



From left, Kelly Dora (244) examines a broken fire extinguisher and Bernard Ball (227) a broken grinder wheel, two of the props used as part of Electric Boat's new safety awareness mockup in Building 16J. At lower right is a makeshift dummy, another prop created for the mockup. See story, page 3.

Safety At Electric Boat: Getting Better Year By Year

Electric Boat's drive to make the workplace safer kept rolling in the right direction in 2002, with a 10 percent improvement in safety performance.

That's a continuation of a five-year trend that has seen the injury rate across the company drop from 34% from 3.2 in 1998 to 2.1 last year. According to Chief of Safety Dave Crowell, the measurement tool used – the lost workday injury rate – records the number of injuries per 100 employees that resulted at least one day out of work. (See Quonset Point safety story, page 4)

Crowell attributes EB's continuing improvement in safety performance to three primary factors – management support, accountability and employee involvement.

"Management has established safety as the company's number-one priority," he said. "Support comes right from the top."

Noting that in the past, safety was sometimes looked upon as a concern only of the safety department, Crowell said that accountability has been pushed down to the level of first-line supervisors. "We measure their safety performance and that's a significant factor in their annual performance

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The President's Corner

Mike Toner, President, Electric Boat

At Electric Boat – where challenge is the name of the game – we seem to kick off every year with a list of serious issues to attack and resolve. This year will be the same – only more so.

One of the messages we've communicated over the last few years has focused on a particular challenge – the changing nature of our business. We've worked hard to explain the new realities of the submarine industry as well the need for us to adapt to these conditions. We've done a good job at this, and I appreciate what each of you has done to help Electric Boat succeed. In 2003, we're going to need that level of effort and more.

Here's where we are. With the anticipated rate of submarine procurement, EB cannot limit itself to design and construction activities. We have to take on more work, which is going to come specifically from an increase in our overhaul and repair business, and the SSGN conversion program.

In other words, we have to manage four lines of business and perform at our usual high levels in each of them. Let me take a moment to touch on each of these areas and what's going to be expected of us.

■ In Innovation, we're on schedule to complete the design and engineering work that supports the conversion of four Trident SSBNs to SSGN configuration, and then begin ripouts and other preparatory work for the conversions.

■ On the new construction side of the business, we'll set the stage for the delivery of two ships in 2004 – the Virginia (SSN-774) and the Jimmy Carter (SSN-23). Obviously, these are major events, especially since we haven't delivered a submarine



to the Navy since the Connecticut (SSN-22) in 1998. I'm happy to report that we're on track to deliver Virginia a month early, the first time a lead warship has been finished ahead of schedule in decades. We haven't done it yet, but I'm confident we will, and when we do it will be a significant accomplishment. What we've achieved with the design/build process on the Jimmy Carter and the MMP has been nothing short of extraordinary. We've got to ensure that we continue to perform well on this one-of-a-kind project.

■ The expansion of Electric Boat's presence in the submarine overhaul and repair arena will assist the Navy in meeting its maintenance requirements. With the significance of submarines to our national defense, it has become essential that these ships adhere to their repair schedules and return to sea as soon as possible to perform their missions. Additionally, this work will assist in maintaining our construction workforce.

We're working closely now with the Navy shipyards on submarine repairs, with the goal of blending our work practices to the point where it's as easy for the Navy to have work performed at EB as it is at the public yards. We're also benefiting from lessons learned at Portsmouth Naval Shipyard as we plan for the depot maintenance period on USS Springfield (SSN-761) in

the spring of '04. This extended overhaul and repair period will be the largest and most complex maintenance activity we've been engaged in for years, and we must get it right.

■ The conversion of the first four Tridents to SSGN configuration is the fourth line of business we'll be managing this year. While the design work is Groton-based, the actual conversions will take place at Norfolk Naval Shipyard in Virginia and Puget Sound Naval Shipyard in Washington. It is anticipated that we will receive a contract to manage these conversions, which will require significant numbers of EB employees to work at off-site locations for extended time periods. Our challenge is to ensure that these road jobs and the related employee relocations are handled so that they represent a win-win for our people, our company and the customer.

In very broad terms, these are the major issues we'll be confronting this year. Resolving them will demand our skill, brains and commitment, all of which we have in ample supply at Electric Boat. I'm excited about what we can achieve this year, and know I can count on your help so that we will succeed. ♦

Safety Lessons Learned From Mockup Are The Real Deal

A Disney World ride it isn't, but a new safety awareness mockup developed by a group of Electric Boat tradespeople does feature its share of props, actors and surprise moments, all of which make for an effective lesson in do's and don'ts aboard a submarine.

Led by pipefitter-hanger Keith Glidden (243) and carpenter Tim Lloyd (252), the group developed the safety awareness program using the wooden Trident mockup in Building 16J.

Established at the suggestion of Area Superintendent Norm Tonucci (200), the group began its work by deciding what safety lessons needed to be emphasized. It then determined how each of those lessons could be conveyed to employees as part of an effective safety refresher. That's when the group hit on an idea: in addition to props, they could develop a series of scenarios that they'd perform as their fellow workers are paraded through the mockup.

