

Electric Boat News

March 2001



Members of the servo-robotic development team are, from left, Lee O'Connell, Bob Burkle, Al Smith, John Niland, Greg Dzialo, Ron Donovan, Steve Picard, Al Patridge, Doc Holliday, George Strutt and Tom Perrone.

Welding team identifies, acquires new equipment; Advances shipyard technology

By Barbara Davis

Employee Involvement Coordinator

Electric Boat employees on the Groton waterfront are working hard to upgrade equipment, procedures and skills to meet the anticipated growth in con-

struction later this year. This technology push in Operations was illustrated recently with the introduction of a servo-robotic laser-guided welding equipment.

Over the last two years, a continuous

improvement team consisting of welders, equipment controllers, welding engineers, and education specialists investigated the possibility of obtaining state-of-the-art welding equipment for applications at EB. Ron

Continued on Page 2

Welding team indentifies, acquires new equipment; Advances shipyard technology

continued from page 1

Donovan (superintendent of Steel Trades) sponsored the team.

Team members Jim Yorgensen, Doc Holiday and George Strutt attended welding trade shows and discovered a vendor who offered laser-guided, servo-driven equipment. According to Strutt, "We saw that there were some definite possibilities to bring this type of technology to Electric Boat."

But introducing new technology in the shipyard is not as simple as bringing in a modern tool and plugging it in. First, although the team was impressed with the new equipment, it had never been used in an application as large in scope

as submarine welding. They conferred with the vendor and requested several additional features that would make the equipment ideal for shipbuilding. "The vendor was very helpful," said Strutt. "Their product had never worked on tasks of our magnitude. We needed them to build it to suit our applications.

"This pioneering team helped EB to advance the company's welding capability, and opened the door for future technology enhancements."

Second, once the equipment was developed for use at EB, new documented procedures had to be established. Third, George Strutt (Welding), Steve Picard (Education), and John Cardinal (Equipment Control) traveled to the vendor's site to receive "train the trainer" instruction in the equipment's use and maintenance. John Niland (Safety) delivered laser safety training to the working team. Then welder Al Smith was qualified to the new welding procedures and acclimated to using the new equipment. The entire process took some time and effort before people and equipment worked proficiently together.

Finally, the new equipment had to deliver a quality weld in a production application. In its first application on a submarine hull butt, the servo-robotic welding equipment proved itself a wise investment. The team used both traditional mechanized welding equipment

and the new servo automated equipment. The result was the lowest weld rejection rate for that particular boat—a remarkable feat considering that weld rejections are typically very low. Both the aging mechanized pulse systems and servo-robotic system were used successfully with zero rejections.

"The real value in this new machinery," according to Lee O'Connell, welding engineer, "is that it improves operator quality." Bob Burkle, senior manufacturing representative, further emphasizes the safety aspect, "because the computer-controlled robot reduces the welder's proximity to the smoke, fumes and arc."

Another plus: down time for mechanical reasons is reduced. "Our older equipment is in its fifth generation of use," explained Burkle. "Although it does the job, the machinery can sometimes be cantankerous." Welders throughout Electric Boat have expressed frustration that the older welding machinery sometimes breaks down at inopportune moments, resulting in lost productivity.

This pioneering team helped EB to advance the company's welding capability, and opened the door for future technology enhancements. According to Donovan, new equipment purchases are only pursued after the evaluation and recommendation of the users. Based on this latest success, four additional servo-robotic welding systems have been purchased for use in other applications.



March 2001
Dan Barrett
Editor

Dean R. Jacobowitz
Contributing Editor

Bob Gallo, Gary Hall,
Gary Slater
Photography

Crystal Smith
Editorial Assistant
2000 ELECTRIC BOAT

ELECTRIC BOAT NEWS is published monthly by the Public Affairs Department, 75 Eastern Point Road, Groton, Ct. 06340
Phone (860) 433-8202
Fax (860) 433-8054
E-mail
dbarrett@ebmail.gdeb.com

The new employee recognition program - the whys and wherefores

Editor's note: Last month the company introduced an enhanced Employee Recognition Award Program. The program was developed by a team led by HR senior specialist Cheryl Stergio, who discussed its details and underlying philosophy in the following Q&A. Other team members were Cindy Malagudi, Paul Pappadia, Roger Bonin, Mike Cipriani and Guy Henry. Brochures with more detailed information on the program have been distributed to supervision.

