

USS George H.W. Bush (CVN 77)

# THE AVENGER

Volume 2, Issue 4

May 2011



THIS MONTH: First combat cruise | Warrior Challenge | Saxon Warrior

## From the Command Master Chief



Friends and Families,

I am proud to report that we have started this deployment with energy and excellence. Our crew is outstanding and morale is exceptionally high. You should be proud of your Sailors and their ship. I know I am.

We began with the successful launch of the Navy's newest aircraft carrier. We participated in an eight-day exercise with our allies from across Europe and are quickly preparing ourselves for the duty of standing watch in harm's way. And we have already made our first foreign port call in Portsmouth, England, where we showed our warship proudly and represented our country with honor.

No matter what task our Sailors do, they accomplish it with pride and consistently represent "Freedom at Work."

As we continue this deployment, their spirit and your support will carry us through. I encourage you to continue with your

letters and care packages. They mean a great deal to the Sailors that help define the very best of our nation.

In every way, our Sailors have shown dedication and a willingness to work together. They are strong, they are intelligent, and they are ready.

They are filled with the same pioneering spirit that led the settlers of our country. When those men and women had to travel cross-country, they were not individuals. They had only a wagon train of interdependent people that relied on each other. That is how I see USS GEORGE H.W. BUSH. As we travel across the globe, our ability to work together enables us to do what we do. If adversity comes or obstacles stand in our way, I'm not worried. Load the wagons, we have the horses to pull it. †

Sincerely,  
 CMDCM(SW) D. R. Colton  
 Command Master Chief



USS GEORGE H.W. BUSH (CVN 77) departs from Naval Station Norfolk May 11 for its first combat deployment. Photo by MC3(SW/AW) Nicholas Hall.

### On the cover:



The Nimitz-class aircraft carrier USS George H.W. Bush (CVN 77) departs from Naval Station Norfolk, May 11, for its first-ever combat deployment. George H.W. Bush, the Navy's newest aircraft carrier, deployed as a part of George H.W. Bush Carrier Strike Group (CSG) in support of Maritime Security Operations (MSO) and Theater Security Cooperation (TSC) efforts in the U.S. 5th and 6th Fleet areas of responsibility. Photo by MC3(SW/AW) Nicholas Hall.

# table of [CONTENTS]

<b>Command Corner</b>	<b>2</b>
<b>Haze gray and underway</b>	<b>3</b>
<b>CVN 77 enters 6th Fleet</b>	<b>4</b>
<b>OPSEC: Loose lips sink ships</b>	<b>5</b>
<b>Portsmouth port call photos</b>	<b>6</b>
<b>An education in cultural awareness</b>	<b>7</b>
<b>77 Day Warrior Challenge</b>	<b>9</b>
<b>Saxon Warrior</b>	<b>11</b>
<b>Around the Fleet: ERB</b>	<b>12</b>
<b>Around the Fleet: Conversions</b>	<b>13</b>

**COMMANDING OFFICER**  
 Capt. Brian E. Luther

**PUBLIC AFFAIRS OFFICER**  
 Lt. Cmdr. Linda Sweeney

**EDITOR**  
 MC3 Timothy Walter

**AVENGER STAFF**  
 MC3 Michael Smevog  
 MCSN Jessica Echerrí MCSN Derrick Noack

"The Avenger" is produced by the Media Department of USS GEORGE H.W. BUSH (CVN 77). The editorial content of this newspaper is edited and approved by the Media Department of USS GEORGE H.W. BUSH.

"The Avenger" is an authorized publication for the members of USS GEORGE H.W. BUSH (CVN 77) and their families. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense or the U.S. Navy and do not imply the endorsement thereof.

# HAZE GRAY AND UNDERWAY

## GEORGE H.W. BUSH STRIKE GROUP DEPARTS ON FIRST COMBAT CRUISE

By MCCS(SW) Misty Trent

The George H.W. Bush Carrier Strike Group (GHWB CSG) departed for its first ever combat deployment May 11.

The strike group and its nearly 6,000 Sailors, which includes the Navy's newest aircraft carrier USS George H.W. Bush (CVN 77), is scheduled to conduct operations in the U.S. Navy's 5th and 6th Fleet areas of responsibility.

This deployment is part of an ongoing rotation of U.S. forces supporting maritime security operations in international waters around the globe. Working with allied and partner maritime forces, GHWB CSG units will focus heavily on maritime security operations and theater security cooperation efforts which help establish conditions for regional stability.

