



THE LYON'S ANCHOR

Lyon Shipyard • Full Service Ship Repair Facility • Established 1928

SPRING 2017 EDITION

NORFOLK, VA

WWW.LYONSHIPYARD.COM

A WORD FROM THE PRESIDENT

As we start 2017, I look forward to the upcoming new year. Not only because Lyon Shipyard will have been in business for 89 years, but because of the new and innovative ventures we have on the horizon. The number one reason Lyon Shipyard is poised for success is because of YOU! Our employees are the foundation of the company and they are dedicated to meeting our customers expectations of excellence.

Lyon Shipyard is rolling out a refreshed brand, mission statement, core values, website, newsletter and logo in 2017. All of which will be discussed in this edition of our revamped newsletter, The Lyon's Anchor. The company branding itself is new, but our focus on family is a cornerstone that will never change.

In 2016, our family had a number of loses; Mr. Rickey Elliott, Mr. Mark Smith and Mr. Kirk Carr. With



tenures ranging from 2 months to 27 years, each of these gentlemen were assets to the company and valued members of the Lyon Shipyard team. Please continue to keep their families in your hearts and prayers.

When I look over the yard, I am proud of what I see and excited about what lays ahead. Working together we can make this coming year GREAT!



COMING SOON - LSY WELDING SCHOOL

In July of 2017, Lyon Shipyards Tech Weld Department (Shop Supervisor, Dick Rowland), will hold its first In-house Welding School session.

The In-house training program is designed to meet the growing needs of LSY, by offering budding welders a 6 month program with a lot of OJT, as well as, some class time. Our primary program instructors, Jeremy Caban, Tech Dept Lead Person and Casey Tarnowski, QA Manager, will offer the students a solid foundation in the Welding trade. They each bring with them years of welding experience.

Additional information will be communicated at a later date, please contact HR or either of the program instructors with any questions.

THE NEW LOOK...

Rebranding of Lyon Shipyard

Lyon Shipyard is excited to announce our refreshed brand. Our mission statement, core values, website, newsletter and even our logo has been updated, in an effort to reestablish our core principals and further embrace the concept of self betterment. Any person that has not visited Lyon Shipyard in a while can feel the changes and positive momentum. The company's efforts to re-brand itself is new, but our focus on family, quality, and flexibility are cornerstones that will never change.

THE LYON MISSION

Lyon Shipyard is a customer focused, family-owned and operated, ship repair facility on the Elizabeth River in Norfolk, VA that has been in business since 1928.

Our mission is to be the industry leader in marine repair and industrial services.

Our mission and values guide every aspect of Lyon Shipyard. We are committed to an approach in which quality and flexibility are key pieces to the cornerstone of our success.

Rebranding the Website

It is our distinct honor to introduce you to our new website at www.lyonshipyard.com. Our new site focuses on our clients and customer needs and serves as a go to reference to learn more about who we are, what we do, and how we do it. Our rebranded website will be up and running by the end of March 2017. Please spread the word about this amazing resource and check back often for updates on projects, events and career opportunities.



Lyon
SHIPYARD

ESTABLISHED IN 1928

WHO WE ARE

OUR FACILITIES

JOIN OUR TEAM

CONTACT US



The Logos



In 2016, Lyon Shipyard updated the company logo and developed separate logos for its two divisions, Downriver and Industrial.

We believe it is important to set a clear distinction between the divisions and Lyon Shipyard, the parent company. However, we want our customers, vendors, clients, and employees to envision what binds us together; our company's mission and core values.

LYON'S CORE VALUES

In 2016, a small group of employees and our senior management team were asked to determine the Core Values at Lyon Shipyard. The following is what they came up with:

Safety: A safe work environment is always priority #1 at Lyon Shipyard.

Diversity: Lyon Shipyard is comprised of the best our community has to offer. We are proud of our diversity and our family values.

Quality: Lyon Shipyard employs only the highest level of skilled and knowledgeable tradespeople to ensure our customers receive the highest quality of work.

Integrity: Respecting each individual on our team allows us to work with integrity and produce the highest quality of work.