What's the purpose of the recognition program?

The main purpose is to recognize notable achievements by employees – either as individual contributors or as part of a team. Awards - for process improvements, technical achievements or significant accomplishments - should be tied to company or program goals. We also want the awards to be distributed in a more timely manner. This means first-line supervision will be closely involved in the process. The process is now all-electronic with first-line supervisors making the nominations for an award. They decide what type of award and the amount of money based on the accomplishment or event. Their recommendations go to their managers or directors for approval.

Who's eligible for the program?

All salaried and non-represented hourly employees in Groton, MDA-UAW employees and members of the Pattern Makers are eligible. A similar program will be introduced at Quonset Point in the near future.



Briefly describe the various awards.

There's the Employee Recognition Award (\$150 to \$750), which is an enhanced version of what we already had in place. There's the MDA-UAW

and Pattern Maker award (\$150 to \$750). The team award (\$150 to \$750 per team member) is brand new – the nominations for this award must be submitted individually. The Sustained

Continued on Page 8



In the Tech Center's model room, Tod Schaefer of Strategic Planning, left, explains the operation of the Land Level Construction Facility to area high school teachers, administrators and guidance counselors. Schaefer's presentation was part of a briefing given to help recruit candidates for new shipyard jobs over the next two years.

EB recruits educators to help hiring campaign

More than two dozen guidance counselors, teachers and administrators from Southeastern Connecticut gathered at Electric Boat last month to hear company leaders describe their shipyard hiring plans.

During a breakfast meeting at the Tech Center, President Mike Toner, Operations VP John Casey and HR VP Bob Nardone told the group that the company will hire about 800 people for shipyard trades over the next two

years. It's the first time in more than a decade that the company has embarked on a hiring campaign for shipyard tradespeople.

The aim of the meeting was to enlist the support of the high school officials in attracting students to careers in the shipyard. In addition to presentations by Toner, Casey and Nardone, the educators viewed a recruiting video, received a tour of the Tech Center's model room and took in a demonstra-

tion of the company's computer-based design/build capabilities.

Toner told the group that EB is developing a program to provide incoming shipyard apprentices with the opportunity to earn credits toward their associate's degree, similar to a program now under way for design apprentices. After that, the company would provide interested shipyard workers with tuition reimbursement for undergraduate engineering degrees.

Spring tech lecture series is in progress

The spring 2001 Technical Lecture Series is now under way. The lectures are intended to:

- Provide employees with the opportunity to gain a comprehensive overview of EB's products, services and resources.
- Convey personal and professional pride in the company's products and the role each employee plays in engineering, design, support and construction.

The program structure is as follows:

- Open to all employees.
- Lectures will be presented Thursdays at 2:30 and 4 PM in the Technology Center cafeteria.
- Attendance is voluntary; however, attendance is recorded. Employees who attend 60 percent or more of the lectures in a series receive a certificate and letter for commendable attendance.
- No charge numbers are provided.

Spring Program

<u>Topic</u>	<u>Speaker</u>	<u>Date</u>
New Business Funds: Investing in the Future (EB employees only: Conference Room 3)	Roger Sexauer Mark Bennett	March 22
Construction Innovations: Quonset Point's New Steel- Processing Plant	John Casey John Holmander	March 29
Off-Site Construction Operations	Mike Alu Fred Haberlandt	April 5
NR-1 Job Shadow	Al Ruditzky	April 19
GD Business Update	Mike Toner	April 26

Daffodil days are nearly here; Spring can't be far behind

You can help welcome in spring this year by participating in the American Cancer Society's 22nd Annual Daffodil Days fundraising campaign. Last year, EB employees bought enough bunches of flowers to make the company one of the top fundraisers in Southeastern Connecticut.

To buy bouquets of 10 (\$6 each) or a box of 500 (\$250), contact the canvasser in your area – just look for the Daffodil Days sign. Orders must be placed by March 20; deliveries will be

made Thursday, March 29.

You can also purchase a Gift of Hope, a \$15 bouquet that's given anonymously to an unspecified cancer patient in a local hospital or treatment center, or to another person in need.

