Electric Boat wins corporate manufacturing award for reducing submarine construction costs

Electric Boat employees recently traveled to Tampa, Fla., to accept a General Dynamics Manufacturing Excellence Award. In the front row of the photo are from left, Deneen Thaxton, Sean Davies, Devin Xenelis, GD Chairman and CEO Jay Johnson, Bob Barlow, Christine Coutant and Sharon Szelag. In the back row are from left, EB President John Casey, Dennis Stuligross, Gulfstream’s senior VP – Operations and the GD Manufacturing Council chairman, RC Miller, Mike Alu, Joe Walsh, Kristin Fletcher, Dave Fusaro, Pat Larkin, Steve D’Angelo and Ron Donovan.

STORY on page 2
EB WINS MANUFACTURING AWARD

G eneral Dynamics has presented an Electric Boat team with a Manufacturing Excellence Award for significantly reducing Virginia-class submarine construction costs.

Specifically, the award recognized a continuous-improvement strategy developed by Groton Operations management for the final assembly process on Virginia-class ships. The results of this strategy are embodied in USS Missouri (SSN-780), which required 800,000 fewer labor hours than USS Hawaii (SSN-776), and reduced the time span from first unit arrival to delivery from 194 weeks on Hawaii to 128 weeks on Missouri.

Led by Director of Operations Mike Alu, the Operations management team established a comprehensive approach to final assembly comprising several elements – continuous improvement, changes in management philosophy, productivity initiatives, an empowered work force and management team, and facility improvements.

This strategy relies on three key factors to succeed – committed leadership, the development of an organic continuous-improvement capability, and a clear organizational strategy.

The leadership initiative has flowed down throughout the Operations management team and is defined by these characteristics:

- Personal involvement and commitment
- Commitment of resources, personnel and capital
- Development and ongoing refinement of the Operations strategy
- Identification of long- and short-term goals and objectives
- Insistence on tangible results

The continuous-improvement piece of the strategy is based on the conviction that every member of the Operations organization has a responsibility to participate in improvement activities.

Additionally, all members of the senior Operations leadership team completed process-management training. Continuous-improvement goals were established for all trade superintendents, who disseminated these objectives throughout Operations.

To further support the continuous-improvement efforts, Lean Six Sigma Black Belts from Process Engineering were assigned to each trade, reporting to the superintendent. Acting as change leaders, these Belts work with employees and management on a daily basis, and facilitate project teams of empowered employees, capturing and acting upon employee ideas, and encouraging the expansion of a continuous-improvement culture at the deckplate level.

The third key factor underlying the successful continuous-improvement effort was the development of a clear Operations vision – enabling the Trades to achieve non-stop execution of work by removing obstacles encountered by employees and foremen.

In support of this vision, a number of facility improvements were made – notably the $19.2 million Building 260 project. These improvements have improved efficiency by bringing the people and required materials to the work site.

Altogether, more than 350 continuous-improvement projects have been identified and initiated since the overall improvement strategy was introduced. These include 130 projects already implemented and 75 currently under way.

McBRIE HELPS KICK OFF R.I. BREAST CANCER CAMPAIGN

F or years, Rose McBride, senior assistant general counsel at Electric Boat, felt it was almost inevitable that she would develop breast cancer. She had a family history, she was over 50, and she had never had children – all risk factors.

And several years earlier, she had found a lump, though mammo-graphs showed it to be a benign cyst. What her medical team did not know was that it was masking a malignancy growing behind it, so she was at Stage 3, with nodal involvement, by the time it was found.

“But here I am, 14 months cancer-free,” McBride said with a smile, earning the first of several rounds of applause that interrupted her remarks at the kickoff of the American Cancer Society’s 2011 Making Strides Against Breast Cancer campaign in Rhode Island.

McBride spoke at the request of the Quonset Point Employee Community Services Association, which started supporting Making Strides in 1999, when 20 walkers raised $4,426. She also spent the first two years of her 28 years at EB at the Quonset Point site.