"We decided to make things look as real as possible so we can get the point across," said Glidden. "It hasn't been easy, but we've hit upon a lot of things."

One "do" that the group emphasizes is that anyone entering a submarine should know the location of the nearest CasCon box, and how to quickly get out in case of an emergency.

"If there's a fire or the lights go off, can you get out? That's the most important thing," Glidden said.

The mockup features 12 different "safety stations," some with props alone and others with role-players. In one of the live-action scenarios, for instance, a grinder and a welder are working near each other, with a painter working right in between. "It's an obvious violation of safety rules,"

Glidden said. "You're not supposed to paint next to a welder and a grinder because sparks will ignite the paint. But it will get people's attention."

Lloyd said many of the safety scenarios were deliberately exaggerated. "They're stupid, but you remember stupid things."

He then stressed the importance of working safely and using the proper personal protective equipment.

"Also, if you see an unsafe area, please don't leave it unattended and walk away," Lloyd added. "Contact someone to correct the situation as soon as possible."

Lloyd's foreman, Sandy Knowles (252), said the company intends to walk every shipyard employee through the safety mockup over the next few months, with the new hires going first and more seasoned employees coming later.

Though the mockup contains more hazards than would ever realistically be found in one place, the idea is to remind

employees what they should be looking for, especially aboard a submarine.

"Bad things can happen from one little mistake," said Glidden. "If we can eliminate all these little mistakes, we'd probably save somebody's life someday. That's what this is all about – saving somebody's life."

Besides Glidden and Lloyd, the safety mockup group includes Bernard Ball (227); Dennis Chappelle (229); John Henry Peabody and Robin Vuto (both of 252); Marci Hanson (241); Kelly Dora and Rene Laguerre (both of 244), Robert Johansen, Mike Adams and George Turner (all of 242); John Gifford (501); Peter Barnes (272); Scott Kilgus, Bob Douchette and Mark Perkins (all of 251); and Keith Hall and Dan McGuire (both of 226). ❖

The company intends to walk every shipyard employee through the safety mockup over the next few months, with the new hires going first and more seasoned employees coming later.

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Quonset Point Supervisors Learn Safety Training

Quonset Point

Health and safety take on many different faces at Electric Boat. Hazards seem to exist at every corner and in every workplace – which is why an extensive health and safety program exists. To further enhance Quonset Point’s approach to safety, supervisors are currently participating in a course entitled “Trainer Course in Occupational Safety and Health Standards” conducted by the OSHA Institute Education Center in conjunction with Keene State College.

All supervisors are receiving classroom instruction on such safety topics as fire protection, emergency action plans, bloodborne pathogens, ergonomics and much more. It’s a comprehensive approach to learning about safety and how to teach it to others. The course is the kickoff to the 2003 safety program.

“We are always looking for methods that will help us create and maintain a safe work environment,” says Calvin McCoy, safety supervisor. “In order for us to achieve our goals, we have to provide our supervisors with the tools to properly address safety –

and this course does that.”

“The instruction has been great,” adds Patricia Johnson (915). “It’s a workshop-type atmosphere where everyone is encouraged to participate – and everyone does.”

The knowledge supervisors receive will directly affect the way safety is taught on the shop floor.

