GENERAL DYNAMICS
Electric Boat

ELECTRIC BOAT NEWS | EMPLOYEE NEWSLETTER

EB NEWS

SHOWN HERE ON SEA TRIALS, THE SUBMARINE NORTH DAKOTA (SSN-784) JOINED THE FLEET IN A COMMISSIONING CEREMONY OCT. 25 AT THE NAVAL SUBMARINE BASE IN GROTON. ELECTRIC BOAT IN AUGUST DELIVERED THE 11TH SHIP OF THE VIRGINIA CLASS TO THE U.S. NAVY ON TIME AND MORE THAN $30 MILLION BELOW TARGET COST.

NORTH DAKOTA
JOINS THE FLEET

NOVEMBER 2014

OHIO REPLACEMENT RECEIVES CNO, CONGRESSIONAL SUPPORT

U.S. SEN. RICHARD BLUMENTHAL OF CONNECTICUT, CHIEF OF NAVAL OPERATIONS ADM. JONATHAN GREENERT AND EB PRESIDENT JEFF GEIGER SHARE A MOMENT FOLLOWING A PRESS CONFERENCE LAST MONTH IN THE TECHNOLOGY CENTER. U.S. REP. JOE COURTNEY OF CONNECTICUT ALSO PARTICIPATED IN THE PRESS CONFERENCE DURING WHICH HE, BLUMENTHAL AND GREENERT EXPRESSED STRONG SUPPORT FOR THE OHIO-REPLACEMENT PROGRAM. THE PREVIOUS WEEK, SECRETARY OF THE NAVY RAY MABUS VISITED THE SHIPYARD FOR BRIEFINGS ON THE SUBMARINE-CONSTRUCTION PROCESS, AND TOURS OF THE VIRGINIA-CLASS SUBMARINE ILLINOIS (SSN-786) AND TEST FACILITIES. HE ALSO PRESENTED REMARKS AND TOOK QUESTIONS FROM EMPLOYEES AND NAVY PERSONNEL IN BUILDING 260.

EB NEWS

Security Matters

WHAT YOU NEED TO KNOW ABOUT "NEED TO KNOW"

All Electric Boat employees share the requirement to protect the classified, sensitive and proprietary information entrusted to them as part of their job assignment. Every employee's personal responsibilities require that they use the available security policies, procedures and tools (EB Security Manual, Industrial Security Bulletins, Security home page, posters, classification guides, repositories, closed areas, etc.) to develop the security skills needed to succeed in their specific job.

All employees have the responsibility to make an informed decision regarding a person's "Need-to-Know" for the sensitive information/technology for which they are requesting access. This applies whether the requestor is an EB employee, a visitor or a representative of the Navy.

Authorized holders of classified, sensitive or proprietary information have the obligation to ensure that sensitive and classified information is protected from inappropriate or unauthorized access. You must confirm that individuals requesting information have the security clearance and access authorization and that the information is required for them to perform their official functions.

Remember, not every cleared person who casually asks you about your job is a spy, but continued questioning regarding classified or sensitive information where an obvious "Need-to-Know" does not exist may be a security concern. If you observe or experience this behavior, report it to EB Security.

The "Need-to-Know" principle was developed as a personal security measure to prevent unauthorized disclosures of classified and sensitive information.

For additional information regarding "Need-To-Know" see the video posted on the security intranet site.

Report any solicitation of sensitive information either within Electric Boat or outside of work using the "Suspicious Contact Report" found in the Counterintelligence section of the Security Intranet site, or call the Industrial Security Compliance Department (ext. 31552).

JOINT EFFORT HELPS GET OUT THE VOTE

MTC VOLUNTEER RICHARD CARON (D241), RIGHT, PROVIDES GUIDANCE TO TODD ANDERSON (D242) DURING A RECENT VOTER REGISTRATION DRIVE SPONSORED BY THE COMPANY, THE MTC AND THE MDA-UAW. DURING THE THREE-DAY DRIVE, MORE THAN 100 REGISTRATIONS WERE PROCESSED. THE STATE OF CONNECTICUT NOW ALLOWS ONLINE REGISTRATION AND MANY EMPLOYEES TOOK ADVANTAGE OF THIS OPTION THROUGH A LINK PROVIDED BY THE VOLUNTEERS AS A HAND OUT.