"The George H.W. Bush Strike Group is ready to go," said Rear Adm. Nora Tyson, commander of GHWB

CSG. "These Sailors have worked extremely hard over the last year and we are fully prepared to execute any and all tasking in support of the nation's Maritime Strategy."

The five ships and eight aircraft squadrons of GHWB CSG consist of approximately 6,000 Sailors who have spent the last year conducting intensive training and certification exercises to establish a safe, cohesive organization capable of performing a wide variety of missions across the globe, ranging from anti-piracy and ground support operations to humanitarian assistance and disaster relief.

The George H.W. Bush Strike Group is made up of Carrier Strike Group (CSG) 2, USS George H.W. Bush (CVN 77), Carrier Air Wing (CVW) 8, Destroyer Squadron (DESRON) 22 staff, guided-missile cruisers USS Gettysburg (CG 64) and USS Anzio (CG 68), and guided-missile destroyers USS Truxtun (DDG 103) and USS Mitscher (DDG 57). †



Aviation Boatswain's Mate 2nd Class Steven Phaknkham from USS George H.W. Bush (CVN 77) kisses his daughter farewell as he prepares to board the ship, May 10. Photo by MCSN Derrick Noack.

# George H.W. Bush Carrier Strike Group enters 6th Fleet

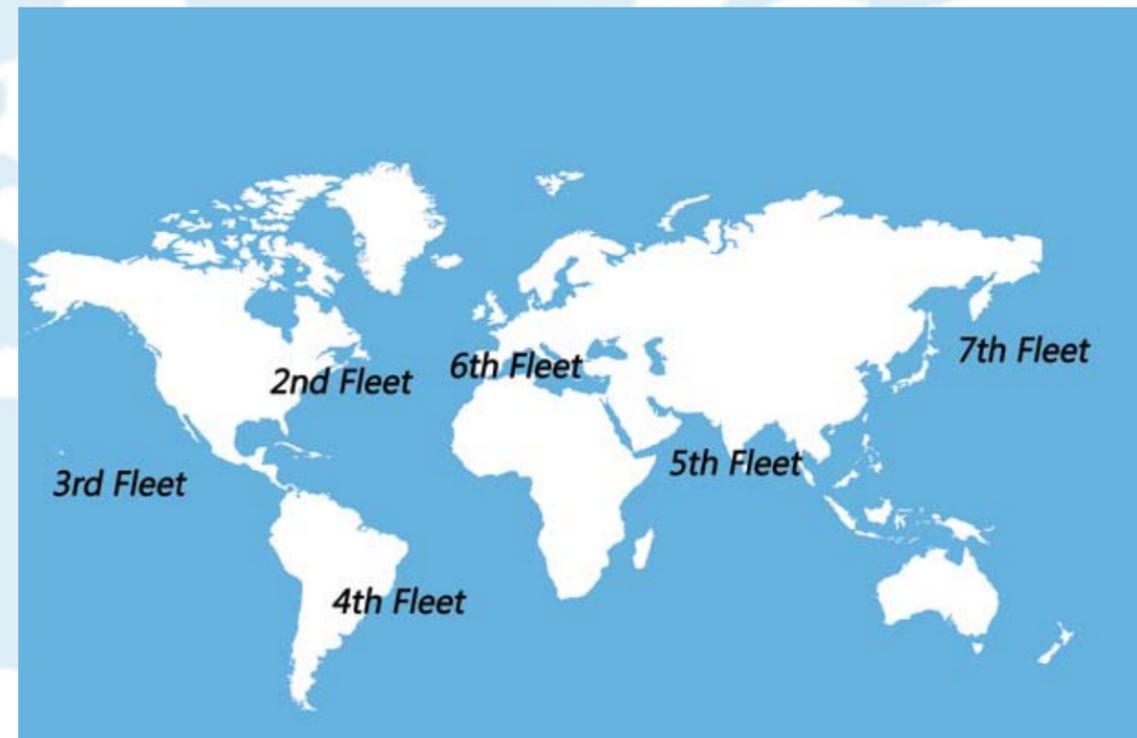
Story and layout by MC3 Sandi Grimnes

Ships and embarked squadrons from George H.W. Bush Carrier Strike Group (GHWB CSG) entered U.S. 6th Fleet's Area of Responsibility (AOR), May 16.