Today the group is a Flagship Partner, having raised more than $173,000 over the years, and doubling the number of walkers who take part. This year the employee group is gearing up for the walk on Sunday, Oct. 30, at Roger Williams Park in Providence.

“The progress that has been made over the years because of these types of events … is absolutely phenomenal,” said Dr. Gus Mannochia, chief medical officer at Blue Cross Blue Shield of Rhode Island. Today, the five-year survival rate for women with early detection is 98 percent, he noted.

Yet still, only about 50 percent of women get the appropriate screenings, and only 5 percent of health care dollars are spent on preventive care.

“How is that possible?” he asked the crowd.

McBride, who grew up in Providence and attended Providence College, was treated at the Breast Health Center at Women & Infants Hospital.

Perhaps the most important lesson that McBride said she has learned from her experience with an aggressive therapy that included surgery, chemotherapy and radiation, is this: “You do not take this journey alone.”

She had to line up rides between her home in Connecticut and Westerly, R.I. for her 12 weeks of chemotherapy. Within a week she had booked all the trips back and forth that she needed.

“The people at Electric Boat, in particular, have been fabulous,” McBride said, explaining how they covered for her when she had to take time off for the treatments. Even strangers on the street provided support during her struggle. One day she, wearing a bandana on her bald head, was at the supermarket and a young woman walked up and asked how she was feeling. The woman had concluded her chemotherapy six months earlier, and they had a long and supportive chat in the checkout line.

“I never saw such an outpouring of desire to help from family and friends,” McBride said. “It has been heartwarming and life altering to feel the kindness and love I have felt after going through what I have gone through.”

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WELCOME TO ELECTRIC BOAT

PLEASE HELP WELCOME THE FOLLOWING EMPLOYEES, WHO HAVE RECENTLY JOINED THE COMPANY

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NAVY RECOGNIZES ELECTRIC BOAT FOR SUPPORT OF GUARD AND RESERVE EMPLOYEES

Vice Adm. Dirk J. Debbink, chief of Navy Reserve, recently sent a letter to Electric Boat President John P. Casey in recognition of Employer Appreciation Month. “Our Navy recognizes the sacrifices that you as an employer make to enable our Navy Reserve Sailors to perform their duty in support of Navy operations around the globe,” said Debbink.

Casey accepted the letter on behalf of the men and women of Electric Boat, who quietly take on extra duties while their Reservist and Guard co-workers are called to active duty, support them while they are gone and welcome them back when their tours are complete. There are 45 company employees who are members of the Guard or Reserve, including 16 Navy reserves.

In addition, Casey said, Employer Appreciation Month is an opportunity for employees to reflect on the contributions the Reservists and Guard members at Electric Boat make to the nation’s military preparedness.

While serving their country at their full-time jobs – helping build the world’s most advanced submarine force – members of the Guard and Reserve at EB dedicate additional weeks each year to intensive training. When needed, they help provide the U.S. military with a force-multiplying Reserve element, at times spending more than a year away from their families, co-workers and jobs.

“Over the last 10 years in particular the Guard and Reserve have shown repeatedly they can respond to any situation with courage and military professionalism,” Casey said. “We should all be proud to work alongside these patriotic Americans, who contribute so much to our nation’s security.”
I think our ears are often overlooked. Perhaps it’s due to their geography. They receive less attention than the eyes, nose and mouth. With them positioned on the side, I guess it’s easy to neglect them. Maybe that’s why we don’t protect them as well as our other structures or seek medical attention as early as we should. If you’ve ever had an ear infection, I don’t need to tell you just how much pain an ear can generate. Yet many acute or chronic ear disorders are not painful and many of us will ignore the symptoms or mistakenly believe that they don’t pose any threat to our hearing or health.

Let’s spend a few moments reviewing some of the conditions that occur fairly frequently and require medical attention.