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75 Eastern Point Road
Groton, CT 06340

DAN BARRETT, Editor

BOB GALLO, GARY SLATER, GARY HALL, Photography

Phone (860) 433-8202

Fax (860) 433-8054

Email dbarrett@gdeb.com

QUONSET POINT FIRE TECHNICIANS LEARN THE ROPES

QUONSET POINT FIRE TECHNICIAN DENNIS GREENLESS PRACTICES RAPPELLING DURING A RECENT TRAINING SESSION.

Quonset Point fire technicians recently continued their training for high-angle rescues using technical rope rescue equipment. The fire technicians receive certification that requires periodic training to keep a rigorous skill base. Fire Technicians are trained on base set up, all required equipment, rapelling operations and advanced rope rescue including victim rescue, raising, lowering and basket extraction.

During their high-angle rope rescue training, the fire technicians also practice safe operating procedures. "Safety is paramount," according to Fire Chief **Bruce Snow** (D967) "Everyone has a specific job but is capable of rotating to any of the assignments. There is no room for error when a life is on the line – strict discipline and rescue procedural compliance is a constant."

Before the fire technicians go to the edge, they are inspected by a safety officer, a fellow high-angle technician. Harnesses, carabineers and all personal rigging equipment are checked and checked again to ensure every connection is perfect. Each fire technician begins the training evolution by rappelling. Rappelling is a core skill for rescue personnel performing high-angle rope rescue.

Dennis Proulx

Jamie Duquette

Jonathan Chabot

Ronald King

Spyro Pappas

ENGINEER SOCIETY RECOGNIZES FIVE EB EMPLOYEES

Five Electric Boat employees were recognized at the 15th Annual Mechanical Engineers Industry Night sponsored by the American Society of Mechanical Engineers Providence Section.

The event was hosted by Raytheon's Integrated Defense Systems Seapower Capability Center in Newport, R.I. John Biederka, director of Submarine Concept Formulation, was the keynote speaker.

The following Electric Boat engineers were awarded citations recognizing their achievements and contributions to Electric Boat and the U. S. Navy: **Dennis Proulx** (D437), **Jonathan Chabot** (D410), **Ronald King** (D492), **Jamie Duquette** (D440) and **Spyro Pappas** (D446).

Also in attendance were presenters **Peter DiCarlo** (D410), **Ted Linn** (D492), **Ted Day** (D440), **John Shegirian** (D446) and **Roland Trailor** (D437).

KINGS BAY EMPLOYEE SETS U.S. WEIGHTLIFTING RECORD

HE HAS BEEN COMPETING SINCE 1985 WHEN HE WAS IN THE NAVY AND ENTERED THE AMERICAN DRUG FREE POWERLIFTING ASSOCIATION MEET IN MONKS CORNER, S.C. BACK THEN BENCHING 425 POUNDS WAS A GOOD DAY.

Most people would be happy to bench press their own body weight, but **Bill Campbell** (D445) lifted more than two and a half times his body weight to clinch the Super Heavy Weight Division, and set a new American Master 2 (ages 50-59) bench press record of 705 pounds while competing in the 2014 Central Florida Championship in Orlando.

Campbell, 56, has been competing nearly 30 years, and now routinely lifts a couple of hundred pounds more than what he lifted when he started.

A retired Navy master chief petty officer who joined Electric Boat 10 years ago and is now a program representative specialist at Kings Bay, Ga., he is the first person over 50 years old to bench press more than 700 pounds in the history of the USA Powerlifting Association competition.

The June lift was actually his second world record. His first was set in April at the 2014 Masters Bench Press World Championships in New Castle, UK, when he lifted 675 pounds.

Campbell spent 23 years in the Navy and most of that time working on ballistic missile submarines in Charleston, S.C., and Kings Bay, Ga.

He has been competing since 1985 when he was in the Navy and entered the American Drug Free Powerlifting Association meet in Monks Corner, S.C. Back then benching 425 pounds was a good day.

As recently as the 2010 Masters Powerlifting Championships in Kileen, Texas, he lifted just 551 pounds on the bench press, 514 on the squat, and 529 on the deadlift, for a score of just under 1600. After that meet, which he won, he said he became more of a "bench only guy."

He offers this advice for someone just starting out: "Eat right, stay natural, build a strong base and perfect your form. I can never overstress the importance of technique and form. Utilize a variety of exercises to get strong but perfect your form."

Though he will be in his late 50s next spring, he's still aiming for some new records.

"Because of my world record lift in the U.K. in April, I qualified for the Arnold Sports Festival in Columbus, Ohio, in March 2015," Campbell said. "To compete at that level against the best in the world is probably as close to the pinnacle of a lifter's career as you can get, except for winning the Masters Bench Press World Championship and the Arnold in the same year!

