

Electric Boat NEWS

MARCH 2002



Dock Crew Technician Mike Gosselin (501) helps guide USS Memphis into Graving Dock 2 in preparation for a six-month work period. While Portsmouth Naval Shipyard personnel will perform most of the work, up to 55 EB employees will be assigned to work on Memphis during the work period. The Navy is leasing the graving dock from EB under a five-year agreement to keep the facility available for submarine maintenance work.

INSIDE

The President's Corner · 2

Navy Honors Gould For Finding Depth-Gauge Flaws · 3

Retirees · 3

New Tool Keeps Fiber Connections Clean · 4

Transportation Employees Praised On Snow-Removal Trucks · 5

Shipbuilding Organization Names Two EB Employees · 6

EB Contract Modifications Totalling \$21.4 Million Awarded · 7

EbTV Update · 8

Classifieds · 10

Service Awards · 11

Management Development At EB: A New Focus, A New Approach

Editor's Note: EB News recently interviewed Bob Nardone, VP - HR and Administration, about the company's new organizational and management-development program

What can you tell us about the new human resources organization - the organizational and management-development group?

Mike Parks is the manager of the group; the members are Lauren Rapp, who worked in our management-development organization; Bo Miller, who was involved in the cul-

ture-change process; and Barbara Davis, who also worked in culture change.

The group right now is really supporting the executive staff in formulating what the leadership-development approach at Electric Boat will be going forward. They are taking concepts that the staff is working with and putting detail behind those concepts as to how we will proceed

continued on page 9

The President's Corner

Mike Toner, President, Electric Boat



For me, Electric Boat will always be defined by its people and the level of commitment and technical expertise they bring to their jobs. That's the case for the company's leadership team as well.

We work in an environment that's challenging and unforgiving. We've got to perform the best we can every day. For its part, EB's leadership must establish a vision of our future, and help everyone here work toward our goals.

To that end, we're embarking on an ambitious long-term initiative that will provide our company with the leaders it needs – and the skills and experiences they need – over a timeframe seven to 10 years out in the future.

This leadership development effort actually grew from the realization that we needed to re-examine the succession process that's been in place for years. Historically, we've handled succession on a one-for-one basis. We'd identify a candidate for a specific job and then ensure he or she had the experience required for success.

But that's not going to work anymore. During the reductions in our workforce in the 1990s, an entire segment of supervision was removed from the pipeline. These were people with 10 to 15 years or more of experience, who in the past would have made up the talent pool we would draw upon for future leadership.

" We work in an environment that is challenging and unforgiving. We've got to perform the best we can every day."

– Mike Toner

During a series of meetings that began several months ago, my staff and I concluded that the succession plan for our eventual replacement is in good shape. But when we looked at the second and third generations of potential leaders, we weren't as comfortable. Through no fault of their own, many of these candidates lack the kind of experience they'll need to run the company. That's going to change.

I'll explain briefly what's going to be happening. For more details, read the Q&A with Bob Nardone on page 1.

To start with, every member of my staff has completed a battery of tests administered by consultant Carl Harshman. Harshman, you'll recall, helped us in our culture-change efforts in the 1990s and is very familiar with our organization.

The test results will show us our strengths and weaknesses as leaders, but more importantly, they will enable us to develop a profile for Electric Boat's senior leadership team. This profile will include the education, skills and experiences required to operate successfully at the upper management level.

The next piece – and this will be the hardest one – is to develop a process to identify candidates for the development program. We want to be able to look down into the organization and find individuals who won't be the next president of Electric Boat, but might be in 10 or more years. We're still working on this element of the plan.

Finally, we'll provide for these candidates what we think they'll need to flourish as leaders. This may include additional education, on-the-job training, and job rotations into areas outside the candidates' fields of expertise. In short, we'll give them everything they need to be successful. The rest will be up to them.

Our ultimate goal is to make sure that the senior management in this company has had the experiences they'll need to run the business. We have great people here. We want to identify them, give them the opportunities they need and move them up the line. ■

Retirees

242 Joseph P. Race Sr
26 years
O S Machinist 1/C

421 William C. Kinnes
28 years
Engineering
Specialist

429 Joseph M. Wread
18 years
Senior Engineer

458 Gary R. Chapman
39 years
Administrative Aide

484 James F. Donahue Jr
39 years
Mgr of Finance

646 David W. Benvenuti
26 years
Human Res Spec Sr

Electric Boat **NEWS**

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Metrology Lab employee Keith Gould (341), who works at the sub base's Naval Submarine Support Facility, holds a disassembled depth gauge.