Entering 6th Fleet is a significant milestone for the thousands of Sailors serving in the GHWB CSG that includes the nation's newest and last Nimitz-class aircraft carrier during her first combat deployment, as it is the first operational employment after almost a year of rigorous training.

Carrier Strike Group Two, USS George H.W. Bush (CVN 77), Destroyer Squadron 22, the guided-missile destroyers USS Truxtun (DDG 103) and USS Mitscher (DDG 57), the guided-missile cruisers USS Gettysburg (CG 64) and USS Anzio (CG 68), and the eight squadrons of Carrier Air Wing (CVW) 8 entered the AOR Monday morning, officially transferring operational tasking authority for the CSG from U.S. 2nd Fleet.

"The men and women of GHWB CSG are contributing to America's legacy of promoting peace, prosperity, security and freedom of the seas as we conduct Maritime Security Operations with our partner nations in the 6th Fleet AOR," said Commander, Carrier Strike Group Two, Rear Adm. Nora Tyson.



While in the Eastern Atlantic Ocean and the Mediterranean Sea, GHWB CSG will conduct a full range of maritime operations and theater security cooperation efforts in concert with coalition, joint, interagency and other partners to improve operational proficiency, and maintain maritime safety and security.

"It is a true honor to lead such a talented and dedicated group of professionals at sea; we are prepared to execute any tasking in support of our maritime strategy," Tyson said. "This first combat deployment for George H.W. Bush will go down in history as one of the milestones of naval aviation's centennial, which we celebrate this year."

Upon completion of its mission in 6th Fleet, GHWB CSG is scheduled to transit to the U.S. 5th Fleet AOR. †



Sailors aboard USS George H.W. Bush maneuver an F/A-18A+ Hornet from Strike Fighter Squadron (VFA) 87 on the ship's flight deck, May 11. Photo by MC3 Jeffrey M. Richardson.

# OPSEC

“Loose lips sink ships” is the well-known tagline, but the bottom line is, **we want to keep sensitive information out of the hands of the enemy.**

Story and layout by MCSN Jessica Echerrri

“Pick me up at the pier next Monday.”  
“We have a water shortage, so I can’t shower today.”  
“I’m only going to be in port for the weekend.”  
“We’re running flight ops all week; I’m so tired!”  
“We’re all in trouble because we didn’t do well with the last general quarters drill. Looks like we’ll be running drills all night.”

Every Sailor, no matter his or her clearance, has critical knowledge about the ship’s daily operations. Although most operations seem like common occurrences, this information could potentially be gathered and used to harm the ship and the ship’s mission, and each Sailor plays a vital role in keeping the crew safe.

“Operational security, or OPSEC, is the protection of unclassified, sensitive information we want to prevent adversaries from getting,” said Yeoman 1st Class (SW/AW) Karen L. Graves, the special security representative on board USS GEORGE H.W. BUSH (CVN 77).

OPSEC includes personal information, such as financial and legal information, the ship’s intelligence capabilities, communications equipment, force composition, and ship’s movement and position.

“Because of our mission, there’s not a lot we can say,” said Graves. “We don’t want to talk about negative morale information over an unclassified phone. It reveals the ship’s weaknesses and vulnerabilities.”

Sailors should educate their families and friends about OPSEC as well. Over time, too many details posted on social networking websites, passed through unsecure email, or discussed over unsecure phone lines provide a treasure trove of information that can put the ship at risk. Graves said she recommends referring families to om-

budsmen and the ship’s family readiness group (FRG) as a safe resource for reliable information.

“The monthly family readiness newsletter keeps them informed about the ship’s unclassified information,” said Graves.

Families should also be practicing personal OPSEC when discussing their Sailor. Local threats such as sexual predators and burglars may be more likely to attack a home if they know a member of the household is overseas on a deployment. This information could be easy to locate through social media posts, hacking e-mail, or word of mouth.

“We want to stress protecting sensitive information to protect the ship, but we also have a responsibility to make sure our families are protected,” said Cmdr. Christina L. Simington, the intelligence officer on board GEORGE H.W. BUSH.

Ship’s movement is a particular concern for OPSEC while underway, Graves said. Sailors and their families cannot talk about what ports the ship may go to or when the ship may pull in. A port visit is considered confidential information until it has been formally announced to the media, or 24 hours prior to a port visit.

“We don’t want potential threats to know about where we are or where we will be,” Simington said.

While visiting a foreign port, Sailors should be aware of their appearance and the information they talk about, even to each other.