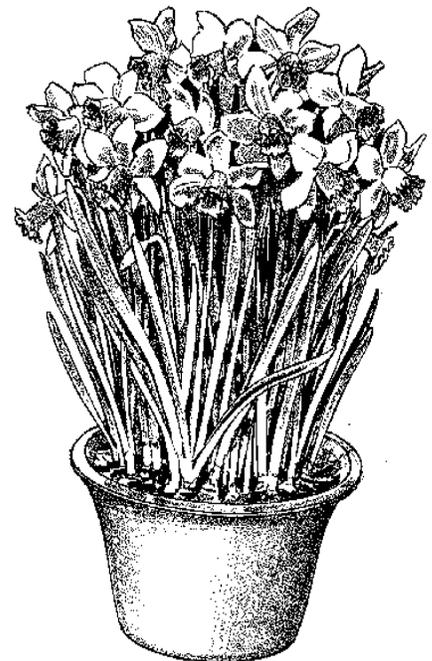
Checks for the daffodils can be made payable to the American Cancer Society and are tax deductible. For more information, contact Laurretta Mariani (ext. 31777) or Irene Motta (ext. 38556).

Navy awards EB \$13M worth of work

Electric Boat has been awarded a \$13 million contract modification to provide design, engineering and technical-support services for U. S. Navy nuclear submarines.

Specifically, Electric Boat will provide planning yard services for Trident submarines and NR-1, the Navy's nuclear-powered research submarine. The company will also perform work supporting design and configuration changes for Trident and Seawolf submarines, and facilities at the Navy's Kings Bay, Ga., submarine base.

Eighty-nine percent of the work will be performed at Groton; 6 percent at Kings Bay and 5 percent at Quonset Point.



EB announces \$500 ince

Electric Boat will again be offering its Earned Hours incentive program in 2001, a program that promises a \$500 bonus to the majority of employees if the company meets its overall performance goals for the year.

The company will be tracking its year-to-date performance by keeping tabs on what are known as “earned hours.” The term denotes a measure of achievement – the value of work done on any given job.

For example, if a specific job is expected to take 10 hours, EB will log 10 earned hours upon its completion. If the job is completed in less time, EB’s performance will be stronger and the company will have the opportunity to earn more hours in the year. But if the job takes more than 10 hours to complete, EB’s performance will be poor – and though the company will still earn



the 10 hours when the job is complete, it will be more difficult for EB to meet its larger earned hours goal for the year because it will then be running behind schedule.

It’s by keeping track of its earned hours for the year and comparing those numbers with a predetermined budget that EB can determine if its cost and schedule performance is as planned.

EB has set a goal of 14,194,000 earned hours for 2001. If this goal is attained, and if total workforce expenditures for the year come in as budgeted, the company will also achieve its overall performance objective, which is measured in terms of its Cost Performance Index. The CPI is a formula that shows the ratio of work accomplished versus the work cost incurred for a specified period of time – in this case, the ’01 calendar year. The company’s CPI goal for the year is 0.972, the same goal as set – and achieved – in 2000.

While the terminology can be confusing, EB administrators and financial analysts say achieving the goal comes down to one simple requirement: that employees do their best each and every day.

“Each person needs to come to work every day, and effectively and efficiently do his or her work,” said Dale Banks, director of Contracts and Estimating. “Everybody’s time counts. And everybody’s output counts.”

Banks explained that by announcing the ’01 goals early in the year, EB is hoping to motivate its employees to work toward them.

“It’s to ask all of us to perform better,” he said.

While the earned hours being tracked are a measurement of the work performed by direct-charge employees – people whose jobs directly affect construction of the submarines, such as engineers, designers, welders and carpenters – that’s not to say other employees’ indirect contributions aren’t important.

Banks used as an example an employee who maintains construction tools or equipment. If that maintenance employee can keep the tools and equipment in good working order, the employees



Pete Halvordson, Construction Program manager for Virginia Class (285)

Incentive program for 2001

who use those items in the construction of a sub can do their job to the best of their ability.

So employees throughout the company should realize the important role they play in helping EB achieve its goals, Banks said.

Pete Halvordson, Construction Program manager for the Virginia class, concurred.

“People can be thinking of better ways to accomplish a job – better and more efficiently,” he said. And by successfully achieving EB’s goals, he continued, “everyone can share in the benefits.”