External Otitis

This is commonly known as swimmer’s ear. It can be associated with sudden pain or swelling in your outer ear canals. The pain associated with this infection is intense, made worse if you pull or try to manipulate the outer ear. Occasionally, itching is also present. Possibly caused by built-up wax or swimming, this condition usually affects one side rather than both. If you use Q-tips or your fingers inside your ears to scratch them, you may make yourself prone to this infection. Sometimes with this infection, fungus and pus may be present in the ear canal. Medical treatment is needed as well as preventive strategies to reduce the chance of recurrence.

Otitis Media

This is commonly known as an ear infection – the one we associate with small children. Fluid can build up behind the eardrum, although it does not necessarily mean the middle ear space will become infected. The fluid may dull or block your hearing but doesn’t always cause pain until infection ensues. A middle ear infection can cause fever, pain and a sudden loss of hearing. If left untreated, this infection can result in more serious middle ear problems such as erosion of the fragile bones or other delicate structures. If the pressure builds, your eardrum can rupture. If you think you have fluid or an infection in this part of your ear, you should seek treatment right away.

Eustachian Tube Dysfunction

This is another term for pressure buildup in your ear and occurs when you are unable to balance the pressure inside your ear with the normal pressure outside your ear. Many of us have experienced it during an aircraft descent. It usually is associated with nasal conditions such as a cold, allergies, or sinusitis – anything that causes swelling of the soft tissue in the nose or secretions that drip down the back of your throat. It can be asymptomatic or associated with pain, loss of hearing and a blocked feeling in your ear(s). If you give it enough time, it should clear up on its own especially when the accompanying nasal disorder resolves. If the condition persists for more than a couple of days or is painful, you should see your doctor.

Tinnitus

This condition is also known as ringing in your ears, and may or may not be caused by a medical problem within the ear. It is frequently associated with hearing loss. If the tinnitus has a sudden onset or is only on one side, obtain a medical appointment. Treatments vary depending on the cause of the tinnitus.

Vertigo or Dizziness

Whenever you have symptoms of imbalance, you should seek out medical care immediately. Vertigo causes a sensation of spinning; dizziness refers to the sensation of light-headedness or imbalance. Sudden onset of severe vertigo or dizziness can be a symptom of a serious medical condition that may be occurring in your ears or another part of your body.

Meniere’s Disease

This disorder occurs at any age, affects men and women equally and has a triad of symptoms – vertigo, tinnitus and hearing loss. The vertigo may be intense enough to prevent sufferers from performing many daily living activities. Tinnitus and hearing loss occur on the same side. The hearing loss is distinctive as it occurs in the lower frequencies rather than the higher frequency hearing loss we experience as we age. Symptoms include a sensation of a full or pressured feeling on the affected side, which may be mild over a long period of time, or appear suddenly. In rare cases, both ears are affected. Although the low
Meniere’s Disease
Tinnitus

the condition persists for more than a couple of days. If your tinnitus
is caught and treated early. There is a high success rate with medical intervention when the disease is caught and treated early.

Ear Infection/Labyrinthitis
This condition may be bacterial or viral. The symptoms are difficult to ignore and medical evaluation should not be delayed. The viral form lasts one to two weeks but may result in the same damage as the bacterial form. Both forms can cause tinnitus, fever, vision disturbances, and headache. Without treatment the labirynthitis causes significant vertigo, which may result in nausea and vomiting. If medical treatment is delayed the individual can suffer significant permanent sensorineural (nerve-related) hearing loss.

Otosclerosis
Otosclerosis is a bony calcium type growth of the three small bones (ossicles) in the middle ear. It may be caused by a genetic disorder. It is most common in Caucasians and females, especially between the ages of 20 and 30. The disease is thought to become more active during pregnancy. Despite the slow degenerative nature of this disease, many elderly people wrongly attribute the worsening of their hearing to aging. They don’t realize that this type of loss is not always related to the hearing nerves but rather a loss of the conducted sound wave. As the sound wave enters the ear canal and impacts the ossicles, the calcium buildup doesn’t allow them to vibrate as they should, resulting in the hearing loss. The treatment for otosclerosis may be surgery (possibly with a prosthetic device) or chemical treatments, or a combination of the two. There is a high success rate with medical intervention when the disease is caught and treated early.