“Don’t look like a tourist,” said Graves. “Try to blend in and avoid talking about the military. You don’t want people targeting you.”

Graves also recommends having a reliable com-

“Once the information is out there, it’s out there and we can’t take it back.”

-Cmdr. Christina L. Simington  
Intelligence Officer

mand phone number to call in case you feel you are being followed or asked suspicious questions about the ship or the military.

If a Sailor encounters an OPSEC violation, he or she should report it to the departmental OPSEC representative. Depending on the severity of the violation, the ship will conduct an investigation and appropriate countermeasures will take place.

Any information given out over an unsecured connection has the potential to be intercepted. The rule of thumb to avoid revealing critical information is, if you’re not sure, don’t send it, Graves said.

“The reality of it is, the threat is real,” said Simington. “Once the information is out there, it’s out there and we can’t take it back. Even if you think you deleted it, it’s still out there.” +



Practicing good operational security (OPSEC) involves watching what you say or write over any unsecured connection. Unclassified material may still be sensitive to the ship’s mission. Photos by MCSN Derrick Noack.





1. Sailors from USS George H.W. Bush (CVN 77) return from the ship's first port call in Portsmouth, England on the liberty boat Solent Cat. Photo by MCSN Molly Treece.
2. A Sailor from George H.W. Bush visits Blue Reef Aquarium. Photo by MC3 Joshua Horton.
3. Sailors from George H.W. Bush visit Buckingham Palace while on the MWR-sponsored Tour. Photo by MCSN Molly Treece.
4. Sailors from George H.W. Bush took the MWR-sponsored Stonehenge and Bath tour. Photo by MCSN Molly Treece.
5. Sailors from George H.W. Bush visit Portsmouth's D-Day museum. Photo by MC3 Joshua Horton.
6. Sailors from George H.W. Bush took the MWR-sponsored London Panoramic tour. Photo by MCSN Billy Ho.
7. Sailors from George H.W. Bush explore the town of Bath. Photo by MCSN Derrik Noack.
8. Sailors from George H.W. Bush visit Portsmouth's Blue Reef Aquarium. Photo by MC3 Joshua Horton.

# UK

# An Education in Cultural Awareness

Story and layout by MC3 Michael Smevog

The United States Census Bureau estimates that there are 6.92 billion people living on earth. This large population leaves a lot of room for differences in traditions, cultures, religions, and of course, the ways that everyone interprets them.

As Sailors aboard USS GEORGE H.W. BUSH (CVN 77) prepare to visit their first foreign ports and continue on to combat operations in support of OPERATIONS ENDURING and IRAQI FREEDOM, they must be aware of the new places and people they will encounter.

Five members of the Regional Security Education Program (RSEP) team from the Naval Postgraduate School (NPS) in Monterey, Calif., and the Center for Language, Regional Expertise and Culture in Pensacola, Fla., came aboard to prepare the crew for these experiences.

The team gave education and training briefs covering cultural awareness, history and regional issues, to help Sailors accurately represent the Navy and the ship and understand the importance of the missions overseas, as well as identify potential hazards in order to stay safe.

“The more we know about the cultures into which we are going to sail, the more effective we are going to be in defending American national security,” said Dr. Michael Rubin, a resident scholar at the American Enterprise Institute and a senior

lecturer at NPS’s Center for Civil-Military Relations.

Rubin graduated from Yale University with a Ph.D. in the History of Iran, and before the terrorist attacks of Sept. 11, he spent seven months in the Islamic Republic of Iran, and one month in Afghanistan with the Taliban.

Rubin explained the goal of the training and education he provides is to give an idea of the enemies’ strategies, and to raise awareness of the ways they act and ways they might try to trick us, so the Sailors will know what to look out for.

“Sometimes the Iranian strategy is very, very different than the American strategy,” Rubin said. “What might only look like a soup kitchen to us could be part of a network, which is much more vast, and could have much more lethal potential.”

Each of the RSEP team members brings his or her own unique experience and expertise to the table, and offered briefs with courses ranging from “Middle East Etiquette” and “U.S. Policy Options toward Iran,” to “Iranian State and Politics” and “Theological Roots of Islamic Terrorism.”

Lectures were recorded and will air on the Shipboard Information, Training and Education (SITE) system throughout the deployment to ensure the crew has the opportunity to get the education and training.