To be eligible for the Earned Hours bonus, which will be awarded in pre-tax dollars, employees will have to meet one basic requirement: 1,000 hours worked during the year.

Robert Nardone, vice president of Human Resources, said this applies to union and non-union hourly workers and all salaried workers. Also, he said, any workers who reach the 1,000-hour

plateau and are then laid off will still be eligible for the bonus, as will 2001 retirees who work just eight hours during the year.

The only EB employees who won’t be eligible for the bonus, regardless of the hours worked, are President Mike Toner, his executive staff and most of those who directly report to the staff, Nardone explained. Also ineligible will be workers who resign on their own before Dec. 1 of this year.

Measuring EB’s overall performance actually requires many different numbers to be lumped together. Each program within EB – the Jimmy Carter (SSN-23), the Virginia-class boats, ongoing submarine maintenance and repair jobs – is tracked separately. But for the purposes of the Earned Hours incentive, Nardone said the decision was made to look at the numbers as a whole.

“We don’t want to be in a position to have departments competing against one another,” he said. “We just thought the better way to do this would be a kind of an all for one, one for all approach.”



The new employee recognition program - the whys and wherefores

continued from page 3

Excellence Award (\$1,000 to \$3,000 for exempt employees/\$500 to \$1,000 for non-exempt employees) is for salaried employees only and is part of the merit review process. The Significant Accomplishment Award (\$1,000 to \$3,000) and the Leadership Award (\$1,000 to \$3,000) are two new categories. The Technical Excellence Award (\$2,500) is now in its third year. And the Service Award and Retirement Gift Programs remain in place.

Explain the process you used to develop this program.

About two years ago, during the merit-review process, Salary Administration solicited feedback from every organization regarding the recognition program as it existed then. We wanted to know – if we had a budget and we wanted to reward people – what they would want to do and what kind of process they would want. We also incorporated feedback from the Leadership Development Program and the Supervisory Training Program.

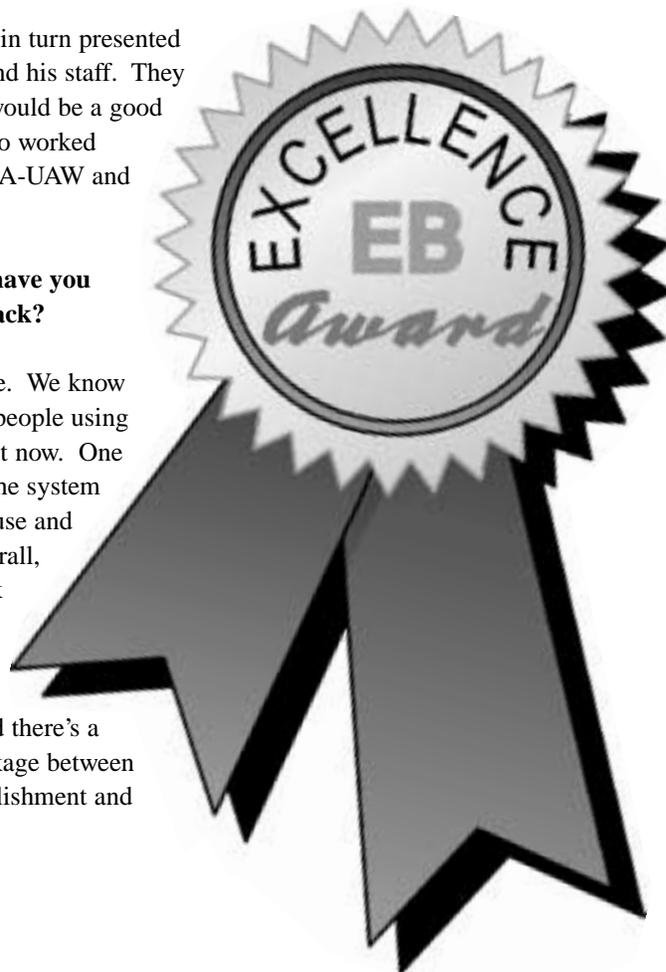
We also did external surveying of other companies - Lockheed Martin, General Electric and Intel, for example. We asked them what kind of programs they had in place - what did they find to be successful. We also went to other General Dynamics business units - Land Systems, Bath Iron Works, NASSCO, Armament Systems - to find out what they did to reward their employees.