Dedication: The employees of Lyon Shipyard are dedicated to meeting the needs of our loyal customer base.

They nailed it! These values are woven into the things we do everyday.



NEW DIVISIONS

Lyon Downriver Services

A Mobile Service Station for your fleet.



The Lyon Downriver Services Trailer

In 2015, Lyon Shipyard's management met and discussed how to expand into other markets which could utilize the yards expertise and ensure work for our employees. In April of 2016, the company announced its new division: Lyon Downriver Services.

Lyon Downriver Services is a full service Marine Repair Contractor bringing all of the topside resources of a full service shipyard directly to the customer's vessel. We go to them! We offer a quick response management team which supports a large technical workforce without the costly expense of a full service shipyard. Many of these contracts are quick turnaround, bid on Monday, awarded on Tuesday morning with work starting Tuesday afternoon. The work is similar to what we perform in the main yard but at an accelerated pace and at a location that could be at the Amphibious Base Little Creek, Virginia Beach, VA, Guam, or the Philippines.



*Don Everton, Director of Gov't & Estimating
and Cliff Thomas, Operations Manager*

Our customers include Commercial Owners, MSC and MARAD Commercial Operators, MSC, NAVY, MARAD, NOAA and USCG. As a prime contractor for the U.S. Navy, Lyon Downriver Service has established an exceptional record of performance to deliver services and products that meet or exceed all specifications- on time and on budget.

Our team consists of highly qualified, multi-tradesmen with approved RAPIDGate and TWIC cards. Lyon Downriver Services works on vessels in ports world wide, supported by our main shipyard. Teamwork is the motto here, so let's all work together to make this effort a success!



Lyon

DOWNRIVER SERVICES

BELZONA TRAINING

In January 2017, Lyon Shipyard employees from the Sheet Metal , Inside Paint and Outside Machine Shops, received class room instruction as well as hands on training on Belzona. This training session was compled by Allan Montgomery of Industrial Maintenance Solutions Inc. During these training sessions, employees received training on the benefits of Belzona, the different types, usages of, as well as, the safest and correct way to mix and apply the product.

Belzona has a long history of being used in the yard. Some of the usages are as a coating to preserve and lengthen the life span of pumps or a cost effective compound for making repairs to steel, where otherwise, welding may not be a feasible, cost effective nor practical alternative.

Huge thanks to Industrial Maintenance Solutions, the class was interactive, informative and fun!

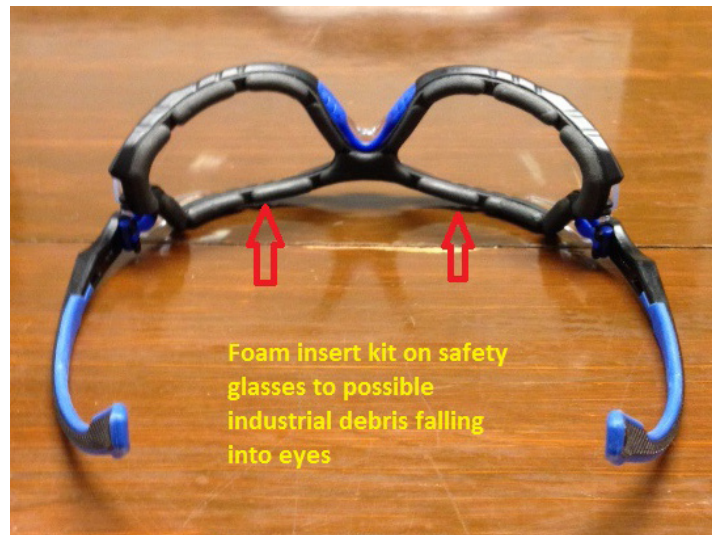


SAFETY

As the Safety Department focuses on the closing of 2016 and what lies ahead in 2017, there are a few major improvements on the horizon. One major enhancement for 2017 is the kick off of the Lyon Shipyard Safety Committee. This will be a great opportunity for representatives from all the shops to play a key role in making sound safety decisions. The decisions made by the committee will improve our working environment and have a direct impact on our workers overall wellbeing. The second change will be the introduction of a safety representative on night shift. By having safety support the night shift crew, we hope to further reduce injuries and ensure everyone goes home safely. The final improvement entails research and possible replacement

of targeted Personal Protective Equipment (PPE) to help reduce injuries in the yard. As a company, our goal has always been “ZERO” accidents or injuries. We will continue to strive to reach that goal. But we can't do it alone. We need everyone's help towards achieving that goal.