Retired Rear Adm. Stephen R. Loeffler, senior lecturer and director of program development and regional security

education on the faculty of NPS, explained that the programs started after the bombing of the guided-missile destroyer USS COLE (DDG 67) in October 2000, where 17 Sailors died.

“The COLE crew knew nothing about Yemen before the bombing; therefore, they did not understand the dangers that the enemy posed to their ship and their lives,” said Loeffler.

Loeffler explained that after the COLE investigation showed that the ship’s commanding officer and chain of command knew nothing about Yemen and the threats there, the Chief of Naval Operations (CNO) decided the Navy needed to be better prepared. He wanted Sailors to understand the cultures and people they will see and meet, the history and sensitivities of the regions operated in, and the threats they face while deployed overseas. By knowing the parts of the world that Sailors will be going to, and the cultures of the people in each country they will visit, they can be excellent ambassadors of the United States whether they’re talking to a taxi driver, or conducting exercises with friends and allies.

RSEP was started in May of 2001 by the President of NPS to share the knowledge of the school’s professors and other regional experts to educate operating forces. RSEP educates U.S. military and allied forces, who deploy with America’s military, about topics from every part of the world, from history to modern day issues.



A Sailor from USS GEORGE H.W. BUSH (CVN 77) lifts weights in the forward gym. Photo by MCSN Gregory Wilhemi.

# Saxon Warrior

USS GEORGE H.W. BUSH completes U.K.-sponsored exercise

Story and layout by MC3 Timothy Walter

George H.W. Bush Carrier Strike Group (GHWB CSG) completed the United Kingdom-sponsored military exercise Saxon Warrior 11, following a simulated day-long war May 26.

Saxon Warrior was an eight-day, multi-phase exercise designed to develop theater-specific combat skills through air, land and sea-based operations near the coast of England. Surface ships, submarines and aircraft from the U.S., U.K., France, Germany, Sweden, Canada and Spain worked together to accomplish skill-specific warfare missions to increase military readiness for real-world scenarios and enhance overall interoperability between the differing fleets.

"Saxon Warrior was a great opportunity for the ships of the USS George H.W. Bush Carrier Strike Group to practice our war fighting skills in a coalition environment with our partners and allies," said Cmdr. John Ferguson, commanding officer of guided-missile destroyer USS Truxtun (DDG 103). "Exercises such as this not only allow partner nations to demonstrate their commitment to working together, but they also help to cultivate an attitude of international partnership among our more junior officers and crewmembers."

Truxtun is part of the GHWB CSG, which consists of Carrier Strike Group 2, Carrier Air Wing (CVW) 8, Destroyer Squadron 22, USS George H.W. Bush (CVN 77), guided-missile cruisers USS Gettysburg (CG 64) and USS Anzio (CG 68), guided-missile destroyers Truxtun and USS Mitscher (DDG 57), and the Spanish frigate ESPS Almirante Juan de Borbon (F 102).

U.K.-based Flag Officer Sea Training (FOST) developed Saxon Warrior with scripted objectives for each training group but left the strategy to the participating forces.

"As far as the actual war fighting, each individual unit, ship, and aircrew made the decision on its own about how it was



Almirante Juan de Borbon (F 102), USS George H.W. Bush (CVN 77), USS Mitscher (DDG 57), and HMS Westminister (F 237) sail in formation during the U.K.-sponsored joint exercise Saxon Warrior 11. Photo by MC3(SW/AW) Nicholas Hall.

going to fight that fight," said Cmdr. Erich Röetz, Carrier Strike Group 2 Future Operations Officer.

Each mission provided opportunities for all the participating forces to utilize their combined assets. GHWB CSG ships executed visit, board, search and seizure missions on foreign vessels and those navies used strike group vessels for similar practice. Sharing these assets for training purposes is a key to maintaining readiness, said Röetz.

During the exercise, British helicopters landed on board George H.W. Bush for the first time ever. The logistics of handling a new type of helicopter provided valuable insight in preparation for future joint operations, said Lt. Cmdr. Ron Rancourt, George H.W. Bush aircraft handling officer.

Additionally, GHWB CSG practiced operations under the command of foreign coalition leadership. On day two of the exercise, Royal Navy destroyer HMS Dauntless (D 33) acted as the strike group's air defense commander—the lead ship

charged with protecting high value assets in the area and the nearby coalition forces.

"When we go over to other areas of the world, we are going to be split up, working for coalition partners or other U.S. assets," said Röetz. "It is a good time for us to flex that muscle."

