

# Electric Boat NEWS

JANUARY 2002

## EB, employees foster safety mindset, reap results in the workplace

**I**ncreased safety awareness, more detailed injury reviews and other efforts on the part of Electric Boat employees and their supervisors have continued to pay dividends in the company's overall safety performance, year-end results for 2001 show.

"Employees are working more safely than they used to in  
*continued on page 2*



THE HISTORIC SHIP NAUTILUS passes beneath the Gold Star Bridge earlier this month on its way to Electric Boat for a \$4.7 million Preservation Availability. EB will blast and paint exterior surfaces, repair deteriorated sections of the exterior structure and replace the wooden decking. The job is scheduled for completion in May.

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After Nautilus arrived at the shipyard, line handlers Randy Sargent (501), left, Jay Lopriore (252) and Ben Mattos (252) helped guide the ship into Graving Dock 1.

# Safety

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the past,” said David Crowell, chief of safety. “Years ago, people did things a certain way because they had always been done that way. But now, our people are less likely to go ahead and do a job without making sure they’ve taken reasonable safety precautions.”

Overall, the lost-workday injury rate (LWIR) for Groton was 1.9 per 100 employees in 2001, compared to an LWIR of 2.0 last year and 2.2 in 1999. The LWIR in Quonset, meanwhile, was 3.9 in 2001, up from 3.5 in 2000 but down slightly from 1999’s total of 4.2. Quonset’s injury rates are typically higher than those of Groton because the bulk of Quonset employees work in production areas, while about 57 percent of Groton employees – including those in Innovation, HR and Finance, for instance – work in an office environment.

At the Kesselring Site Operation, the LWIR was 1.6 in 2001, quadruple the 2000 rate of 0.4 but still lower than 1999’s 2.2. Crowell said such fluctuations are more



Chief of Safety David Crowell, center, reviews Electric Boat’s 2001 safety statistics with Ken O’Brien, left, and Rick Kowalski.

likely to occur at KSO because of its smaller workforce.

Another safety statistic closely watched at EB is the recordable injury rate (RIR), a tally of injuries that result in lost workdays, job restrictions or medical treatment beyond first aid. Again, Groton’s numbers declined, with an RIR of 7.6 per 100 employees in ’01, down from 10.9 in ’00 and 11.5 in ’99. In Quonset, the ’01 figure of 13.3 was a slight increase from the prior year’s 12.2 but was down from 1999’s RIR of 14.2.

Kesselring’s RIR dropped for the second year in a row, from 9.6 in ’99 to 5.5 in ’00 to 4.8 in ’01.

Across the entire company, the LWIR was 2.3 last year, up slightly from 2000’s rate of 2.2 but still down from 1999’s total of 2.5. The RIR, on the other hand, dropped for the second year in a row, from 11.8 in 1999 to 10.9 in 2000 to 8.5 in 2001.

“Why have many of our numbers improved? Well, for one thing, management has established safety as the No. 1 priority, and supervisors are held more accountable for their employees’ safety performance than in the past,” Crowell said.

Bob Rosso, chairman of the MTC Safety Committee, said EB’s favorable safety performance is due to the efforts of hourly employees, supervisors, upper management and everyone in between.

“I’d give credit to everybody – EB’s

Safety Office, my guys on the MTC Safety Committee, the supervisors, Mike Alu, John Casey, and the employees themselves. Everyone is taking it seriously,” Rosso said.

“To get safety issues addressed now is a lot easier than it used to be,” he continued. “If you go in with safety problems, most of them get taken care of right away – and that’s reflected in our numbers.”

“With EB’s safety performance so improved over the last few years,” said Crowell, “we’ve finally gotten to a point of diminishing returns, where reducing injuries and injury rates is going to be much more difficult.

“But there’s still a whole lot of room for improvement,” he said. “We really can’t be satisfied until every injury or illness has been eliminated.”

