

InfoDOMAIN

DECISION SUPERIORITY FOR THE WARFIGHTER

SUMMER 2010



Shifting Colors

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FRONT COVER: (Left to right) RADM Tom Meek, commander CYBERFOR and RADM Ned Deets, commander NETWARCOM. For more information about the Change of Command ceremony see pages 26-27. (Photo Illustration by MC2(SW) Joshua J. Wahl)

BACK COVER: (Left to right) RADM Tom Meek, commander CYBERFOR and VADM Denby Starling render a hand salute during the lowering of Starling's flag. (Photo by MC2(SW) Joshua J. Wahl)



Commander, Navy Cyber Forces
RADM Tom Meek

Deputy Commander
Mr. Terry A. Halvorsen

Public Affairs Officer
Ms. Darlene Goodwin

Deputy PAO / Editor
Mr. George D. Bieber

Associate
MC2(SW) Joshua J. Wahl

Visual Information Specialist
Mr. Robin D. Hicks

Production
Quintessential Color Group
Upper Marlboro, MD

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Thank you for giving me an opportunity to talk about U.S. Fleet Cyber Command and U.S. TENTH Fleet with the readers of *InfoDomain*. I echo VADM Starling's sentiments from the last edition; this is certainly an exciting time to be a part of the Information Dominance community.

We are fortunate to have a Chief of Naval Operations (CNO) with the vision to understand what lies over the horizon and how we must position our forces to get the

Photo by Scott L. Lewis, NIOC Maryland

right information to the right person, at the right time to be able to do the right thing. To remain dominant in the Information Age, we must transform our strategic concepts, the institutions, the organizations, the capabilities and the processes to take advantage of the ability to filter, to analyze and then disseminate appropriate information to deliver either kinetic or non-kinetic effects in real time. The CNO has given us the gateway to move the Navy forward and to elevate Cyber Warfare as a main battery of our warfighting capability. This transformation represents a landmark transition in the evolution of Naval Warfare designed to raise information to the forefront of Navy's 21st century arsenal.

As an operator, I think of cyberspace as an operational domain that's global, similar to the way we look at the undersea warfare, air warfare and surface warfare domains. In cyberspace today, we face a situation where we are engaged in a domain under stress – a domain where no significant direct attack has occurred, but one where the potential exists for devastating consequences if the challenge is not addressed.

My predecessors at Naval Network Warfare Command – VADM Mayo, VADM McArthur and VADM Starling – have invested a tremendous amount of effort to define this new domain. Over the past several years, NETWARCOM led our Navy in the delivery of cyber forces and capabilities. Their hard work and dedication has provided the foundation from which Fleet Cyber Command can launch toward the Navy's vision and continue our preeminence in the areas of network and space operations, electronic warfare, signals intelligence, command and control, and information and knowledge management. Without this work, we would not be positioned to execute the CNO's vision for operations in cyberspace.

The first thing I did when I took command of Fleet Cyber Command was to visit a majority of the Navy Information Operations Commands and Telecommunication facilities around the world. I can tell you beyond a shadow of a doubt that our community has some of the most intelligent, talented and dedicated Sailors and civilians the Navy has to offer. I found that we have outstanding signals intelligence capabilities and we will continue to lead in that field. Likewise, we have excellent electronic warfare expertise and leadership. It should be no surprise that our Navy provides the bulk of today's electronic warfare capability and airborne expeditionary electronic attack capacity.

My initial focus is on operating and defending our networks and to assure the ability to command and control our forces globally. My first near-term goal is to establish dynamic cyber operations, which includes dynamic network operations and defense as well as

exploitation and development of non-kinetic effects to support operational commanders.

Cyberspace, like the oceans, is a common battlespace. We are there, but so are our potential adversaries. So we must achieve that dynamic functionality to be better positioned to take advantage of our cyber capabilities.

We must also develop situational awareness (SA) in a manner that is similar to our view of the air warfare battlespace. Once we achieve near-real-time SA as we monitor the domain, we will be able to reliably predict and respond to network threats and opportunities in a dynamic manner.

In order to succeed, we must maintain what I have seen in my short time here as a competitive advantage based on the knowledge, intellect and dedication of our people. We must continue to train, develop, and experiment with our organization and the tactics, techniques, and procedures that fuse together network operations, signals analysis, electronic warfare, and space operations to achieve non-kinetic effects in ways that have yet to be realized or imagined.

Strong relationships and partnerships will be the key feature of operations. FLTCYBERCOM and TENTH Fleet will work closely with Joint and interagency partners, industry and academia to develop offensive and defensive cyberspace capabilities, refine and upgrade infrastructure, and gain operator experience,

posturing our Navy to reduce risks associated with cyber threats. This will bring unity of effort for cyberspace planning and operations to support Commanders' warfighting requirements by providing effects that complement kinetic options. This includes ensuring our ability to command and control our forces, maintaining the viability of our weapons systems, and ensuring our ability to deliver the right information, at the right time, in the right format, to the right Joint or Fleet Commander and the forces they direct.

We have great capability, so we need to focus on retention of our forces. The Navy has some of the best network operators and SIGINTers in the military service today. We have very proficient operators who we intend to carefully develop with top notch training facilities that will benefit all Department of Defense cyber operations. It is important that these people understand the importance of their contributions, and that we develop the right workplace environment so that they will want to stay and work with us.

I am honored to be at the helm of the Navy's newest Fleet and extremely proud of the men and women who dedicate themselves to delivering and leading our Navy into the operational cyberspace age. While dynamic cyber operations is a huge challenge, I am confident that our Navy has the right vision to achieve mastery of cyberspace to put us at the forefront of capability and capacity in this new warfare domain. ✎

"My initial focus is on operating and defending our networks and to assure the ability to command and control our forces globally."

AT A GLANCE

VADM Bernard J. "Barry" McCullough III assumed command of U.S. Fleet Cyber Command / U.S. 10th Fleet in January 2010.

A native of Weirton, WV, McCullough graduated from the United States Naval Academy with a Bachelor of Science degree in Naval Architecture and was commissioned on June 4, 1975.

In addition, McCullough completed Naval Nuclear Power Training and received a Master of Science degree in Strategic Resource Management from the Industrial College of the Armed Forces at National Defense University.

McCullough's sea tours include serving as commander, Carrier Strike Group 6/ commander, John F. Kennedy Strike Group. He also served as commander, Carrier Strike Group 14/commander, Enterprise Strike Group. McCullough's major command was aboard USS Normandy (CG 60) from February 1999 until February 2001.

Prior to commanding Normandy, he served as commanding officer aboard USS Scott (DDG 995) and USS Gemini (PHM 6). Other sea assignments were: operations officer for commander, 2nd Fleet/Striking Fleet Atlantic, engineer officer aboard USS Enterprise (CVN 65), engineer officer aboard USS Virginia (CGN 38), and main propulsion assistant aboard USS Texas (CGN 39).

McCullough's shore tours include serving as deputy chief of Naval Operations for Integration of Capabilities and Resources (N8); director, Warfare Integration and Assessment Division (N8F); director, Surface Warfare Division, (N86); commander, Navy Region Hawaii and Naval Surface Group Middle Pacific; director for Strategy and Analysis, J5, at U.S. Joint Forces Command; 1st Battalion officer at the United States Naval Academy and department head for the DIG Prototype Nuclear Power Plant at Nuclear Power Training Unit, Ballston Spa, NY. ✎



FORCE CHAPLAIN'S THOUGHTS

A lady painted a picture for her son. The painting was of a turtle sitting on a fence post. You can use your imagination as to what you think the message of that painting might be, but obviously a turtle is not able to get on a fence post by itself. Someone else would have to put it there. This mother was telling her son that where he is in life is due, in part, to the help he has received from others.

As we go through life there are many people along the way who play a role in shaping who we are and what we achieve. It might be a parent, teacher, coach, friend or adult volunteer – almost anyone. Likewise, as we move through our Navy careers there are many who provide guidance, mentoring and support. We need to recognize how people have helped us get where we are and see that there are Sailors around us who need our attention. As we move up in rank and gain more responsibility, we keep an eye on those who are junior to us and find ways to help them move forward. Just as others have helped us reach our potential, we assist younger and more junior sailors to do the same.

The picture of a turtle on a fence post can serve as a reminder that we don't operate independently in the Navy. We are part of a larger community in which one relies upon another. Ours is not an individual sport. We are members of a team that seeks to help each teammate improve his game. If we stop to think about it, we will realize that there are many individuals senior and junior to us, who have directly or indirectly contributed to our success. So, don't forget about those who have helped you get where you are, and remember to continue looking out for those who need your guidance and encouragement. ✎

May God Bless,

CAPT George Adams, USN



CYBERFOR & NETWARCOM Select Sailors of the Year

From CYBERFOR Public Affairs

Photos by MCC(EXW/AW) James E. Perkins, NETWARCOM Public Affairs

VIRGINIA BEACH, VA -- Navy Cyber Forces (CYBERFOR) and Naval Network Warfare Command (NETWARCOM) named their 2010 Sailors of the Year in a ceremony on Joint Expeditionary Base Little Creek-Fort Story in March.

CT11(NAC/AW) Nolan D. Workman, an EP-3 special operator instructor based at Navy Information Operations Command Misawa, Japan, is the CYBERFOR/NETWARCOM Sea Sailor of the Year.

CE1(SCW) Gerald M. Mabrito, Electronics Maintenance Department leading petty officer at Naval Computer and Telecommunications Area Master Station Detachment Naples, is the Shore Sailor of the Year.

The Reservist of the Year is CTR1(FMF) Bradley J. Calendar, network nodal analysis for Navy Net-centric Warfare Group.

CYBERFOR/NETWARCOM interim Force Master Chief (AW)

Gordon Brightbill said that the competition was tough. For three days, 10 candidates from domain commands worked out and performed team-building tests, culminating with individual oral boards. The winners were announced at a breakfast on the fourth day.

"The selections get harder and harder every year," Brightbill said. "Any of these Sailors would have represented the command well. We can only select three, though they are all deserving."

Workman said his selection was all about his Sailors, not about himself.

"My being here is a testament to the teamwork at (NIOC) Misawa and it speaks for all the support I get from the chiefs there," he said.

Mabrito was the most surprised in the group, at first insisting that they must have called the wrong name.

"I just go to work and do my job," he said. "I wasn't looking for all this attention, but I'm impressed with how much the Navy has done to

support us."

In his civilian occupation, Calendar is a policeman in the Phoenix area. He has been serving as a one-year recall to active duty in Iraq.

"I had just an amazing time this week," he said. "I met so many great folks and made some friends, too."

Calendar spent eight years on active duty before joining the Navy Reserve four years ago.

CYBERFOR/NETWARCOM Senior Enlisted Advisor, ITCM(SW) Gary Myers, said he was impressed with each Sailor.

"Every nominee was a winner," Myers said. "All of our winners will represent us well at the next level."

All three Sailors will now compete for the U.S. Fleet Forces Command Sailor of the Year. The winners of that competition are recognized by Chief of Naval Operations, ADM Gary Roughead, in Washington and are meritoriously promoted to chief petty officer. ✂



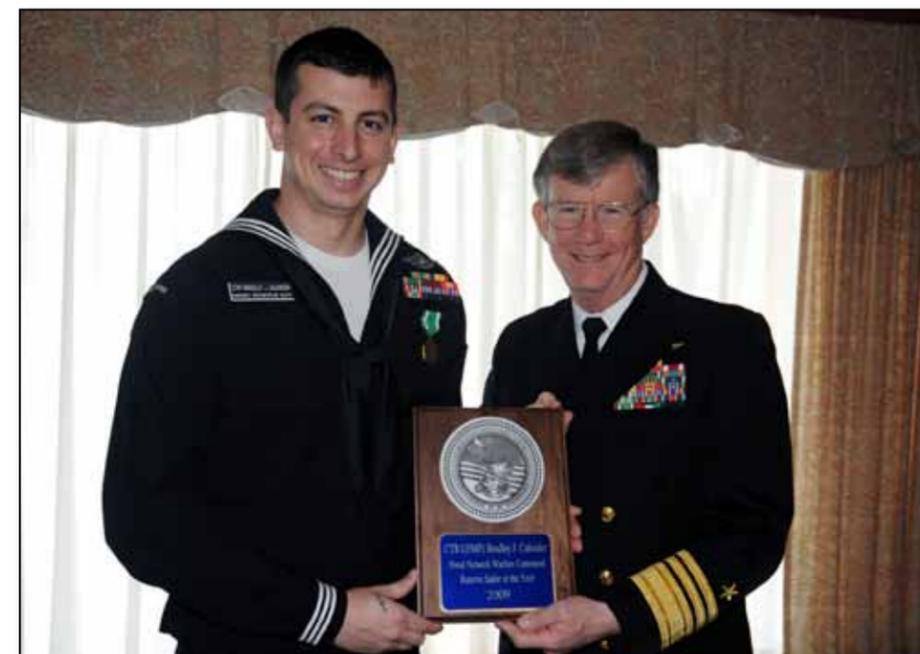
Candidates for CYBERFOR/NETWARCOM Sailor of the Year titles pose with VADM and Mrs. Starling (Top, center) in front of Heritage House.



CYBERFOR/NETWARCOM Sea SOY: CT11(NAC/AW) Nolan D. Workman & VADM Starling.



CYBERFOR/NETWARCOM Shore SOY: CE1(SCW) Gerald M. Mabrito & VADM Starling.



CYBERFOR/NETWARCOM RSOY: CTR1(FMF) Bradley J. Calendar & VADM Starling.

Kieffer Named CYBERFOR/ NETWARCOM Civilian of the Year

From CYBERFOR Public Affairs

John L. Kieffer, Afloat Training Lead for Navy Cyber Forces (CYBERFOR), was recently selected as the CYBERFOR/NETWARCOM Civilian of the Year.

“This first year was one of the richest learning experiences in my career,” said Kieffer, who has only been with the command since March 2009. “I am sincerely grateful for the nomination and am pleased to accept the award, as it’s a tremendous honor that will not be taken lightly.”

Kieffer’s accomplishments included:

- Implementing an existing CYBERFOR training process into the Pre-Integrated Readiness Assessment/Certification (PIRA) process which has subsequently increased fleet training readiness by 10 percent.

- An expert in the Fleet Training Management and Planning System, he spearheaded the development of a reporting process that reduced the current data collection efforts by NETWARCOM personnel from 320 man-hours to fewer than four man-hours for all 20 Carrier / Expeditionary Strike Groups. This major reduction allowed CYBERFOR personnel to focus their efforts on training mitigation strategies to support units early in the Fleet Readiness Training Plan to increase training readiness prior to the Basic Phase.

- Responsible for the approval of 373 critical training quotas to Strike Group units and independent deployers which increased overall training readiness by 15 percent.

- Received personal Bravo Zulu’s from the Truman

Carrier Strike Group and USS Carl Vinson (CVN 70) for outstanding work preparing these units to meet their communications mission by mitigating C5I/IO training deficiencies.

- Managed a working group that validated and planned FY-10 “F” school training requirements shortfalls which increased courses throughput by 30 percent to meet Fleet deficiencies.

- Provided individual and unit level training metrics for 55 units for the PIRA process briefs which have identified critical shortfalls and led to mitigation plans that contributed to the increase in deploying unit training readiness.

- Managed the integration of new C4I system installations to new unit training requirements in FLTMPs for COMNAVAIRFOR and COMNAVSURFOR units.

When asked for words of advice, Kieffer remarked, “First, and foremost, listen more than you talk - it’s amazing how much smarter it makes you. Second, try to remember ‘Success usually comes to those who are too busy to be looking for it’ -Henry David Thoreau.”

Kieffer also credits those who have

surrounded him and made him look good. “Family, friends, shipmates, subordinates, peers, supervisors, past and present, have helped me to grow and understand the true meaning of success,” said Kieffer. “The recognition is ‘our’ success.”



CYBERFOR/NETWARCOM COY: John L. Kieffer



(Inset) Members of CYBERFOR’s Rifle /Pistol Team with VADM Starling. (Above) A team member prepares to place a round down range.



CYBERFOR Wins Fleet Forces Team Titles

Story & photos by Joshua J. Wahl, CYBERFOR Public Affairs

Navy Cyber Forces (CYBERFOR) won the U.S. Fleet Forces Command (Atlantic) Rifle and Pistol championship at Naval Air Station Oceana, Dam Neck Annex, April 17 – 23. More than 150 active duty members, reservists and retirees competed for team and individual awards during the annual championship.

Match director, CDR. Kevin M. Glancey from CYBERFOR, said the competition serves as a valuable training tool.

“Marksmanship fundamentals are important,” said Glancey. “Being trained in proper shooting techniques to accurately deal with a situation can make a more effective watch stander. Whatever level a shooter is at when they come here, our goal is to help sharpen their skills.”

The Fleet match began with hands-on training and practice with the .45 caliber or 9mm competition pistols, shot in the standard bull’s-eye format. The championship focuses

on top honors in rifle, pistol and grand aggregate (combined rifle and pistol) for both individual and command shooters.

First-year participants were first trained by volunteers from among the Navy’s top marksmen before the event. Then, warm up training sessions were offered in both rifle and pistol disciplines to ready the newcomers to compete in their first matches.

For CYBERFOR’s, RPC(FMF) Eugene A. Trinidad, a first time contender in the fleet competition, the experience of shooting with the team was better than he could expect.

“Just like any other team sport, it is motivating to see our Cyberwarriors come out on top,” said Trinidad. “I am happy to be part of the winning team.”

Trinidad also felt his experience shooting with the team improved his accuracy and skill in precision shooting at long-range engagements.

