANS Commanding Officer Capt. R. L. Schwaneke congratulates Lawrence Stewart for earning certification as a certified Defense Financial Manager.



The FISC Norfolk Work Team of the Quarter is the Mid-Atlantic Retail Supply Commercial Activities Performance Work Statement Team. They are (l-r) Mike Adkins, Joe Long, David Payne, Denise Turack, Sheila English, Sharon Brown, Pat Reichert, Connie Garcia, John Garcia, Sandy Harris, Phil Hannaford, Pam Fox, Mike Drain, Cathy Laughinghouse, and Rebecca Oliver.



Heather Shaw, Code 202, is congratulated by FISC Norfolk Commanding Officer Capt. L. V. Heckelman. She recently completed a contracting internship program.

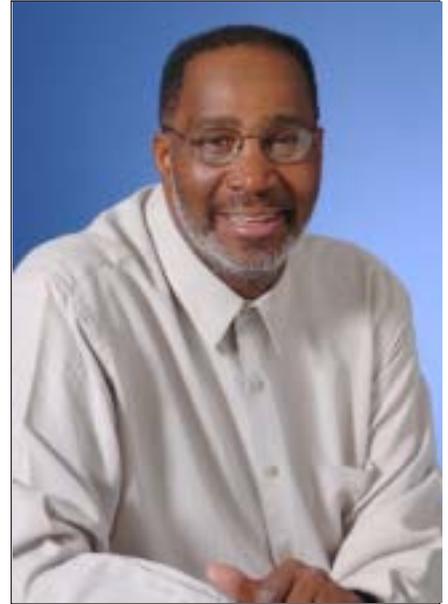


Clinton Johnson, Code 50, is congratulated by FISC Norfolk Commanding Officer Capt. L. V. Heckelman. He recently completed a communications technology internship program.



Employees of the Quarter

Alonzo Winborne (left) and Milton Davis were recently recognized as the most recent employees of the quarter. Mr. Winborne, of Code 304, is the General Schedule Employee of the Quarter. Mr. Davis, Code 302, is the Wage Grade Employee of the Quarter.



FISC Norfolk Commanding Officer Capt. L.V. Heckelman was all smiles when Lt. Tracey Tobias (left), Code 200, was recently promoted to her present rank. So was Lt. Tobias while a friend pinned new Lieutenant bars on her.



Four FISC Norfolk Sailors were recently frocked to their presents ranks after taking the September advancement exams. They are (l-r) PC3 Jenna Munding, PC3 Shay Leech, PC2 Chad Eddinger, and GM1(SW) Jason Sloan



Bobby Scarboro, Code 302, is congratulated by FISC Norfolk Commanding Officer Capt. L. V. Heckelman for his 30 years of Federal service.



Joyce Ford, Code 105, is congratulated by FISC Norfolk Commanding Officer Capt. L. V. Heckelman for her 30 years of Federal service.