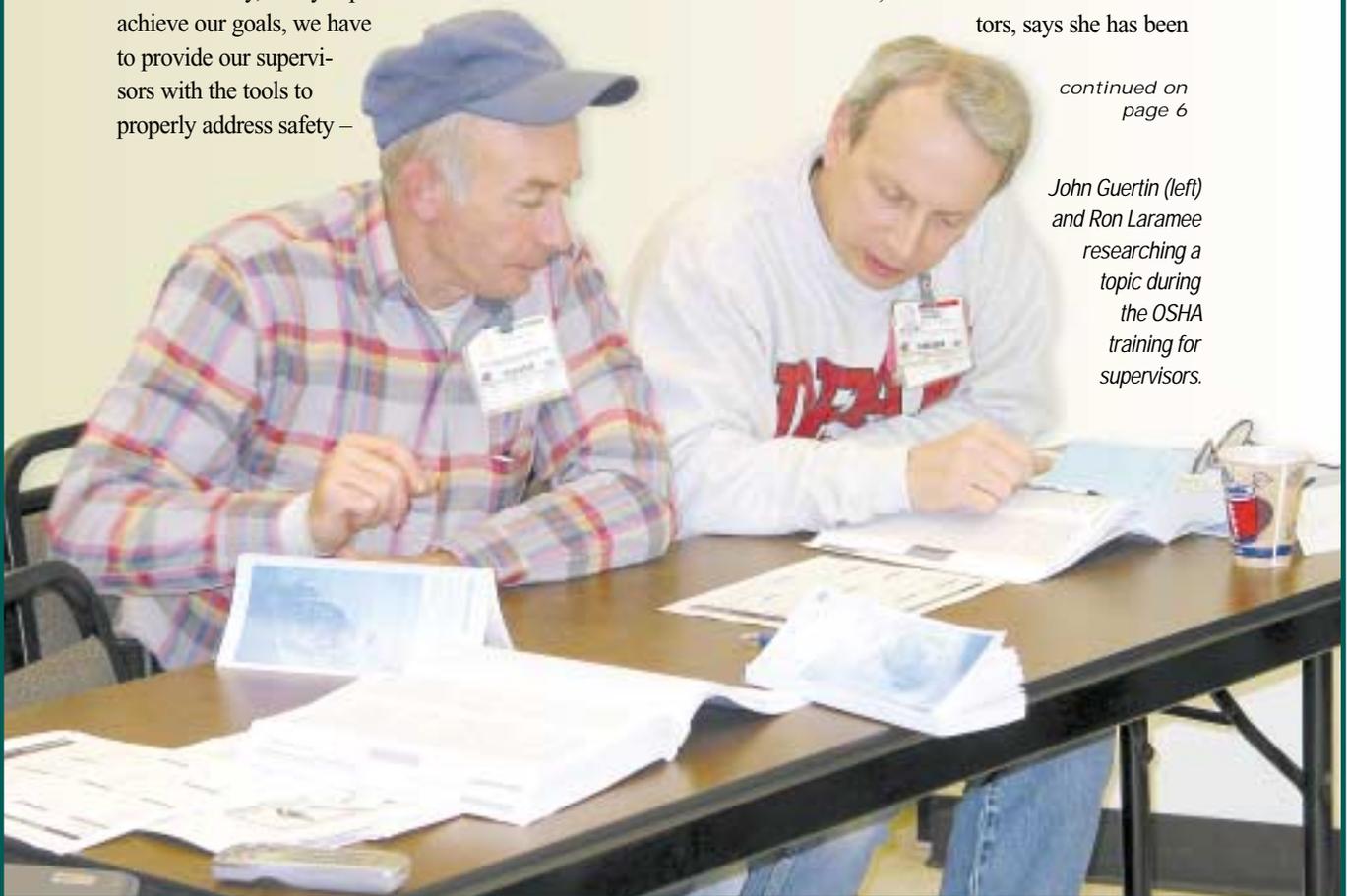
“I’m already thinking about how I’m going to apply the methods I’ve learned here with my crew,” says Johnson.

Supervisors attend class one day per week for five weeks. Upon completion of the program, supervisors will earn an OSHA (Occupational Safety & Health Administration) certificate. This certification authorizes them as trainers for OSHA in general safety and health. In addition to being able to train their respective crews, they are also qualified to teach anyone outside EB in general safety and health.

Martha Catevenis, one of the course’s two instructors, says she has been

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*John Guertin (left)
and Ron Laramie
researching a
topic during
the OSHA
training for
supervisors.*



At EB, Work Goes On Despite Holiday Shutdown

For many Electric Boat employees, the last week in December means just one thing: Shutdown!

But with two submarines nearing completion and countless other matters to attend to, the company couldn't allow the Groton shipyard to come to a grinding halt between Christmas and New Year's.

So with several hundred employees sacrificing quiet holiday time with friends and family, EB continued to make progress on SSN-23 and SSN-774, not to mention various accounting chores, snow removal, facility maintenance, security and fire protection and more.

"Well over 100 tradespeople and supervisors worked during the shutdown in support of some key tasks," said steel trades Superintendent Ron Donovan, adding the list included hull butt welding and installation of lead ballast on the Jimmy Carter (SSN-23), installation of sonar arrays on the Virginia (SSN-774), maintenance work on the USS Connecticut (SSN-22), and replacement of a crane hook on the Shippingport drydock at the Groton submarine base.

"This work period was successful due to the skills, abilities, pride and dedication of the men and women of EB," he continued. "It was a real pleasure to be a part of this cooperative team."

Stan Gwudz, area superintendent for SSN23, said the number of employees who volunteered to work during the shutdown was higher than anticipated, which helped contribute to the overall effort. "We maintained a very aggressive schedule," he said. "It goes to prove that when we really want to do something, we can do it. Everyone pulled together as a team."

Paul Laflamme, one of four carpenter foremen who worked the shutdown, credited not only their own crew – which numbered about 15 people daily – but also the other trades, namely transportation and riggers, who provided support to the carpenters for some of their work on SSN-23.

"Without them, we would've fallen on our fannies a bit," he said.

Facility maintenance crews and other personnel – construction mechanics, laborers, janitors, transportation and others – were also kept busy, thanks to some wintry weather over the holidays.

"The telephone rings Christmas Eve and my boss, with a chuckle in his voice, says, 'Merry Christmas. I know you're on vacation, but I'll see you tomorrow morning at 5,'" said Maintenance Supervisor Brent Cugini. "Thus begins the preparation for a winter storm.

"We all know it's part of our job to be here 24/7 when needed, but it shows our employees' dedication when they give up time with their families on Christmas Day to make this a safe shipyard for our fellow employees," Cugini continued.