“What I am coming away with is confidence in my marksmanship to take down an enemy within at least

500 yards,” he said.

Rifle competitors shot at 200, 300 and 500 yards in the standing, sitting and prone positions using either the M-14 or M-16 service rifle.

A second year participant for the marksmanship competition, CDR Ruth A. Bates from CYBERFOR said she enjoyed all aspects of the mechanics of marksmanship.

“You have good and bad days on the range but becoming a good shooter requires discipline, focus, and commitment,” said Bates. “These are all essential traits that easily translate into success in life. Here, I keep my goals to simply to build on my experience and move up.”

The highest scoring competitors from the fleet matches competed in the All Navy (East) matches April 26 - 30. The top shooters from the East and West Coast Competitions in each discipline are invited to participate as a member of the U.S. Navy Marksmanship Team (USNMT) at the Interservice and National Championships (rifle and pistol).

Navy Launches Official Blog

From Defense Media Activity – Anacostia

WASHINGTON -- The Navy launched its official blog April 22 at <http://navylive.dodlive.mil> with an inaugural post penned by Secretary of the Navy Ray Mabus.

“In the ten months I have served as Secretary, I’ve had the opportunity to travel to many of our ships, stations and Marine units around the world and I’ve met tens of thousands of Sailors and Marines,” said Mabus in his blog post. “At every command, I am constantly inspired by the courage, professionalism, dedication to duty, and commitment to our country demonstrated by every Sailor and Marine.”

The Navy Live blog, hosted on the DoD Live blog hosting service, was launched to be a platform for discussing issues and important matters confronting the Department of the Navy.

“It will provide an opportunity for the senior leadership of the Secretariat and the Navy to communicate directly with both the Navy and the public at large, without having to resort to the formality of a naval message or press release,” said Mabus in his post.

“Through the blog, we have the opportunity to begin a conversation in plain language about issues of the day and what the Navy and Marine Corps are doing about them, as well as solicit constructive feedback on our thoughts and policies.”

The blog is intended to tell the Navy story through the voices of both leadership and deckplate Sailors.

For a complete listing of all Navy social media sites or to register your command site, go to www.navy.mil/socialmedia. ✂

Navy Announces Establishment of the Cyber Warrant Officer Community

From Office of the Secretary of the Navy

WASHINGTON -- The Navy has established the cyber warrant officer (743x) community, announced in NAVADMIN 139/10.

In order to meet the increasing demand for officers with specific computer network operations focused knowledge, skills, and abilities, the Secretary of the Navy has approved the establishment of the cyber warrant officer designator.

Designated as warrant officers in the ranks of Chief Warrant Officer-2 (W-2) through Chief Warrant Officer-5 (W-5), this program provides a deliberate means of identifying, developing and commissioning technically proficient Sailors to operate, analyze, plan and direct on-net cyber operations. In addition to the prerequisite criteria for the chief warrant officer commissioning program, Sailors must be certified as apprentice interactive network collection operators (Navy enlisted classification (NEC) 9308).

Though specific duties will likely evolve to support a growing mission area, initial employment will be under the purview of Fleet Cyber Command (FLTCYBERCOM) in the performance of on-net operations.

FY-10 743x accessions will come in the form of re-designating qualified 744x officers (those who have earned the 9308 NEC). Commencing in FY-11, all selections will be made via the annual chief warrant officer/limited duty officer selection board, with current plans to access two 743X officers annually.

Points of contact: CDR Sean Heritage (Information Warfare officer community manager), at (901) 874-3123/DSN 882, or via e-mail at sean.heritage@navy.mil; and CWO4 Mitchell Allen (LDO/CWO community manager), at (901) 874-3044/DSN 882, or via e-mail at mitchell.allen@navy.mil. ✂

CYBERFOR Chief of Staff Nominated for a Star

Navy Cyber Forces’ Chief of Staff, CAPT John W. Smith Jr. was recently nominated for appointment to rear admiral lower half (RDML). The Brooklyn, NY native entered the Navy as an Aviation Officer Candidate in 1982 and was designated a Naval Aviator in 1984.

Smith holds a Bachelor’s degree in Accounting from South Carolina State College and a Master’s degree in National Resource Strategy from the Industrial College of the Armed Forces.

A helicopter pilot, Smith’s most recent operational assignment was as Commander, Helicopter Sea Combat Wing, U.S. Atlantic Fleet. He also served as Deputy Director of Equal Opportunity, Bureau of Naval Personnel (BUPERS) and Joint Force Maritime Air Component commander for Joint Task Force Katrina.

His last assignment prior to reporting to CYBERFOR was commander of Joint CREW Composite Squadron One (JCCS-1) in Victory Base Compound, Baghdad, Iraq. There, he was responsible for fielding, sustainment and combat readiness for the Counter Radio Controlled IED Electronic Warfare (CREW) system in Multi-National Corps-Iraq. ✂



CNIC Releases Redesigned Website

By Paul Ross, Commander, Navy Installations Command Public Affairs

WASHINGTON -- Commander, Navy Installations Command (CNIC) launched a redesigned website April 19, devised to enhance the look and utility of the site.

The public site, www.cnic.navy.mil, includes information from CNIC headquarters, including daily news updates and links to the 11 regions and 76 installations under the command.

The new look makes the site more user-friendly. Another added feature is a section devoted to hosting links to the various CNIC newspapers from around the globe.

“The redesigned public website features a fresh, modern-looking design, improved usability and additional functionality,” said Jeff Huskey, CNIC chief information officer. “It increases consistency across the site, allows users to find information more easily and improves the quality and format of the content. There will be improved search capabilities, RSS feeds, photo and video galleries. The redesigned site provides a current, attractive visual design to encourage Navy Sailors, families, and public users to visit again and again.”

For more news from Commander, Navy Installations Command, visit www.navy.mil/local/cni/. ✂



... continued on Page 36

LETTERS FROM THE GROUND

Hello from Baghdad,

I had the rare opportunity to join a local Iraqi family for dinner at their home this past month, and I must say it was one of the most humbling events I have ever experienced. This family of six lived in a home the size of two American walk-in closets joined together.

The father greeted us at the door and invited us into their home, telling us that we were now part of his family. His wife spread a mat on the floor in the bedroom/dining room/living room and we all sat in a circle, while she started serving meats, soups, vegetables and desserts until there was no more room on the table.

Sitting there in amazement I said, "So much food! You really didn't have to..." to which they all smiled and replied, "No, you deserve more..." We ate our bellies full, talked, laughed and listened to stories of the pre/post Saddam era, told by the father while enjoying some Iraqi Chai tea. It was challenging to articulate what I experienced until days later ... a family who had so little, yet filled with love, generosity and humility ... striving to make a better life for themselves and their children.

Photo Illustration by MC2(SW) Joshua J. Wahl



(Above) Darryl and a colleague take a moment out of their day to spend some time with Iraqi Boy & Girl Scouts. (Right) Iraqi children wave American flags. (Official U.S. Navy Photos)



I personally believe that immersion into the Iraqi culture offers a greater experience, appreciation and understanding than any book or class on Middle Eastern practices possibly can.

A few nights ago I enjoyed drinking Chai tea with some friends and Iraqis around a fire pit. With some help from a translator, we were able to exchange stories, listening to the locals jokingly express things such as business ideas, money worries, and relationship troubles. I guess some things are universal regardless of nationality :) It was a beautiful night ... the air was cool and still, the moon was bright and we had a large fish cooking over the open flames using a traditional local recipe. The locals also shared bits of lamb and chicken kabob as it came off a nearby grill that probably wouldn't have passed any safety inspections in last 100 years.

The food and tea were delicious and the fire warm ... but the laughter and memories will last a lifetime. This was the last night I would see some of my friends whom I'd become attached to over the past 6 months - they have since completed their deployment and returned to the states. Later that night I walked to a small make-shift jetty tucked away on one of the many lakes of Saddam's palace grounds to reflect ... it seemed very old and would shake if I shifted my body weight too quickly. I laid still and flat, looked up at the stars and let my mind run free for a few minutes ... thinking of how short life was and what I could do to make the most of what was left.

Something interesting happened a couple weekends ago while volunteering with the Iraqi boy scouts. A little Iraqi boy, who couldn't be more than five years old, walked up to me and comfortably climbed onto my lap -- the same way my daughter Naira did when she was little. He started talking to me in Arabic and I'd respond in English ... neither of us could understand each other, but the

conversation continued.

He hugged me and squeezed his head against my chest as though listening to my heartbeat. I then looked off into the distance and felt compelled to confide in him ... telling him my dreams, my hopes and deepest fears. Even though I knew he didn't understand what I was saying ... it felt good to know he was listening and wouldn't judge me. I kissed him on the forehead and told him thank you ... he looked up into my eyes and said something in Arabic before I placed him to sit on my shoulders and we rejoined the other children. This is a moment I will cherish for as long as I live.

I'm getting sleepy and lots to do ... so I'll end this one here. Thank you for your continued support - it's been a very rewarding deployment. Rest assured that you are in our thoughts, as I'm sure we are in yours. ✂

All the best,

Darryl

EDITOR'S NOTE: LTJG Darryl "D" Diptee is currently assigned as the Knowledge Manager /Software lead / Facilities Deputy for J2, United States Forces - Iraq. He previously served as the Distance Support Focus Area Lead for N9, NETWARCOM and has eight years of prior enlisted service. Diptee was recently accepted as an Information Science Ph.D. candidate under the Information Assurance Scholarship program.

NCTS Bahrain Launches Command EIDWS Program

Story & photo by IT2 Rashaunda Holloway, NCTS Bahrain

MANAMA, BAHRAIN -- Naval Computer and Telecommunications Station (NCTS) Bahrain recently launched a program to help Sailors at the command earn the Enlisted Information Dominance Warfare Specialist (EIDWS) pin.

Top leaders at NCTS are strong proponents of this new program and the benefits it will yield their Sailors and the Navy.

"Our Sailors are fortunate they have the opportunity to qualify for this designation during a typical one-year tour," said NCTS CMDMC(SW/AW) Troy Cox. "Earning the EIDWS is not an easy task, but for top performers, it's another obtainable goal and milestone in one's career."

Subject matter experts (SME) and eligible Sailors are participating in a pilot phase in order to earn the new warfare designation. Sailors must complete a series of qualifications ranging from Personal Qualification Standard (PQS) manuals and classroom training. The classroom training consists of various Information Technology requirements.

"The program is off to a great start," said Chief Electronics Technician (SW/AW) Garcia Gaither, program coordinator. "Something unique to the way we are executing our program is that we opened up the pilot phase to all NCTS Sailors and not just SMEs. Naval Computer and Telecommunications Area Master Station Atlantic (NCTAMS LANT) will certify NCTS Bahrain's ability to execute an EIDWS board early this summer." During this time, they will observe the examination process and pass their recommendation to NETWARCOM.

"Being one of the first in the Navy to get this warfare pin makes me proud and speaks to the significance of my job. Plus, it would be my

third warfare pin which means a lot to my Navy career," said IT1(SW/AW) Marcus Smith.

"Executing this program enhances our Sailors' ability to provide quality and effective support to the mission as required," said Gaither.

The warfare insignia was created to provide a common link among the information dominance communities and institute a rigorous qualification program to identify the Navy's most highly qualified and diversified information dominance professionals. ✂

EDITOR'S NOTE: NCTS Bahrain's mission is to provide secure and reliable, classified and unclassified voice, video and data telecommunications to surface, subsurface, air and ground forces in support of Command, Control, Computer, Communications and Intelligence (C4I) for real-world operations and exercises to U.S. Naval, Joint and Coalition operating forces in the Central Command theatre of operation.



(Standing) ET1 Martin Belan, a subject matter expert, instructs one of the common core sections for NCTS, Bahrain Sailors who are enrolled in the new Enlisted Information Dominance Warfare Specialist (EIDWS) program.



IT1 Holt analyzes a ONE-NET system at NCTAMS LANT DET Souda Bay, ensuring the continued mission capability to customers.

Sailor's Cyber Readiness Preparations Produce Outstanding Results

By ITC(SW/AW) Brian Smith, NCTAMS LANT DET Souda Bay, Crete

IT1 Devin Holt's superb technical knowledge and dedication to duty has played a key role in Naval Computer and Telecommunications Area Master Station Atlantic Detachment (NCTAMS LANT DET) Souda Bay becoming the first site in Europe to obtain the full Authorization to Operate (ATO) Accreditation Program.

Holt led the detachment in making sure all preparations were completed to obtain its ONE-NET certification ahead of schedule. He developed and facilitated information assurance training for 320 personnel during a theater-wide security brief and has continued to mentor junior personnel, resulting in 100 percent advancement rate during the fall 2009 testing cycle.

Holt is one of only two signature authorities for

the detachment IT Common Personnel Qualification Standards program. He also led a diverse team of military and civilian staff through the Command Cyber Readiness Inspection (CCRI), providing the Joint Functional Component Command – Network Warfare / Joint Task Force – Global Network Operations (JFCC-NW / JTF-GNO) with an assessment of IA readiness and compliance to Department of Defense policies and configuration requirements.

His countless hours of preparation and training has brought the detachment, as well as Naval Support Activity Souda Bay and its 11 tenant commands, to full and constant compliance with NETWARCOM policies. The end result was a final grade of "outstanding" from the Defense Information System Agency / JTF-GNO CCRI Inspection Team. ✎

Navy Reserve Leading Elimination of Legacy Computer Networks

By Jim Vorndran, CNRFC Public Affairs

The order was given 1,400 miles from where it would be carried out via video teleconference. It seemed the most appropriate way, as the Navy Reserve completed the shut down of its final legacy computer network, the Navy Reserve Network (NAVRESNET), saving the Navy \$1.2 million annually.

"This is a very significant day in the Navy Reserve -- and in the Navy -- to be the first echelon two command to shutdown all legacy networks," said VADM Dirk Debbink, chief of Navy Reserve.

Previously, many Reserve facilities would have multiple workstations to support applications hosted by NAVRESNET and Navy and Marine Corps Intranet (NMCI). With the transition complete and NAVRESNET shut down, users will now have a single computer system accessing network services through NMCI.

NAVRESNET service ended at 12:10 p.m. EDT May 17. The end came following completion of migrating final applications and services from a Reserve force-

maintained data center in Fort Worth, TX, to the Space and Naval Warfare Systems Command (SPAWAR) data center in New Orleans, LA.

"The Navy Reserve now contracts services through NMCI (Navy and Marine Corps Intranet) as opposed to having to maintain a physical network infrastructure in Fort Worth," said LCDR Michael Leachman, information assurance manager for Navy Reserve Forces Command (CNRFC). "By not having to maintain the legacy infrastructure, we are saving \$100,000 each month."

The transition of all Navy Reserve legacy networks to SPAWAR data centers results in a long-term hardware savings in excess of \$31 million throughout its lifecycle. The Navy Reserve saves another \$6 million that would have been spent on services for contractors, license fees and circuit charges.

NAVRESNET, once one of 12 Navy Reserve networks, was established in 1994 to satisfy a requirement for Navy Reserve facilities to have interconnectivity

through a wide area network. The networks once supported 1,500 workstations, 312 servers and 323 applications. Applications such as the Defense Enrollment Eligibility Reporting System, the Navy Reserve Homeport, Navy Reserve Readiness Reporting Module and Real Time Administration of Reservists all successfully migrated prior to shutting down the NAVRESNET.

"It took a lot of work by many talented people to make this happen, and we were able to do it with no loss of functionality to the end user," Leachman said.

"It is easier to stay with what you have and what you know, but in this case the hard work of many people gave us a better system as we move forward," Debbink said.

So with the order: "Execute NAVRESNET shutdown," ITCS Darrick Harris, ITCS Carlton Harris, IT2 Yi Tam and civilian IT professionals flipped switches and disconnected cables to terminate the last remaining Navy Reserve Network. ✎



(Left to right) RADM Buzz Little, commander, CNRFC; Kent Hudgens, CNRFC XO; VADM Dirk Debbink, commander NAVRESFOR; & CAPT Matthew Ragan, CNRFC N6, applaud as the plug is pulled on the legacy NAVRESNET via VTC. (Photo by MC2 Leslie N. Long)

NCTAMS PAC helps NASA boost Morale Aboard International Space Station

By MCC(SW/AW) Aaron Strickland, NETWARCOM Public Affairs

HONOLULU -- NETWARCOM staff members at Naval Computer and Telecommunications Area Master Station Pacific's (NCTAMS PAC) Makalapa (Pearl Harbor) Tech Control helped a NASA astronaut aboard the International Space Station (ISS) talk with an active duty Navy family member stationed in Japan over a video teleconference (VTC), April 10.

The VTC is part of the Private Family Conferences (PFC), a long standing NASA program for family morale during long duration space missions. A spokesperson for NASA said that spouses and children participating in PFCs benefit from feeling connected to the family member in space, much like families who use VTC to contact deployed military members.

This VTC connected the Fleet and Family Services Center (FFSC) at Naval Air Facility Atsugi, Japan, with NASA and the ISS. Makalapa became involved to provide a bridge to change NASA's Internet Protocol (IP) connection to the Integrated Services Digital Network (ISDN) connection used by Atsugi's FFSC uses for VTCs.

Officials with NASA said they believe it is the first time the Navy has assisted NASA in its PFCs.

ITCS Charmain Stanley, NCTAMS PAC Makalapa Tech Control, said that the process for the team was nothing unusual.

"(This is) not much different from the type of support we provide to our Sailors in their fleet and their families when Sailors are deployed in middle of the ocean," Stanley said. "It helps maintain morale."