Based on all that research, we developed and presented recommendations Bob Nardone, VP - HR &

Administration. He in turn presented them to Mr. Toner and his staff. They all agreed that this would be a good thing to go do. I also worked closely with the MDA-UAW and Pattern Makers.

It's still early, but have you received any feedback?

We've received some. We know that there are many people using the new process right now. One supervisor told me the system was much easier to use and more effective. Overall, people seem to think it's better because it's been pushed down farther into the organization, and there's a more immediate linkage between the event or accomplishment and the award.



Apprentice Alumni offer two scholarships

The Electric Boat Apprentice Alumni Association (EBAAA) is offering two scholarship awards of \$1,500 and \$1,000 to graduating high school students.

The awards will be given to children of association members on the basis of their scholastic achievement and

desire to continue their education.

Applications are available from any member of the EBAAA board of directors, and must be submitted by April 6. For more information, call Angela DeGray, ext. 31949, or Richard Siciliano, ext. 34239.

Service Awards

35 YEARS

DEPT.

242 Everett F. Church
 243 David L. Paul Jr
 421 Gary L. Bursell
 445 Alan R. Champagne
 501 Paul L. Romagna
 915 Steven A. Mello

30 YEARS

DEPT.

248 Donald L. Kniffen
 321 Gary J. Adams
 501 Gary A. Ceil

25 YEARS

DEPT.

200 Michael C. Acquaviva
 226 Raymond P. Pelletier
 230 Ernest A. Ciummo
 241 John E. Guy Jr
 243 James A. Metcalf III
 243 Ralph V. Powers
 243 Howard F. Roach Jr
 252 Gerald A. Daros
 252 Dorothy J. Joten
 252 Donovan E. Kniss Jr
 341 Mark T. Sheehan
 330 Edward B. Wells III
 443 Douglas McCarthy
 495 Stephen J. Libby
 505 Paul L. Marceau
 901 Russell R. Holland
 901 Donald F. Poirier

904 Robert B. Clayton
 904 Robert J. Thornton
 911 David M. Costa
 911 David A. Horta
 911 Phillip J. Oates
 911 John T. Rankl
 911 George F. Turner
 915 Richard A. Phillips
 924 Charles P. Ackert
 924 George W. Jordan
 924 Alan N. Lemoi
 924 William R. Phillips
 950 Anthony E. Faria
 957 David L. Poitras
 957 Arthur L. Serpa
 969 David M. Wehrmeister
 970 Thomas J. Caspoli

20 YEARS

DEPT.

100 Juliana Loftus
 226 Elizabeth L. Owens
 226 Steven J. Ward
 251 Ruth A. Arder
 251 John P. Gogel
 251 Robert A. Lakowsky
 251 Bruce R. Miner
 251 Peter H. Plantier
 251 John D. Wade
 252 David A. Barone
 252 Louis J. Benware
 252 Robert A. Magro
 252 Roland N. Morgan
 272 Mark W. Bassler
 272 Edward A. Veprauskas
 285 Richard C. Sipe

333 Carlisle H. Hiers
 341 Timothy C. Shaffer
 355 Charles Martin
 411 Kurt S. Cramer
 418 Mark R. Warburton
 436 Richard J. Morel
 436 Thomas M. Morrone
 439 Christopher E. Sandgren
 445 Glenn C. Whyland
 447 David R. Sciuillo
 448 Anthony D. Frazzo
 452 John D. Upholz
 456 Robert L. Guay
 456 Michael J. Hannan
 456 Bruce W. Holland
 459 Charles P. Hopkins
 459 Edward J. Kusiak
 459 Charles J. Merritt
 459 Thomas J. Mondor
 459 Mitchell P. Palmer
 459 Alfred R. Weinstein
 463 David W. Gonski
 484 Norma J. Dibartolo
 901 Jaime Andrade
 901 Phillippe L. Dufresne
 901 Roland A. Lambert
 902 John A. Furtado
 902 James D. Rebello
 902 Marcel A. St. Jean
 911 Edward B. Hurteau
 915 Tracy R. Bridges
 915 Francis H. Kroll
 915 William N. Spurr
 924 Ernest A. Grieco Jr
 924 Steven C. Ratoon
 957 Howard L. Furgalack
 962 Darrell W. Hatten

Classified

APPLIANCES

REFRIGERATOR - Sears, 18.1 cu. ft., top freezer, ice maker, almond, 5 months old, \$350. 704-0775.