Navy Honors Gould For Finding Depth-Gauge Flaws

A 32-year veteran of Electric Boat's metrology lab has been recognized by the Navy for helping to identify a problem that had previously gone unnoticed on numerous depth gauges.

Keith Gould (341) said he first realized something was wrong with the depth gauges while trying to calibrate them as part of his work at the sub base's Naval Submarine Support Facility.

"I was noticing some corrosion deposits," he said as he examined the inner workings of a gauge. "As a result of suspecting that there was some kind of leakage in these areas, I pressurized them and determined that there was in fact leakage."

That's when he wondered whether other depth gauges had a similar problem. As it turns out, they did. The leak forced Gould to reject the gauges as unacceptable for use. The sudden rejection

of numerous depth gauges raised a few eyebrows among Navy officials, some of whom paid a visit to Gould's lab.

EB metrology department supervisor Craig Adamson said the Navy officials quickly saw for themselves that Gould was following all the proper calibration procedures, and had in fact uncovered a problem with the depth gauges that no one else had noticed. The troubled gauges are now being repaired by the manufacturer.

Gould's efforts to identify the depth gauge problem recently resulted in his selection as Civilian Craftsman of the Month for the R-3/4 Division at the base.

Gould said he appreciated the honor, "but I really didn't give too much thought to it because I feel that what I've been doing is part of my job."



Mike Biancarosa (241) and Ann Frey (241) demonstrate newly acquired equipment that allows Electric Boat's electrical trades employees to inspect a submarine's fiber optic connections quickly and efficiently without contaminating the fiber itself with dirt or dust.

New Tool Keeps Fiber Connections Clean

When it comes to installing and testing fiber optic cables on a submarine, one speck of dust is all it takes to spoil an otherwise perfect job.

“One speck of dust kills us,” said Mike Biancarosa (241), a senior operations analyst for the electrical trades, a group whose duties include installing and testing fiber on EB boats. “I mean, it causes an incredible loss of signal.”

Electronics mechanic Bill Amburn (241) said the average strand of fiber is about the width of a human hair, and the core of the fiber – the portion that actually carries the light beam – is about one-tenth that, which explains why cleanliness of fiber connections is so critical.

Biancarosa said dust and dirt can get in the way anytime the fiber connections have

to be unplugged for testing, or even during installation.

“So we’ve been having the problem of disassembling, cleaning the connections, and then reassembling, and each and every time you touch the fiber, you degrade the signal,” he said.

To ensure that the fiber connections remain as clean as possible during these procedures, Biancarosa, Amburn and others in Department 241 have been researching, trying and then buying better fiber-inspection and cleaning tools.

The earliest such tool was a handheld 100-power microscope, but it was quickly determined that a more close-up view was needed. Next came a 400-power scope. But even that wasn’t enough. So the search continued, eventually resulting in the selection and purchase of a customized fiber optic camera with handheld 2-inch screen, which

gives EB’s fiber inspectors the view they need.

Ann Frey (241), an outside electrician, said the new fiber inspection and cleaning tools have already made the process so much more efficient.

“It’s easy to operate and allows you to look at the fiber without causing cross-contamination by handling it,” she said. “It’s really time-saving.”

Amburn said working with fiber will still be tedious, but the new equipment will make it less so.

“This thing is a remarkable tool,” Biancarosa agreed. “We haven’t even realized its value yet, but with the next Command And Control System Module, we will.

“The number of manhours we save is going to be dramatic,” he concluded ■



Transportation Employees Praised For Work On Snow-Removal Trucks

Above from left, Walt Keane, Mark Rizzo and Don Castle (all of 545) stand by one of two standard box trucks they modified into snow removal trucks for the Groton facility. Another member of the group, not pictured, was Bill Lindeborg (545).

After learning that two of Electric Boat's snow removal trucks were destined for the scrap heap, and fearing a repeat of last winter, a group of transportation employees took it upon themselves to locate replacement trucks and then equip them with all the necessary snow gear.