Also kept busy during the shutdown were Material Control warehousemen, who processed 1,400 transactions; a handful of pipefitters and welders, who performed repairs to a leaking steam valve in the Building 260 utility tunnel; and the Accounting Department and Cash Management, who had to tackle the usual year-end closing of the books, payroll processing, vendor invoices and more.

"I was pleased with the dedication displayed by all those in Accounting who came in during the shutdown to ensure these critical year-end activities were performed," said Finance Director Carol Balerna, who counted 36 of her staffers among the shutdown work crew.

And of course, no one should forget EB's Security force, Fire Department, and heating plant and powerhouse crews, who are always here.

"During the shutdown, EB Security maintained a 24/7 watch over the entire facility," said John Swidrak (663), chief of security.

"The Fire Department was also on duty for the entire period, ensuring that those employees who were at work had the necessary medical and fire protection should the need arise.

"A special thanks goes out to all those dedicated employees who gave up time with their families during the holiday season," he said. 

Retirees

- 226 **Richard W. Green**
38 years
Shipfitter W/L
- 243 **James C. Randall**
27 years
Mfg Rep
- 252 **Walter Kachorowsky**
26 years
Carpenter 1/C
- 330 **Ronald F. Kiely**
36 years
Director Purchasing
- 333 **Robert H. Wade**
41 years
Warehouseman W/L
- 428 **Arthur J. Gilmore Jr**
41 years
Project Engineering Asst
- 449 **James R. Jenkins**
23 years
Engineering Asst Senior
- 452 **Gary J. Iannantuono**
39 years
Manager of Eng/Des Svcs
- 452 **Emery E. Reagan**
39 years
Design Supervisor
- 453 **Burton L. Dupaul Jr**
27 years
Mech Designer
- 621 **David L. Browning**
35 years
Accounting Asst
- 644 **Cecile A. Houston**
14 years
Sr Occup Nurse
- 699 **Timothy M. Crowley**
29 years
HRIS Sr Staff Specialist
- 702 **Richard P. Adams**
16 years
Principal Engineer
- 902 **William B. McNiff**
26 years
Install Tech III

EB Gives Turkeys, Cash To Food Bank

Flanked by frozen turkeys donated by Electric Boat employees, EB President Mike Toner presents a \$20,000 check to Gemma E. Moran, founder of the United Way/Labor Division Food Center in New London that bears her name. EB's donation to the food bank last month was its third annual holiday contribution to a charitable organization.



EB Improving Safety Every Year

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appraisal," he said.

In terms of employee involvement, Crowell described 2002 as a breakthrough year, with the establishment of the MTC/Operations Safety Committee. Composed of Director of Operations Mike Alu and the trade superintendents, and MTC President Ken DeLaCruz and the chief stewards, the committee meets monthly to work cooperatively on safety issues. The group is facilitated by Dr. Mark Sullivan, a UConn industrial health and safety professor.

Over the course of the year, said Crowell, the committee championed a back injury-prevention training program developed by the carpenters and worked with Labor Relations to institute a prescription safety glasses program. Essentially, everyone covered by the safety shoe program can receive a free pair of prescription safety glasses.

Additionally, the committee streamlined the accident investigation process, said Crowell. Now, after an accident or near miss, the affected employee, his or her supervisor, a safety representative, and an MTC safety committee representative meet together to investigate the cause and recommend remedies. In the past,

workers' compensation, the safety department and the individual department all might have conducted separate investigations.

Another initiative promoted by the committee was the safety mockup, a hazard awareness course developed by a group of hourly employees. (See related story, page 3.)

With the number of employees working at off-site locations on the rise, Crowell said, Electric Boat is working with the MTC and the Navy to ensure that company workers adhere to the same safety standards that they would at EB. "Our goal is to maintain the same level of safety that we have achieved at EB," he said. "The standards must be the same or better."

Crowell also gave credit for the 2002 safety results to the Environmental, Health and Safety Self Assessment. Under this four-year-old program, six teams of five volunteers divide the shipyard into areas and then identify all of the safety, health and environmental issues they find there. Last year, the MTC participated for the first time.

Lastly, he said, the company's safety improvement was helped by an incentive program that paid out \$200 to MTC members and first-line and area supervisors for exceeding safety goals during 2002. ♦

Safety Training

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impressed with the knowledge of health and safety at EB.

"Electric Boat already goes above and beyond in terms of health and safety," she says. "There is a lot of knowledge and experience in the classroom and they are genuinely excited about learning the new things I present."

The aim of the class is to build upon current knowledge, provide new knowledge and help students develop a passion for the subject matter. It's this passion that will enable each supervisor to develop his or her own creative methods in passing safety information to each crew member.

"Through this class, I see each supervisor developing a greater sense of confidence in dealing with health and safety," says McCoy. "Increased confidence in the subject will only create better opportunities of getting the message across – that health and safety are priority number one." ♦

EBAC Softball Team Repeats As Champions

Despite playing in two different leagues with two different rosters of players, the EBAC Varsity Softball Team has won back-to-back championships.

The team collected its first crown in the Groton Summer League in 2001, and then repeated its glory by taking the East Lyme Fall League championship in November 2002.