Operations VP John Casey said Electric Boat will be paying more attention in the future to an injury statistic known as the severity rate. This is a measurement of the combined number of workdays lost due to injury or illness per 100 employees in a given year, and is a number that General Dynamics’ corporate office tracks for each of its business units. ■

## Electric Boat NEWS

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## Black Engineering Council Marks 10th Anniversary

**T**his month, Electric Boat's Black Engineering Council (BEC) is celebrating its 10th anniversary.

Initially introduced to employees Feb. 10, 1992, in the Engineering/MDA News, this group was formed to assist Electric Boat in achieving affirmative-action commitments required of all government contractors.

"Simply stated, EB's primary goal is to ensure that our employee population, across all job groups - hourly, salaried or management - mirrors the diversity of the population where we recruit," says EB EEO/AA Officer Marie Wagner. "In cases where EB population diversity lags behind the diversity of our recruiting area

*" Simply stated, EB's primary goal is to ensure that our employee population, across all job groups - hourly, salaried or management - mirrors the diversity of the population where we recruit. "*

*- Marie Wagner  
EB EEO/AA Officer*

(i.e. we employ fewer minorities or females in certain jobs than our recruiting area has available), we take steps to increase our employee

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*Members of EB's Black Engineering Council are, front row from left, Patrice Forde, Margaret Crockett, Nichole Haynes, Linda Donovan, Marie Wagner, Wayne Washington and Santos Jones. In the back are, from left, Howard Jenkins, Christopher Wells, Darrell Comena, Leon Owens, Wayne Smith, Robert Kirby and Kenneth Brevard. Missing from photo are Eric Gullely, Herb Rattley Jr., Terence Spruill and Chris Williams.*



## Old And New Methods Keep Land Level Traffic Flowing Smoothly

Nobody likes traffic jams, especially in Electric Boat's Land Level Facility, where submarine components big and small have to share space with lifting and handling equipment, temporary offices, tools, supplies and numerous other items.

That's where the skills and ingenuity of people like Clem Brown (412), Tom Coletti (355) and Dan Williams (450) come into play.

Brown, an EB employee since 1976, has helped choreograph the movement of just about everything within Buildings 260 and 263 for the past 21 years. He uses a wall-sized mylar drawing of the Land Level Facility and cardboard cutouts representing

*"The amazing thing is how archaic it is and how well it still works."*

*— Clem Brown*

each major submarine section, temporary office building and all other mobile pieces of equipment.

"It's done the same way today as it was 25 years ago, when the Land Level Facility opened and the first Trident sections were being moved," said Brown, an engineer. "The amazing thing is how archaic it is and how well it still works."

"It's a good system," agreed Williams, an

*From left, Clem Brown, Tom Coletti and Dan Williams are using a combination of old technology, such as the mylar and cardboard cutouts as seen in the background, and new technology to coordinate the movement of submarine components and much more in Electric Boat's Land-Level Facility.*

engineering specialist in the computer systems technology department. "Clem's been here forever doing it and he's doing a tremendous job. But I don't know if forever is going to last for Clem."

To prepare for the eventual transition of people, Williams and Coletti, a senior planning specialist, have been working with an over-the-counter software package that will

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enable the company to schedule and simulate the movement of submarine sections and other hardware on a computer. The software, Delmia Corporation's IGRIP with the Assembly Option, is normally used to illustrate the assembly or disassembly of individual components, but Williams and Coletti have over the past few months been working to apply it to EB's special needs.

In a recent demonstration, they showed how the movement of key items or components within Buildings 260 and 263 can now be viewed as an animation, with the individual steps easily reorganized.

"If your schedule changes, you can grab one of those operations out of the list, move it around and reinsert it into the sequence," Williams said, adding the software will also identify potential collisions or near-misses that could occur.

"This is basically the tool that we're trying to put together for all the planning for the 260/263 Buildings," he continued.

Brown, who said he's not thinking about retirement just yet, said the IGRIP software will be a useful tool, perhaps even before he gives up the tried-and-true method.

"Laying things out on the mylar makes it difficult to present the various options and recommendations to everyone involved," he said. "Everything has to be transferred to paper and is one-dimensional. The computer simulation will be much easier for everyone to visualize. I think the software will be an immediate advantage that way."

The application is also being considered for use in the scheduling and sequencing of operations at Quonset Point, the trio said.