Now Hear This
Remember, your medical professionals are equipped to both diagnose and treat all kinds of ear-related disorders. Never put off a medical appointment concerning your ears. Treatment delay can result in permanent damage to your hearing or other structures in your ears.

One thing that we can all do to prevent noise-induced hearing loss is to wear the proper hearing protection both at home and work.

If you have any questions regarding your ears or hearing, please contact me at 860-433-6107 (Hearing Department) or 860-433-3470 (Yard Hospital). We have a diverse and knowledgeable staff here at the Yard Hospital to guide you to the appropriate care and consultations.

Acoustic Neuroma
This is a non-cancerous growth on the 8th cranial – the auditory nerve attached directly to the brain. Acoustic Neuromas are rare yet occur at any age; they are easily diagnosed with the properly administered tests. Typically they are on one side and result in hearing loss, tinnitus, vertigo or dizziness. The ear will have a full or stuffed feeling. As the tumor grows in size, the hearing loss and other symptoms worsen. Early diagnosis and treatment can help slow the growth of the tumor. Typically your physician will monitor the growth of the tumor and suggest treatment to control symptoms. When removal is required, complete loss of hearing occurs on the affected side. Thus, early evaluation and treatment are paramount in management of this condition.

Inner Ear Infection/Labyrinthitis
This condition may be bacterial or viral. The symptoms are difficult to ignore and medical evaluation should not be delayed. The viral form lasts one to two weeks but may result in the same damage as the bacterial form. Both forms can cause tinnitus, fever, vision disturbances, and headache. Without treatment the labirynthitis causes significant vertigo, which may result in nausea and vomiting. If medical treatment is delayed the individual can suffer significant permanent sensorineural (nerve-related) hearing loss.
Electric Boat Receives $41 M for Submarine Support and Common Missile Compartment Development

Electric Boat received two U.S. Navy contract modifications with a combined value of $41 million to continue development of the Common Missile Compartment for the next-generation strategic deterrent submarine and to support nuclear-submarine maintenance work.

Under the first contract modification, Electric Boat will procure, manufacture and test prototype material and equipment to be used in the production of the Common Missile Compartment for the United Kingdom’s Successor ballistic-missile submarine and the United States’ Ohio replacement submarine. The $16.1 million award modifies a $76 million contract announced in December 2008 for engineering, technical services, concept studies and design of a Common Missile Compartment for the next-generation ballistic missile submarines being developed by the Royal Navy and the U.S. Navy. The overall contract has a potential value of more than $671 million.

Under the second contract modification, valued at $24.9 million, Electric Boat will continue to operate the Nuclear Regional Maintenance Department (NRMD) at the naval submarine base in Groton, Conn. The company will provide project management, planning, training and radiological-control services to support maintenance, modernization and repairs. A core group of about 25 Electric Boat employees is assigned to the NRMD, with surge groups of up to 100 shipyard employees assigned for short periods. Awarded in 2009, this three-year contract has a total value of $78 million.

Electric Boat Awarded Aircraft Carrier Repair Work

Electric Boat has landed a $16.6 million U.S. Navy contract to support nuclear aircraft carrier repair work at Norfolk Naval Shipyard in Portsmouth, Va.

Under the terms of the contract, Electric Boat will provide about 100 skilled trades workers to perform maintenance and repair work on USS Truman (CVN-75) and USS George H. W. Bush (CVN-77).

This contract will engage Electric Boat’s operations and support organization in Groton, which comprises more than 4,100 employees with proven skills and capabilities in final assembly, test and life-cycle support.

BIW Awarded $111 Million for DDG-1001 and DDG-1002 Advanced Material Procurement and Support

The U.S. Navy has awarded Bath Iron Works a $110.8 million modification to a previously awarded contract for long-lead construction for DDG-1001, procurement of long-lead-time material for DDG-1002 and engineering, production and support services. The original contract was awarded in February 2008. Work encompassed by this modification is expected to be completed by October 2011.