"Those are really my lifting goals for the next year," Campbell said. "To be the world champion I will have to beat the current champ, and he has held the title for 14 years now, and I am sure he does not want to give it up. So I work hard and when the time is right I will succeed!"

GENERAL DYNAMICS REPORTS THIRD-QUARTER 2014 RESULTS

- **Diluted EPS increases 11.4 percent over third-quarter 2013**
- **Operating margins expand to 12.9 percent**
- **Net cash provided by operating activities more than $2.5 billion**

General Dynamics has reported third-quarter 2014 net earnings from continuing operations of $694 million, or $2.05 per share on a diluted basis, on revenues of $7.75 billion. This compares to 2013 third-quarter net earnings from continuing operations of $652 million, or $1.84 per diluted share, on revenues of $7.74 billion. Third-quarter 2014 operating earnings rose $38 million to $999 million, a 4 percent increase over the year-ago quarter.

Margins

Company-wide operating margins for the third quarter of 2014 were 12.9 percent, 50 basis points higher than third-quarter 2013 margins.

Cash

Net cash provided by operating activities in third-quarter 2014 was $2.5 billion. Free cash flow from operations, defined as net cash provided by operating activities less capital expenditures, was $2.3 billion in the quarter.

Backlog

Total backlog at the end of third-quarter 2014 was $74.4 billion, up 56 percent from the third quarter of 2013. The estimated potential contract value, representing management's estimate of value in unfunded indefinite delivery, indefinite quantity (IDIQ) contracts and unexercised options, was $26.7 billion. Total potential contract value, the sum of all backlog components, was $101.1 billion at the end of the quarter.

The Aerospace group experienced continued demand in the quarter with order activity across its product portfolio. Significant awards received in the quarter from the company's defense groups include a $5.9 billion contract to deliver SCOUT Specialist Vehicles to the British Army, $175 million from the U.S. Navy to provide planning and support services for nuclear submarines, $165 million for the U.S. Army's Common Hardware Systems-4 program, and $140 million for maintenance and overhaul services for the Navy's USS Pearl Harbor.

"General Dynamics had a very strong quarter, evident in our operating earnings, operating margins at 12.9 percent and solid cash performance," said Phebe N. Novakovic, chairman and chief executive officer. "With a continued focus on operating performance and the company's significant increase in backlog throughout 2014, we are well-positioned for the opportunities ahead."

GATHERED TOGETHER TO CELEBRATE THE GENERAL DYNAMICS MANUFACTURING AWARD ARE, FRONT ROW FROM LEFT, MARINE SYSTEM EXECUTIVE VICE PRESIDENT JOHN CASEY, MIKE ALU, TONY MONIZ, JAMES GODENA, VITO CAPASSO, KIM DESCHAMPS, ROCCO DIROCCO, BRIAN CANAVAN AND EB PRESIDENT JEFF GEIGER. IN THE BACK ROW FROM LEFT ARE SEAN DAVIES, PAUL VIETH, WAYNE SHIRK, JOE CAWLEY, KEITH MOULTON, MIKE SWIDRAK, JOHN HOLMANDER AND GD MANUFACTURING COUNCIL CHAIR RICK GILLETTE.

IMPROVEMENT PROJECTS WIN GENERAL DYNAMICS MANUFACTURING AWARD

Two projects to improve Virginia-class submarine producibility have been recognized by General Dynamics with a Manufacturing Excellence award.

One of the projects – a ballast-lead installation improvement effort – was undertaken by a cross-functional team with representatives from Planning, Engineering, and Groton and Quonset Point Operations organizations, as well as key suppliers.

The team focused on improving safety, minimizing the use of hazardous materials, streamlining existing processes, reducing secondary operations and rework, and improving trade productivity. Their project resulted in several changes to the ballast-lead installation process, which have reduced material and installation cost, enhanced employee safety and reduced construction-cycle impact.

The second project was designed to evaluate the battery-installation process and identify opportunities to improve safety while decreasing schedule span, support costs and labor costs.

THE TEAM FOCUSED ON IMPROVING SAFETY, MINIMIZING THE USE OF HAZARDOUS MATERIALS, STREAMLINING EXISTING PROCESSES, REDUCING SECONDARY OPERATIONS AND REWORK, AND IMPROVING TRADE PRODUCTIVITY.

Solutions implemented by the project team included development of an ergonomic work cell in the shop, eliminating much of the off-hull work; reducing movement time for workers and material; and creating a new plan to store, transport and stage the material without outside assistance.