For 2017, we would like to challenge every shop and department on the yard. Let's see if we can reduce our injuries by 20% and correct all safety issues we see immediately. Whether it is a deck plate worker or management, we all can make a difference, so let's make it happen!



QUALITY ASSURANCE

If anything, we plan on speeding up! In an effort to be ABS and NAVSEA compliant across the board when it comes to weld and NDT qualifications, already approved procedures may need to be revised, tweaked, or resubmitted in their entirety. Our goals are to tighten up existing items as well as obtain qualifications we do not currently have such as Magnetic Particle (MT) Testing, and 6000 series Aluminum welding.

When teaching our QA Indoc class, as the QA Manager, I sometimes say to the group, “Please define quality.” Once, someone said, “I might not know the definition, but I know it when I see it.” Fair enough, nothing says you have to be the subject matter expert to know something



is wrong. If something just does not seem right to you, grab someone from the QA Department and let's work it out together.



COMMUNITY CORNER

On Tuesday, December 13th, 2016, Lyon Shipyard donated almost 30 gifts and a bin of food to The Union Mission. Ms. Linda James, Director of The Union Mission, stated, “the children that received the gifts for Christmas were over joyed and we would like thank Lyon Shipyard for its generosity”. This is one example of Lyon Shipyard living our core values and doing our part to support the community, because it does take a village.



THE LADIES OF LYON

Here are the ladies of Lyon having fun painting the town at Paint Nite!



LSY SOFTBALL TEAM

The Lyon Linedriver's are one of the newest additions to the Lyon Shipyard family. The softball team debuted during the City of Norfolk Fall 2016 softball season. If you're interested in playing softball, please contact the team manager, Ellen Adams @ ext. 346. The games are family friendly and loads of fun. Please come out to support the team.

SPRING 2017 SEASON

Sign up's (in Warehouse)
March 3rd-14th 2017

Season Begins
April 14th 2017

2016 NEW HIRES

Dock Shop	DOYLE, ROBERT E	OMS	MADDOX, HUNTER
Dock Shop	HARRIS, ANTHONY M	OMS	MAJOR, BRADFORD
Dock Shop	PACE, HARLEY W	OMS	MANIGAULT, DON D
Dock Shop	PAYNE, BRANDON	OMS	NICHOLS, FRANK D.
Electric Shop	OLAH, DWAYNE E	OMS	RESPASS, ANTHONY M
Fab Shop	BAKER, SEAN C	OMS	RESPASS, NICKOLAS A
Fab Shop	HALL, MARCUS U	OPS	OHNSON, SAMUEL D
Gov't & Est	LADOLCETTA, CHRISTOPHER	OPS	QUINERLY, FLOYD G
HR	BUNN, MARIBEL	OPS	SMITH, TED
HR	JAMES, SABRINA L	Pipe Shop	CLARK JR, EDWARD V
IMS	SANDERS, BRYAN T	Prod Admin	ANTONUCCI, MICHAEL
IMS	SMITH JR, ROBERT W	Prod Admin	BONE, LAQUITA R
Labor Shop	GRIFFIN, DEANGELO L	Prod Admin	MCCOY JR, RAYMOND
Labor Shop	HAYNES, JAMES F	Production	GAVIN, ANTHONY R
LDS	JOHNSON, SOCORRO J	Production	HALABI, NAMIR A
LDS	THOMAS, CLIFFORD J	Production	TATEM JR, JAMES L
LDS	ADAMS, KARON D	Rigging Shop	MURPHY, CHAD R
LDS	CLEMENTE, RICARDO P	Rigging Shop	RICHARDSON, MARVIN
LDS	DANNER, JEFFRY	Structural	SANCHEZ DEJES, JUAN
LDS	EMERSON, RICKY R	Structural	HANKS, WELFORD F
LDS	GOLDSTEIN, MARGARET	Structural	AYALA, JOSE
LDS	LEAVER JR, GRAHAM R	Structural	COMPTON, GARY K
LDS	MCCREADY, JEREMY	Structural	SANTIAGO, CARLOS R
LDS	PARKER, PAUL	Structural	SOTO-CINTRON, PEDRO
LDS	PAYNE, MICHAEL D	Structural	TORRES, JOSE L
LDS	THOMAS, COLLIN J	Tech Weld Shop	MORGAN, JONATHAN
LDS	THOMAS, GERALD C	Tech Weld Shop	WILSON, DENZEL H
OMS	ANDERSON, JACOB K	Warehouse	DELGADO MOJICA, CAMILL
OMS	BUTLER, MATTHEW T	Warehouse	JOHNSON, TIFFANI R
OMS	JOLLY, EARL L	Warehouse	WHITEHURST, PHYLLIS
OMS	MACK, RICHARD J		