Throughout the exercise, the strike group and coalition forces experienced some difficulty due to the adverse weather conditions. According to Gettysburg executive officer Cmdr. John Gray, the elements contributed to training in the same way as the planned scenarios did.

"Heavy weather operations and crisis action planning were invaluable," Gray said. "Working as a part of a multi-national task force can present additional challenges but it is a very rewarding experience. These opportunities presented during Saxon Warrior helped to prepare us for our deployment to the fifth fleet area of responsibility." †

## DOWNRIGHT MOTIVATED

Story and layout by MCSN Jessica Echerrri

An estimated 300 Sailors on board USS GEORGE H.W. BUSH (CVN 77) will make a commitment to choose a healthy lifestyle during the 77 Day Warrior Challenge. The 11-week, self-improvement program is slated to begin after the ship transits the Suez Canal and will work in accordance with the guidance set out by the Navy and Marine Core Health Promotion Program. Key areas of interest include nutrition, fitness, injury and illness prevention, stress management and tobacco cessation.

"It's pretty all-encompassing," said Lt. Cmdr. Carrie Dreyer, the ship's health promotion officer.

Dreyer and a committee representing most departments of the ship worked together to create a plan that would encourage Sailors to make positive changes to their lives over deployment.

"A lot of other carriers do a 'Biggest Loser' type competition on their deployments, but I feel like health encompasses more than just weight," Dreyer said. "It should focus on the Sailor as a whole."

Participants are encouraged to enter the contest as a team of two but individuals are also welcome. The winners will be chosen based on a point system. Two-thirds of the points will be based on improvement according to a pre- and post-assessment. The remaining third come from lifestyle changes.

The assessments will include body measurements, medical screening, and cardio and strength assessments. The strength assessment aims to test a variety of muscle groups with pull ups, medi-

cine ball chest passes, standing broad jump and agility drills. Dreyer said she chose to make the exercises different from the Navy's Physical Readiness Test (PRT) strength assessment exercises so that Sailors can train in a new way.

"People train for the PRT, so we thought this would be different," Dreyer said. "It would be something more challenging and out of the ordinary."

Packets will be provided to each participant as a way to keep track of the lifestyle points they earn. For example, each packet has food and exercise logs for tracking progress. Sailors get points for filling the logs out.

"This is a self-awareness tool," Dreyer said. "We're not going to judge what you put down in the logs. It's about taking the time and effort to look at your nutrition and fitness."

Prizes are awarded throughout the challenge for continued participation as well as finishing prizes for teams and individuals who earn the most points. Navy blue t-shirts with the 77 Day Warrior Challenge logo will be given to Sailors who complete the assessments.

"The chain of command authorized the shirt to wear with our uniforms," said Dreyer. "So if you're in a relaxed setting, you can take off your blouse and everyone can see that you're part of the challenge."

The goals for the challenge are not just about prizes though. Dreyer said she hopes it will provide the motivation for Sailors to make changes not only with weight, but also with mind, body and spirit.

"It's about making people feel like they've done something better for themselves over 11 weeks," Dreyer said. †

# Around the Fleet

## Retention Board Quotas Released

Story from Chief of Naval Personnel Public Affairs  
Layout by MCSN Jessica Echerri

**W**ASHINGTON (NNS) -- Initial enlisted retention board (ERB) quotas were published May 18 to provide Sailors a clearer picture of the competition in individual ratings, paygrades, and years of service-competitive categories.

"These initial quotas have been released to show Sailors how focused the ERB will be and to help them make informed career decisions," explained Rear Adm. Tony Kurta, director of military personnel plans and policy.

As a result of increased competition and reduced opportunity for strong-performing Sailors to reenlist caused by record high retention and low attrition, Navy announced the establishment of the ERB in NAVADMIN 129/11, April 14.

The main objective is to help the Navy achieve mandated end strength by eliminating overmanning in 31 ratings. Rebalancing Navy manpower will have many benefits in the Fleet, including improved Perform-to-Serve reenlistment approval and advancement opportunity in these ratings.

All 15,688 eligible Sailors will first be reviewed for adverse performance; no quotas have been established for this portion of the ERB. Retention quotas will then be applied to years of service (YOS) bands where overmanning is concentrated. These bands are focused by rating and paygrade, and are established to ensure a balance of seniority, skills, and experience necessary to meet current and future Navy requirements.