Team co-commissioner Harry Martinez (243) said his team was forced to switch leagues in '02 when the Groton league folded. Though the East Lyme league had an opening for the EBAC, all but eight of the players from the '01 team were unavailable, so Martinez and co-commissioner Steve Karavolis (453) had to field a mostly new group of players.

Once assembled, the '02 team got off to a bad start, losing four of its first five games. But a turnaround soon occurred, sparked by EB President Mike Toner's mistaken belief midway through the season that the team had already won the championship.

"He put the pressure on," said Martinez. "I went to the guys and said, 'Hey, he thinks we won two years in a row, so we have to do something.'"

"We can't have the company president being wrong, so we had to go out and win the championship," Martinez continued with a chuckle. After that, the team won nine of its last 12 games – including the playoffs – and indeed came out on top. Karavolis said both championship teams featured a cross-section of employees, all of whom worked together to win some tough games when it really counted.

Now with two consecutive championships, the EBAC team is looking forward to competing for a third, either in Groton – if that league resumes play in '03 – or in East Lyme.

"All those looking to play should keep an eye out for the EBAC monthly flier for tryout dates," Karavolis said. ♦



Above, the EBAC Varsity Softball Team for 2002 gathers for a group photo after a game. Front row from left are Mark Lonardelli, Nes Hernandez, Erik Donahue, Harry Martinez, Katlyn Charette (Joe Charette's daughter) and James Pilc; and back row from left are Ken Scronce, Jorge Rivera, Steve Karavolis, Scott Gruzaz, Joe Scott, Joe Charette, Joe Kiley and Robert Ridley. Missing from photo are Matt McArdle, Shaun Bailey, Bryan Kane, Jon Carr, Wayne Bliven, Mark Mingo, Gerhard Barron, Bryan Piacenza, Mike Lowry, Doug Shamblen and Stephen Moore.

Below, members of the EBAC Varsity Softball Team show off their 2001 championship jackets after receiving them from President Mike Toner, center. From left are Stephen Moore, Mark Grigg, Michael Lowry, Ronald Cedio, Michael Rourke, Herbert Pray Jr., Wayne Bliven, Toner, Jon Carr, Harry Martinez, Joe Kiley, Bryan Piacenza, Joshua Cummins, Doug Shamblen and Pete Giacobbe. Missing from photo are Steven Karavolis, Paul Lukas, David Bosse, Mark Lomasney, Stephen Juhnecicz, Robert Ridley, Peter Medas, Joseph Scott, Kenneth Scronce, Daniel Cintron and Steve Sorrento.





Dugan Shipway

With the leadership development program in full gear and a couple of months away from working with its first group of potential leaders, this would be a good time to review the principles of the program. What are they?

Casey: The basic principle of leadership development is to make sure that we take advantage of the precious opportunities we have to provide people with the right exposure and the right learning situations to create the leaders of the future.

Historically, there were so many opportunities for advancement that we could afford to let a natural-selection process to occur – almost an evolutionary, sink-or-swim process. Today we don't believe we have that luxury. The volume of work we anticipate requires us to make sure we're capitalizing on each and every development opportunity so that we have capable people ready for each leadership position that becomes available. That's the backdrop for the need for the program and its primary principle.

Shipway: If I could add something to that: Now that we're in a limited shipbuilding environment, our business is basically changing from one of delivering ships to one of delivering ships and also maintaining ships. Not just here in Groton, but at the submarine base and on the road. We've got a significant challenge over the next three to five years with the SSGN conversions, which will mean larger teams located for extended periods of time at both Puget Sound Naval Shipyard and Norfolk Naval Shipyard. We want to make sure we've got the right leadership in those sites as well.

The people who have been nominated are high-potential employees. How would you describe a high-potential leader? What are the characteristics you're looking for?

CASEY, SHIPWAY

Discuss Management Development at EB

Editor's note: For the last two years, EB President Mike Toner and his staff have been engaged in a long-term effort to provide the company with the leaders it will require and ensure that these men and women have the skills and experiences they will need to succeed. This month, the process to begin selecting the first group of future business leaders has begun. To find out more about this process and the overall leadership development program, EB News interviewed two vice presidents – Dugan Shipway and John Casey – who are members of the executive staff's Leadership Development Advisory Committee.



John Casey

Casey: The staff has gone through an extensive process, which has included a 360-degree review, a process in which your peers, subordinates and superiors comment on your performance. It's intended to gauge your technical or job-related expertise as well as the manner in which you treat people. So

one of the things we'll look at among potential business leaders is the style in which they manage folks and deal with others.

Shipway: We've had a lot of discussions about what a high-potential leader is. Primarily, that person must be performing at a high level today. The ability to interact with people in an effective manner and lead them are additional traits that we're looking for. It's clearly not just technical expertise because we have to manage people in a different environment using different processes that will be necessary to execute the strategic plan. We would like to select someone who is not just doing well in his or her job today but has the ability to progress beyond where he or she currently is. Finally, the person has to have not just the capacity but also the motivation to develop the competencies that he or she may not have today that are critical to future leadership. There will be a significant amount of time and effort that these people will have to put in. We'll give them the opportunity, but they'll have to make a significant investment of their own personal resources as well.

