

Hunters Point Naval Shipyard Local Hiring Plan

Hunters Point Shipyard Citizens Advisory Committee
Business & Employment Subcommittee Meeting

July 16, 2026

Asrar Faheem
Principal

Mitra Fattahipour
Program Coordinator



Introductions

Who We Are

Insight Environmental, Engineering, and Construction Inc. – Small Business

Tidewater, Inc. – Small Business

Nac Philotechnics – Large Business

INSIGHT
TIDEWATER LLC

Small Business

ITP America, LLC

Large Business

Our Philosophy

The values that guide how we work and who we serve



Rooted in Small Business

Grounded in small-business values with a strong local presence



Empowering Communities

Empowering local communities and driving innovation



A Sense of Belonging

Small business and community create a sense of belonging

Understanding and Meeting the Community's Needs

Current Success with Community and Local Hire

Outreach – Make Connection

- Example: Building 123 Demo/Excavation – YCD, Shipyard Artists

Hire from Community

- Example: Permanent Hire from YCD at Insight
- Current HPNS Staff: 3 (one local hire)

Train

- Air Monitoring, Sampling, Inspections
- Radiological Technicians (for RADMAC)



**We Need
Local Hires
to Succeed**

Enhancing our Local Hiring Plan for RADMAC 3

1. **Outreach to make connections:** CAC, YCD, Business Community
2. We will **train** for Permanent Hires:
 - ☐ Radiological Technicians
 - ☐ Environmental Technicians: air sampling, inspections, groundwater and soil sampling
3. **Subcontractor Local Hiring** Requirements:
 - ☐ Evaluation of subcontractor qualifications includes local hiring
4. **Feedback from CAC and Community** for Vendors, Subcontractors and local hiring pool



Enhancing our Vendor List

1. Identifying New Vendors Monthly
2. Meeting with Business Leaders to make Connections
3. Expanding Current Connections
4. Presenting and Advertising Positions at Outreach events such as this (CAC Meetings, Community Outreach events)

Tracking and Reporting of Local Hire Percentages

Hyperlocal Business/Vendor	Zip Code
• Aurora Environmental Services (SB [Micro], WOSB)	• 94134
• Kevin Lawson Trucking (SDB)	• 94124
• JRM Equipment (SB, WOSB)	• 94124
• KM106 Construction (DBE, MBE, SBE)	• 94124
• Martin M Ron Associate (Hub Zone)	• 94107
• McGill's Security (Hub Zone)	• 94124
• Local Labor Hire	• 94107, 94124, 94134
• Local Vendors: Center Hardwater & Supply, G Mazzei & Sons, San Francisco Ice Company	• 94107, 94124, 94134
We Welcome Suggestions/Input from Community	

Contact Us

Contracts: Asrar Faheem, Principal

Local Hiring Coordinator: Mitra Fattahipour, Program Coordinator



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We Succeed Together