Besides Brown, Williams and Coletti, other members of the IGRIP team are Bill Denow and Ernie Vacca (355), John Orlomoski (496), and Bill Vachon (459). ■

# General Dynamics' 2001 per share earnings increase 12 percent; Full year revenues up 17 percent

## Electric Boat reports strong performance for the year; Toner credits employee contributions

Falls Church, Va. General Dynamics has reported 2001 fourth quarter net earnings of \$246 million, \$1.21 per share on a fully diluted basis, on sales of \$3.5 billion. This represents an 11 percent earnings per share increase over the fourth quarter of 2000, when net earnings were \$219 million, \$1.09 per share, on sales of \$2.7 billion. The quarter ended on December 31, 2001.

Full year 2001 net earnings on a recurring basis were \$915 million, \$4.51 per fully diluted share, on sales of \$12.2 billion. This is a 12 percent per share increase over 2000 earnings of \$811 million on a recurring basis, \$4.03 per fully diluted share, on sales of \$10.4 billion. Including favorable, non-recurring tax adjustments in both years, net earnings were \$943 million, \$4.65 per share, in 2001 and \$901 million, \$4.48 per share, in 2000.

"This was another year of strong, steady performance," said Nicholas D. Chabreja, General Dynamics chairman and CEO. "Cash flow from our business units totaled more than \$300 million in the fourth quarter and reached a billion dollars for the full year. Backlog at the end of 2001 totaled almost \$30 billion, an increase of nearly 50 percent from a year ago.

According to President Mike Toner, EB's performance during the year contributed significantly to General Dynamics' positive results. EB's financial data is included in the Marine Group results – it is not broken out separately – but Toner did say the company beat its revenue, earnings and cash goals for the year.

"Thanks to the efforts of every employee at Electric Boat, we were able to turn in another solid performance, and that translated into the \$500 checks that were distributed just before the holidays."

– Mike Toner,  
President, Electric Boat

"Thanks to the efforts of every employee at Electric Boat, we were able to turn in another solid performance," said Toner. "And that translated into the \$500 checks that were distributed just before the holidays.

"Just as importantly, our continuing strong performance and the advances we've made in submarine design and construction technology will strengthen our business base and help us make the case for increasing production to

two ships per year as soon as possible," he said.

"I want each of you to know how much I appreciate your commitment and your contributions to the company," Toner said. "You've done good work and we're counting on you for more of the same in 2002." ■



*Left, During dedication ceremonies for Quonset Point's new \$12.4-million automated steel-processing plant, employees observe the facility's laser cutter in action.*

*Below, The automated steel-processing center.*

## New Steel-Processing Center boosts Quonset Point's Construction Capabilities

**T**he most advanced automated steel-processing center in the submarine industry was dedicated at Quonset Point last month, enabling Electric Boat to advance its leadership position in submarine-construction technology.

At a ceremony attended by hundreds of employees, company leaders, Navy officials and members of the Rhode Island congressional delegation, Facility Manager John Holmander provided a demonstration of

some of the center's capabilities.

"Years ago, I would have said 'flip the switch,' but it's a little more complicated than that," he said. Instead, speaking to a group of employees in a glassed-in control room, he said, "Gentlemen, would you initiate the computer program and cut us some submarine parts."

With that, the center's plasma cutter moved from the end of a conveyor belt to a position over a steel plate and roared into life as five high-temperature torches bit into

the steel. Within moments, the cutter had created several markings. At the other end of the conveyor, the laser cutter – the widest in the U.S. and one of the largest in the world – went through its paces for the crowd.

The dedication for the \$12.4-million facility was held a little more than a year after the groundbreaking. The building – known as 2006 – contains 45,500 square feet of production areas, with another 10,600 square feet for training and administration.

EB President Mike Toner said the facility employs leading-edge





“ Years ago, I would have said ‘flip the switch,’ but it’s a little more complicated than that. Gentlemen, would you initiate the computer program and cut us some submarine parts. ”

– John Holmander,  
Facility Manager, Quonset Point

technologies in plate and shape cutting, marking, blasting, forming, handling and kitting. And with data downloaded directly from the design floors in Groton to the machines in the steel-processing center, EB is operating in a true CAD/CAM environment, he said.

“This is a unique project,” said Toner. “The savings are significant.”