Casey: One element that's going to be more important is an individual's flexibility – both from a geographic and interdisciplinary perspective. We're going to be very interested in people who are willing to branch out beyond their core function. In the past, you could bubble up through a single organization. This program is specifically intended to cause people to move around a little bit and obtain a greater breadth of experience.

Can you describe the nomination process and follow up by describing the actual selection process?

Shipway: For this first round, the group will probably consist of 20 to 30 people with a goal of doing a second group about six months later and a third group six months after that and so on. For the first group of nominees – who we’re going to select from over the next couple of months – we thought it was important to solicit nominations below the executive staff level to find out who others in management think have the high potential we’re looking for. For the first group of nominees, we went to the executive compensation group – the more senior level managers. Each one was asked to nominate one or two candidates for this initial group. Before their nominees are officially thrown into the process, these managers will fill out a questionnaire intended to identify the candidate’s strengths and gaps in various categories. Additionally, we’ve asked two vice presidents who are not in the employee’s line of responsibility to concur with the nomination. The value of this is that a greater number of people will have greater knowledge of the nominees at a higher level of the organization. So for each nominee, you now will have at least three VPs who will be familiar with that candidate. We thought that was valuable. Then finally, each nominee will be asked to submit a resume.

From that initial stack of nominations, we’ll start a screening process to get from possibly 50 or 60 down to the 20 or 30 that will make up the first group.

Casey: If anyone is interested in the program and isn’t sure whether they’re going to be nominated, they probably should talk to their management about that. There’s no reason why anyone should feel excluded. Nor should anybody expect that this is the only group of people who will see additional job opportunities or promotional opportunities.

Getting back to the nomination process, it also has the additional benefit of getting Mike Toner’s team to work together on the selection of individuals for the program. In a sense, we’ll each be taking ownership for people outside of our own organizations, which we hope will cause us to work as a team in supporting these individuals.

Shipway: Once we have the nominations, a subset of the executive staff will do an initial screening. I would expect that some candidates will already be in mid to upper management and some will not. That slate of candidates will then be validated by the executive staff as a whole. Once that’s done, the staff will make a proposal to Mike Toner regarding the makeup of the first group, and he’ll make the final decision.

If you’re in the first group of nominees and don’t make the cut, can you be get back in the process?

Shipway: A person is never permanently non-selected. I would expect that when we repeat the process later this year, that many who were nominated the first time but not selected would be considered in the second, third and fourth groups as we go forward.

Casey: There’s going to be a different mix of people in the program depending on what the business-needs are. If you have a large group of excellent candidates who are from one specific area in the company, they won’t automatically be in the program because we’re going to need a cross section of people to fill the vacancies that will occur in the next few years. So the business-needs part of the equation will be a big factor in candidate selection.

Will the program include coaching/mentoring relationships between the company’s top executives and the program participants?

Casey: The program we’ve developed is not necessarily cast in concrete. We intend to remain flexible in the requirements of the program. And we have a lot of ideas on how this program should work. The coaching will not only include a more formal relationship, but also a number of different opportunities to interface with Mike Toner and members of his staff. A person’s mentor, however, won’t necessarily be the manager who nominated him or her. Sometimes the best mentoring relationships aren’t the formal ones. There are going to be opportunities to interface with people you wouldn’t ordinarily spend time with.

Shipway: We want to make sure we get the right person for coaching and mentoring. It doesn’t have to be a vice president, but in some cases we might push for that because we want to have continued ownership of this development program as it proceeds forward. Let me put it this way – a mentor will be agreed upon. Whether it’s through assignment or not, there will be an agreement that leads to the relationship between the participant and the mentor.

Casey: Another important aspect is that because different levels of management will be involved in the program, it’s possible that a participant’s supervisor might not be in the program. So it’s extremely important to us that the participants get the support not only from the executive staff but also from their direct supervision, who hopefully will embrace their participation.

At the end of the 18-month period, what happens to the people in the first group?

Casey: It’s our expectation that these individuals will develop the confidence in themselves and that we as a management team will develop confidence in them so we can assign them wherever there is a challenge in the company – inside or outside their area of expertise. We would also expect that the customer would have confidence in these people. We don’t necessarily know what assignments will open up over the next few years, but we will know that we have a group of individuals, many of whom would be capable of filling any of those positions. 🍷

Classified \$

APPLIANCES

REFRIGERATOR - Admiral, side by side, cream color; \$300 or best offer. 443-0772 or 460-2272.

AUTO/TRUCKS

BUICK, 1950 - maroon, excellent condition, 4 door, hard top, straight eight; \$4,500. 443-7095, days.

CENTURY LTD, WAGON, 1991 - V6, 81.3k, ac, pdl, power seat, 3rd seat, good condition; \$2,750. 443-3269.

COUGAR LX, 1989 - fully loaded, real clean, needs head gasket; \$600. 376-1100.

DODGE PASSENGER VAN, 1987 - runs great, some surface rust; \$1,200. 564-0231 nights, ask for Steve.