Since chiefs and senior chiefs in the designated 31 ratings are not currently overmanned in the 7-14 YOS bands, they will not compete for retention quotas, but will still be reviewed for adverse performance.

The quotas posted on the Navy Personnel Command website are first listed by rating and paygrade, with a "rating inventory" showing the total number in each category. This is followed by the total number of Sailors eligible for the ERB within that category. All of these Sailors will receive a performance review.

For example, when a Sailor looks at the quotas, they



Sailors aboard USS Bataan (LHD 5) attend an Armed Services Vocational Battery (ASVAB) preparation course. The three-week course is designed to improve ASVAB scores to maximize rating conversion options in the Perform-to-Serve program. Photo by MCSN Tamekia Perdue.

will see there are 491 ABF3s and 371 ABF2s in the Navy. Of this group, there are only 2 ABF3's with 7-14 years of service and 180 ABF2's with 7-14 years of service who are eligible for the ERB.

The second block of numbers is further refined and focuses on the number of eligible Sailors within each YOS band subject to the quota-based review. Not all YOS will be subject to quotas. The final block shows the total number of Sailors who will be retained.

Returning to the previous example, the quota-based portion of the board will review the ABF3s with 7-14 YOS, and ABF2s with 7-13 YOS (YOS 14 will not be reviewed for ABF2s). These populations are 2 and 176 respectively, equaling a total of 178 Sailors who will compete for the 101 retention quotas.

These initial quotas are only a snapshot of the current rating manning. Revised quotas will be developed based upon Sailor retention behavior and approved rating conversion requests in the intervening period. These final quotas will be released after the board convenes, following the same process as Enlisted Selection Boards. †

## Conversion opportunities for ERB eligible Sailors

Story from Chief of Naval Personnel Public Affairs  
Layout by MC3 Michael Smevog



Chief of Naval Operations (CNO) Adm. Gary Roughead administers the oath of reenlistment to 11 Sailors while visiting Naval Air Station Sigonella in Sicily, Italy, Oct. 4. Photo by MCC Tiffini Jones Vanderwyst.

**I**n an effort to provide conversion opportunities ahead of the Enlisted Retention Board, NAVADMIN 160/11 was released May 9 to waive some standard conversion requirements and provide Sailors with the guidelines for submitting applications.

The goal of the ERB is to rebalance manning in 31 overmanned ratings, improve advancement rates, and increase Perform to Serve (PTS) opportunity.

"Leadership respects and values the service of our Sailors," explained Rear Admiral Tony Kurta, head of personnel policy. "By providing increased opportunity to convert to undermanned [ratings], our goal is to keep high performing Sailors in the Navy while increasing competition

and advancement opportunity in those overmanned ratings."

As part of Navy efforts to increase conversion opportunities for ERB eligible applicants, some of the waived conversion requirements include:

-Years of Service: Personnel with greater than 12 years of service will be considered for conversion.

-Paygrade: All personnel, regardless of paygrade, will be considered for conversion.

-Personnel who are more than 12 months from their rotation date will be considered for conversion.

-Minimum activity tour requirements are waived.

-Personnel in receipt of PCS orders will be considered for conversion.

-Existing obligated service requirements incurred as a result

of reenlistment, training, or other programs are waived.

Sailors who desire a conversion will need to submit, by June 15, a NAVPERS 1306/7 signed by their commanding officer or officer in charge (OIC), a signed memorandum prioritizing conversion requests, copies of all evaluations for the previous three years, a PRIMIS print-out showing PFA scores for the previous four years, a print out of FleetRIDE qualification to the rating(s) they are applying for and any additional documents required for their targeted conversion ratings.

To learn more about the ERB read NAVADMIN 129/11 on Navy Personnel Command's website at [www.npc.navy.mil](http://www.npc.navy.mil). †