ERGONOMICS AND YOU

HEALTH MATTERS

*By **Tanimu Deleon-Nwaha***
Human Factors Engineer

The word ergonomics comes from the Greek words ergon (work) and nomas (law). Work is defined as the directional force required to move the human body a certain distance expelling energy over a specified area. We tend to think of work as picking something up, making something or writing something; however, work also incorporates important social and mental aspects.

Ergonomics is the application of scientific principles, methods and data to a person's work. Ergonomics draws from medicine, biomechanics and psychology and applies these concepts in a format to assess how people perform work. These evaluations are performed on everything from intricate specialized movements to the use of everyday tools such as a comfortable chair, hammer or your computer workstation. An ergonomist's job is complex, melding physical and psychological factors.

Ergonomists understand job stressors and can formulate corrections for employees. Working together, the employee and the ergonomist can make wonderful things happen. In essence, ergonomics is the marriage of an engineering system with the individual using it. Or, in short, fitting jobs to the people who work in them.

WMSDs

Work-related Musculoskeletal Disorders (WMSDs) are examples of psychological and physical work components gone wrong. These disorders encompass a wide range of inflammatory and degenerative conditions that affect muscles, tendons, ligaments, joints, peripheral nerves and supporting blood vessels. Bursitis and nerve compression disorders such as carpal tunnel syndrome, sciatica and osteoarthritis are notable examples.

Early in these conditions, the impairment and disability are not easily recognized due to another factor, fatigue. Physical fatigue often has no symptoms. Many occupations routinely sustain fatigue – soldiers, sailors, pilots, drillers, marathon runners, cyclists, surgeons and waiters, for instance. Though the human body is excellent at adaptation, fatigue inhibits this ability and creates imbalances leading to stress and eventual breakdown.

When vibration is added to the picture, for example, it amplifies the fatiguing problem. People often don't appreciate that they have reached the fatigue threshold and that continued exposure to vibrations will amplify potential degeneration.

The ergonomist combats these challenges by assessing the work and implementing measures that mitigate the fatiguing stimulus of repetitive work. These measures reduce the strain on anatomical structures and lessen the chance of WMSDs.

Costs

We know that once the body fatigues, potential injury ensues, leading to WMSDs if not addressed by the ergonomist. When symptoms of WMSDs are present the underlying disease state is more advanced than many routine occupational diseases such as hearing loss or occupational dermatitis.

According to the National Research Council, musculoskeletal disorders account for nearly 70 million physician office visits annually in the U.S., and an estimated 130 million total health care encounters including outpatient, hospital, and emergency room visits. The Institute of Medicine estimates the economic burden of WMSDs, as measured by compensation costs, lost wages and lost productivity, as being between $45 and $54 billion annually.

Additionally, the Bureau of Labor Statistics reported 26,794 Carpal Tunnel Syndrome cases involving days away from work in 2001. Further, in 2001, the Bureau of Labor Statistics reported 372,683 back injury cases involving days away from work. As a result, estimates in 2003 set the total cost for arthritic conditions between $81 billion and $128 billion in direct costs and $47 billion in indirect costs.

It's not just dollars and days lost. WMSDs are associated with high rates of

absenteeism, lost productivity, increased private health-care utilization, disability and worker's compensation costs.

Some of the additional indirect costs are: lost time to employers, payment for work not performed, repair or replacement of damaged machinery, reduction or halt in production, increased training expenses for new hires, reductions in work quality, negative effect on morale, and administrative (time to investigate, report, and track claims from inception to payout) costs.

WMSDs result in impairments that reduce the quality of life for the affected worker. Most important, lost time from work cannot be recaptured, hence the justification for early evaluation of work by an ergonomist in order to prevent WMDSs from happening in the first place.

Techniques

Currently, industry is working to reduce WMSDs from a process-improvement perspective using Lean Six Sigma methods, and turning to tool manufacturers to develop smarter tools. These manufacturers are using techniques to isolate vibration in seats of heavy lifting equipment, and handheld or hand-guided power tools, for example. Lean practices are designed to optimize an employee's work-shift efficiency. One unintended result, however, is that these practices potentially remove resting or restorative time, which protects against fatigue.

Being dynamic creatures, humans perform best when moving – not in static positions. As you sit or stand to read these words, your body is not motionless. You counteract the forces of gravity, which causes you to shuffle and adjust your body to alleviate pressure on your bottom, back or feet. One general ergonomic rule to consider is that strength exerted in motion is less than when measured in a static position. In other words as long as the body stays mobile with constant adjustments and rest periods, injurious stressors of fatigue and repetition diminish.