FORD TAURUS, 1997 - 98k, full power, newer tires and brakes, well maintained, good condition; \$4,500 or best offer. 536-5108.

FORD F150, 1992 - 8' bed liner, automatic, rebuilt engine, 75k, diamond plated tool box, needs exhaust, runs excellent, clean interior; \$2,000. 440-3143.

FORD RANGER, 1998 - 4 cyl. engine and auto trans, 52k, excellent condition; \$500, rear end assembly available; \$250. 401-527-6103 or 401-822-0984.

MERCURY GRAND MARQUIS, 1989 - 4 door sedan, V8, 99k. Needs some work, priced accordingly; \$600 or best offer. 848-8943.

PORSCHE, 1977 - 924, 120k miles, engine rebuilt at 100k, no rust, garaged. Needs only minor work; \$1,500 or best offer. 401-783-1273.

TOYOTA CAMRY, 1992 - 98k, 4D LE Sedan, auto trans; engine & body excellent condition; \$4,000. 442-4475.

TOYOTA COROLLA, 1992 - DX wagon runs great, auto trans, a/c works, brakes, muffler well maintained, 164k; \$1950. 536-8297.

VOLVO, 1991 - red, 4 door sedan, excellent condition, runs great, high mileage; \$2,995 or best offer. 444-7663 or 235-5745.

VOLKSWAGEN, 1991 - Jetta Carrat 4 door, no rust, good exhaust, needs little work, drive-line good shape. Good winter project car. First \$400 takes it. 445-4785.

AUTO PARTS

BMW, 1975-2002 - excellent parts car or restore. Too many new and recent parts to list; \$500. 401-322-1381.

BOATS

20.6 SPORT CRAFT, 1989 - 200 h.p. merc, gps, flr, am/fm/cass, dual battery, Bimitti top and more; \$7,900. 401-737-7049

32 MAXUM 1996 SUN CRUISER - needs a good home. 2 I/Os 260 hp, ac, 2 state rooms full galley, family boat, fun boat, moving up, must see before it's traded. 447-0428.

MISCELLANEOUS

AMERICAN GIRL DOLL CLOTHES and furniture, child's rocking chair, Fisher Price dollhouse, doll's cradle, dollhouse furniture, Crissy doll, new porcelain doll, Mickey Mouse earrings, 1960's Barbie dolls, children's books. 401-596-5788.

Classified Ad Form

Name _____

Dept. _____

Ext. _____

One form per ad; 25 words per ad; two ad maximum per issue. No faxed or phoned-in ads.

Include item description, price and home telephone (List area code if outside 860)

Circle category:

Appliances	Boats	Motorcycles	
Autos / Trucks	Computers	Pets	Real Estate / Sales
Auto Parts	Furniture	Real Estate / Rentals	Wanted
	Miscellaneous		

Mail to Crystal Smith • EB Classifieds • Department 605 • Station J88-10

ADULT'S ROCKING CHAIR and furniture, dining table set, 5-disc cd player, fans, computer and books. 447-9773, evenings.

CAST IRON RADIATORS - 2 big/2 small; used in hot water system, best offer. 599-3266.

DVD/CD PLAYER - Emerson, brand new in box; \$50. 443-0687.

EQUIPMENT - YAMAHA RX11 drum machine, \$75; Stationary bike, \$10. 401-783-1273.

JOINTER CENTRAL MACHINE - 6 inch, new/with some scratches, 1.0 hp motor, fully assembled, never used; \$120. 664-1647.

LP ALBUMS approximately 150 rock, pop & rom 60-70's and 100 classical & jazz, excellent condition; negotiable. 444-0073.

SCHWINN MOUNTAIN BIKE - 10 speed, \$100; Murray 21-inch girls bike, \$50. 642-4165.

SEARS CRAFTSMAN garage door opener, still in box, \$100 or best offer; dinette table w/leaf, chairs, hutch, \$100 or best offer; GE answering machine, \$10. 440-0851.

SINGER SEWING MACHINE, 1940's with cabinet; \$40. Patio furniture - 4 chairs w/cushions, 2 chaise lounges w/cushions; \$25. 437-1956

UTILITYTRAILER, adult's rocking chair, typewriter, picture window draperies, children's books, Blue Willow dinner plates, Mickey Mouse earrings, pink glass cake dish. 401-596-5788.

WHITE POOL LADDER; \$30. Kid's toys - Little Tykes desk w/light and chair; \$35, Playskool dollhouse; \$20, kid's patio umbrella w/2 chairs; \$10. 437-1956

WOOD SHAPER - 3/4 and 1/2 inch. 3/4 hp, central machine, 8563 rpms, 3 available, 20 x 20 x 1.25 cast iron work surface, 170 lbs. reversable. 664-1647.

WOODSTOVE - All nighter, very good condition; \$350 or best offer. 572-1833.

WOODSTOVE - Hearthstone I Soapstone woodstove with glass front door in very good condition. Rate at 75,000 btu/hour, weighs 729 lbs., you pick up; \$225. 848-8271.

continued on page 11

Service Awards

continued from page 10

MOTORCYCLES

YAMAHA EARLY 80's - needs a battery; \$250. 437-1956.