As it turns out, the new trucks weren't needed this winter, but the employees are still being praised for their Herculean efforts to find and equip the trucks for the job.

"These guys took on the challenge," transportation foreman Mark Barney said of transportation repairmen Mark Rizzo, Bill Lindeborg and Walt Keane and automotive parts man Don Castle (all of 545). "They did everything from soup to nuts to get the trucks where they are right now."

Barney explained that EB conducts an annual survey of its snow removal equipment, and last autumn's survey determined that the frames of two of its older trucks were too rusted away for continued use. So emergency funds were made available for the purchase of two slightly used box trucks, but finding and buying the trucks was just the first challenge faced by the employees.

The next was removing the still-usable snow removal equipment – salt spread-

continued on page 12



Mark Panosky



Barry Espeseth

Shipbuilding organization names two EB employees

Two Electric Boat employees have been named to leadership positions in a prestigious shipbuilding industry organization.

Mark Panosky, an engineering specialist in Department 341, has been elected to serve a two-year term as the National Shipbuilding Research Program/Society of Naval Architects and Marine Engineers (NSRP/SNAME) panel chair for Surface Preparations and Coatings.

The Surface Preparation and Coatings Panel is one of nine NSRP/SNAME Ship Production Panels providing open forums for all interested U.S. shipbuilding and repair industry stakeholders. It is dedicated to the discipline of surface prep and coatings with emphasis on the practical application of existing and emerging technologies in pursuit of best manufacturing practices. The Ship Production Panels are a crucial element of NSRP's ability to rapidly introduce successful R&D across the U.S. shipbuilding and repair industry.

Barry Espeseth, a staff specialist in Department 447, has been selected by NSRP to serve a two-year term as the Major Initiative Team Leader for Product Design and Material Technologies.

In this position, Espeseth is responsible for synthesizing industry input to craft research announcements, providing technical oversight for selected projects, tracking project execution, overseeing technology transfer, and promoting synergy among research endeavors.

NSRP is a collaboration of U.S. shipyards working as a team with government, industry, and academia to achieve the continuous product and process improvements necessary for the U.S. shipbuilding industry to become internationally competitive, directly resulting in more affordable Navy ships. NSRP is sponsored by the Naval Sea Systems Command (NAVSEA). ■

Nardone: Government, Union And Company Partnership Should Now Help EB Hiring Campaign

The same team of unions, state and federal agencies and Electric Boat that helped laid-off EB employees in the 1990s should now turn its attention to the company's newest challenge – hiring workers for Virginia program construction.

That was the message from Bob Nardone, VP – HR and Administration, at a press conference held recently to release a report on the results of a federally funded program established to help dislocated EB workers find new work.

“The '90s were a decade of challenge for us,” said Nardone, referring to the layoffs. “The period we’re now in is the decade of opportunity.” EB is currently trying to hire some 800 shipyard workers, a completely different challenge, he said.

With the support of union leadership and state and federal assistance for job training, Nardone said, the company will succeed in attracting new workers and preparing them for their new trades.

According to John Beauregard, executive director of the Southeastern Connecticut Workforce Investment Board (WIB), the report documents how the \$4.2 million federal grant was spent, and summarizes the training and types of jobs obtained by 806 dislocated EB employees from 1998 through 2001. The WIB worked with the MTC, the MDA-UAW and EB to develop and direct the program.

Beauregard said the program's goals were to help workers find jobs with wages comparable to what they earned at EB, and to maintain the region's manufacturing work-

force. Of the 806 employees considered eligible for employment, everyone was placed – 39 percent to other manufacturing jobs; 13 percent to construction; 32 percent to the service sector; 6 percent each to transportation and casinos; and 4 percent to public administration.

Importantly, Beauregard, said 70 percent of the laid-off workers found jobs that paid about 90 percent of what they made at EB, and 77 percent landed work in Connecticut.

Gail Kinney, a workforce development specialist for the AFL-CIO, said she had never seen a program where the government agency, unions and company had worked together so effectively. ■



Bill Turner, Cindy Thomas, Stephanie DeGraphenried and Claude Robinson move down the serving line at a recognition breakfast held recently at Quonset Point. QP Facility Manager John Holmander expressed his appreciation to the employees who helped meet hiring goals for 2001 when 584 new workers were brought aboard. More recently, these employees responded to Holmander's challenge to hire an additional 200 workers by the end of the first quarter by hiring 201 by March 4.