2016 EMPLOYEE SPOTLIGHT



Namir Halabi

Lyon Shipyard has a new Ship Superintendent on board! On 11/14/16, Namir Halabi joined the Lyon Shipyard family and brings with him 30 years of government and commercial shipyard experience. He enjoys golf as well as hunting and is a member of the Society of Mechanical Engineers. Namir attended ODU and graduated with a BS in Engineering and Mechanical Engineering. When asked why he choose to join Lyon Shipyard; he responded, "It's a great opportunity and the potential is endless! I am looking forward to working with Lyon and offering my experience in building teams and problem solving, to create a more productive and effective environment".



Gary Compton

Gary Compton joined Lyon Shipyard on 3/14/16 as the Structural Shop Supervisor. He brought with him, 37 years of experience in shipboard repair on both government and commercial ships. Over that time, he worked with five local ship repair companies. Gary is a veteran of the US NAVY and enjoys golfing and fishing in his spare time. When asked about his goals for 2017, he replied, "I look forward to be an asset to Lyon Shipyard by bringing my knowledge and experience to help stream line processes and lowering production costs".



Richard Mack

On 2/1/16 Richard Mack joined Lyon Shipyard. He brings with him 36 years of experience as a Machinist. Richard began his journey with LSY as a temp, back in 2012. He is a proud veteran of the US NAVY and enjoys watching his favorite football team, The New England Patriots. When asked what he would say to anyone considering joining, the Lyon Shipyard team; he responded, "I take pride in my work and where I work. Lyon Shipyard is a good company, joining the team should be a no brainer".



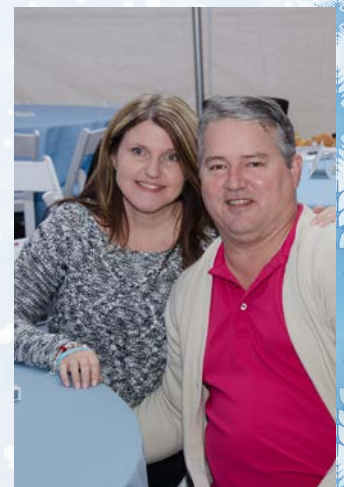


*Lyons
Shipyard
20
Holly
Party*

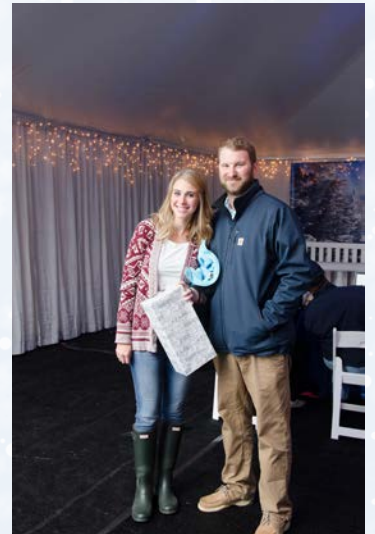




Lyon
Shipyards
16
Holiday
Party







Service Awards



25 Years

Brenda L. Brown



20 Years

Edward W. Gayle

Robert J. Holden



15 Years

Roger D. Hudson

Robert S. Walker, Jr.