According to Atsugi FFSC's VTC coordinator, William Driscoll, attempts to connect his VTC directly to NASA, point to point failed and NCTAMS PAC's connection tested successfully. The results on April 10 exceeded his expectations.

"This is the best quality video and audio I've seen in almost three years of doing VTCs at the Fleet and Family Support Center," Driscoll said. "I have the utmost confidence that all our future VTCs will be as successful as this one." ✂

Photo Illustration by MC2(SW) Joshua J. Wahl



On May 11, 2010, NCTAMS PAC held a Dedication and Ribbon Cutting Ceremony to inaugurate their new operations center -The Healy Communications Center, named after late ITCS(SEAL) Daniel R. Healy, who died during a rescue mission to save four other Navy SEALs in Afghanistan.



The Blessing: (Center, left) Reverend William Kaina performs the traditional Hawaiian Blessing along with members of the Healy family, NCTAMS PAC Sailors and fellow SEAL shipmates of ITCS(SEAL) Daniel Healy.



Ribbon Cutting: (Left to right) CAPT Sean Pybus, commander, Special Operations Command, Pacific; the Healy family: Jake, Jasmine, Sasha and Chelsea, ITCS Healy's children; Jennifer, Healy's sister, and CAPT Patricia Cole, commanding officer, NCTAMS PAC, cut the official ribbon.



Healy Plaque: ITCS(SEAL) Daniel Healy's family, Jake, Jasmine, Sasha, Chelsea, (children) and Jennifer (sister) unveil the plaque naming the Healy Communications Center in his honor.

VIDEO TELECONFERENCING 101

From CYBERFOR Modernization & Planning Division

Video Teleconferencing (VTC) allows for fully interactive, two-way video transmission between multiple participants. The effect simulates, as closely as possible, face-to-face meetings. When witnessing personal reactions is desired, this service is most effective.

"We have connections sites strategically located throughout the world: in Norfolk, VA; Pearl Harbor, HI; Naples, Italy; Charleston, SC; Yokosuka, Japan; and Bahrain," said Vic Morris, Modernization and Planning division. "Collectively, these sites conduct more than 13,000 VTC sessions per year. This number will only increase in the near future with budget cuts and less travel dollars.

To establish VTC from one point to another, all one really needs is a codec -- a device capable of encoding and/or decoding a digital data stream or signal. The word codec is a blend of two or more words of compressor-decompressor or, more commonly,

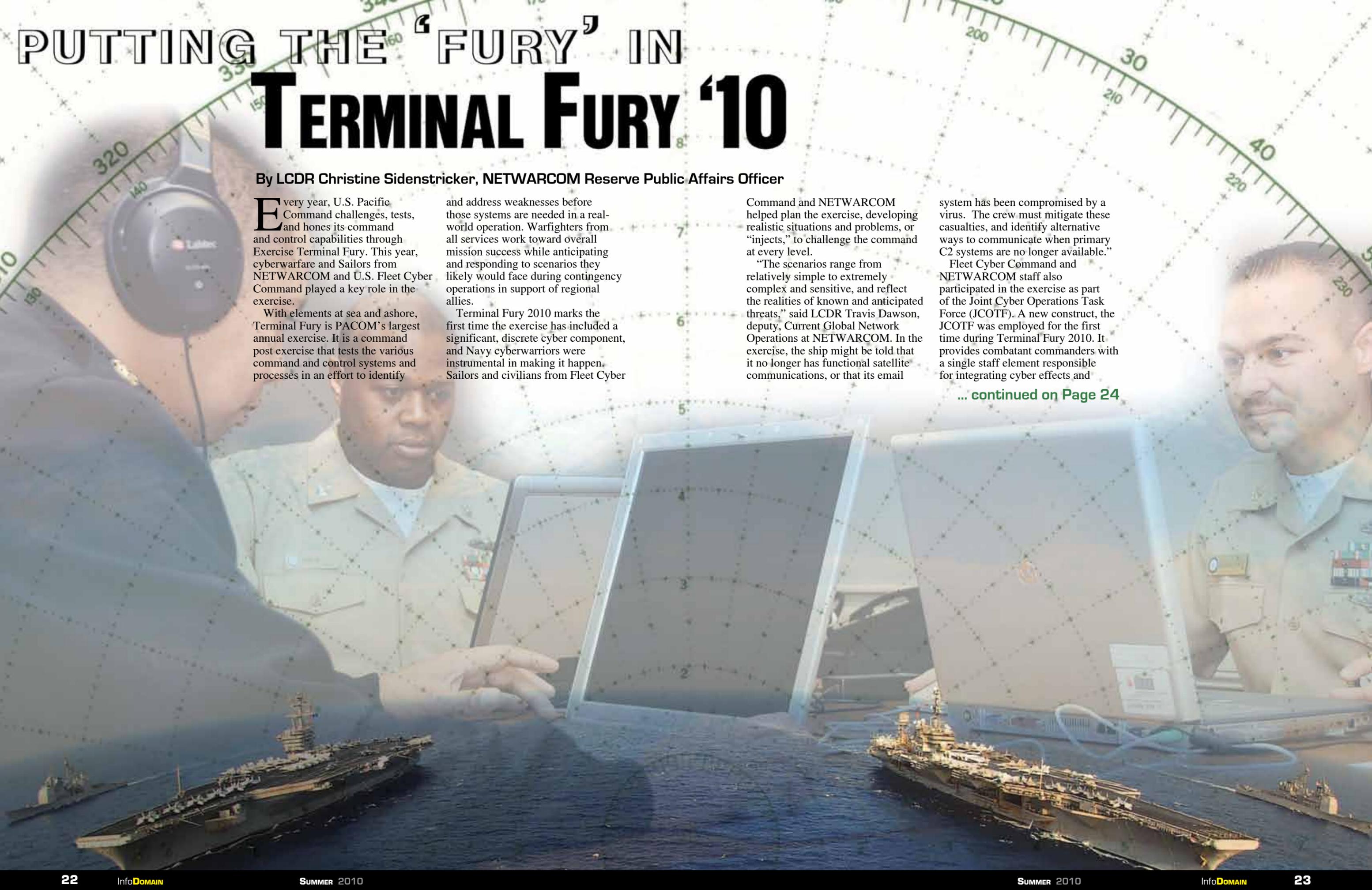
coder-decoder. A codec and a camera on each end and a circuit in between are the necessary elements to perform a VTC.

VTCs can be established anywhere in the world and also in outer space. As long as the technical requirements are met and one has the right equipment, he or she can establish a session. In 1992, VADM Jerry O. Tuttle tasked Space and Naval Warfare Command to develop VTCs for the Chief of Naval Operations at the Pentagon and also for the Commanders in Chief of U.S. Naval Forces, Europe; U.S. Atlantic Fleet and U.S. Pacific Fleet.

The CNO VTC evolved as it was being developed. The end result was the Video Information Exchange System (VIXS) now used on Navy ships.

According to Morris, VTC attendees currently enjoy a 98.84 percent success rate throughout the Navy. "We continue to strive for 100 percent success rate and an all Internet Protocol VTC Navy." ☞

Photos courtesy of Neal Miyake, SPAWAR



PUTTING THE 'FURY' IN Terminal Fury '10

By LCDR Christine Sidenstricker, NETWARCOM Reserve Public Affairs Officer

Every year, U.S. Pacific Command challenges, tests, and hones its command and control capabilities through Exercise Terminal Fury. This year, cyberwarfare and Sailors from NETWARCOM and U.S. Fleet Cyber Command played a key role in the exercise.

With elements at sea and ashore, Terminal Fury is PACOM's largest annual exercise. It is a command post exercise that tests the various command and control systems and processes in an effort to identify

and address weaknesses before those systems are needed in a real-world operation. Warfighters from all services work toward overall mission success while anticipating and responding to scenarios they likely would face during contingency operations in support of regional allies.

Terminal Fury 2010 marks the first time the exercise has included a significant, discrete cyber component, and Navy cyberwarriors were instrumental in making it happen. Sailors and civilians from Fleet Cyber

Command and NETWARCOM helped plan the exercise, developing realistic situations and problems, or "injects," to challenge the command at every level.

"The scenarios range from relatively simple to extremely complex and sensitive, and reflect the realities of known and anticipated threats," said LCDR Travis Dawson, deputy, Current Global Network Operations at NETWARCOM. In the exercise, the ship might be told that it no longer has functional satellite communications, or that its email

system has been compromised by a virus. The crew must mitigate these casualties, and identify alternative ways to communicate when primary C2 systems are no longer available."

Fleet Cyber Command and NETWARCOM staff also participated in the exercise as part of the Joint Cyber Operations Task Force (JCOTF). A new construct, the JCOTF was employed for the first time during Terminal Fury 2010. It provides combatant commanders with a single staff element responsible for integrating cyber effects and

... continued on Page 24

intelligence during a contingency operation.

During Terminal Fury, the JCOTF worked to identify and bridge the disparate systems and methods of the different services and related agencies that will be instrumental in providing a complete information picture during operations. The exercise also tested JCOTF's ability to integrate into the command structure to best support cyber and intelligence needs. The JCOTF provided real-time information about network operability to Commander, U.S. Pacific Fleet, who in turn ensured PACOM had the information necessary to integrate cyber elements fully into contingency planning and response. The lessons learned during the exercise will be used to help integrate cyber issues into joint doctrine.

NETWARCOM's team also played a key role in the logistics of running the exercise. Ensuring exercise-related communications

are not confused with real-world communications is a significant challenge that requires the constant vigilance of NETWARCOM's watch floor. Supporting the network needs of an exercise while continuing to meet the day-to-day requirement to protect and operate the Navy's networks simulates the demands created by a contingency operation with significant maritime components. As a result of participating in the exercise, NETWARCOM will be better positioned to meet those real-world needs when they arise.

As happens throughout the fleet every day, active and reserve sailors came together as a total force for the exercise. Navy Reserve forces play a critical role in manning for exercises such as Terminal Fury, providing a surge capacity to augment the active duty staff and enable simultaneous execution of the exercise and day-to-day operations. The Reserve forces bring a wealth of knowledge and

capability, combining civilian and military skills to bring an expanded perspective to the exercise scenario.

Terminal Fury 2010 was the first exercise for Fleet Cyber Command, and is the first time an Echelon 2 Command took the lead in integrating cyber warfare elements in an exercise. According to RDML Margaret "Peg" Klein, Director of Global Operations for NETWARCOM, this reflects the changing warfighting environment.

"Information superiority has always been critical to winning wars," said Klein. "Increasingly, however, our networks and the information shared through them are themselves a battlespace. We must ensure we can protect our networks and maintain information-centric capabilities during contingency operations. Exercises like Terminal Fury allow us to strengthen our cyberwarfighting capabilities, and keep us ready for the real-world challenges we will face." ✂



(Inset) An additional configuration of radar array tests NGOTHR program's capabilities. (Above) An unmodified version of an Over the Horizon Radar field in Chesapeake, VA. (Official U.S. Navy Photos)

Testing raises bar for Next Generation Over the Horizon Radar

From Forces Surveillance Support Center Chesapeake, VA

New and improved hardware testing could move existing Relocatable Over The Horizon Radar (ROTHR) to its next level of performance.

Technical Risk Reduction Initiative (TRRI) testing, currently underway, includes the use of the receiver site located in Chesapeake, VA, along with an additional set of 32 receiving elements (in addition to the 372 already in use at the Virginia receiver site) set up in various configurations.

The first two antenna configurations were demonstrated in October 2009 and that data is currently being analyzed by the various groups that participated. The groups consist of various members of the ROTHR working groups (the Navy's Forces Surveillance Support Center (FSSC), Massachusetts Institute of Technology / Lincoln Lab, Duke University, U.S. Air Force Research Lab and Raytheon.

These initial test configurations and the additional results are only the initial steps in trying to move forward in the Next Generation Relocatable over the Horizon

Radar's (NGOTHR) road to success. Other tests include the ability to arrange various configurations which feature added benefits.

The various array configurations will provide valuable insight in how the Next Generation would define what a NGOTHR would look like. Also, the ability to vary power and alternative waveforms will demonstrate key capabilities in moving forward in the NGOTHR program. However, a major driver in developing the next generation road map is the ability to measure the ionosphere more frequently.

"As additional funding and significant interest is realized more and more opportunities will arise and our path will be clearer as to which direction will be most effective in developing and deploying NGOTHR capabilities," said Eugene Blincoe, Raytheon program manager.

Over the past 10 years, an aggressive Sub System Repair and Replacement activity has been underway to improve and maintain technical readiness levels (TRL).

This has provided the ability for system uptime to remain more than 90 percent while adding improved repair costs, capacities, throughputs and operational benefits.

Throughout Phase One of NGOTHR's TRRI testing, the Government Program Office has been diligent in implementing a Just-In-Time Commercial off-the-Shelf equipment based solution where applicable, in an effort to control costs in these trying times.

"There was a lull in High Frequency (HF) radar demand in the U.S. during the 1990's but now there is resurgence in the capabilities that these radars can bring to the homeland defense arsenal," said William Raiford, ROTHR deputy director for Programmatic. "Not only is there a renewed interest in what can be done currently with HF, but there is a tremendous amount of interest in the types of next generation testing that can be accomplished today on HF."

Last fall, a series of experiments was identified in which ROTHR could make a major contribution in initiating NGOTHR testing. These tests were designed to help understand the ionosphere more clearly and begin to exploit various small scale receive array configurations located on the ROTHR site.

The Spatial Ionospheric Correlation experiment was geared toward investigating the medium and small scale temporal and horizontal spatial correlation distances in the ionosphere. This was a joint test with the Defense Science Technology Organization group from Australia and the ROTHR program to coordinate and execute an

Australian-designed test bed system.

The test consisted of measurements taken at the Virginia, Texas and Puerto Rico Receiving Sites, as well as Puerto Rico's Transmit site and two other locations in Puerto Rico. The experiment was conducted successfully and a significant amount of data is now available for analysis.

Phase Two of NGOTHR TRRI testing will investigate various two-dimensional arrays at operational power levels, as well as continuing studies of ionospheric effects and signal processing techniques and on-going testing of hardware in the U.S. atmospheric environment.

"Ultimately, TRRI Phase One and Two testing should improve TRLs to a point that would lead to an operational NGOTHR prototype system suitable for Homeland Defense," said Jack Buckingham, FSSC's director. ✂

EDITOR'S NOTE: The FSSC has been supporting various mission requirements since 1987. ROTHR started out with a prototype installation that year and then moved to Amchitka, AK in the early 1990's. One of three production units was reinstalled in 1993 at the Chesapeake, VA, site in support of the Counter Drug War that was underway. In 1995 the second site was added to the configuration in Corpus Christi, TX and a third site was added in 2000 in Puerto Rico.



CYBERFOR, NETWARCOM Shift Colors for New Commanders



From CYBERFOR/NETWARCOM Public Affairs

VIRGINIA BEACH, VA -- Navy Cyber Forces (CYBERFOR) and Naval Network Warfare Command (NETWARCOM) held a change of command ceremony May 14, aboard Joint Expeditionary Base Little Creek, Virginia Beach, VA.

RADM Tom Meek relieved VADM Denby Starling, as commander, CYBERFOR; and RADM Edward H. Deets, III assumed Starling's role of commander, NETWARCOM. The ceremony also honored Starling for 36 years of distinguished service to the U.S. Navy.

"Admiral Starling possesses everything you want in a leader and that is (his) greatest strength," said guest speaker, U.S. Fleet Forces Commander, ADM John C. Harvey Jr. "We see in Admiral Starling leadership in the purest sense of the word."

A native of Virginia Beach, Starling was commissioned through the University of Virginia NROTC program in 1974, and was an aviator, commanding VA-145 before commanding USS Shreveport (LPD-12) and USS Dwight D. Eisenhower (CVN-69). He also commanded Carrier Group 8 as George Washington Carrier Strike Group. Prior to taking over NETWARCOM, Starling served as the 26th commander of Naval Air Force, U.S. Atlantic Fleet in Norfolk.

He assumed command of NETWARCOM on Jun. 15, 2007, and was named commander of CYBERFOR upon its establishment on Jan. 26, 2010.

"I leave with just a little sorrow, but a great sense of satisfaction and optimism for the future operation of both of these organizations," Starling said. "Admiral Meek and Admiral Deets are perfectly suited and perfectly prepared to take over these commands."

Commissioned through Aviation Officer Candidate School in 1982, Meek has risen through the ranks of the intelligence community, most recently serving as director of the National Maritime Intelligence Center.

Meek is a graduate of the University of Michigan, Michigan State University, the Naval War College and Joint Forces Staff College.

"I'm mindful that this changing of the guard today is a signature step for the United States Navy," Meek said. "With my friend and colleague Rear Admiral Ned Deets assuming command of NETWARCOM, and with this intelligence officer taking command of Navy Cyber Forces, the Navy further asserts the significance of the information disciplines to Naval operations. It is indeed an exciting time to be serving at Navy Cyber Forces."

Deets, a native of Charlottesville, VA, was commissioned through NROTC at Duke University in 1979 and has served the Navy in the information warfare community both afloat and ashore since then. He also graduated with honors from the National War College at Fort McNair in Washington.

In three years as vice commander at NETWARCOM, Deets has seen the rising threat of cyber warfare.

"You maintain a vigilant watch in the newest warfighting domain targeting against those who are intent on denying the very way of life which we hold so dear," Deets said. "We now have the opportunity to write a new chapter. We must be able to fight and win in the digital domain, ensuring our unfettered ability to maneuver in the new cyber sea lanes of the world."