Warren Mayott's Son Accepts Professional Honor For His Late Father

At the annual meeting of the American Welding Society earlier this month, Warren Mayott, who died in January, was inducted into the organization's Class of Fellows. This honor recognizes society members for their technical accomplishments.

Mayott, director of technical services,

was known throughout the shipbuilding industry as an expert in welding and materials engineering. The award was accepted in Mayott's name by his son, Stephen, 15. Stephen was accompanied to the ceremony by Millard Firebaugh, VP- Innovation and Chief Engineer. ■

Earned Hours:
Where We Stand



Navy Awards EB Contract Modifications Totalling \$21.4 Million

The U. S. Navy has awarded Electric Boat two contract modifications worth \$21.4 million.

The first award - for \$14.4 million - is a continuation of a contract awarded in May 1999 to provide design, engineering, material and logistics support for the Trident program, the Trident UK program, the two operational Seawolf-class submarines, NR-1, and efforts supporting Los Angeles-class ships.

Eighty-nine percent of the work will be performed at Groton; 6 percent at Kings Bay, Ga.; and 5 percent at Quonset Point, R.I. The contract work is expected to be completed by September 2002.

Additionally, the company has received a \$7 million modification to a previously awarded contract under which EB will manage and support nuclear-maintenance work for submarines homeported at the Groton Submarine Base.

Under the terms of the contract modification, Electric Boat will continue to operate the Nuclear Regional Maintenance Department (NRMD) at the submarine base through Sept. 30, 2002. The company will provide project management, planning, training and radiological-control services to support maintenance, modernization and repairs in support of operational submarines. A core group of 20 Electric Boat employees are assigned to the NRMD, with surge groups of up to 60 shipyard employees for short periods. ■



One of four new LED reader-boards is installed outside the Wet Dock Pipe Shop in Groton this month as part of the company's new electronic communications system to be known as EBTV.

EBTV UPDATE

" In addition to company information, the system will display a mix of national news headlines, local weather forecasts and GD stock quotes, giving employees many reasons to look to EBTV. "

EBTV, the company's new electronic communications system, will be operational shortly, giving employees at the Groton and Quonset Point facilities access to a steady stream of Electric Boat news and information.

In addition to company information, the system will display a mix of national news headlines, local weather forecasts and GD stock quotes, giving employees many reasons to look to EBTV.

Though the messages to be displayed on the EBTV monitors and LED readerboards will be text-only, the messages on the monitors will be enhanced with the use of graphics and photos.

The intention of EBTV is to provide text messages that are short, to the point and of general interest to the majority of employees. Messages will be developed and posted to the system by the Public Affairs Department.

Organizational and Management-Development

from page 1

with the program, and what the components of that program will be. They're just starting out, getting their feet wet.

Over time, their role will be to assist the staff with the program, to be the administrators of the program, to provide some oversight, to track participants in the program and their movement through the program, and to work with the participants in individual career development planning. They will be a resource for the participants in the program and will also provide administrative support.

What do you plan to accomplish this year?

We've laid out a series of goals for the next 10 or 12 months. The group is now drafting the nomination forms that we're going to use. They're working on a template for what the first year of the program will look like for participants. They're doing the groundwork to build the curriculum and the approach that we take. They're really right now in a creation and staff-support mode. We plan to introduce the program with the first group of participants by mid-year. So there's a lot of work to do between now and the June/July timeframe, including designing the program itself and developing some of the tracking tools we'll need.

Quite frankly, this program is something we haven't done before. What we're trying to do is provide opportunities to develop the leadership of EB so that in five or 10 years, the people who are running the company and the people who are working for them have had either training experiences or job-assignment experiences, or external education experiences that will be able to meet the business needs in the future.

We absolutely believe that there is a return on investment in this activity. When you look at companies that have focused on developing their leaders, over time that has impacted positively the bottom line. There's



Bob Nardone, Vice President – Human Resources and Administration

no question that ultimately our goal is to ensure that the leadership going forward is prepared better than they otherwise would have been to deal with the business realities and to make sure that we have a viable and profitable business.

When the program is fully up to speed, about how many people will be in the pipeline?