Jeremy Caban
Carlito W. Pancho

Michael G. Herring
James W. Saunders



Tommy R. White, Jr.
Timothy E. Prescott
John P. Knapp
Joseph S. Pitts
Michael G. Baughman

Joshua M. McIntosh
Benjamin C. Brinkley III
Kenneth E. Lopez
Jeremy M. Candia
Kathleen F. Graham

Margaret D. Creekmur
Earl S. Young
Billy R. Langley, Jr.
Glen R. Harris
David S. Dalton, Jr.

EMPLOYEE OF THE QUARTER

3RD QUARTER Robert Ash

Mr. Robert Ash was nominated for this award by his supervisor, Mike Ahart. Mike specified that Robert was a driver within the Inside Paint Shop. Robert has over two years of service with Lyon Shipyard and although he has a relatively short tenure with the company, his work habits have become an integral part of the shop. In 2016 he received a C7/ C12 Blast and Paint Certification. His knowledge base is one of the key reasons for this nomination, as well as, his hard work and dedication.



4TH QUARTER Joey Weishampel

During a massive server outage around 3rd Quarter/ start of the 4th, Joey reached out to his network of resources and got the yard's system back on track. He also took the initiative to review other options for outsourcing our network to minimize the need of upfront capital costs and having the back-ups in place to avoid future problems. His outstanding technical knowledge base is one of the key reasons for this nomination. These are just a few of the areas that make Joey an example of excellence within Lyon Shipyard.



In addition, some of the positive comments from the management team are reflected below:

- This humble, hard-working team player has been with Lyon Shipyard since April of 2008. When he's not handling a repair or system integration, Joey can usually be found tinkering with some gadget or his cars.
- Joey has a Strong focus on promoting and maintaining system user policies for all members of the Lyon Shipyard Team.

These gentlemen received this award because they embody the core values of the organization and they are an example of excellence within Lyon Shipyard.

THE SCUTTLEBUTT

- New for 2017 the **QA Department will be implementing a quarterly QA incentive program.** Each quarter, a Department/Shop will be chosen (based on several factors) that has best exemplified the definition of Quality in the workplace. The award/reward is pending.
- In February of 2017 **Lyon Shipyard held compensation reviews for its employees.**
- Ms. Ann Blackwell in the Gov't & Estimating department, will offer **training or assistance to any employee requiring support with Excel or Word.** Please contact her at ext. 303 or ablackwell@lyonshipyard.com for assistance.



Tug Thrusters



*Lyon Shipyard Lowering the Sun –
Compliments of QA Manager, Casey Tarnowski*



*Fabricator, Sean Baker
hard at work installing an insert
on the hull of the FV Fleeton*



*Pic from the crows nest of the
Rappahannock facing the South Yard –
Compliments of Utility Worker
Phyllis Whitehurst*



*Johnny Gaskins, VP of Production,
and George Lyon Jr., President*



*Fab Shop working on
"The Spud"*



*Selfie of Congressman Scott Taylor &
Casey Tarnowski, LSY QA Manager
at the Dec 2016 VSRA luncheon.*

A LYON STEP INTO WELLNESS

2017... Kicking it off Right!

As we ease into a new year, our minds go towards resolutions and new beginnings. But promises and goals can get lost in the rush of our day to day lives, and before you know it, it's January again. We say... scrap that and kick off 2017 with these simple changes, that will have a BIG impact on your life.

1. **Fill your plate!** Half with veggies, fruits, nuts and whole grains. The other half with fish, lean meat and poultry.
2. **Hit the hay!** To keep it plain... Get some sleep. Rest is an important part of your day that can not be ignored. Cut back on your caffeine as well, it will help.
3. **Move or lose it!** Physical activity of any kind, is a step in the right direction. Even 10 minutes a few times a day, will help you make that BIG impact.