Deets was the commanding officer of the Center for Cryptology Corry Station, Pensacola, FL, before assuming his most recent position as vice commander, NETWARCOM. He reminded NETWARCOM of its pivotal point in the Navy's mission, today and in the future.

"Remember today is only today for us. Shortly, it will be history for those who will stand in your ranks tomorrow," Deets said. "Write this important chapter so that admirals who follow us will tell young Sailors of your heroic deeds. Go make history and thank you for the opportunity for me to help take you there."



(Clockwise from Center) VADM Denby Starling answers questions for a local television station, WAVY 10. Official party members render a hand salute to the colors. Color Guard members from NIOC Norfolk move into place. RADM Tom Meek, VADM Denby Starling and RADM Ned Deets (Left to right) cut the ceremonial cake. YNC Tracy B. Kelso prepares to ring the admirals aboard.

Photos by MC2(SW) Joshua J. Wahl



NGEN

NEXT GENERATION ENTERPRISE NETWORK

STRENGTHENING NGEN THROUGH PEOPLE, PROCESSES & TECHNOLOGY

From NGEN FITT Public Affairs

The Next Generation Enterprise Network (NGEN) program continues its preparation for the transition from the Navy Marine Corps Intranet (NMCI).

NGEN aligns to the future Naval Networking Environment (NNE), a single secure network environment, and will meet the Department of Defense (DoD) goal for net-centric capability management. NGEN will combine industry best practices with government oversight of design, operation and control and will meet the warfighting and business needs of the United States Navy and Marine Corps. The preparation for this environment requires a holistic approach, with specific focus on people, processes, and technology.

The Navy Cyber Forces (CYBERFOR) NGEN Fleet Implementation and Transition Team (FITT) is identifying capability development needs required to enable network command and control (C2) in the NGEN environment. FITT is also preparing and equipping the operational community for the transition to NGEN. This includes:

- **People:** the roles, supporting competencies, and human resource programs that enable the Department of the Navy (DON) to recruit, train, motivate and retain staff to support key network operations (NetOps) functions
- **Processes:** the service management standards, policies, and controls that enable the DON to effectively operate and defend the infrastructure.
- **Technology:** the operations support systems and tools required to automate and execute the NetOps processes and to monitor the health of the environment.

To address these capability development needs, the NGEN FITT, in partnership with Naval Network Warfare Command (NETWARCOM) and the Global Network Operations Center (GNOC), is developing Information Technology Service Management (ITSM) processes, and identifying technology advancements, and workforce and training requirements for the NetOps community. The result will be a secure network with improved information sharing capabilities, which will lead to increased mission

success in the NGEN environment.

People

To establish government control of the network, the government workforce must be strengthened. This means equipping the naval information technology (IT) workforce with the right skills, tools, and training where required. CYBERFOR and NETWARCOM are in the process of hiring additional personnel to support network C2 over the Navy's portion of the Global Information Grid (NAVGIG). To establish greater visibility and control of the network, the workforce will be required to fulfill new roles and responsibilities in the management and defense of NGEN services and supporting infrastructure.

To achieve this, more than 300 new positions were established. Available billets are located in Norfolk and Virginia Beach, VA within NETWARCOM, CYBERFOR, GNOC, Navy Cyber Defense Operations Command (NCDOC), and Naval Computer and Telecommunications Area Master Station Atlantic (NCTAMS LANT). Positions are also available in Pearl Harbor, HI within NCTAMS Pacific (PAC); and in San Diego, at the Navy Computer and Telecommunications Station (NCTS).

Recruiting efforts will continue throughout the summer and include career fairs, virtual career fairs, and other outreach efforts to attract top talent. A listing of available positions can be found on CYBERFOR's public website: www.cyberfor.navy.mil. Establishing this workforce and providing training is the first of three critical elements to enable network C2.

Processes

Earlier this year, NETWARCOM released the Strategy for Network Command and Control as the Service Component Commander responsible for operating and maintaining the NAVGIG. The Strategy for Network Command and Control defines the levels of network C2 required to implement operational control of the network, and aligns to the DoD's NetOps Strategic Vision, the Navy's NetOps Concept of Operations (CONOPS, NGEN NetOps CONOPS, and ITSM best practice).

Network C2 will be established at the global, regional and local levels and will be enabled through the Navy's existing NetOps command structure. NGEN will incorporate integrated and standardized Navy ITSM capabilities to manage the delivery of network services in alignment with the warfighter mission. These improved ITSM capabilities are further enhanced by the Information Technology Infrastructure Library (ITIL) version 3 framework, a comprehensive set of best practices for ITSM developed through the collective experience of commercial and governmental practitioners worldwide.

The NGEN FITT is responsible for developing seven operationally-focused ITSM processes. These processes include Event Management, Incident Management, Information Security Management, Access Management, Problem Management, Request Management and IT Service Continuity Management. To ensure these processes are fit for purpose and meet NGEN requirements and NETWARCOM C2 objectives, NGEN FITT is collaborating with operations, engineering, and acquisition stakeholders to design and transition the NetOps processes.

This partnership is mutually beneficial. The FITT can better inform ITSM process development, and collaborating stakeholders are shaping the capabilities that the NetOps community will provide in the future.

Technology

Mission success is increased by providing the operational commander with a holistic operational picture and situational awareness (SA), such as service level status; threat reporting; vulnerability assessment; event, incident and problem status; and GIG/service network status. Technology facilitates this operational view and awareness and enables improved process efficiency. NGEN FITT established a process driven approach to evaluate existing tools and identify functional technology requirements to meet future state ITSM processes.

In support of the NNE vision, technology requirements must

consider interoperability across naval networks, to include NGEN, OCONUS Navy Enterprise Network (ONE-NET), Information Technology for the 21st Century (IT21), and excepted networks, as well as the maintenance, management, coordination and control of internet protocol networks, and voice, video, and data networks. It is with this in mind that NGEN must develop and implement technology.

One specific effort underway includes integration with the Enterprise Network Management System (ENMS) - a decision support

tool being explored as the enabler for an end-to-end approach to network management, service restoration, and service delivery. NGEN will use an ENMS interface to provide an automated SA capability and recognizes that integration at an early stage is critical. The result will provide the operational fleet with a clear end-to-end operational picture for improved decision making.

Automating processes and further enabling ITSM capabilities through technology is the final piece required to support the NGEN environment. The rigorous preparation for the

people, processes, and technology, resulting capabilities, and government oversight will enable network C2. This combination will allow operational commanders to make informed decisions and to flexibly manage available resources to accomplish desired NetOps effects. This operational flexibility will improve responsiveness and allow missions to be accomplished without jeopardizing global operations and priorities.

The right people, processes and technology will ensure that NGEN is a success. ✎

CYBERFOR SEEKS NETWORK & INFORMATION EXPERTS

From CYBERFOR Public Affairs

VIRGINIA BEACH, VA --- Navy Cyber Forces is hiring for more than 250 IT-related government positions around the country in support of the Next Generation Enterprise Network (NGEN).

NGEN is a secure enterprise network that will enable government command and control over the network. NGEN will combine industry best practices with government oversight of design, operation and control and will meet the warfighting and business needs of the United States Navy and Marine Corps.

Desired experience includes Network Operations (NetOps), Information Technology Service Management (ITSM), and knowledge of industry best practices such as Information Technology Infrastructure Library (ITIL) processes and methodology.

This is an ideal opportunity for recent graduates and experienced IT professionals to join the government workforce, which offers competitive salaries and benefits - while providing job security and outstanding professional development opportunities.

Available positions in Virginia Beach, VA at Joint Expeditionary Base Little Creek - Fort Story are located within Navy Cyber Forces (CYBERFOR), Naval Network Warfare Command (NETWARCOM), and Navy Cyber Defense Operations Command (NCDOC). Available positions at Naval Base Norfolk are located within the Global Network Operations Center (GNOC) and Naval Computer and Telecommunications Area Master Station Atlantic (NCTAMS LANT).

Positions are also available at Pearl Harbor, HI within NCTAMS Pacific (PAC), and at the Navy Computer and Telecommunications Station (NCTS) in San Diego.

To browse all job descriptions and submit a resume, please visit the Navy Cyber Forces website at: <http://www.cyberfor.navy.mil/>. Resumes and questions can also be directed to: NAVICYBER_IS_HIRING.fct@navy.mil. ✎



Photo by LT Aaron Thut



(Above) Two WWII veterans chat with NIOC Colorado's CMDCM(SS/DV) William Keith prior to boarding their flight to Washington, DC. (Right) LTJG Kevin O'Brien and CTTC Matthew Saxton, both from NIOC Colorado, provide personal escort services to a WWII veteran on his way to Washington, DC.

Photo by CTT2(SW/AW) Josh Ahrens



NIOC Colorado Sailors honor WWII Veterans

By LCDR David W. Salak, NIOC Colorado

NIOC Colorado Sailors recently participated in their third Northern Colorado Honor Flight Program, honoring Colorado's World War II veterans.

Through the program, the veterans are flown, via chartered aircraft, to Washington, DC, to visit the National WWII Memorial. To date, nearly 600 Colorado veterans have participated.

"It was amazing to be in the company of these distinguished patriots," said NIOC Colorado Commanding Officer, CDR Nicholas Homan. "You can't imagine the overwhelming sense of pride I feel as I watch our Sailors assist and interact with these veterans."

Honor Flight is staffed and funded by military retirees and veterans who served in Vietnam.

One of those volunteers, Richard Life, is a retired Navy captain who served 29 years in naval intelligence as a human intelligence manager and an all-source analyst. Life was joined by a large number of NIOC Colorado Sailors at Denver International Airport in April to assist with the Honor Flight send-off.

"The enthusiasm each Sailor, Chief, and Officer brings to the signature flight terminal send-off and return is infectious," Life said. "The WWII veterans are thrilled with the genuine attention, respect and curiosity 21st century military personnel demonstrate to them."

This year marks the 65th anniversary of the end of WWII. One veteran commented, "The Honor Flight was one of the greatest events

of my life."

"The two-day trip is free for the veterans and the memories will last for the rest of their lives," said Life. "This is a great achievement for them when you consider they are between 82 and 100 years old and are living history." ✎

EDITOR'S NOTE: The Honor Flight Program is not limited to just the state of Colorado. This is a national program with 70 hubs in 39 states. If you would like more information about this effort, visit www.honorflight.org. This is a truly unique experience and a great way to say "Thank You" to our living heroes.

OPSEC & SOCIAL NETWORKING . . .

By James Magdalenski, Force OPSEC program manager

VIRGINIA BEACH, VA -- Ever since an Al-Qaeda internet posting appeared in a Jihadist BLOG in December 2009 targeting U.S. Naval units in the 5th Fleet area of responsibility and family members in the United States, the Naval OPSEC Support Team (NOST) based at Navy Information Operations Command (NIOC) Norfolk has been busy developing and presenting OPSEC and Social Networking training for Sailors and their families.

The most recent training entitled "OPSEC – Defending Against Social Networking Threats" has been presented to thousands of Department of Defense personnel and their families during a series of presentations at base theaters in the Hampton Roads area and conferences throughout the U.S.

"OPSEC – Defending Against Social Networking Threats" covers the basic OPSEC principles of identifying critical information, knowing about the threat, taking a look at our potential vulnerabilities and the risks associated with placing information on social networking sites.

Social networking on the internet makes it extremely easy for adversaries like Al-Qaeda to gather information about anyone on the sites. After all, social networking sites, such as Facebook are designed to share information.

Personal sites are entertaining and excellent ways to maintain old relationships, create new ones and network. They are a perfect place to centralize information! Professional sites are excellent marketing tools for public relations.

The official Navy site allows the Navy to connect with the world and solicit ideas and feedback from fans and users. However, the danger associated with social networking sites is that the bad guys also use the sites -- stalkers, thieves, terrorists, hackers, phishers/scammers, and let's not forget pedophiles.

What are the Do's and Don'ts of social networking? The NOST provides the following guidance for social networking site users:

- **DO** remember computer security – ensure anti-virus software and firewalls are up to date.
- **DO** consider all the players – Who owns the site? Who are their partners, and Where is the company based?
- **DO** modify search profiles – the data about you that is visible even if your profile is not.

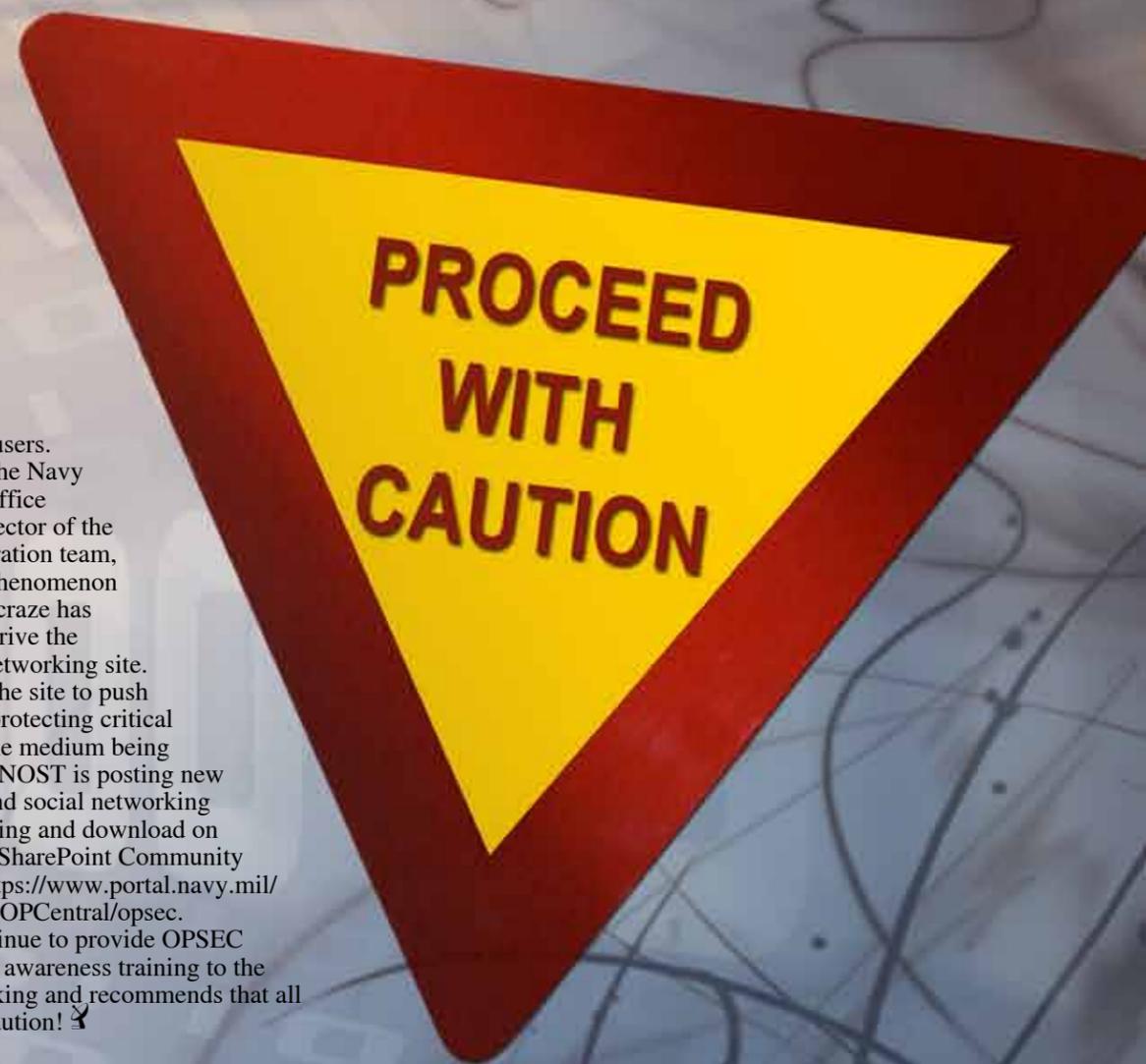
- **DO** have reasonable suspicion – social engineering and con jobs start with a friendly request.
- **DO** verify all friend requests – verify your friends before adding or accepting.
- **DO** watch your friends' settings – Are they posting information about you to the public?
- **DO** closely monitor your children's use of the internet to prevent cyber-bullying, kidnapping, "sexting" (sending explicit photos) and stalking.
- **DO** verify links and files before executing them.
- **DO** be an informed user – Ask if yourself if you really have a purpose for using a social networking site.
- **DO** assume the internet is **FOREVER** – there really is no true delete button.
- **DON'T** discuss details or post private or personal information – never post anything you would not tell directly to an adversary.
- **DON'T** use the same passwords or give passwords away – **EVER!** Change them often.
- **DON'T** depend on the sites' security settings – social networking sites are designed to socialize and share, not protect.
- **DON'T** trust add-ons, applications or third party software.
- **DON'T** grant the same access to everyone or treat all friends equally.
- **DON'T** post personal identifying information – real friends probably already know this.
- **DON'T** post anything you are not comfortable sharing with the world.

Ironically, the NOST has established its own official page on Facebook: www.facebook.com/navalopsec to

inform, educate and provide training materials for social networking site users. Working closely with the Navy Chief of Information Office (CHINFO) and the Director of the Emerging Media Integration team, joining the Facebook phenomenon and social networking craze has enabled the NOST to drive the conversations on the networking site.

The NOST will use the site to push OPSEC's message of protecting critical information on the same medium being used (Facebook). The NOST is posting new and creative OPSEC and social networking related videos for viewing and download on both Facebook and its SharePoint Community of Practice (CoP) at <https://www.portal.navy.mil/netwarcom/NIOC-N/COPCentral/opsec>.