According to John K. Welch, GD senior vice president and the executive in charge of the Marine Group, the facility is an important part of the company’s strategy for future growth and continued market leadership.

“The building we’re standing in and the equipment surrounding us provide tangible proof of our commitment to investing in our future,” he said.

U.S. Sen. Lincoln Chafee, a planner at Quonset Point during the late 1980s, noted that employment at the facility is expected to reach 2000, for the first time in a decade. “I will certainly do everything I can to keep those numbers growing.

Rhode Island’s senior U.S. senator, Jack Reed, called the steel-processing center a tribute to the men and women of Quonset Point. “Our sailors will take your ships to sea to defend America and bring justice to the world,” he said. “I salute you.”

Said Tom Schumpert, director of the Rhode Island Economic Development Corp., “We are all proud of you today as you advance the art and science of submarine production. Congratulations on a job well done.” ■

## Steel-Processing Center Capabilities

- The only shipyard facility in the world capable of downloading digital data from a 3D model to completely lay out and mark a 15- by 50-foot steel plate, both sides, with a 500-watt laser.
- Cuts steel plate up to 15 feet wide, 50 feet long and 1.5 inches thick at speeds up to 100 inches per minute.
- Abrasive water jet cuts ferrous and non-ferrous plate more than 8-inches thick.
- Cuts and forms steel plate to tolerances never achieved before in submarine construction – as tight as 2/1000ths of an inch.
- Programmable to blast only desired areas.



## Dolphin Scholarship Foundation Receives Holiday Gift From Electric Boat

In a recent ceremony at the Submarine Force Library and Museum, EB President Mike Toner presented a \$10,000 check on behalf of EB employees to the Dolphin Scholarship Fund - Groton.

Each year, EB develops an original holiday card to send to employees, colleagues, government and business associates, Toner explained at the ceremony. Since 2000, in addition to the holiday greeting, the card recognizes a worthy organization in the local area in the form of an affinity gift.

Last year, in the aftermath of the terrorist attack on USS Cole (DDG-67), EB presented its gift to the Navy Marine Corps Relief Society – Groton in recognition of the services that organization provides for Navy families in need.

This year, the Dolphin Scholarship Foundation – now in its 40th year of helping children of current and former submariners and support personnel – was an obvious choice for EB, according to Toner. “Sailors do a yeoman’s task for our nation and in this one way, we can recognize them and their families and show our continued support,” he said.

Ruple summed up the appropriateness of EB titling the donation an “affinity gift.”

“The Dolphin Scholarship Foundation can trace its roots to the notion of submarine families helping submarine families. And we, the submarine community of Southeastern Connecticut, have always seen Electric Boat as part of our family too. So, what we really have here today is another example of family helping family,” Ruple said. ■

*At a ceremony last month at the Submarine Force Library and Museum, EB President Mike Toner presented a \$10,000 donation to the Dolphin Scholarship Fund – Groton, a contribution that was announced on the back of the company’s holiday card. In this photo, Toner presents a framed card to Elizabeth Rander, president of Groton’s Submarine Officers’ Spouses Association, which manages the scholarship. At right is Capt. Robert Ruple II, commanding officer of the sub base.*



Keith Lee, a technical writer in Dept. 403.

## EB Employee Provides Relief For Ground Zero Workers

**A**mong the unsung heroes working near Ground Zero in New York City were massage therapists who provided a degree of stress relief and relaxation to the rescue and recovery workers at the site.

Helping direct one of these groups of massage therapists was Keith Lee, a technical writer in Dept. 403. Lee is a member of the American Massage Therapy Association and served as a team leader for one of the organization's Massage Emergency Response Teams in the aftermath of the Sept. 11 terror attacks. These teams are specifically trained to work in disaster situations, providing assistance to front-line workers and support staff responding to catastrophes. His wife, Karen, also was a team leader.

Working near Ground Zero on the lower Manhattan campus of St. John's University, Lee completed three tours over seven days,

overseeing the efforts of up to 25 massage therapists.