RENTALS

CAPE CODE RENTAL - Falmouth, MA. Four bedrooms, fully furnished. Great location, great condition, convenient access to everything, 2 hours away; \$1,000 per week. 572-0434.

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 - \$1800 / mon. 401-783-1273

FOR LEASE: Thames River waterfront single family home. Two bedrooms, two full bathrooms, new kitchen, fenced play yard, available February 15. 464-6980.

PRIVATE PARKING - 4 minutes to Main Gate - \$17/mo. corner of Dennison Ave. 446-0221.

ROOM FOR RENT: City of Groton, cable, parking, walk to EB; \$125 week. 445-6816.

WANTED

CHILD'S JOHN DEERE TRACTOR, 5 cd stereo and 35 mm. camera. 443-0687

LASER SAILBOAT - any year, condition, price will be considered. 572-0434.

PROJECTION BOX for super eight movie to VHS conversion. 437-7873.

MOVIE PROJECTOR - super eight/regular eight. 437-7873.

WOOD CLOCK-MANTEL or Grandfather, must be key wound w/Westminster chime or Westminster w/Whittington chime, etc. good condition and reasonable. 599-2504 ask for John.

45 years

- 321 Joseph A. Buck Jr
- 321 Benjamin H. Carpenter Jr

40 years

- 230 Manuel J. Arruda
- 423 Robert J. Rosso
- 459 Ronald D. Meadows

35 years

- 100 Gilbert F. Bromley
- 243 David A. Gonsalves
- 341 Philip O. Shafer
- 508 Richard N. Gingerella

30 years

- 200 Stanley J. Gwudz
- 226 Kendrick W. Hall
- 230 Durk W. Arsenault
- 230 Charles P. Rassbach Sr
- 243 Ronald L. Randolph
- 251 John J. McNeil
- 251 John F. Ratnecht
- 251 Walter E. Startz Jr
- 252 William M. Costello
- 275 Edward R. Kokoszka
- 330 Susan A. Devoe

30 years

- 330 William J. McNamara
- 333 Daniel V. Kulesza
- 438 Daniel J. Rodgers
- 449 Dale C. Hughes
- 459 George J. Chapman Jr
- 462 Dennis A. Tetreault
- 464 John L. Walkup
- 477 Michael Schoenborn
- 545 Anthony Cedio Jr
- 662 Charles A. Steinhart IV
- 686 Edward J. Baker Jr

25 years

- 221 Ruby M. Bowman
- 241 Sherri A. Biro
- 241 Stephen F. Briggs
- 241 Daniel R. Dragoo
- 243 Larry D. Greenfield
- 243 Jeffrey H. Lloyd
- 251 Steven E. Mitchell
- 330 Thomas J. Begina
- 418 David R. Atwell
- 424 Richard S. Weckwerth
- 447 Michael J. Dunphy
- 447 Donald L. Engle
- 452 Richard A. Strnad
- 507 Gary E. Davis
- 507 Brian K. Perkins
- 915 David J. Dumais

20 years

- 100 Daniel F. Dinneen
- 241 David R. Burrows
- 241 Thomas A. Shinsky
- 242 David J. Majersky
- 242 Paul Saucio
- 244 Robert A. Wenzloff
- 251 Joseph W. Quirk
- 252 Scott E. Rapoza
- 278 Mark Rollinson
- 405 Richard J. Eddy
- 405 Walter W. Mitchell
- 447 Deborah A. Winsor
- 448 Timothy J. Cusack
- 452 Joseph R. Ratelle
- 453 Alfred G. Lucier
- 453 Catherine M. Martineau
- 454 Barbara A. Ardary
- 459 Gerard T. Norris
- 462 Lloyd J. Hutchins
- 464 Derek R. Rahusen
- 484 Jennifer S. Charron
- 605 David F. Tela
- 610 Robert C. Collins
- 660 James Golub
- 660 Diana M. Holmes
- 663 John L. Elkins
- 902 Lawrence J. St. Onge
- 911 David W. Castaldi
- 915 John J. Boyd
- 915 Larry S. Drake
- 915 David W. Jarrard
- 915 Thomas C. Marek
- 915 Peter J. Murray
- 915 Jeffrey L. Wright
- 924 Edmond J. Genereux
- 924 John M. Motta
- 969 Dennis B. Phelps



EB Receives United Way Chairman's Award



At the United Way of Southeastern Connecticut's Victory Celebration last month, Electric Boat was named the recipient of the prestigious Chairman's Award for its outstanding fall fundraising campaign. Gathered around the award are Way Hedding, EB employee and United Way cabinet member; Mel Olsson, chairman of the EB Employees Community Services Association; EB President Mike Toner; and EB VP Bob Nardone, who co-chaired the Community Services Campaign with Olsson and Ken DeLaCruz. Together, EB and its employees – through the Community Services Association – raised a total of \$1.3 million for regional health and human services agencies. Of that total, \$1.1 million was donated to the United Way.