The NOST will continue to provide OPSEC support, education and awareness training to the Fleet on social networking and recommends that all users - proceed with caution! 🚧



Graphic Illustration by MC2(SW) Joshua J. Wahl

NCMO

RELOCATES AND HANDLES LARGER WORKLOAD

By Catherine Williams, NCMO

The Naval Circuit Management Office (NCMO), under the supervision of its director, Mark W. Lutes, began its operations at Joint Expeditionary Base Little Creek-Ft. Story, Virginia Beach, VA in January, after relocating from Andrews Air Force Base, Washington, DC.

NCMO's move conveniently co-locates it with its parent command, Navy Cyber Forces (CYBERFOR). Being geographically located with CYBERFOR and Naval Network Warfare Command greatly assists NCMO in building critical relationships and gaining visibility within the IT community, as well as establishing itself within the Department of the Navy (DON).

Its mission is to "manage DON leased terrestrial connectivity for Defense Information System Network (DISN) core data services and commercially leased connectivity ensuring provisioned circuits meet financial and technical requirements in the most expeditious manner possible."

The NCMO is the approving authority for all centrally leased telecommunications circuits, and as such maintains DON's office of record for all voice and data telecommunications. It functions as the liaison between Defense Information Systems Administration (DISA), other Department of Defense agencies, commercial vendors, and all Navy customers regarding the provisioning of long-haul telecommunications.

Current projects that NCMO supports include:

- NETWORKX transition
- Base Realignment And Closure transition
- Navy Marine Corps Intranet (NMCI)
- Circuit Base Extensions
- Office of the Secretary of Defense (OSD) Asynchronous Transfer Mode (ATM) Phase-Out Plan

In addition, NCMO is preparing to take on operational management of the Navy Network Information Center (NNIC), and as such will manage all Navy Internet Protocol (IP) addresses.

As the NCMO continues to stand up and define its emerging roles and responsibilities, it will strive to ensure a seamless transition of services amidst an ever changing environment, while building



a strategic plan aligned to support the needs of today's cyber warriors.

One of NCMO's first challenges was providing support for relief efforts in Haiti. NCMO joined with DISA SOUTHCOM and Joint Task Force-Global Network Operations (JTF-GNO) to quickly and efficiently provide decision makers with bandwidth utilization statistics, as well as identify circuit configurations and assets, producing a complete picture of the Wide Area Network's (WAN) capabilities and risks.

NCMO expeditiously provisioned a 10Mb circuit and increased the bandwidth from 4Mb to 8Mb to an already existing circuit, in one day, to support increased user needs in the area. This event provided NCMO with their first test in responding to real-world events in a time critical environment and reaffirmed the importance of understanding and optimally utilizing the IT domain when establishing decision superiority in response to military threats and humanitarian assistance missions.

As NCMO continues to establish its roles and responsibilities, it looks forward to the future, and providing its Navy and Marine Corps customers with a highly efficient central organization for its telecommunications needs. ✎

Photo Illustration by Robin D. Hicks

U.S. Naval Academy Increases Educational Opportunities in Cyber Security

By Jessica Clark, U.S. Naval Academy Public Affairs

ANNAPOLIS, MD – The academic dean at the U.S. Naval Academy announced at the Board of Visitors meeting March 8 that the academy will continue to increase its educational opportunities in the field of cyber security.

In response to the establishment of the Navy's Fleet Cyber Command/10th Fleet, Andrew Phillips, the academic dean, announced that the academy is taking steps to ensure that future graduates are given the skills and knowledge necessary to operate effectively in an emerging cyber security environment.

In December 2009, the academy created the Center for Cyber Security Studies (CCSS) to enhance the opportunities available to midshipmen, faculty and staff in the areas of cyber security. CCSS coordinated with the National Security Agency (NSA) to increase the number of summer internships for midshipmen to 14, as well as several at the National Defense University.

"We think experiences like that will be crucial for recruiting midshipmen into the field in the future, especially for those who might not have thought of this as a warfare specialty," said Phillips.

Midshipman 1st Class Stephanie Stamm, an honors math major from Lockport, NY, participated in an NSA internship in 2009, spending six weeks working with a civilian counterpart on algorithms used for various types of encryption.

"It was incredible. Throughout the six weeks, I had to recall concepts from every math course I've ever taken," said Stamm. "It was a great experience to put all that together and see it

being applied in a way that was enhancing the security of our nation."

Stamm is slated to graduate in May 2010 and will be commissioned as a surface information warfare officer. Her first assignment is in Mayport, FL, on board the guided-missile cruiser USS Gettysburg (CG 64).



Prior to her internship, Stamm traveled to London with the Computer Science Department, a trip that included a guided tour of Government Communications Headquarters, a British intelligence agency.

"We were exposed to the different methods of attack that they have in approaching the same kind of problems that we're having," said Stamm. "Being

exposed to the alliance and relationship we have with them and being part of that was really a neat experience."

In January 2010, CCSS launched the Midshipmen Cyber Warfare Activity, an interdisciplinary club designed to increase awareness of cyber security across the entire student body.

Additionally, Phillips said there are ongoing efforts to establish a cyber security curriculum. The Computer Science Department is piloting two elective courses during the spring semester, "Cryptography and Network Security" and "Computer Forensics."

The academy is also testing a new course entitled "Fundamentals of Cyber Security," designed for midshipmen in any academic major.

"The purpose of the course is to get a better understanding of what kind of content would be appropriate for large numbers of students, including those in non-computing based disciplines, and also to get a better sense of what sort of topics will keep the interest level of the students high," said Phillips.

A team of senior professors from across the academy's academic divisions is also conducting a study to determine what is necessary for establishing a future cyber security major.

"We've been working hard to get a number of initiatives relating to cyber security in place. It's a work in progress," said Phillips. "We're in the middle of a national search for a director for CCSS and we hope that person will take a leadership role in bringing all of our vision to reality."

Johnston Relieves Smith as NIOC Norfolk CO

(Far right) CAPT Charles Johnston addresses guests at NIOC Norfolk's change of command ceremony in April while VADM Denby H. Starling II, commander CYBERFOR/NETWARCOM and former NIOC Norfolk CO, CAPT Gregg Smith, look on. Prior to taking command of NIOC Norfolk, Johnston served as special assistant to the Director of Communication Networks (N6) on the staff of the CNO. Smith is presently the Director of Fleet Electronic Warfare Center in Virginia Beach, VA. (Photo by MCC(SW/AW) Aaron Strickland)



Mids Win Cyber Defense Exercise

From U.S. Naval Academy Public Affairs

ANNAPOLIS, MD -- A team of Naval Academy midshipmen won the National Security Agency's (NSA) annual Cyber Defense Exercise (CDX), conducted April 20-23.

The academy team, led by Midshipmen 1st Class Justin Monroe and Christopher Wheeler, competed with teams from the Military Academy, Air Force Academy, Merchant Marine Academy, Naval Postgraduate School and Air Force Institute of Technology. The midshipmen last won the CDX trophy in 2005.

CDX is an inter-service cyber security competition that challenges teams to effectively defend their virtual computer network against malicious attack. Each year, the exercise is designed around a specific scenario, with constraints such as time, resources and information about the "attacker" based on the scenario.

"The competition is designed to simulate a real working environment with user workstations, servers, firewalls and other equipment commonly found in networks," said Monroe, who will serve as a surface information warfare officer after graduation in May. "After the network designs are approved, teams begin building them and must overcome any problems inherent in their original designs."

The teams must choose how to utilize the resources at their disposal to best defend their virtual network and to keep certain "critical services" running, while the "attackers" (the NSA team that has designed the

competition) attempt to infiltrate the network and disrupt these services.

The competition is designed to give students experience with designing and implementing computer security solutions with limited resources as well as spark some friendly competition between the services. Students learn to work effectively with a team to protect their network from attacks, as well as how to react when the defenses do not work as expected.

"Because the task is very technical and difficult in a number of areas, we assigned positions to underclassmen, giving them areas of study to help build the network, and we ultimately relied on their research during the competition," said Monroe. "The machines and services they built on their own are the ones we use in the competition. This mirrors the fleet in a number of ways, primarily delegating tasks to subordinates and trusting the work they do."

Additionally, students gain experience using the tools that are used every day to defend Department of Defense networks against cyber attacks.

"I think the experience has shown that a lot of different people can come together and build something that they would have struggled to do on their own. Getting help from one another was key to getting the network done," said Monroe. "I think I speak for everyone on the team when I say we wouldn't have changed anything. We really came together as a team and got the job done."

NIOC Sailors Help Keep Hawaii Beautiful

Story by ENS Melisa Ocasio, NIOC Hawaii PAO

Photo by CTM1(SW) David Vest

KUNIA, HI -- Every year in Hawaii, the state Department of Transportation spends \$2 million to keep Hawaii's roads and highways clean.

The First Class Petty Officers' Association (FCPOA) of Navy Information Operations Command (NIOC) Hawaii is doing its part to help lower this expense by participating in the Department of Transportation Adopt-A-Highway program.

Sailors of the NIOC Hawaii FCPOA dedicate one Saturday morning each month to pick up trash along a two-mile portion of Kunia Road.

"It's nice to do something positive for the command, the community and the environment," said CTM1(SW/AW) Derek Labbe.

The NIOC FCPOA has helped beautify Kunia Road by removing car parts, alcohol bottles, electronic devices and non-biodegradable plastics.

"We encourage anyone available to come and help," said CTI1 Emily Dabruzzi "With more people, we can cover two miles very quickly." ✂



NIOC Hawaii Sailors pick up trash along a two-mile portion of Kunia Road.

NIOC Hawaii 'Goes Green' Through Recycling Program

Story by CTR2 Kristy Kulski, NIOC Hawaii

Photos by CTR3 Michael Ingram

KUNIA, HI -- The Sailors at Naval Information Operations Command (NIOC) Hawaii have taken the slogan "going green" to heart.

A typical day for Sailors in "Aloha," the welcoming and processing division for incoming NIOC Hawaii Sailors, includes assignment to the recycling team. While these Sailors process and await their assignment to begin their rate specific jobs, they have already begun the first step of their major contribution to the command.

The recycling team has the unglamorous task of sorting bags of recyclables, removing lids from bottles, and separating plastic from glass and aluminum. Once sorted, the recyclables are loaded into a machine operated compactor, compacted into portable cubes, tied and wrapped in plastic for pick-up to the treatment plant.

Aloha Lead Petty Officer, CTR1 Pricilla Farnsworth believes the command's commitment to be environmentally friendly pays off.

"These efforts have a greater reward in keeping the earth cleaner and healthier for future generations," said Farnsworth.

Plastic, glass, aluminum cans and cardboard are all recycled at NIOC Hawaii.

Personal recyclables are also accepted from all members working at Kunia in order to expand their recycling efforts. Recycling bins are located at every major workspace and common area.

IT2(SW/AW) Omar Villaneva, who manages the day-to-day operations of the on-site recycling center emphasized that "every little bit helps."

Sailors in Aloha division see the benefits of their efforts even as they wrinkle their noses at the smell.

"I heard Hawaii is really big on recycling," said CTRSN Caleigh Vazquez, adding that she appreciated the Navy's participation. "We (NIOC Hawaii Sailors) are helping save the world, one bottle at a time." ✂



(Above and right) Sailors from NIOC Hawaii's welcoming and processing division for incoming personnel separate recyclables, while others wrap cardboard and more for the recycling plant.



NIOC Sets Bar for ASBP Blood Drive

By CTI2 Theresa M. Buitron, NIOC Hawaii

For the last two years, Navy Information Operations Command (NIOC) Hawaii has been the No. 1 regional donor of all military installations on the island of Oahu for Tripler Army Medical Center's Armed Services Blood Program (ASBP). HMC(FMF/SW) Mark Goldschmidt, head of the medical team at NIOC, says they look to be on top again for 2010.

At NIOC Hawaii, the medical team holds a blood drive several times a year. They strive to collect 100 units of blood donations per drive. At their most recent blood drive March 23, the command collected 74 units.

The blood collected by Tripler's ASBP is distributed worldwide. To some places around the world Tripler is the closest "big blood facility." Blood donations have been sent as far as Rota, Spain. The ASBP encourages all military members to give if they can. Of course there are some stipulations - recent deployments/travels to other countries, or recent tattoos, can prohibit individuals from giving blood.

"I've been unable to give since my trip to Korea's DMZ, but I was finally able to give after two years. I'm O+ so I know my blood can be put to good use," said CTI2 Nate Middleton.

Middleton is right. O+ blood is the

most common of all blood types. O- is the most universal, and AB- blood type is the rarest type of blood.

"Everybody's blood is red - not Navy Blue or Army Green. We can all help each other out by donating," Goldschmidt said. ✂



A NIOC Hawaii Sailor donates a pint of blood toward her command's goal.



NIOC Hawaii IA Sailors Welcomed Home

Story & photo by CTI2 Theresa M. Buitron, NIOC Hawaii

Navy Information Operations Command (NIOC) Hawaii welcomed home twelve Sailors returning from Individual Augmentation assignments and Direct Support deployments, April 2.

Each Sailor and family member was presented a Welcome Home Aloha Lei. LCDR Cynthia Keith, homecoming master of ceremonies, said the lei embodies the Aloha spirit of Hawaiian people.

"It is an expression of warmth, hospitality, love, peace, farewell and hello," Keith said. "The presentation of the Lei today expresses Welcome Home and thanks for the sacrifices made for our freedoms."

Ten NIOC Sailors returning from IA assignments from the past year were presented with letters of appreciation from NIOC Commanding Officer CAPT James E. Hagy. He also presented command coins to the two Sailors returning from Direct Support deployments.

CTR2 (AW) Diane Bullock and CTR2 Abram Ylitalo provided support to the Joint Task Force and Remote Operations Cryptologic Cell in Afghanistan, respectively. LCDR Keith remarked that the deployed Sailors "displayed poise and professionalism beyond all expectations."

During the IA assignments and deployments, NIOC Sailors experienced a range of opportunities and work environments. YN2 Elise Y. Garnier was sent to Kabul, Afghanistan for seven months, working with the Afghan National Police on improving security measures in the area. CTI2 (SW) Victoria Stack was attached to the United States Central Command (USCENTCOM) in Tampa, FL, before deploying to Qatar for her IA assignment.



Katie Newsom, daughter of LTJG Nathaniel Newsom, NIOC Hawaii, presents a lei to NIOC Hawaii returning Sailor, CTN2 Kyle Griffith. (Photo by ENS Melissa Ocasio)

"I am very grateful for the opportunity and experience," Garnier said. "This assignment definitely made me more appreciative of weekends, having to work a minimum 12 hours a day, seven days a week over there was tough. It does take its toll, especially being away from friends and family."

Stack added, "It was a good opportunity to be a part of the war fighting efforts of all the combined forces over there. I was very glad to contribute to the mission."

Sailors sign up for the IA assignments for different reasons – some do it for the overall experience of "boots on the ground," some for the boost it can add to their career, and some for their desire to support the global effort.

The NIOC Sailors returned with a deeper sense of pride and service.

"I came back very grateful to live in America and be able to serve in the military," Garnier concluded. ✎

Leadership sets Junior Officers up for Success



(Right) LTJG Paul Ward conducts a junior officer session with ENS Miguel Cueva, ENS Joseph Atzenbeck, and ENS Ryan DeGhelder, all members of NIOC Hawaii's wardroom.

Story by LTJG Michael Lavoie, NIOC Hawaii

Photo by ENS Melissa Ocasio, NIOC Hawaii PAO

Few communities in the Navy have seen as much change in recent years as Information Warfare (IW). In the last decade, naval cryptology took on many related disciplines, to include electronic warfare, operations security, military deception and computer network operations, while striving to retain core competencies.

Such tremendous change created a need for sweeping reform of new accession training, and Naval Information Operations Command (NIOC) Hawaii responded with an innovative pipeline for junior officers arriving at the command.

Following Information Warfare Officer Basic Course (IWBC) in Pensacola, FL, ENS Miguel Cueva reported to the Analysis and Production (A&P) cell at Fleet Information Operations Center (FIOC) Hawaii.

"IWBC was a whirlwind experience, exposing me to a broad range of topics," Cueva said. "Arriving at a major cryptologic center gave me the chance to go deeper into area-specific knowledge and see most aspects of IW in practice."

Junior officers typically spend five weeks in A&P, completing target and watch floor qualification requirements. The new arrivals then move on to five weeks under instruction as FIOC Watch Officer.

"This is the phase where a lot of loose strings start to come together," said FIOC Division Officer LTJG William Brinkmeyer. "Armed with strong target knowledge and the resources available to the watch, junior officers learn to leverage this and pass it on to the fleet."

"It's amazing to see the progress of our junior officers," said NIOC Deputy Operations Officer LT Mike Curtis. "They show up completely green to the community, and by the time they move on to a second tour, they have performed at the level of department heads at sea and shore-side."

NIOC Hawaii plays an extensive role in surface and subsurface direct support, and after several months as FIOC Watch Officers, junior officers make the transition from provider to consumer as Direct Support Officers.

"Getting underway as a Direct Support Officer is an intimidating prospect for an ensign or lieutenant (j.g.), but I definitely took the knowledge I learned from FIOC and A&P to sea," said LTJG Marcus Long. "Knowing what resources are available to tactical units is a huge advantage."

With FIOC Watch Officer, Direct Support Officer, and the new community standard Information Warfare Personnel Qualification Standard (PQS) complete, the junior officers are ready for the 1610 designator board.