"What I witnessed at Ground Zero was a gathering of volunteers making remarkable efforts and sacrifices, answering the call of humanity with swiftness, kindness and a never-ending supply of willingness," said Lee. "Massage therapists and rescue workers who came together as strangers were able to bond together with a shared sense of purpose. The experience has enabled me to look at the bigger perspective, and to define and clarify myself as a patriotic American fortunate enough to have a skill I could offer in a time of need."

Lee expressed his appreciation for the support he received from Electric Boat, particularly his supervisor, John Klinefelter, and manager, Pam Edson. ■

## Black Engineering Council Celebrates 10th Anniversary

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diversity to the desired level. The formation of the BEC 10 years ago this month was an effective step taken by EB to address an under-utilization of African American persons in both the Engineering and Design job groups."

BEC Co-Chairperson Howard Jenkins states, "The BEC is not meant to isolate or separate employees but to work toward common goals together. The council has four committees - recruitment, retention, job-growth opportunity and scholarship. They have two primary objectives - to make sure that EB's workforce reflects its recruitment areas as well as to establish a bridge with New London County.

"For example, the council is in its fifth year of awarding scholarships to graduating African American New London County seniors attending college in the fall. As a matter of fact, in May 2002, EB will host and sponsor the BEC's annual scholarship fundraiser in Building 88. All interested EB employees - please mark your calendars to join us. Details will follow."

BEC membership is open to all engineering and design personnel, in all of their diversity, who share EB's commitment to equal employment opportunity and affirmative action, and who wish to directly contribute to and participate in the BEC's mission and vision.

Employees who would like to join or assist the BEC in any way should contact Howard Jenkins at ext. 33720, or Marie Wagner at ext. 37063. ■

# Retirees

100	Ralph L. Polen 37 years, Foreman	355	Joseph E. Parker 36 years Planning Specialist	434	John W. MacNeil 31 years Principal Engineer	501	Raymond A. Dussault 36 years Foreman	706	George E. Kruchkow 10 years Engineer Analyst
100	Arthur J. Scott Jr 11 years ISM - Grinder 1/C	400	Edward A. Lonergan 42 years Project Director Innovation	445	George W. Potts Jr 31 years Test Engineer Specialist	501	William F. Tanner 31 years Maint. Pipefitter 1/C	791	Owen P. Budziak 40 years Ship Superintendent Sr
244	Gerald J. LeBlanc 25 years Sheetmetal Worker	403	Arthur B. Traynor 44 years Tech Writer/Editor Sr	445	Ronald H. Young 20 years Test Engineer Specialist	501	Roger Vowles 30 years Maint. Pipefitter S/E	791	Andrew J. Grondzik 38 years Foreman
251	Nicki F. Dake 22 years, Painter	405	Paul E. Maynard 33 years Engineering Asst Sr	448	Paul G. Schmidt 32 years Engineering Specialist	640	Mary R. Hill 18 years Admin Assistant	902	Edward R. Pisano 18 years Struct Fab Mech I
252	James P. Becker 25 years Carpenter	413	Francis A. King 34 years Principal Engineer	493	Robert F. Rozen 38 years Principal Engineer	689	Walter J. Dutilly 36 years Project Control Coord	950	Nancy V. White 26 years Admin Assistant
252	Kim S. Beeney 28 years, Carpenter	431	Louis J. Maheu Jr 35 years R&D Test Man-Mech 1/C	495	Eugene W. Benton 23 years Engineering Project Manager	691	Bruce G. Arsenault 28 years Program Manager	951	Elmer J. Weatherbee 17 years Foreman
278	Ralph W. Boone 32 years Elems Service Engineer 1/C	434	Gary A. Kosvic 34 years Engineering Specialist	495	George R. Bucko 20 years Project Engineering Asst	705	Irwin W. Reuck 15 years Project Engineering Asst		

# Classified

## APPLIANCES

KENMORE GAS STOVE - with hood, \$100; Hot Point electric range, \$100. 401-377-9055.

SEARS KENMORE ADVANTAGE PORTABLE WASHER - 11.3 gallon capacity with instructions and hardware, never used; \$125 or best offer. 235-2327.

## AUTO/TRUCKS

ACURA INTEGRA, 1994 - white, 2 door, 5 speed, spoiler, power sunroof, am/fm cassette, new exhaust, \$6,000 or best offer. 401-849-588.