BIW President Jeff Geiger said, “This award is another indication of the Navy’s commitment to the DDG-1000 program and its confidence in our ability to efficiently construct and deliver all three ships of the Zumwalt Class. We are making good progress on the lead ship, Zumwalt (DDG-1000), which is approximately 50 percent complete, and this modification enables us to keep our workforce engaged and build momentum on the two remaining ships in the class.”

NASSCO Selected to Renovate and Modernize USS Harpers Ferry

NASSCO has received $24.4 million in contract modifications from the U.S. Navy to support an extensive renovation and modernization of the USS Harpers Ferry (LSD-49), including alterations and repairs, as part of the fiscal year 2011 Extended Docking Phased Maintenance Availability. The company will also inspect and test all of the ship’s systems and components.

The awards constitute a portion of the work to be accomplished during this availability. The full value of the contract is anticipated to reach approximately $100 million. This work will engage NASSCO’s ship repair organization, which comprises more than 750 employees. Possessing proven technical capabilities, these employees work on all facets of surface ship repair. Work is expected to be completed by July 2012.

NASSCO leads the repair and maintenance work conducted aboard all San Diego homeported LSD, LHA and LHD-class amphibious assault ships and FFG 7-class frigates. In 2011, this work will include major overhauls and upgrades to the USS Harpers Ferry (LSD-49), USS Bonhomme Richard (LHD-6), USS Rushmore (LSD-47) and numerous upkeep availabilities on the U.S. Navy ships homeported in San Diego.
SERVICE AWARDS

40 Years
251 Bernard F. Payne
417 Diane L. Amburn
447 Paul F. Bergel Jr.
452 Richard W. Partelo
456 James K. Procious
604 Burton F. Gischner

35 Years
100 Philip D. Lee
100 David W. Paradis
226 John W. MacGregor
229 Robert F. Burke
230 William D. Steele
242 George G. Leiper Jr.
252 Chester J. Drong
333 Carol A. Rondeau
425 Shirley M. Lemay
452 Karen S. Oddo
507 Stanley W. Kondratowicz
626 Sharon A. Rathbone
795 Bruce E. Sullivan
902 Oscar S. Butler Jr.
904 Michael C. Morrison
904 Terrence Slattery
915 Mark E. Simonds
921 George D. Vincent
950 Steven A. Woolley
957 Barbara A. Betley

30 Years
242 Samuel Rios
243 Edward J. Donat
252 David B. Lacoss
252 Frank R. Tagliatela
274 Melvin L. Daniels
448 Michael A. Trask
452 Karen S. Oddo
452 Athan E. Tasoulas
459 Roderick D. Ford
507 Stanely W. Kondratowicz
604 Burton F. Gischner

25 Years
210 Tammy L. Young
242 Gary C. Holloway
242 Bradley J. Wood
243 David B. Crowley
429 Steve A. Valach
447 Laurie L. Stevens
452 Shawna M. Zito-Hannan
459 Gary A. Riebesehl
462 Alec C. Allison
462 Joselito D. Argarin
663 Kathleen R. Szarzynski
797 Thomas B. Christiansen
915 Donald J. Oldroyd
924 Matthew Williams
962 Vincent Arakelian
962 John Santos

20 Years
226 William M. Muscella
241 James T. Laird
241 Edward J. Schute
274 Brian M. Hubbard
429 David P. Marcoux
452 Steven J. Smith
459 Barry D. Fernandez

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 you weren’t, please keep this self-assessment for future reference.

Remember – When in doubt, always ask.

Electric Boat 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 770-613-6315 for international callers. Online access to the Hotline is available to anyone at www.gd.ethicspoint.com.

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ELECTRIC BOAT SAFETY PERFORMANCE
YEAR TO DATE JULY 2011

- Recordable Injury Rate (RIR) Goal: 6.06
- Lost Workday Injury Rate (LWIR) Goal: 1.60
- Severity (SEV) Goal: 82.40

YTD:
- Recordable Injury Rate: 5.11
- Lost Workday Injury Rate: 1.75
- Severity: 55.70