The 1610 board assesses individuals' knowledge of myriad topics related to IW and the wider Navy. "The 1610 board emphasizes the 'big picture'... how everything junior officers have learned as Watch Officers and DSOs fits into the construct of the 21st Century Navy," said Curtis. "We are confident that this breadth of exposure sets our junior officers up for tremendous success in their careers as Information Warfare Officers." ✎



Sarah Porter (Left) and ET2(SW) David Porter stand on either side of Jamillah Richardson after recalling the night Richardson stopped breathing.

NCTS Jacksonville Sailor Saves a Life

Story and photo by ET2(SW/AW) Antonio Valerio, NCTS JAX Public Affairs

Remember the last time that you were “voluntold” to attend Cardio-pulmonary Resuscitation (CPR) and it conflicted with your schedule or you just did not want to go? Maybe you felt that there was enough life-saving knowledge in your possession already. Perhaps you have calculated the odds of having to use CPR and realized that you are actually more likely to be struck by lightning.

Recently those astronomical odds caught up to a young Jacksonville couple. ET2 (SW) David Porter of Naval Computer and Telecommunications Station (NCTS) Jacksonville and his wife, Sarah, were enjoying a typical night at home when they received a call for help. Their 26 year-old neighbor was having trouble breathing and called the Porters to ask for help.

Sarah, a registered nurse at Orange Park Medical Center, and David raced upstairs to check on her. When they arrived, their neighbor was virtually unresponsive.

The Porters helped her to the ground and immediately recognized that she had no pulse and had ceased breathing. Without delay, David called 911 and then he

quickly called upon the CPR training that he had received annually for the past six years in the Navy. David directed the victim’s two young children into another room while the couple started performing CPR.

Sarah provided rescue breathing and David performed chest compressions. They continued CPR for several minutes until emergency services arrived and took Richardson to the hospital, where she recovered.

Their neighbor is now back at home with her family. She says she has “a new appreciation for life” and is very thankful to have “our little angels downstairs,” referring to the Porters.

David said, “We just did what anyone else would do in that situation.”

Within 24 hours of saving his neighbor’s life, Porter helped one man push his car to a gas station and jump-started another individual’s car.

ET2 Victor Hornilla, a co-worker, said, “We are beginning to wonder why we never see Porter and Superman in the same place at the same time.”

NIOC Maryland Sailor named Fort Meade Volunteer of the Year



Story & photo by MC2(SW) Regina Wright, NIOC Maryland

Fort George G. Meade, MD -- CT11 Melissa Lystad from Navy Information Operations Command (NIOC) Maryland was recently recognized as the Fort Meade Active-Duty Volunteer of the Year.

As the Military Liaison Officer for the Saturday Scholars program, Lystad organized the efforts of military and civilian volunteers who tutored students from the third, fourth and fifth grades in reading, math and science.

Lystad said more than 100 students have been helped through the program this year, as evidenced by improved grades in classes and on standardized tests.

“We started (one student) with the usual third grade reading book, which she promptly devoured,” Lystad said. “We gave her a fourth

grade book, which she also quickly went through. By the time the sixth week was up, she was reading in the sixth grade book.”

The Saturday Scholars program has been active at Fort Meade

since 2004, and guided by Lystad’s leadership for the past two years. Its success contributed to NIOC Maryland’s recent nomination for the USS Bainbridge Award for military community service.



(Left to right) CT11 Melissa Lystad receives the Fort George G. Meade Active Duty Volunteer of the Year Award from Army Col. Daniel Thomas, installation commander, at Club Meade.



LEGION OF MERIT

CAPT Leonard M. Abbatiello, NETWARCOM
CAPT Craig L. Eaton, NETWARCOM



BRONZE STAR MEDAL

CWO3 Ralph N. Lambert, Jr., JCCS ONE



DEFENSE MERITORIOUS SERVICE MEDAL

LTJG Raed M. Albuliwi, NIOC Texas
CTTC Jeffery J. Arrington, NIOC Maryland
CTIC Marc A. Baldwin, CJSOTF Arabian Peninsula
LT Jason R. Bardin, Multi-National Division-Center
YNC(SW/AW) Betty L. Brinson, SUSLO London
CTRCM James D. Eaton, CSG Baghdad
CTRC Bryon L. Grammer, Ba'qubah, Iraq
LT Matthew E. Hagstette, Multi-National Div-North
CTN1 Joseph W. Jones, NIOC Maryland
LT Philip B. Keith, United States Forces-Iraq
CTN1(SW) Matthew P. Kopczyński, NIOC Maryland
CTIC Leroy K. Krapf, NIOC Maryland
CTI1 Stephen R. Kraycirik, NIOC Maryland
CTIC Jason M. Mills, NIOC Maryland
CTNCS Daniel J. Oldham, NIOC Maryland
CTRCM Victoria V. Prince, NIOC Maryland
CTI1 Mark A. Robinson, NIOC Maryland
LCDR Jesus A. Rodriguez, NIOC Maryland
LT Thomas D. Stuck, NIOC Maryland
LT Brian P. Walsh, Jalalabad, Afghanistan
LT William M. Wilson, Jr., Multi-National Div-South,
Al Basrah, Iraq



MERITORIOUS SERVICE MEDAL

CDR John T. Archer, NR NIOC Fort Dix
CDR Wendy R. Bransom, NETWARCOM
CMDM(SW/AW) Gordon J. Brightbill,
NETWARCOM
CTRCS(SW) Robert M. Hodak, NETWARCOM Fort
Meade, MD
CAPT John L. MacMichael, Jr., NCTAMS LANT
CDR Mark T. Smith, NR NIOC Orlando
CDR George L. Snider, NR NNWC GNOSC
LCDR Henry M. Vegter, Jr., COMCARSTRKGRU
TWO



JOINT SERVICE COMMENDATION MEDAL

CTN1 Max S. Berest, NIOC Maryland
CTR2 Joshua S. Brundrett, NIOC Misawa
CTI2 Justin K. Campbell, CSG Key West
CTTC David B. Cavanah, NIOC Colorado
CTN1 Derek Christensen, NIOC Maryland
CTNC Ramona M. Colbert, NIOC Maryland
CTI2 Jill R. Cross, NIOC Maryland
CTN1 James L. Davis, NIOC Maryland
CTI1 John Della Pietra, NIOC Hawaii
CTN2 Brandon R. Desimone, NIOC Maryland
CTI1 Timothy A. Franklin, NIOC Misawa
CTT1 Donnie W. Gibson, Jr., NIOC Colorado
CTI1 Donna D. Gordon, NIOC Texas
CTI2 Michael H. Gray, NIOC Maryland
IT1 Marcus P. Greer, NIOC Hawaii
CTI1 Nicholas L. Hahn, Ba'qubah, Iraq
CTR2 Summer Hammonds, NIOC Hawaii
CTT1 Archer S. Heibel, NGIA, St. Louis
CTN2 Prentishe L. Hill, NIOC Maryland
CTI2 Kirk J. Iseli, NIOC Hawaii
CTR1(SW) David C. James, NIOC Maryland
CTI2 Jay W. Johnson, NIOC Hawaii
IT1 Todd R. Kaltenborn, NIOC Maryland
CTRC Jessica L. Keith, NIOC Hawaii
CTR1 Klifton R. Kruger, NIOC Colorado
CTR2 Daniel J. Kruppenbacher, NIOC Hawaii
IT1 Rachelle D. Larsen, NIOC Hawaii
CTI2 Eugenia Y. Lee, NIOC Hawaii
CTIC Olga V. Levkovich, NIOC Maryland
CTI1 Melissa A. Lystad, NIOC Maryland
CTN1 Lyle G. Malone, Camp Taji, Iraq
CTR1 Matthew B. Marnati, NIOC Maryland
CTT1 Michael A. Moore, NIOC Colorado
ENS Matthew I. Moran, NIOC Maryland
CTNC Danielle R. Murphy, NIOC Maryland
YN1 Angela A. Myles, Joint Task Force
SGT Bradely D. Naukam, USMC, NIOC Hawaii
CTI2 Drew W. Nelson, NIOC Hawaii
CTI1 Alejandro Ordaz, CID Det Monterey
CTN1(SW) Daniel L. Patterson, NIOC Maryland
CTI2 Donald J. Phillips, NIOC Maryland
CTT2 Gerrion T. Purnell, NIOC Colorado
CTI3 Jacob M. Reeb, NIOC Maryland
CTI2 Robert E. Ryan, NIOC Hawaii
CTR1 Brandon J. Sager, NIOC Maryland
CTT1 Abelmain Santiago, NIOC Colorado
IT2 Brandon D. Schmaltz, NIOC Hawaii
CTN1 Brook R. Schmidt, NIOC Maryland
CTN1 Sondra I. Scott, NIOC Maryland
CTI2 Ayesha S. Shabazz-Woods, NIOC Hawaii
CTR2 Steven A. Sheak, NIOC Maryland
CTI2 Craig T. Shortell, NIOC Maryland
CTR1 Daryll O. Singleton, NIOC Texas
CTT1 Kenneth A. Slaten, NIOC Colorado
CTI2 Vernon E. Smith III, NIOC Maryland
CTR1 Aaron D. Spencer, NIOC Misawa
CTRC John W. Stein, U.S. Central Command
CTR1 Lucas C. Strader, NIOC Misawa
SSgt Michael D. Tyksinski, USMC, NIOC Hawaii
CTI2 Jeffrey R. Wahl, NIOC Maryland
CTR1 Jahbarrius K. Webb, NIOC Georgia

SGT Edward B. Wilkowski, USMC, NIOC Hawaii
CTI1 Richard T. Willhoite, NIOC Hawaii
LT Lynn W. Yarbrough, Jr., NIOC Maryland



NAVY AND MARINE CORPS COMMENDATION MEDAL

CTR1(SW/EXW) Brian M. Angst, NIOC Texas
CTR1(SW) Fabian Avila, NIOC Hawaii
ETCS(SW) James R. Badger, NCTS Bahrain
CTIC(NAC) Raina C. Barthelme, NIOD Kaneohe Bay
CTRC(SW) Laveda T. Basford, NIOC Georgia
CTRC(SW) Brian J. Bauman, NIOC Georgia
CWO3 Patrick M. Bell, NCTS Naples
CTAC Deborah M. Belviy, NIOC Texas
CTRCS(SW/AW) Paul T. Biecker, NAVEXINTELCMD
YNCS(SW) Raymond L. Brady, NCTS Far East Yokosuka
CTNCM(SW) Jonathan J. Brandt, NIOC Suitland
LCDR John V. Breedlove, NIOC Suitland
CTIC Joel A. Burnham, JLTC Ogdan
CTT1(AW) Sheenah M. Campos, NIOC Georgia
ITCS(SW/AW) Daniel L. Claycomb, NETWARCOM
CTMC(SS) Christopher C. Coakley, NR NIOC
Greensboro, NC
ITCM(SW/AW) Scottie A. Coble, NCTAMS LANT
IT1(AW/NAC/SW) Jose C. Cruz, NIOC Texas
LTJG Jamie J. Davis, NIOC Georgia
CWO3 David G. Dillfer, NIOC Colorado
CTRCM Darcy L. Doezema, NR NIOC Detroit
CTT1(SW) Warren Douglas, NIOC Norfolk
CTIC(SW) Andrew J. Dudman, NIOC Texas
YNC(SW/AW/SCW) Valda L. Dumas, NCTS Bahrain
LCDR Alan R. Dunston, NCTAMS PAC Wahiawa
CTMC(SS) John E. Earnshaw, NIOC Hawaii
IT1(SW) Jonathan S. Fallowfield, NCTSC Det Patuxent
River
ITC(SW/AW) Demetrius J. Farrie, NCTAMS PAC
CWO4 John P. Fedele, NCTAMS PAC Det Hampton Rds
LTJG Ernest M. Fernandez, NIOC Hawaii
CTTC(SG) Nolan J. Foltz, NIOC Hawaii
CTRC(SW) David W. French, Sr., CID-ARI Corry Station
ITCS(SW/AW) Gail Y. Gaines, NCTS Bahrain
LT Garth H. Gimmestad, NCTS Naples
CTRC(SG/SW) Eric S. Godlewski, NIOC Maryland
ITC(SW) Kathryn E. Hall, NCTAMS LANT Norfolk
LCDR Scott F. Hallauer, NR NNWC Space
LT James L. Hammersla, NIOC Georgia
LCDR Brian A. Harding, NETWARCOM Virginia Beach
CTRC(SG) Chaka O. Harris, NIOC Suitland
CTR1(SW) Lyndon T. Harris, NIOC Georgia
ETCS(SW) Kevin K. Hartless, NCTS Bahrain
LT Tyson K. Hill, NIOC Georgia
CWO3 Donald L. Hinton, Jr., NETWARCOM
LCDR Tullio S. Hofstad, NR NIOC Orlando
YN1 Sarah F. Howell, EODMU SIX Det Mayport
CTR1(SW) Thomas D. Hunter, NIOC Suitland
IT1(SW/AW) Patrick J. Istilart, NCTAMS PAC
ETC(SW) Damon L. Johnson, NCTS Naples
YNCM Frederick L. Logan, NR NIOC North Isl.
CTIC(AW) Christa R. Mariacher, NIOC Georgia
CTI1(NAC/AW) Virginia A. Matha, NIOC Misawa

CDR Carlos A. Maymi, NR NIOC Greensboro
CTMC(SS) Paul R. McGarvey, NIOC Hawaii
CTR1(SW/AW) Kimberly J. McGuire, NIOC Texas
CTI1 Catheryn B. McShane, NIOD Yakima
NC1(SW) Michael P. Michaud, NIOC Suitland
CTICS(SG) Sergio H. Moreno, NIOC Georgia
CDR Glenn E. Murray, NR NIOC Detroit
CTN1(SW) Max W. Narango, NIOC Maryland
ITC(SW) Timothy J. O'Neill, NCTAMS LANT
CTN1 Salena D. Oxenford, NIOC Norfolk
CTRC(SW) Dennis L. Peka, NIOC Georgia
IT2(SW) Kamuel M. Presley II, NIOC Suitland
CTT1(AW) Robert T. Rawls, NIOD Kaneohe Bay
LCDR Robert E. Riley, II MEF, Hqtrs. Group
CTIC(SW) Carlos J. Rios, NIOC Georgia
CTN1(SW) Janelle R. Rivers, NIOC Suitland
ITCS(SW/AW) Oscar Robaina, NCTS Bahrain
LT Darren V. Roberson, NETWARCOM CTR1(AW/
NAC) Joshua B. Robishaw, NIOC Bahrain
CTR1 Colin B. Rodgers, NR NIOC Fort Worth
CTRC(SG) Joshua D. Roundy, NIOC Maryland
CTR1(AW/SG/SW) Jamar J. Salters, NIOC Hawaii
LT Michael T. Savi, NIOC Norfolk
CTNC Jeffery R. Schramm, NIOC Pensacola
CWO3 Avalyn M. Smith, NCTS Bahrain
ITCS(SW) Barrie D. Smith, NCTS Bahrain
LTJG Brenda L. Smith, NCTS San Diego
CTR1(SW) Michael E. Smith, NIOC Suitland
ITCM(SW) Jay A. Spare, NCTAMS LANT Norfolk
CTIC(AW/NAC) Heather N. Stokes, NIOC
Maryland
LCDR Robin L. Suntheimer, NETWARCOM
YNC(SW) Franswya M. Talbert, NETCENWARGRU
Fort Meade, MD
CTN1(SW) Venita D. Thomas, NIOC Suitland
CTRCs Timothy W. Vickers, NR NIOC Orlando
LCDR Jonathan J. Vojte, NCTS Bahrain
LT Brian O. Wilson, TSCOMM Det Whidbey Island
LT Derick W. Wingle, NIOC Norfolk
CTI1(NAC/AW) Nolan D. Workman, Jr., NIOC
Misawa, Japan



JOINT SERVICE ACHIEVEMENT MEDAL

CTT3 Shaun L. Abels, USSTRATCOM
ET1 Alexander I. Aligaen, USSTRATCOM
CTI1 Jennifer L. Barefoot, NIOC Maryland
CTTC Justin L. Beers, NIOC Hawaii
CTI2 Damon J. Bierma, NIOC Hawaii
CTR2 Stephen E. Bittman, NIOC Texas
CTTC Michael S. Bott, NR NIOC Minneapolis
CTI1 Joseph L. Brown, NIOC Hawaii
CTI2 William M. Burke, NIOC Hawaii
CTI2 Katherine C. Busch, NIOC Hawaii
LCDR Grant P. Carmichael, USSTRATCOM
CTT2 Peter H. Chappell, NIOC Hawaii
CTTC Joseph D. Chatman, NIOC Hawaii
CTI2 Desiree B. Christensen, NIOC Texas
CTI1 Angel Clark, NIOC Hawaii
CTI2 Kenneth J. Close, NIOC Hawaii