It's going to be a gradual buildup. We will put 20-30 people in the program to start and we expect the program will run from 12-18 months. As those people progress, we will take the next group and put them in. So we anticipate there will be a constant stream of people going through for several years.

That leadership piece is one component of an overall program that we're trying to develop. We've got Supervisory Skills Training – which keeps supervisors up to date on the latest techniques and skills. Leadership development at this higher level will be another component. And we ultimately anticipate focusing on individual contributors – non-supervisory employees – who can develop career plans and get the support of the business they need. This could involve external or internal education, or job rotations. Over time, we expect to

move people at all levels around the organization more than we have in the past because they'll gain experience that'll be valuable for the individuals and the company.

What can an individual employee do to increase his or her chances of being among the selected group?

First of all, performance is key. It's the single biggest driver behind people's ability to progress through the organization. The selection process is still being refined – the executive staff is still working this issue. We should know within a few weeks how it will work. But the fact remains — the best way

people can help themselves get into this kind of program will be to perform. We'll always be looking for the high performers with potential. And we'll look at people who want to get out of their current assignments and do different things in areas outside of their areas of expertise. We'll try to get people experiences that will help their overall careers. Some participants may work on special projects for VPs, form a small team and attack a problem for a month or two – real problems, real day-to-day business issues.

The staff has spent some significant time the past year improving our understanding of the leadership development concept. We've had speakers who are experts in the area share their views with us and have developed a list of the competencies we believe are essential for leaders to have in order to be successful at Electric Boat in the future. This is an ambitious program — but one we as a staff believe is essential for EB's future success. ■

Classified

APPLIANCES

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

REFRIGERATOR - 18 cubic feet, Admiral brand.; \$30. 464-1384.

AUTO/TRUCKS

BMW 320i, 1981 - 2 door Sedan, running condition; registered, maintenance records available; needs work, best offer, as-is. 446-1095.

GEO PRIZM, 1995 - a/c, 4 door, clean, well-maintained, one owner, 83k; \$3,900. 536-8974.

FORD F160 XLT 4WD, 1988 - Supercab 351 V8 black diamond plate box, stainless exhaust, 125k; \$2,500. 886-2838.

HONDA PRELUDE, 1985 - very good condition, 107k, 30 mpg, manual 5 speed, a/c, am/fm/cass, power moon roof; \$1,500. 440-0851 TF after 6:30 p.m.

HONDA PRELUDE, 1987 - red, 4 cylinder, 5 speed, sunroof, a/c, am/fm stereo/cass, new 50k radials, 168k, runs great, good work or school car; \$2,700. 884-6105 leave message.

LINCOLN CONTINENTAL, 1994 - forest green with gold pkg., tan leather interior, all power, glass moon roof, 64k, great condition; \$8,000. 443-7148.

MERCEDES 320E, 2000 - 20k, excellent condition; \$40,000. 443-1856.

MERCURY GRAND MARQUIS, 1989 - 4 door sedan, V8, 99k. Needs some work, priced accordingly; \$1,000 or best offer. 848-8943.

PONTIAC SUNFIRE, 1996 - 2 door coupe, dark red, 5 speed, 84k, a/c, am/fm/cass. Rear spoiler. new alternator, very good condition; \$6,000. 599-0986, leave message.

SAAB CONVERTIBLE 900SE, 1995 - V6, 103k, excellent condition; \$10,000. 443-1856.

VW JETTA GLX, 1996 - 5 speed, fully loaded, black w/black leather, 6 disc cd, alarm, abs brakes, bbs rims, spoiler & more, 1 owner, all records; \$7,500. 889-4296.

AUTO PARTS

FIRESTONE RESPONSETIRES - (2), mounted on rims, P195/75R14, fits Dodge/Chrysler/Plymouth minivans, excellent condition; \$50 for the pair or best offer. 572-9936.

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, too short for my trailer. 376-2076.

TRUCK CAP - fiberglass by American, 60 1/2" x 74" fits Chevy S-10 standard bed. Dark green, tinted glass, sliding side & front windows: \$300. 442-5253.

BOATS

O'DAY, 1977 - 25 sailboat, 9.9 OB electric start, 1996, RF, new interior, in water, ready to go; \$4,200. 691-1735 after 5 p.m.

COMPUTERS

HARMON KARDON COMPUTER SPEAKERS - HK-695 with subwoofer, brand new, still in the box; \$75. 447-3834 after 5 p.m.