STOUT & CHICKEN STEW

What happens when you combine Guinness-braised chicken, roasted fall veggies, and a lil' bit of bacon in a slow cooker? A delicious hearty stew to get you through the cold months, is what.



Ingredients

- 1 Guinness beer or other stout (14-ounce can)
- 1/2 cup all-purpose flour, divided
- 1 teaspoon salt, plus more to taste
- 1 teaspoon ground pepper, plus more to taste
- 1 bag of frozen boneless, skinless chicken thighs
- 4 teaspoons extra-virgin olive oil,
- 4 pieces bacon, chopped
- 1 8-ounce package of button mushrooms, (halved if large)
- 2 cups chopped onion
- 4 cloves garlic, minced
- 1 cup reduced-sodium chicken broth
- 3 cups of your favorite veggies

Serve over rice (optional)

Nutrition Facts - Per serving : 366 Calories; 13 g Fat; 3 g Sat; 6 g Mono; 88 mg Cholesterol; 28 g Carbohydrates; 30 g Protein; 4 g Fiber; 566 mg Sodium; 650 mg Potassium

Toss all the ingredients in your slow cooker, make sure to add the bacon and chicken first. Turn on the slow cooker when you leave the house and after your shift you will have a healthy, home cooked meal.



Open Enrollment

for your 2017 Benefits

My health, my way



MARCH 20TH TO APRIL 3RD

Open Enrollment (OE) for the 2017 plan year is right around the corner! We encourage all employees to review and complete their entire packet as legibly and accurately as possible.

The overview meetings will be held in the large Rose Conference room the week of March 20th. The actual dates and times will be confirmed soon and employees will be scheduled to attend a meeting.

Please remember, should you require assistance or have questions, HR can be reached at any time. Our phone number is 757-622-4661 ext. 498, 496, 319 or 499. You can also email your questions to human_resources@lyonshipyard.com

NEW ARRIVAL!



On January 17th 2017, our Warehouse Shop Supervisor, George Drew, welcomed his granddaughter, Hazel Jean Bishop, into the world.

TYING THE KNOT



Congratulations goes out to our Accounting Manager, Mrs. Tara White Bowman. On January 21st of 2017, she married the love of her life, Casey Bowman. (Pictured on the left.)

Congratulations also goes out to 1st Class Mechanic, Robert Stillman, affectionately known as "Taco". He and Karen Hewitt were married on January 30th 2017.

To both our newly weds, Lyon Shipyard wishes you nothing but joy and happiness in the years to come!

IN MEMORIAM

Our thoughts and prayers are with these Lyon Shipyard employees who lost a loved one:

- Helper Walter Gary, whose mother, Ida Mae Sanderlin, was laid to rest on Friday the 12th of January. Services were held at the Metropolitan Funeral Home, in South Norfolk, VA
- Ship Superintendent Mike Mastice, whose wife, Barbara "Jeannie" Mastice, passed away January 17th. Services were held at St Timothy's Lutheran Church, Norfolk, VA
- Utility person Terry Sivels, whose son, Cordaro T. Alexander, passed away January 22nd. Services were held at New Galilee Missionary Baptist Church, in Chesapeake, VA.





Lyon
SHIPYARD

1818 Brown Avenue • Norfolk, VA 23504

PLACE
STAMP
HERE

2017 EVENTS

A Year at a Glance

- January** Health Risk Assessment (HRA)
- February** HRA & EAP Class
- March** Open Enrollment
- April** Spring Picnic
- May** Benefit Plan Year starts (5/1)/ Lyon Health Walk
- June** Relay for Life Walk (6/2)
- July** Healthy Heart Lunch and Learn
- August** EAP Class
- September** Fall Picnic
- October** Breast Cancer awareness month/ EAP Class
- November** Family Bowling Event/ Heart Walk (11/4)
- December** Holiday Party/ Biggest Loser Contest

SHARE YOUR GOOD NEWS!

The Lyon's Anchor would love to hear from you, so we can share your news with the rest of the LSY team. Whether your buying a new home, lost a loved one, just went on a fabulous vacation, got married or have new bundle of joy... We want to know about it!

For publication please submit your information to
human_resources@lyonshipyard.com