AUTO/TRUCKS

CHEVY SUBURBAN, 1996 - 1500 4wd, dual heat/ac, ps, pb, pw, power driver's seat, towing package, 75k miles, excellent condition; \$18,500 or best offer. 691-1871.

DART GT, 1966 - 278 V8 4 bbl, red, a.t. console, new paint, new vinyl top, gold int, 113k miles with parts car; \$5,100. 848-3766.

EAGLE TALON, 1993 - teal, 2 dr, 5 speed, 67k miles, sunroof, am/fm cass, alarm, tint; \$5,000 or best offer. 445-2981.

FORD ESCORT LX, 1995 - station wagon, excellent condition, silver; \$3,750. 443-1900.

NISSAN PATHFINDER, 1996 - a.t., ac, cd, pdl, pw, 110k miles, excellent condition; \$11,500. 434-1362.

SATURN SC, 1996 - black, tan leather interior, 5 spd, sunroof, a/c, pw, mirrors and door locks, am/fm cassette, remote entry, 59k miles, excellent condition; \$8,400. 767-1308.

SATURN SC2, 1999 - silver-gray, 3 door coupe, 5 spd manual, a/c, 15k miles, like new; \$11,000. 447-1584.

VW JETTA, 1988 - Carat edition, parked 15 mos. ago, ran good, will need some work; \$200 or best offer. 376-6855 after 6 p.m.

AUTO PARTS

HITCH - Drawtite 3500 lbs. gross weight for full sized GM car; \$150 new, asking \$75. 464-2498.

TRAILER HITCH - for 92 to 99 Chev/GMC Blazer, Jimmy, Suburban. Hardware included. \$90 or best offer. 443-9050.

WHEELS - Pontiac Rally II 1968 Firebird with center caps and trim rings; best offer. 848-8790.

WHEELS - 1999 - 2001 Chevy Silverado/GMC Sierra factory cast aluminum wheels, 16" size, complete with center caps, brand new; \$425/set of four. 535-1218.

BOATS

17 FT. COBIA - with 100 lb. Johnson outboard. Lots of extras, well-maintained trailer, never seen salt water. Accepting reasonable offers. 204-9509.

32 FT. PACEMAKER, 1965 F.B.S.F. - two FWC 220 hp Crusaders, sleeps 5. VHF, digital depth, Loran, dual station, anchor/windlass, hot & cold water, full cockpit cover, cruises away; \$16,000. 887-3316.

FURNITURE

BABY CRIB - with mattress, good condition, white, \$45. 443-9050.

BUNK BEDS - sturdy, dark pine, good condition; \$150 or best offer. 443-6734.

COFFEE/SNACK TABLES - (2) Oak, with bottom shelf, rollers and swing around top for eating, \$50 each. Grandfather clock, beautiful heirloom, medium oak finish, \$100. 401-783-1273.

DESK - real wood 43 x 17, 4-drawer with chair, perfect for child/student, walnut stain, excellent condition; \$95. 572-9491.

DINETTE SET - Table and 4 chairs, contemporary, 42" round top, white laminated, black

tubular framing, excellent condition; \$200. 704-0773.

HOOKER WALL UNIT - 3 pc, dark oak, 76" h x 32" l x 18" d each, lighted, shelved & enclosed w/desktop; \$600. 535-8564.

MIRROR - 4 ft. x 6 ft. \$25; stove gas on gas furnace, \$25; washer Sears 80 Series 5 years old, \$50; kitchen table with 3 chairs, \$20. 848-9701.

MISCELLANEOUS

ALTO SAX - Armstrong model 3100A, excellent condition, \$350. 739-0302, evenings.

AMERICAN GIRL DOLL - clothes & furniture, child's rocking chair, record player, Crissy doll, Tonka metal dump truck, Fisher Price doll house, large metal wagon, doll's cradle. 401-596-5788.

ANTIQUE CAMEO - Blue Willow dinner plates made in England, 1940's service for 8 silverware set, excellent condition, 3 strand crystal necklace, scrimshaw necklace, lamps, crutches. 401-596-5788.