# June 2011 Fleet and Family Support Center Calendar

Monday

Tuesday

Wednesday

Thursday

Friday

		<p><b>1</b> <b>Effective Resume Writing</b> Little Creek, Oceana 9 a.m.-Noon Norfolk 8:30-11:30 a.m.</p> <p><b>Job Network</b> Little Creek Noon-1 p.m.</p> <p><b>Federal Employment System</b> Norfolk 8-11:30 a.m.</p>	<p><b>2</b> <b>Changes</b> Norfolk 1:30-3:30 p.m. <b>Interview Techniques</b> Little Creek 1-4 p.m. Norfolk 8:30-11:30 a.m.</p> <p><b>Job Search Strategies</b> Little Creek 9 a.m.-Noon</p>	<p><b>3</b></p>
<p><b>6</b> <b>Money Management</b> Oceana 8 a.m.-4 p.m.</p> <p><b>Job Search Strategies</b> Newport News 8:30-11:30 a.m.</p> <p><b>Career Planning</b> Northwest 1-4 p.m.</p>	<p><b>7</b> <b>Car Buying Strategies</b> Newport News 8-9:30 a.m.</p> <p><b>Credit Management</b> Newport News 10-11:30 a.m.</p> <p><b>Resume Writing</b> Norfolk 8:30-11:30 a.m. Yorktown 9 a.m.-Noon</p> <p><b>Retirement Planning</b> Northwest 8:30-10:00 a.m.</p>	<p><b>8</b> <b>Career Planning</b> Norfolk 1-4 p.m.</p> <p><b>Federal Employment System</b> Newport News 8:30-11:30 a.m.</p>	<p><b>9</b> <b>Changes</b> Norfolk 1:30-3:30 p.m.</p> <p><b>Interview Techniques</b> Yorktown 9 a.m.-Noon</p>	<p><b>10</b> <b>Career Planning</b> Newport News 8:30-11:30 a.m.</p>
<p><b>13</b> <b>Savings &amp; Investments</b> Oceana 8:30-10 a.m.</p> <p><b>Resume Writing</b> Northwest 1-4 p.m.</p> <p><b>TSP</b> Oceana 10-11:30 a.m.</p>	<p><b>14</b> <b>Finances For Newlyweds</b> Oceana 6-7:30 p.m.</p> <p><b>Resume Writing</b> Oceana 9 a.m.-Noon</p>	<p><b>15</b> <b>Money Management</b> Newport News 8 a.m.-4 p.m.</p> <p><b>Home Ownership</b> Oceana 8:30am-2:30pm</p> <p><b>Retirement Planning</b> Norfolk Noon-1:30 p.m.</p> <p><b>Savings &amp; Investments</b> Norfolk 8:30-10 a.m.</p> <p><b>TSP</b> Norfolk 10-11:30 a.m.</p>	<p><b>16</b> <b>Changes</b> Norfolk 1:30-3:30 p.m.</p> <p><b>Couples Workshop</b> Norfolk 6-8:30 p.m.</p>	<p><b>17</b></p>
<p><b>20</b></p>	<p><b>21</b> <b>Money Management</b> Norfolk, Little Creek 8 a.m.-4 p.m.</p> <p><b>Banking &amp; Financial Services</b> Newport News 8-9:30 a.m.</p>	<p><b>22</b> <b>Car Buying Strategies</b> Norfolk 10-11:30 a.m.</p> <p><b>Credit Management</b> Norfolk 8:30-10a.m.</p> <p><b>Survive Holidays Financially</b> Norfolk 1-2:30 p.m.</p> <p><b>Federal Employment System</b> Norfolk 1-4 p.m.</p>	<p><b>23</b> <b>Changes</b> Norfolk 1:30-3:30 p.m.</p> <p><b>Couples Workshop</b> Norfolk 6-8:30 p.m.</p> <p><b>Home Ownership</b> Little Creek 8:30am-2:30pm</p> <p><b>Consumer Awareness</b> Yorktown 9-10:30 a.m.</p> <p><b>Federal Employment System</b> 9 a.m.-Noon</p>	<p><b>24</b></p>
<p><b>27</b></p>	<p><b>28</b> <b>Consumer Awareness</b> Little Creek 10-11:30 a.m.</p> <p><b>Credit Management</b> Little Creek 8:30-10 a.m.</p> <p><b>Identity Theft Protection</b> Little Creek 1-2:30 p.m.</p>	<p><b>29</b> <b>Don't Bet Your Life On It</b> Norfolk 8:30-10 a.m.</p>	<p><b>30</b> <b>Changes</b> Norfolk 1:30-3:30 p.m.</p> <p><b>Resume Writing</b> Oceana 9 a.m.-Noon</p> <p><b>Job Network</b> Oceana Noon-1 p.m.</p>	

To Register, contact: FFSC Oceana: 443-2923, FFSC Norfolk: 444-2102,  
FFSC Yorktown: 887-4606, FFSC Northwest: 421-8770, FFSC Little Creek: 462-7563