Psychosocial

Another job of the ergonomist is to educate workers on the effects of psychosocial stress. This kind of stress can be caused by unsupportive colleagues, supervisors who lack empathy and working to tight deadlines. These psychosocial stimuli cause the production of stress hormones which are associated with the 'fight or flight' response. When this occurs, heart rate and breathing increase, blood vessels constrict and the pupils of the eyes dilate.

Conclusion

By developing integrated programs that address equipment design, work procedures and organizational characteristics, ergonomists can play a key role in reducing physical and psychosocial stressors and mitigating WMSDs. Working together with employers, ergonomists bring value to organizations by improving both the work environment and the lives of employees.

RETIREES

100 Jeffrey J. Gonyea
31 years
Wld Mach Rep Elec Srv Eng 1C

226 David A. Orey
18 years
Shipfitter 1/C

241 Edward J. Handy
45 years
Elecs Mechanic 1/C

243 Stephen E. Grande
38 years
Pipefitter 1/C

251 Leo H. Fletcher
40 years
Painter W/L

252 Robert H. Autotte
41 years
Carpenter 1/C

321 Morgan J. Hodgdon
40 years
Inspector-Str-QC Spec

355 Blaine M. Fernald
55 years
Prod Planner

355 Alfred Joseph Marcolini Jr.
29 years
Process Analyst

400 Patricia A. Tetreault
37 years
Staff Assistant

403 Donald B. Ely
26 years
T/A Tech Wr Sr Spec

404 Judy A. Moran
38 years
Qual Cntrl Analyst Sr

407 Rhona A. Morse
28 years
P/C Techaid Sp

411 Steven H. Porter
27 years
Principal Engineer

427 Robert W. Sanders
28 years
Engineering Specialist

431 Brenda L. Giordano
41 years
Design Tech-Mech

445 Randy M. Valicek
11 years
Program Supervisor

446 Robert L. Sylvester
8 years
Engineering Specialist

452 Ronald D. James
37 years
Piping Sr Designer

452 Robert L. Kirby
33 years
Piping Sr Designer

452 John D. Lynick Jr.
50 years
Pipe S/Des Sr Spec

453 Alfred G. Lucier
31 years
Mech Sr Designer

456 Robert F. Shirley Jr.
31 years
Elect Sr Designer

459 Richard J. Perkowski
41 years
Arrangement Sr Chargeman

462 Kamal W. Matta
40 years
Engineering Specialist

464 Donald W. Davis
33 years
Engineer Staff

467 Alan L. Woodmansee
15 years
Engineer, Principal

486 Douglas McCarthy
38 years
Engineer, Principal

492 Peter F. Justin
38 years
Engineer, Principal

501 William Smith Jr.
41 years
Maint Ppefttr Tech

601 Robert H. Nardone
38 years
VP – Human Res & Admin

613 John A. Shea
31 years
Government Liaison

662 Mark F. Springer
39 years
Fire Inspector 1/C

795 Joseph A. Natale
34 years
Operations Supervisor

901 William J. Kilduff
32 years
Install Tech III

902 Francis Fayne
39 years
Install Tech III

902 David Taylor
40 years
Install Tech III

903 William G. Hill
13 years
Install Mech I

913 Edward J. Burke
40 years
Struct Fab Mech I

915 Brent K. Trainer
27 years
Install Mech I

915 Arthur A. Yergeau
13 years
Install Mech I

950 Carl L. Hitchcock
39 years
Matl Svc Rep I

957 Daniel J. Goggin
34 years
Planning Specialist

962 John L. Defazio
40 years
Maint Tech I

ARTIFACT FROM IOWA CLASS BATTLESHIP RESTORED TO TEST DARPA DEEP-SEA PAYLOAD SYSTEM

A pressure vessel made from an Iowa-class battleship 16-inch gun barrel has been restored to service by technical aides, test mechanics from the Mechanical Test, Research and Development Dept. (D431).

Originally installed when the Robinson Building was built in 1957, the pressure vessel was later deactivated because production tests do not require its extremely high pressure capability and several lower pressure test vessels were available. It had been inactive for more than two decades.