IS2 Travis S. Coulter, NIOC Colorado
CTM2 Joshua M. Cromwell, NIOC Maryland
CTI1 Emily Dabruzzo, NIOC Hawaii
CTR3 Serena E. Daley, NIOC Misawa
CTI2 Jason A. Dietrich, NIOC Texas
MA2 Jose Divora, NIOC Hawaii
CTI2 Douglas M. Dixon, NIOC Texas
CTR1 Eric C. Downs, NIOC Maryland
CTR1 Robert J. Dudas, NIOC Maryland
CTR2 Brandon A. Duggar, NIOC Sugar Grove
CTR2 Claire M. Dunn, NIOC Misawa
CTR2 Jason D. Frisch, NIOC Hawaii
MA3 Carlton M. Gaillard, Jr., NIOC Hawaii
CTR3 Louis G. Godeaux, NIOC Misawa
CTR2 John P. Goodson, NIOC Misawa
IT1 William E. Griffin, USSTRATCOM
CTTC Angela J. Groce, JTF Guantanamo Bay
LT Matthew Hagstette, NIOC Hawaii
CTTSN Nicholas D. Hall, NIOC Hawaii
CTTSN Nicholas D. Hall, NIOC Hawaii
CTI1 David B. Hansen, NIOC Hawaii
CTI3 Michele D. Harvey, NIOC Hawaii
CTI2 Brittany N. Hendley, NIOC Texas
IT2 Benjamin S. Herron, NIOC Hawaii
CTIC Thomas J. Hirzel, NIOC Texas
CTI2 Tracie A. Hoops, NIOC Hawaii
YNSN Mark R. Jamison, JTF Guantanamo Bay
CTI1 Jennifer R. Johnston, NIOC Hawaii
MA2 Christopher J. Jones, NIOC Hawaii
CTI1 Nathan L. Jones, NIOC Hawaii
CTI2 Collen R. Kelton, NIOC Hawaii
CTI3 Ross LaFontaine, NIOC Hawaii
CTI2 Shannon E. Lewis, NIOC Hawaii
CTI2 Donna Louie, NIOC Hawaii
CTI2 Kenneth P. McCauley, JTF Guantanamo Bay
YNSN Jasmyl L. Mercado, U.S. Forces Korea
CTI3 Ry A. Meyer, NIOC Hawaii
CTR1 Wacey J. Meyer, NIOC Colorado
CTM1 Orin L. Miller, USSTRATCOM
CTI1 Jacqueline S. Moreno, NIOC Hawaii
CTI2 Richard P. Mullen, NIOC Maryland
CTT2 Jessica E. Nilo, NIOC Hawaii
IT2 Allyson R. Oller, NIOC Hawaii
IT2 Eli H. Padron, NIOC Hawaii
CTI2 Challace D. Pair, NIOC Hawaii
CTR2 Brett A. Papale, NIOC Maryland
CTI2 David E. Pascoe, NIOC Hawaii
IT3 Cassandra K. Pinter, NIOC Hawaii
CTI1 Julia H. Pohl, NIOC Hawaii
CTI2 John F. Raimondi, NIOC Hawaii
CTR3 Louie A. Rosales, NIOC Misawa
CTR2 Zachary M. Schulz, NIOC Colorado
CTI2 Cassandra B. Smith, NIOC Hawaii
IT2 Timothy M. Snead, NIOC Hawaii
CTR2 Barry S. Steadham, NIOC Colorado
CTI2 Jason A. Stone, NIOC Hawaii
CTMC Mitchell A. Swirtz, NR NIOC Minneapolis
CTN1 George G. VanDerMolen, NIOC Maryland
CTI3 Devon D. Walker, NIOC Hawaii
CTR3 Dustin C. Walker, NIOC Hawaii
CTT2 Toren M. Walker, NIOC Hawaii
LT Brian P. Walsh, NIOC Maryland
CTRSN Ryan M. Welch, NIOC Misawa
CTI2 Danielle J. Wells, NIOC Hawaii
CTR3 Gregory A. Wheeldon, NIOC Misawa
IT2 Allen B. Wilson, NIOC Sugar Grove
IT3 Robert S. Zink, NIOC Maryland



NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

MC2(SW/AW) Justin L. Ailes, NETWARCOM
IT1(SW) Mathew D. Althafer, NCTS Naples
IT2(SW) Nicholas G. Belder, NCTS San Diego
IT1(SW/AW) Rachel R. Brown, NMCI Det San Diego
MC2 Travis K. Burcham, NETWARCOM
ITC(NAC/AW/SW) Curtis J. Buzard, NIOC Texas
IT2 Kris G. Caguioa, NCTS San Diego
IT2(NAC/AW) Stephen M. Dumesnil, NIOC Misawa
CTI1(NAC/AW) Timothy B. Duncan, NIOC Misawa
CTT1(NAC/AW) Aaron C. Estill, NIOC Whidbey Isl.
IT1(SW/AW) Demetrius J. Farrie, NCTAMS PAC
IT2 Brian L. Horton, NCTS San Diego
NC1(NAC) Tiffany A. Jennings, NIOC Texas
ET1(SS) Corey L. Johnson, NCTSC Det Patuxent River
CTN1 Charles F. Jones, NIOC Texas
ET2 Michael L. Kibbee, NCTS San Diego
CTN1 Roland C. Leitner, NIOC Texas
IT2(SW) Justin E. Longfellow, NCTSC Det Patuxent
River
CTN1 Kuwanda L. Nathan, NIOC Texas
IT1(SW) Luis Pina, NCTAMS LANT Norfolk
CTR1 William J. Roberts, NIOC Texas
CTRC Frederick E. Rummery, NR NIOC Orlando
CTM1(SW) William L. Seigler, NIOC Texas
LCDR Brian M. Stites, FLTCYBERCOM
CTR1(SW) Randy L. Stone, NIOC Texas
CTI2 Karl F. Swarner, NIOC Texas
ET2(SW) Benjamin J. Vargas, NIOC San Diego
IT3 Brandon M. Waggoner, NCTS Naples
LT Shaun B. Woodhams, NIOC Misawa
IT2 Nashera L. Bagley, NCMS Washington D.C.
CTR1(SW) Frank G. Barnard III, NIOC Hawaii
CTNC(SW/EXW) Jeremy S. Brown, NIOC Pensacola
CTT1(NAC/AW) Wayne D. Brown, NIOC Whidbey Isl.
IT2(SW) Alexander J. Burgess, NCTS Sicily
IT1(SW) Vladimir A. Caraballo, NCTS Sicily
CTI2 Sarai Cordova, NIOC Maryland
IT3 Carmen A. Dagley, NIOC Norfolk
CTI2 Timothy N. Dansby, NIOC Hawaii
CTN1(AW/SW) Jarrod H. Delp, NIOC Pensacola
CTIC(AW/SW/NAC) Josef D. Edmunds, NIOC Hawaii
IT2(SW) Robert L. Esters, NCTAMS LANT Norfolk
IT3 Stephanie K. Fells, NCTS Sicily
IT1(SW/AW) Olakunle A. Folayan, NCTSC Det
Patuxent River
IT2(SW) Ignacio Gachuzo, NCTS Naples
IT3 Kristina M. Griffith, NCTS Naples
ITSN Jovan M. Hall, NCTSC Det Patuxent River
CTN1(SW) Juan R. Hernandez III NCDOD Norfolk
YN1 Lillie L. Hernandez, NIOC Texas
YN3 Krystal N. Hill, GNOC Det Norfolk
ET1(SW) John G. Hotaling, NCTAMS LANT Norfolk
IT2(SW) Mujeeb B. Jimoh, NMCI Det Norfolk
IT1(SW) Melanie M. Jones, NCTAMS LANT Norfolk
CTI1(NAC) Jason P. Kappel, NIOC Bahrain
IT2(SW) Aung Z. Khaing, NCTS Naples
PS1(SW/AW) Justin H. King, NCTAMS PAC Wahiawa
CTR2 Paul J. Langreck, NIOC Maryland
CTI1(SG) Bryan R. Leblanc, NIOC Hawaii
IT3 Deja K. Lee, NCDOD Norfolk
CTR1(NAC) Alexis L. Lund, NIOD Kaneohe Bay
CTN1(SW) Richard T. Manipon, NIOC San Diego
CTR2(SW) Das A. Manninen, NIOC Hawaii

CPL(CAC) Thomas J. Maybury, USMC, NIOD Kaneohe Bay, HI
 CTN1(SW) Michael L. McCall, NIOC San Diego
 CTT1(SW) Orice D. McCarty, NIOC Georgia
 IT1(SW) Brendan N. McLaughlin, NCTS Naples
 CTR1(SW) Nathan C. Null, NIOC Georgia
 CTM1(SS) Paul A. Paule, NIOC Hawaii
 CTR1(SW/NAC) Andrea L. Plummer, NIOC Bahrain
 IT1(SW/AW) Daniel D. Poffenbarger, NCTSC Det Fairfield
 CTN3 Tiffany M. Priestley, NIOC Pensacola
 YN3 Justin D. Redmond, NCTS San Diego
 YN2(AW) William D. Riplow, Jr., NCTAMS LANT
 YNC Victor L. Rivera, NR NIOC Orlando
 IT2 Joshua C. Rodrigue, NCTS San Diego
 CTT1(SW/AW) Frances A. Salazar, NIOC Texas
 MM2(SW) Cheyenne M. Scarbrough, NCTAMS LANT
 IT2(SW) Brandon S. Smith, NCTS Naples
 IT2(SW) Britteney O. Stewart, NMCI Det San Diego
 IT1(SW) Troy D. Stoute, NMCI Det Norfolk
 YN2(SW) John Tamez, NCTS Sicily
 IT1(SW) John F. Tatom, NCTAMS PAC Wahiawa
 IT2(SW/AW) Chauntea M. Tourigny, NCTSC Det Patuxent River
 CTR3(SW) Kasten L. Whetzell, NIOC Suitland
 YN3 Zachary R. Williams, NIOC Suitland
 CTR1(SW/AW) Amie A. Arizmendi, NIOC Hawaii
 IT2 Christopher M. Atkins, NCTAMS LANT Det Hampton Rds
 CE2(SCW) Nathan Augustin, NCTS San Diego
 CTT2 Jessica A. Barber, NIOC Hawaii
 IT2(NAC) Brandon L. Barker, NIOC Misawa
 LT Douglas K. Bass, NAVSOC Point Mugu
 CTT2 Jonathan N. Benson, NIOC Hawaii
 CTM1(SW) Arie A. Buegelsdijk, NIOC Yokosuka
 CTN2 James C. Bodley, NIOC Norfolk
 CTT1(SW/AW) Thorn W. Brown, NIOC Hawaii
 CTN1(SW/AW) Michael J. Carroll, NIOC Norfolk
 IT2(SW) Cory K. Cox, NCTS Sicily
 CTR2(SG) Adam B. Dei Cas, NIOC Sugar Grove
 ET1(SW) Carl E. Denker, NIOC Norfolk
 CTM1(SS/AW/IUSS) Juan O. Dumey, NIOD Groton
 CTN2(SW/AW) Amanda M. Diaz, NIOC Norfolk
 CTN1(SW/AW) Jeffrey S. Ekel, NIOC Norfolk
 CTM1 Valentin Espinoza, NIOC Bahrain
 CTT1(SG) Jared M. Fischer, NIOC Georgia
 IT2 Alexander F. Flom, NCTAMS PAC Wahiawa
 IT2(AW) Francine Francisco, NCTS Sicily
 CTR1 Alisa Y. Franklin, NIOC Pensacola
 ENS Michael D. Grimshaw, NIOC Georgia
 IT3 Marc A. Gurule, NCTAMS PAC Wahiawa
 CTT1(SW) Cornell D. Ham, NIOC Norfolk
 CTT1(SW/AW) Alan B. Harkleroad, NIOC Norfolk
 IT3 Gregory S. Hart, NCTS Bahrain
 IT3 Cecelia K. Haynes, NCTAMS PAC Wahiawa
 CTR2(NAC) Eric A. Huron, NIOC Misawa
 MA3 Justin W. Hutcheson, NIOC Sugar Grove
 CTT2(EXW) Christine D. Jans, NIOC Georgia
 YNC Laura L. Johnston, NIOC Maryland
 CTR1(SW/AW) Tessa D. Jones, NIOC Hawaii
 CTT1(NAC) Ryan E. Koch, NIOC Misawa
 IT1(SW/AW) Scott C. Lauren, NCTAMS LANT Det Rota, Spain
 CTNC(SW/AW) Deaden C. Lee, NIOC Maryland
 IT3 Karla R. Lermaceballos, NCTS San Diego
 ET1(SW) James E. Lewis, NCTAMS LANT Det Hampton Rds
 CTN2 Krista M. Lindsay, NIOC Maryland
 IT2(SW) Cardavian J. Lowery, NCTS Naples
 CTR1(SW) Gerard D. Miesel, NIOC Pensacola

IT1(SW) Brian E. Miller, NCTAMS PAC Wahiawa
 IT3 Wakeria N. Minder, NCMS Washington DC
 IT2(SW/AW) David D. Nguyen, NCTSC Det Fairfield
 CE2(SCW) Ramon Nunez, NCTAMS LANT Det Guantanamo Bay
 MM1(SW/AW) Rebecca M. O'Dell NCTAMS LANT
 CTN2 Chelsea N. Overman, NIOC Norfolk
 MM3 Jamie L. Paramonte, NCTAMS LANT Norfolk
 CTR1(SG) Victor A. Parrish, NIOC Sugar Grove
 CTT1(SW) Brian E. Partridge, NIOC Georgia
 CTM1 Arthur J. Phillips, NIOD Groton
 EM2 Christina M. Reyna, NCTAMS LANT Norfolk
 IT1(SW) Shawn M. Riek, NCTS Naples
 ITC(SW) Larry R. Rigdon, Jr., NCTAMS PAC
 IT1(SW) Shamar R. Rivera, NCTS Naples
 ITC(SW/AW) Lashona D. Rodgers, NCTS San Diego
 CTT2(SS) Joseph D. Sayles, NIOD Groton
 YNSN Weston J. Schmall, NIOC Maryland
 IT1(SW) Sarah M. Sendrey, NCTAMS LANT
 CTM1(SW) Duane B. Shannon, NIOC San Diego
 OS2(SW) Samuel Singleton III, NCTAMS PAC
 CWO2 Eric M. Small, NIOC San Diego
 CTT1(NAC) Justin B. Stauffer, NIOC Misawa
 BU2(SCW) Joshua L. Stivers, NIOC Sugar Grove
 IT2 Brandon M. Van Baggen, NCTAMS PAC Wahiawa
 IT3 Heather E. Vanhassel, NCTS Sicily
 ITC(SW) Martin C. Wallace, NIOC Maryland
 CTN2 Shane K. Wegner, NIOC Maryland
 CTIC Jackie L. Westhoff, NR NIOC Minneapolis
 IT2(SW) Calvin Williams, Jr., NCTAMS LANT Det Rota, Spain
 CTR2(SW) Brian J. Young, NIOC Hawaii
 IT1(SW/AW) Laketa T. Young, NCTAMS LANT Det Hampton Rds
 IT2(SW) Roberto A. Zavala, Jr., NCTAMS PAC
 ITSN Justin E. Allred, NIOC Misawa
 LT Brian C. Baker, NIOC Hawaii
 CTT2(SS) Stephen M. Barber, NIOC Hawaii
 PS2(SW) Josemarcelo Baqueroalvarez, NAVSUPACT Naples
 IT1(NAC/AW/SW) Jocelyn F. Blanchard, NIOC Misawa
 MA2(SW) Joshua L. Breyman, NIOC Sugar Grove
 ITC Jonathan F. Brockway, NCTS Naples
 CTR3 Irene H. Cencich, NIOC Misawa
 LCDR Richard R. Colli, NETWARCOM NET ENG
 ITC(SW) Waldemar Corderobonilla, NCTS Naples
 IT1(SW/AW) Tammy L. Dean, NCTAMS LANT Det Brunswick
 CTR2(SW) Shakeumia K. Dozier, NIOC Suitland
 ITC(SW) Deborah I. Frazier, NCTS Sicily
 ET1(SW) Jamie Gallaway, NCTAMS PAC Wahiawa
 ET2(SW) David A. Greninger, NCTS Naples
 CTT1 Jessica L. Harris, NIOC Bahrain
 CTRSN Alexander J. Hicks, NIOC Sugar Grove
 CTNC(SW) Guy C. Huffman, NIOC Georgia
 CTT2(SW) Jerome E. Hughs, NIOC Georgia
 CTR2 Brittany M. Hunt, NIOC Hawaii
 IT3 Anthony C. Jacobs, NCTS Sicily
 CE2(SW) John J. Killeen, Jr., NCTAMS LANT Det Guantanamo Bay
 ET2 David A. King, NCTS Naples,
 CTR2(EXW/SW) Alyssa L. Knapp, NIOC Texas
 IT3 Lance C. Knapp, NCTS Sicily
 LT Cynthia A. Knight, NIOC Suitland
 CTR2(SW/AW) Daniel J. Kruppenbacher, NIOC Hawaii
 LT Miranda C. La Bash, NIOC Yokosuka
 CTR1 Marc Manfredi, NIOC Bahrain

CE1(SCW) Robert W. Marshall, NCTS Naples
 MA2 Morgan K. Martin, NIOC Sugar Grove
 CTM1(SW/AW) Mary F. Moore, NNWG Pensacola
 CTRSA Angel Morales, Jr., NIOC Sugar Grove
 LS2(SW) Rodway W. McCloggan, NIOC Norfolk
 CTT2(SW/NAC) Artem M. Murodov, NIOC Bahrain
 LS2(AW) Lacrystal M. Nelson, NCTS Far East Det Okinawa
 IT1(SW/AW) Elizabeth Ornelas, NMCI Det Norfolk
 ET1 Robert S. Owens, NCTS Naples
 IT2(SW) Kimberly S. Parker, NCTS Naples
 CTT2(SW) Albertine Paxton, NIOC Hawaii
 CTR2(SW) David O. Philmon, NIOC Georgia
 IT1 Lacey N. Pipolo, NCTS Naples
 CTR1 Adam L. Powell, NIOC Georgia
 ETCS(SW) Kenneth R. Reynolds, NCTS Naples
 ETCS(SW) Gregory S. Robinson, NIOC San Diego
 IT2(SW) Edgardo Rodriguez, NCTAMS LANT Det Hampton Rds
 IT3 Christine L. Savadel, NCTS Naples
 IT2(SW) Leah R. Silverman, NCTS Naples
 CTT1 Troy E. Stiltner, NIOC Bahrain
 CTR1(SW) Mathew S. Takae, NIOC Yokosuka
 CTT1 David L. Tucker, NIOC Georgia
 IT2 Robert L. Tucker, NCTS Naples
 IT1(SW/AW) Arron B. Webster, NCTS Jacksonville
 YN2 Ashley N. Wood, NIOC Norfolk