FURNITURE

COMPUTERTABLE - metal on wheels that can be locked; \$10. 464-1384.

ROCKING CHAIR - pressed back solid oak with cane seat; \$900 new, asking \$400. 447-3834 after 5 p.m.

MISCELLANEOUS

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

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

BLUE WILLOW DINNER PLATES made in England, Diamond Point vase, Lusterware tea pot, Fenton glass basket, portable typewriter, Fostoria glassware, pink glass cake dish, crutches. 401-596-5788.

DINING ROOM CHANDELIER - antique brass and glass hexagonal shape, 21" diameter, six candleabra bulbs plus center downlight; \$100. 464-2244.

GOLF CLUBS - Cobra Irons 4-PW, SW, Graphite shafts; \$275, Callaway Hawkeye driver; \$175, all in good condition. 349-9130.

JAFRA PRODUCTS - assorted makeup, skin care, body care, women's fragrance and men's cologne items on sale. Overstocked and must clear inventory for new product line. 230-0628 after 5 p.m.

KITCHENTABLE - oak, oval with 4 chairs 40" x 40"; with two leaves, measures 40 x 60"; \$325. 442-3983

PLAYSTATION - PS1 one controller, 2x memory card and NWE games, Tekken3, Nascar 99, etc. All for \$125. 886-2838.

RIDING LAWNMOWER - 30 inch, 8 hp, new carburetor & battery, comes with filters, sparkplugs & extra blades; \$400 or best offer. 464-8298.

ROOM DIVIDER - teak wood, black background with oriental hand-carved design; \$200. 442-3983

SEGA GENESIS - 2 controllers and 4 games, good condition and in fine working order; \$75. 401-295-5110.

SONY PLAYSTATION - one for sale, with controller. Good condition and in fine working order; \$75. 401-295-5110.

YAMAHA DRUM MACHINE - RX11; \$75, stationary bike; \$10. 401-783-1273.

MOTORCYCLES

HONDA SUPERHAWK 1000F SPORTBIKE, 1998 - liquid cooled v-twin 1000cc motor, 8.5k, red, lower fairing, exhaust system, excellent condition; \$6,500. 401-596-0981.

REAL ESTATE

LONGBOAT KEY, FL - for rent, 2B/2B condo, washer/dryer, cable & carport, on canal, next to park, 5 min to semi-private beach. \$500/week - \$1600/mon. 401-783-1273.

RENTAL

BOAT SLIP - up to 45+ foot, Ferryslip Marina, New London, easy access to Long Island Sound, great amenities, 447-0428.

WANTED

BOATTRAILER - looking for trailer to tow an approximately 14-foot rowboat (with motor). 739-9574 ask for John.

BICYCLE ROOF RACK for two bikes, old Volkswagen parts bugs, Ghias, old buses, any condition. Small computer desk and a portable basketball hoop. Your junk may be my treasure. 334-4353 leave message.

Service Awards

45 years

452 Raymond M. Sabetta

40 years

227 Frederick L. Greene Jr
330 Andrew L. Cardente
355 Francis W. Jutkiewicz
413 Thomas P. Albamonti
423 Phillip H. Taber
459 Allen J. Whewell
460 Norbert M. Trasko

35 years

252 Michael A. Rourke
274 Richard B. Steele
445 Daniel B. Dzioba
462 John J. McCann
935 Ronald P. Fullam

30 years

252 Edward L. Delaney
Clinton Harris
272 William H. Marsden
355 George D. Duryea III
408 Paula F. Stauffer
431 Frank H. Toscano Jr
463 David L. Jordan
495 Bruce R. Rose