"Electric Boat is supporting Applied Physical Sciences Corporation (a General Dynamics company) on the Defense Advanced Research Projects Agency (DARPA) Upward Falling Payloads program that seeks to deploy non-lethal payloads on the abyssal plain of the ocean (more than 20,000 feet deep). We have designed and manufactured a nonmetallic riser pressure hull that withstands this extreme pressure and was tested in the 16-inch gun barrel. This test demonstrates a very cost-effective and reliable riser solution for the DARPA program," said Principal Engineer **Jack Chapman** (D431).

The DARPA Upward Falling Payloads concept centers on distributing expendable nodes on the deep-ocean floor for up to five years. These deep-sea nodes would be remotely commanded to rise to the surface when needed and deploy various payloads such as sensors or decoys. In other words, they "fall upward." The challenge is to design the riser pressure hull for the extreme depth with sufficient net buoyancy to carry its payload to the surface within specified time limits, and still be low enough in cost to be expendable.

After replacing some O-rings and remachining sealing surfaces to remove pitting on the breech-lock mechanism of the 16-inch gun barrel, the D431 technical aides and test mechanics successfully completed hydrostatic testing of the pressure vessel to 12,000 psi, which is well above the DARPA requirement. This pressure vessel is one of the few of its size still available in the U.S. that can reach these pressures. It is actually rated for over 40,000 psi – more than twice the pressure at full ocean depth.

TOP: D431 TEST MECHANIC JOE HILDRETH, WHO SUPPORTED THE 16-INCH GUN BARREL RESTORATION, LOWERS A RISER HULL INTO THE BREECH OPENING OF THE PRESSURE VESSEL. OTHER D431 PERSONNEL SUPPORTING THE PRESSURE VESSEL RESTORATION INCLUDED TEST MECHANICS KEN TAYLOR, AL WHITE, JACK KEENEY, TECHNICAL AIDE RODNEY BASSETTE AND PROJECT ENGINEERING ASSISTANT JIM KARASEVICH. ABOVE: THE USS IOWA FIRES A FULL BROADSIDE VOLLEY FROM HER 16-INCH MAIN GUNS.

EB BUSINESS ETHICS AND CONDUCT

Ethics Self-Assessment

In the last several months have I … Conducted personal business on company time?

- Taken company resources for personal use?
- Called in sick when I really wasn't?
- Used a derogatory term when referring to another person?
- Told or passed along an ethnically or sexually oriented joke?
- "Bad mouthed" the company or management to co-workers?
- "Snooped" into another person's conversations or private affairs?
- Knowingly ignored or violated a company rule or procedure?
- Failed to follow through on something I said I would do?
- Withheld information needed by others?
- "Fudged" on a time sheet, billing sheet, estimate or report?
- Knowingly delivered a poor quality or defective product or service?
- Accepted an inappropriate gift or gratuity?
- Taken or accepted credit for something that someone else did?
- Failed to admit or correct a mistake that I made?
- Knowingly let someone mess up and get into trouble?

Hopefully you were able to answer NO to all questions. If not, please keep this self-assessment for future reference.

Remember – When in doubt, always ask.

EB Ethics Director Frank Capizzano (860-433-1278) is available to assist anyone regarding questions or issues that may relate to ethical decision making. The GD Ethics Hotline is available 24/7 and may be reached at 800-433-8442 or 503-619-1815 for international callers. Online access to the Hotline is available to anyone at www.gd.ethicspoint.com.

service awards

50 YEARS

411 Joseph A. Warner

45 YEARS

229 Richard J. Ryan
241 Gregory Ayson
242 Richard A. Clark Jr.
243 Samual L. Holdridge
243 Hector L. Morales
278 Ernest H. Lewis III
321 David A. Collins
321 Gerald W. Heon
321 John A. Lavigne
355 Michael J. DeNoia II
423 Thomas J. Stankiewicz
459 Edward P. Faubert Sr.
459 John K. Neilan
610 Russell A. Harrington
642 Charles A. Hedding
650 Edward R. Card