CIVILIAN LENGTH OF SERVICE AWARDS

Akintunde O. Akintewe, NETWARCOM - 5 Years
 Duane J. Chittim, NETWARCOM - 5 Years
 Gregory A. Hayes, CYBERFOR - 5 Years
 Robin D. Hicks, CYBERFOR - 5 Years
 Troy M. Johnson, NETWARCOM - 5 Years
 Michael J. Jones, NETWARCOM - 5 Years
 Ivan B. Kidd, CYBERFOR - 5 Years
 Charles B. Koman, NETWARCOM - 5 Years
 Dwayne B. Paul, CYBERFOR - 5 Years
 Kathleen E. Pettillo, CYBERFOR - 5 Years
 Craig W. Remig, CYBERFOR - 5 Years
 Keven L. Ricks, NETWARCOM - 5 Years
 Elizabeth M. Rivera, NETWARCOM - 5 Years
 Jason D. Rogers, NETWARCOM - 5 Years
 Donald J. Shirey, Jr., NETWARCOM - 5 Years
 Darryl W. Stubblefield, NETWARCOM - 5 Years
 Arvin M. Williams, CYBERFOR - 5 Years
 Kenneth W. Drummond II, CYBERFOR - 10 Years
 David F. Ellison, CYBERFOR - 10 Years
 Patrick L. Faver, CYBERFOR - 10 Years
 Kristen C. Kohart, CYBERFOR - 10 Years
 Kervin L. Sydnor, NETWARCOM - 10 Years
 Charles D. Caldwell, CYBERFOR - 15 Years
 Tracy E. Legg, CYBERFOR - 15 Years
 Daniel K. Deighan, CYBERFOR - 20 Years
 Elizabeth A. Spear, NETWARCOM - 20 Years
 David A. Hodges, CYBERFOR - 25 Years
 Cheri E. McCullough, CYBERFOR - 25 Years
 Gary B. Garriss, NCTAMS LANT - 30 Years
 Linda A. Mathews, NCTAMS LANT - 30 Years
 Kaarlo Elonen, NCTAMS LANT - 30 Years
 Ethel A. Zetts, CYBERFOR - 30 Years
 Etta S. Coleman, NETWARCOM - 35 Years
 Susan E. Dahlke, CYBERFOR - 35 Years
 Ronald T. Gliniski, NCTAMS LAN - 40 Years

Officer engineers Personal Success

By MCC(SW) Maria Yager, Navy Personnel Command Public Affairs

MILLINGTON, TN -- An officer from Navy Personnel Command was honored by the National Society for Black Engineers (NSBE) during the organization's 13th annual convention April 3 in Toronto.

CAPT Willie L. Metts was named Distinguished Engineer of the Year under NSBE's 2009 Golden Torch Awards.

"I am both excited and humbled by the opportunity to be the recipient of the NSBE Distinguished Engineer of the Year Award," said Metts. "I can only hope that my actions in the future will continue to further the personal and professional development of our youth consistent with NSBE's goals and objectives."

NSBE Golden Torch Awards recognize organizations and individuals who exemplify NSBE's ideals of academic excellence, professional success and dedication to improvement of the black community, according to Erika Howell, a project coordinator for NSBE.

Metts, a Danville, GA native, said he looks forward to helping NSBE achieve its mission.

"I have not had a long affiliation with NSBE, but am aware of the organization and its broad influence on professional development. As a beneficiary of one of the organization's highest awards, it is my desire to directly contribute to NSBE's mission now and in the future," said Metts.

He studied engineering after graduating high school and was commissioned in 1985.

"I have always had a fascination with science. I chose engineering for both personal and professional benefits," said Metts, whose tours have included USS Thomas C. Hart (FF 1092), USS Thomas S. Gates (CG 51), Naval Postgraduate School, where he earned a Master of Science degree in Command, Control, Communications, Computers and Intelligence (C4I).

He was selected as a Naval Cryptologist (now Information Warfare) in 1993 and transferred to Naval Security Group Command Detachment Potomac, in Washington, DC, serving as Program Operations Director. He later reported for duty as Naval Security Group Detachment Head at Naval Computer and Telecommunications Station, Guam, and subsequently fleeted up to Executive Officer.

He was assigned to the staff of Commander, Carrier Strike Group Two aboard USS Harry S. Truman (CVN-75) in Norfolk, VA as a Cryptologic Resource Coordinator before being transferred to the Naval War College in 2001. There, he earned a Master of Arts degree



CAPT Willie L. Metts

in National Security Studies and Strategic Planning.

After graduation, Metts reported to the Staff of Commander, United States Pacific Command in Hawaii, where he served as Deputy Director, Collections and Information Acquisitions Division. He completed the Harvard University Senior Executive Fellows Program in November 2004.

Metts, also served as Special Assistant to Commander, U.S. Pacific Fleet and Commanding Officer, Navy Information Operations Command, Hawaii.

Metts, who was recently selected for promotion to rear admiral (lower half), said mentorship has played a key role in his success. He encourages others in positions of leadership to share their knowledge.

"Mentorship has been absolutely critical to the success that I've enjoyed throughout my academic and military career. Because I have directly benefited from mentoring from superiors, coworkers and teachers, I view service as a mentor as a moral responsibility for all," said Metts.

Metts currently serves as Division Director, Information Dominance Corps and Foreign Area Officer Assignments. He is one of only approximately 1,070 information warfare officers in the Navy and is the highest-ranking African American in the specialty. He manages the career development and assignments for approximately 3,600 officers. ♪



Civil Rights Pioneer Addresses CYBERFOR/NETWARCOM

From CYBERFOR Public Affairs

VIRGINIA BEACH, VA – Civil rights pioneer Patricia Turner was the keynote speaker at a Women's History Month ceremony hosted by Navy Cyber Forces (CYBERFOR) and Naval Network Warfare Command (NETWARCOM) in March.

Turner was one of the Norfolk 17 – the first African-American students to integrate secondary schools in Norfolk, VA, in 1959.

"Everything I went through made me the woman I am today," Turner said.

The daughter of a Navy master chief petty officer, Turner was taken back by the difference in the treatment she received on base versus off base.

"The military world was entirely different from outside the gate," she said. "Inside the gate, people loved each other, (even if) they didn't like each other. Outside the gate was a completely different attitude."

Turner was 13 years old in 1959 when she began her final semester as an 8th grader, and the only African-American in her class. She described walking to school that first day with her younger brother, also a member of the Norfolk 17.

"We got to what they called the imaginary line (separating their neighborhood from the all-white neighborhood)," Turner said. "I reached back and grabbed my brother's hand. I must have been squeezing it mighty hard because he said, 'you're holding my hand too hard,' but I did not let go."

CYBERFOR/NETWARCOM



Dr. Patricia Turner, one of the Norfolk 17, was the keynote speaker at the CYBERFOR/NETWARCOM Women's History Month celebration. (Photo By MCC(SW/AW) Aaron Strickland)

Commander, VADM H. Denby Starling II, called Turner a hero who had the courage to step forward in the face of tremendous opposition.

"Dr. Turner's brave actions as a young teenager, along with those of all the Norfolk 17, demonstrated the American spirit in a profound way as they stood up for the right to receive an education," Starling said.

Starling said Turner's experiences illustrated well the theme of the observance: Writing Women Back Into History.

"Though your experiences back in 1959 were not fully reflected in the writings of the day, we are now able to hear your story in its entirety," he said. "Knowing your story helps us all to be better."

Having grown up in a Navy family, Turner always answers the call to speak for Navy events.

"The Navy taught me how to wake up early in the morning and how to clean a head," she joked, "but the Navy taught me something else – something important. It taught me strength. Thank you, Navy!"



CYBERFOR Helps Develop Scientists & Engineers of Tomorrow

Story & Photo By MC2 Joshua J. Wahl, CYBERFOR Public Affairs

PORTSMOUTH, VA -- Volunteers from Navy Cyber Forces (CYBERFOR) and Naval Network Warfare Command (NETWARCOM) partnered with students from the Portsmouth Public School District in the 12-day BIOBASE and 6-day ROBOBASE programs in April.

Each year, more than 300 students participate in the ROBOBASE and BIOBASE projects, following distinct pathways as they progress through classes in geographic information systems, biotechnology, and robotic modeling and simulation.

Since October 2009, Sailors and civilian staff members from CYBERFOR and NETWARCOM have devoted more than 270 hours, working with students in the seventh and eighth grades as part of the command's diversity outreach program. The BIOBASE and ROBOBASE classes seek to encourage and inspire students to pursue careers in science, technology, engineering and mathematics.

LCDR Mark Venzor, CYBERFOR's diversity officer, said these partnerships are a great opportunity for command members to make an impact in the community where they live and serve.

"The ability to serve as role models and mentors while encouraging our nation's future leaders to stay enthusiastic and focused about science and math will not only strengthen our nation, but the Navy as well," said Venzor. "We are making a difference in the world one child at a time."

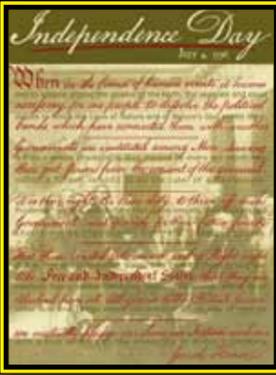
According to Director of Science for the Portsmouth Public School District, Laura Nelson, the Navy's presence in these programs serves a comprehensive strategy to feed science and engineering career alternatives to the students upon graduation from high school.

"To have the U.S. Navy here, it just means a great deal," said Nelson. "I think it is amazing the Navy has been right here to help and support our students. The children look forward to working with them, and they have become very good friends."



(Left to right) LCDR Mark Venzor assists a student with a computer project at one of Portsmouth's public schools.

DIVERSITY SPOTLIGHT: LCDR Venzor is currently serving as Navy Cyber Forces' Diversity Officer. He was recently selected to be the first full time Diversity Officer for the Enterprise and the Domain. Venzor has developed and implemented a Total Force Diversity Strategy. His previous duty station was NIOC Norfolk where he completed a one-year Individual Augmentee tour in Iraq as an Information Officer Planner.



Tighe Nominated for a Star



CAPT Jan E. Tighe

Former Deputy Director of Information Operations at Naval Network Warfare Command, CAPT Jan E. Tighe was recently nominated for appointment to rear admiral lower half (RDML).

Tighe is the first female admiral in the Information Warfare community. A native of Bowling Green, KY, Tighe earned her Bachelor of Science degree in Mathematics at the U.S. Naval Academy in Annapolis, MD, and was commissioned an Ensign (Special Duty Cryptology) in 1984.

Early in her career, Tighe served at Naval Security Group Activities in Florida and Virginia. She attended the Defense Language Institute in Monterey, CA where she studied Russian. While assigned to Naval Security Group Detachment Atsugi, Japan she earned her Naval Aviation Observer wings while deployed as an Airborne Special Evaluator aboard VQ-1 EP-3E aircraft in the Persian Gulf during Operation Desert Shield/Storm in 1990.

Tighe attended the Navy Doctoral program at the Naval Postgraduate School, Monterey, CA in 1996, and in 2001 she was awarded a doctorate in Electrical Engineering and a masters in Applied Mathematics. After serving at the Naval Information Warfare Activity and Naval Security Group Headquarters, Tighe oversaw the development of the Human Capital Strategy for NSG and the IW/Cryptologic community in 2004.

In 2005, she prepared the staff for merger with NETWARCOM as the Chief of Staff and then served as Deputy Director of IO at NETWARCOM. Tighe is presently serving as the Executive Assistant to the Director, National Security Agency/Chief, Central Security Service/Commander, Joint Functional Component Command – Network Warfare.

Navy's Fleet Diversity Council gathers Feedback

By LTJG Laura K. Stegherr, Navy Diversity Directorate Public Affairs

SAN DIEGO -- More than 200 personnel attended the Navy's 11th meeting of the Fleet Diversity Council April 7 in San Diego.

Hosted by the Navy's Diversity Directorate, the council meets semi-annually to inform the fleet of the value of diversity to the Navy and to inspire and motivate Sailors to become active participants in the Navy's diversity efforts.

Sessions were held at Naval Base San Diego and Naval Air Station North Island, featuring presentations on the Navy's current diversity efforts from CAPT Ken Barrett, head of the Diversity Directorate. Navy leadership also took part, providing feedback on how diversity provides value to the Navy.

VADM Thomas Kilcline, commander of Naval Air Forces, shared his perspective on the benefits of a diverse force.

"Our collective strength and success in our Navy, especially within naval

aviation, is built on the strengths and capabilities of each member of our team," said Kilcline. "Every one of our individuals contributes to the overall fight. Channeling these individuals' strengths into the strength of our organization is what diversity is all about. Diversity is not just about gender, or race, or ethnic background. It's the unique capabilities and perspectives that each member of team brings to the fight."

Headlining each session were presentations from Dr. Samuel Betances, a noted diversity trainer and motivational speaker, on the importance of diversity within organizations and how diversity has a strategic value to the Navy.

Differences are not diversity," said Betances. "Diversity is when you take those differences and you develop the talents of every diverse group so that they are, at every level, accomplishing mission and making the Navy a global force for good."

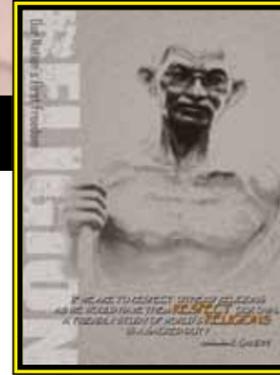
Betances also emphasized the

importance of mentoring in developing a team of diverse and effective warfighters.

"If you choose diversity, you need competent, mission-driven, diversity-relevant mentoring," he said. "If you have to choose between talent and differences, choose talent every time. If you want diversity, you have to put people into the pipeline of talent development who are diverse, and you will have both talent and diversity every time. Diversity is not about counting heads, it's about making heads count."

Participants were given the opportunity to provide written feedback on the Navy's diversity policy and initiatives. Comments will be forwarded directly to the Chief of Naval Operations and will play a role in the development of future diversity policy.

For more information about the Navy's Diversity program and feedback to the CNO, visit www.navy.mil/local/cnp-diversity.



Navy Diversity Program Available on Facebook

From Diversity Directorate Public Affairs

WASHINGTON, DC -- In an effort to expand awareness of the Navy's diversity initiatives, the Navy's Diversity Directorate has established its own official page on Facebook.

The page on Facebook is designed to communicate the Navy's diversity goals and to capture the more than 60 diversity outreach events the directorate takes part in each year.

While it will not replace the command's official website, the page will serve as a source for news, helpful links, photos and video clips, and will offer a means for two-way discussion on the Navy's diversity program for both the Navy and the Facebook community. To view the page and become a fan, visit <http://www.facebook.com/navydiversity>.



UPCOMING DIVERSITY CONFERENCES

CONFERENCE	LOCATION	DATES	WEBSITE
Society of American Indian Government Employees (SAIGE) National Training Conference	Uncasville, CT	Jun 14 - 18	www.saige.org
Japanese American Citizens League (JAACL) National Convention	Chicago	Jun 30 - Jul 4	www.jaacl.org
Academic, Cultural, Technological Scientific Olympics (ACT-SO) and National Association for the Advancement of Colored People (NAACP) Convention	Kansas City, MO	Jul 10 - 15	www.naacp.org
Federally Employed Women (FEW)	New Orleans	Jul 12 - 16	www.few.org
League of United Latin American Citizens (LULAC)	Albuquerque, NM	Jul 12 - 17	www.lulac.org
Association of Naval Services Officers (ANSO)/National Naval Officers Association (NNOA) Joint Conference	Portsmouth, VA	Jul 26 - 30	www.ansomil.org / www.nnoa.org
MANA Hermanitas Summer Leadership Institute	Orlando, FL	TBD Jul	www.hermana.org
Asian Heritage Awards	San Diego	Jul 10	www.asiamediainc.com
Black Data Processing Associates (BDPA)	Philadelphia	Jul 28 - 31	www.bdpa.org
Tuskegee Airmen Inc. (TAI) Convention	San Antonio	Jul 29 - Aug 1	www.tuskegeearmen.org
National Association of Asian American Professionals (NAAAP) 23rd Annual National Convention	San Francisco	Aug 12- 14	www.naaap.org
Blacks in Government (BIG) National Conference	Kansas City, MO	Aug 16- 20	www.bignet.org
12th Annual National Organization for Mexican American Rights (NOMAR) Training Conference and Business Meeting	TBD	TBD Aug	www.nomarinc.org
Who's Who in Asian American Communities (WWAAC)	Atlanta	Aug 28	www.sachikoto.com

FOR MORE INFORMATION ON CYBERFOR'S DIVERSITY PROGRAM CONTACT: LCDR MARK A. VENZOR AT (757) 417-7931 X 1 OR MARK.A.VENZOR@NAVY.MIL

DEPARTMENT OF THE NAVY

Navy Cyber Forces
Public Affairs Office
2465 Guadalcanal Road STE 10
Virginia Beach, VA 23459-3243

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