25 years

100 James E. Humphrey
Robert W. Malinowski
226 Lionel E. Daniels
Michael A. Fusaro
Robert S. Stone
242 Merrill A. Beckwith
Alexander H. Edgar
Michael L. Fowler
Ronald J. Labrecque
Leo E. Niskanen
James E. Smith Jr
Daniel L. Touchette
243 Donald R. Gotto
John J. LaChance Jr
Peter J. Pamisano
251 Mark S. Gaynor
252 Francis E. Kay Jr
William A. Powers
272 Matthew D. Lincoln
330 William J. Converse
341 Richard J. Jones
355 Douglas R. Bourque
Ian A. Mac Crae
Garry W. Niles
400 Patricia A. Tetreault
405 Thomas C. Rando
411 Daniel C. Casale
Robert W. Lytle Jr
425 Glen S. Murphy
429 David G. Dunn
424 Peter J. Gauthier
431 Joseph F. Hildreth Jr
434 Frank E. Roseman
436 John M. Barr
Thomas A. Stachelek
David M. Zinewicz
445 William J. Scott
452 Ronald A. Lastella
459 Martin Altbergs
Herman J. Jessen
Paul J. Macari
David A. White
Frank A. Woods
462 David I. Wiles
496 Michael J. Coombs
Robert J. Hartley
501 Joseph E. Budrick
John E. Majchrzak

25 years

505 Robert J. Johnson
507 Deborah K. Goode
551 Tracy S. Coleda
629 Christopher M. Lane
691 Rosemarie E. Fogarty
901 Clayton R. Eva
John A. Menzies
Carl R. Olson
Donald A. Roberts
Fernando M. Silveira
902 Donald R. Griffith
Michael T. Thibeault
903 Richard R. Comeau
904 Earl F. Fenn Jr
Wendy L. Foley
John J. Gobell
George B. Hopkins
John J. Iannetta
Edward C. James III
Harry J. Kershaw
Richard A. Ladyga
James W. Livesey
Roland W. Roderick
Henry Sardinha Jr
Gary E. Sharp
William A. Simonelli
Sidney F. Tucker III
911 Edward R. Campbell Jr
Donna M. Farrea
Alan L. Lamake
Daniel T. Major
Steven Montecalvo
Michael J. Wojtyszyn
915 Kenneth P. Allen
Roland L. Audet
Anthony A. Bettez
Michael J. Carroll
Patrice M. Glaspie
Charles S. Jammett
Michael S. Juszczak
Robert C. Marshall
Joseph E. Paquin
William L. Turner
Martin K. Williamson
924 James L. Saracco
Dennis N. Worster
950 Francis T. McGinn
957 Paul R. Metro
962 David E. Palmer

20 years

100 Stephen B. Couch
226 John G. Elias
229 Jeffrey A. Myshka
241 Alan E. Haroskewicz
Christopher G. Stewart
Martin G. West
242 Steven P. Sorrento
243 Peter A. Comforti Jr
James J. Kincade
James A. Roberts
275 Fredrick Barth
330 Carmine A. De Stefano
333 Matthew F. Leonard
341 Brenda J. Hoffman
Walter W. Lamb II
355 Dean G. Bodington
William J. Lord Jr
411 Michael V. Parulis
447 Richard A. Slocum Jr
449 Mark R. Brenek
452 Michael J. Sherman
453 William G. Maychek
455 Carrie D. Pfeiffer
456 Frank J. Sanzi
459 Thomas A. Fawthrop
Roger F. Frantz
James Lubinski
Gary D. Maheu
Douglas D. Nielsen
Guy E. St. George
472 Johnny Matias
477 Bernard G. Pothier
660 Marc C. Carey
663 Raymond G. D'Andrea
791 Mark S. Douton
902 Paul A. Laramée
911 Paul D. Swanson
915 Gregory C.
Archambault
Charles A. Brown
Brian A. Derocher
Kenneth A. Palmer Jr
Patrick J. Stands
957 Michael L. Hall
Eric J. Kopel

EB Employees Find And Equip Snow Removal Trucks

from page 5

ers and snow brooms – from the old trucks and installing them on the new. Then came the task of modifying the trucks and equipment so the spreaders would operate based on the engine rpm, not the transmission rpm as on the older trucks.

“It’s one thing to take on a job and transfer all the stuff,” said Castle, “but it’s another thing to do it better. It’s definitely going to be better.”

The changes didn’t come easily, the employees said, mainly because this type of truck engine had never been modified in this fashion, so finding the parts became a huge challenge, as did installing them.

“I knew we could do it,” said Rizzo, who called this “one of the bigger jobs” he had

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been involved with at EB.

And now that the employees have figured it all out and finished equipping both trucks, outside vendors have been asking to come in and take a look because, as Barney explained, they’re fascinated at the improvements the EB employees were able to make to the trucks.

“The outside vendors just couldn’t figure out how to do the job that our employees did,” he said. “They were just fascinated.”