40 YEARS

100 Larry H. Maskell
220 Roberta J. Richards
226 Roger A. Crider
227 John R. Millett
228 Michael D. Dunnack
241 Daniel A. Adams
242 William C. Boucher
242 Paul M. Carr
242 David L. Woods
243 Robert D. Calkins
243 Roy L. Godere
243 Dennis A. Magao Jr.
248 Edward J. Strycharz
251 Maurice J. Gignac
252 Gary W. Moone
252 Charles P. Recchia
252 Alfred E. York
275 Kenneth G. Onarheim
321 Patricia J. Norell
321 Carl W. Sadosky
321 William St. George
321 Brian M. Watson
323 Douglas W. Buck
323 David P. Mineo
333 David R. Souter
341 Thomas E. Quinn
341 William L. Roberts
355 Gary W. Brooks
355 David G. Miller
355 Debra L. Russ
355 William R. Vanmameren
404 David J. Smolenski
409 John S. Swiatek
423 Joseph M. Drea
423 Donald E. Michel
423 Thomas C. Severini
425 Alan P. Buroff
435 Charles P. DiGloria Jr.
435 Thomas J. Maher
445 Jeffrey B. Clark
447 Charles Geragotelis
447 Stephen H.Montanari
452 David N. Broccolo
452 Karl S. Holman
452 Robert B. Preston
452 Stephanie E. Stevens
452 Edward E. White
453 Juan A. Rivera
456 George J. Grabel
459 Joseph G. Gladu
459 Peter E. Grillo
459 Lawrence C. Silva
462 Christopher A. Bowne
462 Pauleatha Glover
481 John N. Fakis
501 Carlos M. Dejesus
501 Russell W. Overcash
501 Michael J. Riley
504 Laudalino B. Tavares
505 June J. Brown
507 Janice A. Goodall
545 Robert C. Delpaine
621 Sylvia D. Porter
626 Michael J. Martell
642 Stephen M. Adams
649 Peter C. DeMarco Jr.
650 Paul E. Billing
650 William J. Cawley
650 Michael Petrillo
670 Richard T. Palmieri
702 Walter O. Clauson Jr.
707 Kenneth Bellavance
795 Shawn J. Lisee
795 Eugene G. Madison
904 Enoch R. Sherman
915 Lucien R. Bibeault Jr.
915 John P. D'Ambrosia
920 Daniel D. Forman
962 Michael Cappuccilli

35 YEARS

100 Roger P. Lawson
242 Cecil E. Peach
242 James S. Rice
242 David J. Sansone
243 Marshall G. Augmon
252 William G. Bennett
252 David B. Comery
272 Gerald E. Proulx
272 Joseph R. Satiro III
321 Kenneth Stammel
323 Robert M. Sommers
241 Barry L. Steamer
355 Kathleen S. Hall-Lanteri
413 Kenneth E. Scott Jr.
416 Richard C. Hofmann
419 James E. Perkins
431 Kathleen A. Lincoln
440 Clifford P. Karpinski
442 Timothy Rae
442 Joan M. Sienkiewicz
445 Kenneth R. Cote
445 Marc J. Kashar
445 William A. Mello
447 Barbara M. Whitehouse
448 James E. Beckert
459 Bruce P. Maertz
459 David L. Wilczek
460 Scott D. Sydney
462 Tom Wai Lee
463 Jessie J. Modzelewski
473 John F. Kazana
480 Laurence J. Potter
481 Martin J. Cuddy
481 Thomas M. McColl
487 James E. Roy
491 Franz R. Edson
491 Danny S. Spear
495 Christopher Colombo
601 Peter J. Halvordson
601 Robert G. Scheel
604 Michael P. Gresh
658 Mark S. Bennett
686 Kenneth C. Blomstedt
686 Leo J. Pietila
795 Peter J. Judson
795 James R. Lloyd
913 Alan J. Starke
915 Timothy Christensen
950 Brian D. Gray
951 Kirk W. Daniels

30 YEARS

241 David J. Balbat
243 Thomas J. Cotugno
251 Clifford J. Weller
274 Stephen A. Byrne
330 Brian K. Gerbutavich
341 Robert C. Adamson
341 Carl R. Dawley
355 Pamela M. Rollinson
400 Glenn D. Walsh
403 James W. Delaney
408 Floyd D. Romanik
409 Susan L. Cabral
411 Glenn J. Knowles
412 David A. Leblanc
413 Charles P. Bryant
419 David H. Swedin
423 Ronald L. LeBlanc
429 Mark J. DeMerchant
435 Francis A. Finn
453 Anthony L. Maglio III
456 Jeffrey R. Salisbury
459 Steven E. Calci
463 Ronald P. Sherman
464 Scot A. Slimon
467 Jeffrey J. Cornell
467 Michael P. Theriault
472 Robert V. Hitchcock Jr.
472 Gerald M. Savage
491 Michael B. Raksnis
493 Brad W. Colschen
494 Jay M. Minicucci
507 Paul D. Sweeney
601 Jeffrey S. Geiger
604 Scott A. Cooper
610 John E. Sidlinger
615 Margaret A. Testoni
646 Richard B. Kowalski
684 Larry A. Runkle
792 Stanley J. Walczyk
904 Gary P. Furtado
913 Michael A. Thomas
915 David G. Havas
915 Michael P. Lamoureux
915 Mark. R. Laurie
921 Russell S. Brightman
957 Denis F. Coutu
967 Michael C. Beaver