DODGE, 4X4, 1978 - Snow Commander, 6 ft. bed, 35" tires, 6" Chasis lift, 4 speed; \$1,200 or best offer. 437-1931

HONDA ACCORD LX, 1987 - 5 speed, maintained, garaged, everything works, high mileage, \$2,200 or best offer. 739-4360.

JEEP WRANGLER, 1994 - 19k, Sahara package, 6 cyl, 2/4wd, alloy wheels, hard top, rear seat, includes complete plow and towing packages, mint condition; \$9,800. 442-5414.

MAZDA 323 SE, 1988 - 4 door, 155k. Dependable 2nd car, rebuilt starter, good tires; \$600 or best offer. Call Andy, 446-9954 after 7:00 p.m.

MERCURY GRAND MARQUIS, 1989 - 4 door sedan, v8, 99k. Needs some work, priced accordingly; \$1,000 or best offer. 848-8943.

VW RABBIT GTI, 1983 - 'First Model Year' 5 speed, good project car or parts for one, runs great, body rough, extremely high miles; \$750. 401-348-5067.

## AUTO PARTS

BRIDGESTONETIRES - (4) H/T P205/70R15, almost new; \$100. 691-1735 after 5:00 p.m.

S-BLAZER PARTS - ('95 - '97), factory tow hitch (tubular design), with 2" receiver, \$80; steering linkage skid pan, \$50; transfer case skid pan, \$50. 401-348-0752.

TRAILER AXLE - brand new, never used. 3500 lb. rating, 71" long, 2-3/8" dia., spring perches 54" o.c., brake flanges 60" apart. 1-3/8" dia. axle stubs. Paid \$62 from Northern.com plus shipping, too short for my trailer. 376-2076.

## BOATS

EVINRUDE 3 HP OUTBOARD, 1996 - 15" shaft, maint. crockers; \$150. 691-1735 after 5:00 p.m.

16.5 FT. V-HULL BOAT WITH TRAILER - 70 HP Merc Motor, some interior work; \$1,200 or best offer. 437-1931.

## FURNITURE

COUCH - small, 5 ft. 6 in., beige, good condition; \$39. 405-0611.

WATERBED - single soft side with heater; \$50. 848-3766.

## MISCELLANEOUS

AIR COMPRESSOR - 80 gallon, 5 hp, 22 amp, 18.5 cfm, commercial size; \$500. 401-377-9055.

AMERICAN GIRL DOLL, clothes & furniture, Fisher Price school house, dollhouse furniture, child's rocking chair, doll wooden cradle, new porcelain doll, children's books, children's records. 401-596-5788.

NEW RADAR DETECTOR, typewriter, collectible glassware, beaded Indian headpieces, adult's rocking chair, stuffed chair, Crissy doll, knitting & crocheting books, 1986 Barbie Doll car, crutches. 401-596-5788.

NORDICTRACK EXCEL SKI MACHINE - get ready for ski season, classic wood/steel construction, \$500 new; yours only \$125. Call Tim, 885-0520

ROOM DIVIDER - Oriental teak wood, hand-carved floral design; \$350. 442-3983.

SYNTHESIZER - Korg DS-8, \$250 and acoustic Washburn guitar solid white with cutaway, has pickup, \$325. 599-0707.

WOOD STOVE - large All Nighter stove, very good condition; \$450 or best offer. 572-1833.

## PETS

HORSE BLANKETS - winter turnout rugs and blankets, sizes available are 60", 64", 68" and 72". Priced at \$25 each. 887-3071. Leave message.

## REAL ESTATE

RENTAL SHARING - 3 bedroom, 2 baths, wash/dryer in apt; \$350 plus 1/3 utilities. Call Tom, 405-0611, evenings.