BROOKS ROBINSON, MVP - World Series autographed photo, framed and matted, certified by MLB/MLBPA, 11 x 17; \$400 or best offer. 448-1871, leave message.

BOSS EFFECTS - in transport/floorcase; power, chorus, compression/sustainer, delay, octave splitter, \$150. 401-783-1273.

CAST IRON KITCHEN STOVE - Glenwood (new nickel plating), \$350; 23 ft fiberglass rowing shell, \$350; 3M insulation for Marine Engine enclosure, \$50. 535-0242.

DRUM MACHINE - Yamaha RX 11, stereo, 100 pattern/10 song memory, 39 sounds, quantiz-

Classified

ing, MIDI, \$75. 401-783-1273.

GOLF CLUBS - name brand sets, woods, irons, wedges, putters, bags and carts. Call for prices, from Novice to Pro. All must go. 376-5563.

GUN CABINET - with glass doors, hold 6 rifles with 2 drawers on bottom. Doors and drawers have key locks, all wood; \$125. 535-9097.

JUPITER ALTO SAX - with hard case, like new, great for student; \$400 for best offer. 848-8610.

PIPE STAGING - one section, \$75; Coates tire machine, \$100; window a/c, like new, \$100. 535-1218.

SKI EQUIPMENT - full set-up, skis, poles, boots, bindings and carry bag. Used once, in excellent condition, over \$400 value, will sell for \$95. 376-5563.

SNOW BLOWER - Craftsman 5 horsepower, 6 speed forward, 2 reverse, 22" wide, 16" high, still new, never used, best offer. 886-1683.

SNOW BLOWER - fits Simplicity 16 horse tractor, front mount; \$400 or best offer. 564-0506.

YAMAHA, 2001 - 125 cc. quad, new never ridden, unwanted gift. Have title; \$3,500 firm. 848-3766.

PETS

BABY PARAKEETS - born November and December 2000, Fancy's \$15 each, Green's \$10 each. 401-295-8663.

REAL ESTATE

BAHAMAS - time share, 31 floating red weeks, CLUB LAND 'OR, \$7,250 or best offer. 535-8564.

BERMUDA - timeshare for rent, week of July 7 - 14. 2 bedrooms/2 baths, private patio & balcony. Beautiful setting overlooking St. George's Harbor and adjacent to golf course; \$1,300. 535-3129 after 6:30 p.m.

BROWNFIELD, ME - 3 bedroom cottage for rent. 20 minutes from N. Conway, New Hampshire. Shop, ski, snowmobile, ice fish; \$90 per night, February thru March. 464-9492.

GOLF COURSE LOT - at Longleaf in Southern Pines/Pinehurst, NC. 1 acre on 11th green, rated 3 stars by Golf Digest. All club amenities available, asking \$41,000. 536-7604.

OAKDALE, CT - 1983 mobile home, 2 bedroom, 1 bath, many new updates, new shed, lots of privacy, near the water; \$23,900. 848-2454, call after 4:00 p.m.

LONGBOAT KEY, FL - for rent, 2 bedroom/2 bath condo, washer/dryer, cable & carport, on

canal, next to park, 5 min to semi-private beach. \$500/week. 401-783-1273.

TIME SHARE - Superior waterfront unit with kitchen. Walk to shops and fine restaurants in beautiful, upscale Newport, R.I. Free banked weeks. Travel anywhere; \$5,000. 848-8610.

WANTED

AMPLIFIERS - for electric or bass guitars. Must be in good working condition to be used for new band starting up. 376-5563.

JEEP ENGINE - straight six cylinder, 1988 and up. 401-295-8169.

LADDERS - 30 through 40 feet in height, aluminum or fiberglass, must be in good condition and reasonable priced. 376-5563.

OUTBOARD MOTOR - 20 to 30 hp. 535-0242.

Retirees

Dept.

448 G. Wayne Roache
40 years
Engineering Asst., Project

459 George J. Krecidlo
29 years
Project Supervisor

621 Louise Knight
26 years
Financial Clerk

252 John E. Anderson
22 years
Carpenter

Dept.

454 Robert R. Francis
14 years
Engineering Project Spec

495 Harold J. Funke
10 years
Logistics Specialist

505 Viola Crumble
7 years
Janitor

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.

Circle category:

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

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

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