25 YEARS

242 Alfred F. Gulowsen
242 Charles C. Lobato
252 James M. Lloyd
272 Robert B. Fedder
323 Ralph P. Pruett
403 David A. McPartland Jr.
406 Oliver Lindenmayer
407 Thomas F. Lyon
412 James W. Wolfley
415 Peter McMorris
427 David C. Sanford
431 Gerald E. Cosgrove
434 Kelly A. Corman
435 Edward R. Kasabuski
440 Denise B. Schmidt
446 Richard R. Lounsbury
452 Paul L. Flanagan
452 Paul L. Hinkle
452 John W. Parfitt Jr.
453 Thomas M. Richardson
456 Mark L. Hermans
457 Heidi J. Curry
458 Barry A. Black
459 Jonathan A. Viens
460 John W. Gill
463 Denis J. Kaminski
472 Kimberly S. Ghilani
474 David S. Martin
483 Craig F. Munzer
485 William F. Warren
486 Charon A. Knapp
489 Karen D. Hansen
491 Linda J. Rutan
495 Marshall G. Parsons
604 Robert L. Brown
643 Kathleen D. Bergeron
702 Robert W. Awkerman
702 Arthur F. Chapman
702 Michael J. Phillips
737 David W. Williams
902 Craig R. Cook
902 William A. Nesmith
904 Scott A. Palmer
922 Gary L. Reynolds
970 Barbara A. Davis
970 Mark A. Denman

20 YEARS

100 Randall A. Santos
229 Donald Berry
242 Stephen W. McCall
251 Luis E. Negron
330 Beth J. Rafferty
341 Michael F. Trezza
355 Anne F. Glavan
400 Laura B. Smith
409 Keith J. St. Martin
409 Brian M. Wilson
419 Matthew J. Olander
435 John F. Mailly
436 Charles H. Hewitt
440 Michael P. Astrella
448 David A. Castleberry
448 James M. Giurleo
448 Gregory A. Spinelli
452 Michael L. Cosker
452 Santos B. Jones Jr.
452 Graham Li
452 David A. Serafy
453 Henry P. Dziedzic
454 Debora S. Crane
459 Thomas L. Abran
459 Robert W. Allen Jr.
459 Dennis P. Castonguay
459 Russell S. Hawkins
459 Philip J. McElhinney
459 Seth D. Shaw
460 Thomas A. Griffin
483 Erik T. Laframboise
483 Paul M. Rusczyk
491 Jennifer B. Panosky
496 Paul A. Harren
502 William F. McCabe
505 Rafael Diaz
505 Mark P. Hewitt
505 Delmy Rodriguez
505 David W. Sheldon
505 William J. Stillwaggon
604 Heidi L. Preston
704 Douglas P. Shamblen
904 Christopher Olsen
904 John C. Teves
915 Scott Snell
970 Jeffrey D. Paquette

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Electric Boat

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WHERE WE STAND

THE 2014 EMPLOYEE INCENTIVE PROGRAM

2nd Half of Year EMPLOYEE INCENTIVE GOALS – Completion Date December 27, 2014	Target Dates	Status 9/27/14	Value $750
Achieve Organizational Health and Safety Goals (Must Achieve 2 of 3 Goals to Earn Incentive)	Dec. '14		$250
• 75% Participation in "It All Counts"		62%	
• Safety Training Participation = 80% @ Groton/Quonset Pt.		72% /68%	
• Achieve LWIR = 1.8 or less		1.90	
Earned Hours Goal = 10.4 Million Hours	Dec. '14	5.3M Earned 250K Behind	$250
Achieve Key Events while meeting established quality metrics (Must Achieve 3 of 5 Events to Earn Incentive)	Dec. '14		$250
• Ship 788 Section 6/7 MIDS QP to Groton	July '14	ACHIEVED	
• Ship 786 Section 2B/5 QP to Groton	Aug. '14	ACHIEVED	
• Complete Integrated Product Development Environment Tools, Processes, Procedures and Training Curricula for Ohio Replacement Design	Nov. '14		
• 786 Pressure Hull Complete	Nov. '14		
• Virginia Class Block IV Design 90% Complete	Dec. '14	77%	

On Track | At Risk But Achievable | High Risk