## WANTED

COMPLETE DRUM SET, bass amp, guitar amp, and effect pedal in good condition. 464-6280 after 6:00 pm,

# Service Awards

## 45 years

459 Samuel J. Grills

## 35 years

246 William E. James  
272 Stephen F. Tudisco Jr  
355 Robert A. Nowak  
413 James B. Seger

## 30 years

243 Ronald Reed  
431 Paul J. Kazlauskas

## 25 years

100 Dennis S. Triba  
228 Gerard W. Manville  
229 David B. Pelletier  
230 Lester B. Ahern  
230 Carmine F. Penza  
242 Michael D. Adams  
Joseph F. Czajka, Jr  
Thomas Daniewicz  
Mary J. Misky  
Alan C. White  
243 Michael F. Bessette  
Michael D. Finnigan  
Gerald S. Poirier  
244 Brian P. Chesna  
252 Walter Kachorowsky

## 25 years

252 Timothy P. Lloyd  
Benjamin R. Mattos  
Bruce L. Stefanelli  
272 Tommie R. Parr  
323 Kevin G. Pincins  
330 Elizabeth A. Peterson  
355 Raymond P. Arpin  
Joseph Giorgianni  
Robert J. Gordy Jr  
403 Gara B. Eastman  
Leonard N. Renzi  
477 Harold J. Robb  
408 Robert W. Tompkins  
415 Howard H. Hopps  
424 David M. West  
447 Matthew M. Roderick  
459 Clyde T. Britt Jr  
492 Robert L. Teple Jr  
496 Frank A. Laudone III  
501 Joseph G. Houle Jr  
507 Stephen E. Rolfe  
553 Jeffrey T. Izzo  
601 Robert H. Nardone  
706 George L. Ashbaugh  
741 Dennis B. Ringer  
795 Gary M. Beaudoin  
901 Thomas G. Blanchette  
Leroy J. Dias  
902 Paul E. Cagnon Jr  
Larry E. Logan  
Richard J. McGovern  
904 William J. Dugas Jr  
Glenn C. Noel  
Donald T. Wilsey  
911 Karl W. Antonevich  
George P. Cain  
James P. Hague  
Barry J. Houston  
Murry F. McGrady Jr  
Gloria A. Mitchell  
Anthony J. Moniz

## 25 years

911 Lon W. Plantz Jr  
Karl M. Weiss  
915 Robert J. Chabot  
Paul A. Cirillo  
Stephen J. Defalco  
Robert R. Maher  
Joseph J. McGloine  
924 David W. Carter  
Gary S. Hahn  
950 William G. Harford Jr  
Sally A. Johanson  
Raymond G. Schultheiss Jr

## 20 years

100 Scott D. McNickle  
229 Jonathan D. McAvoy  
242 Scott G. Dawson  
William P. Grohocki Jr  
252 Michael A. Malone  
450 Daniel L. Williams  
456 Daniel J. Panucci  
459 Richard H. Sampson  
686 Kim R. Shaffer  
904 Jim Schiller  
915 David A. Jackson  
957 Harold C. Branstrom Jr

# The **SPADR** Season Arrives

## – Put Your Best Foot Forward

**T**he SPADRs are coming. The SPADRs are coming.

The Salaried Performance Appraisal and Development Review forms are now arriving on supervisors' desks across Electric Boat. So it's only a matter of time before one lands on yours.

That being the case, says HR Chief Dan Clancy, it's best to be prepared because the state of your SPADR has important implications for your career and your wallet. "SPADRs are the basis for merit awards," said Clancy. "There's a direct correlation between what you receive as a performance rating and what you receive as your base-pay merit increase."

During SPADR season, it's essential for both supervisors and their report to remem-

ber one thing during the process – it's a two-way street.

"Supervisors should solicit input from their folks – ask them to write down their significant accomplishments over the last year and return that information. Then the supervisors should assess their employees' performance to goals," Clancy said.

It's up to individual employees to ensure that they represent themselves and their achievements as effectively as they can.

"Don't be shy," Clancy says. "You should be prepared to complete an objective self-assessment and impress upon your boss the value of your contributions. You should also ask your boss what you can do to improve your performance. You could ask to attend a seminar or receive additional

training, for instance. It's supervision's responsibility to identify areas that need work and suggest ways to improve."

According to Clancy, the SPADR process needs to be taken seriously by both boss and employee. "It's not infallible, but it's the most valid process I know of that fosters candid communication, two-way feedback and employee development," he says.

"From the perspective of self-interest, you should make sure that what's in the SPADR is accurate and fly your flag as high as you legitimately can," he concluded. ■