

DECEMBER 2011



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ALLISON STILLER CHRISTENS SUBMARINE MISSISSIPPI

Under a clear blue sky and in a burst of champagne, Deputy Assistant Secretary of the Navy christened the ninth Virginia-class submarine, Mississippi (SSN-782), in a shipyard ceremony Dec. 3.

More than 5,500 people attended the event, which attracted several dignitaries including U.S. Rep. Steven Palazzo and Gov. Haley Barbour of Mississippi, U.S. Rep. Joe Courtney and U.S. Sen. Richard Blumenthal of Connecticut, Vice Adm. John M. Richardson, commander – Submarine Forces, Adm. Kirkland H. Donald, director – Naval Nuclear Propulsion, Assistant Secretary of the Navy Sean J. Stackley, and Secretary of the Navy Ray Mabus.

“I’m pleased to report that we have significantly exceeded every commitment we made eight years ago when we signed the contract to produce

With a powerful swing of the champagne bottle, Ship Sponsor Allison Stiller christens the Virginia-class submarine Mississippi (SSN-782). Looking on are Electric Boat President John Casey, Maid of Honor Leah Ferrill, Secretary of the Navy Ray Mabus, and Adm. Kirkland Donald.

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Electric Boat's singing group, the SubTones, performs before the start of the christening ceremony for Mississippi.

CHRISTENING

continued from page 1

this ship,” said Electric Boat President John Casey in his welcoming remarks.

“In fact, we’re on track to deliver Mississippi about a year ahead of schedule and \$50 million below contracted cost. Our performance has helped persuade Congress to increase the submarine production rate to two per year – a goal the Navy and industry have worked more than one-and-a-half decades to attain.

“We remain completely committed to progressing on our path of continuous improvement,” Casey said.

U.S. Rep. Courtney took the podium to assert Electric Boat’s relevance to national

defense. “As everyone here today knows, our nation is engaged in a monumental debate over budget priorities, including where to invest resources for our national defense. The work you’re doing is absolutely essential to our ability to keep our country safe,” he said.

U.S. Sen. Blumenthal echoed that theme. “I can assure you that ... I will devote every ounce of my energy, every fiber of my being to make sure that we keep faith with the sub-building program that is vital to our national defense and our freedoms. And we can never lose sight in the midst of all the contention and controversy about defense spending how essential undersea warfare is to our national security,” he said.

Vice Adm. Richardson described Virginia-class submarines as “super capable warships, driven by these super capable sailors.”

According to Adm. Donald, the submarine industrial base builds vessels with unmatched undersea capabilities. “These are resources well worthy of our stewardship and protection as we address the nation’s challenges in the days ahead.”

Secretary of the Navy and former Mississippi Governor Ray Mabus was the christening’s principal speaker. He said, “You have heard it over and over again, but I’m going to say it again because it is so important. The subs of the Virginia Class have been on or ahead of schedule and under budget.



U.S. Rep. Joe Courtney of Connecticut's 2nd District



Adm. Kirkland H. Donald, director of Naval Nuclear Propulsion



Vice Adm. John M. Richardson, commander – Submarine Forces



U.S. Sen. Richard Blumenthal of Connecticut

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Ship Sponsor Allison Stiller and Flower Girl Emma Beardsley, daughter of Todd Beardsley, an area superintendent in Mississippi's engine room..

“Mississippi continues and expands on that great record. We cannot thank the people who built her enough and emphasize how important it is that we do this under budget and ahead of schedule,” said Mabus.

“For the men and women who built Mississippi, for those who crew her today and in the future, it is your work that provides this partnership between Navy and industry that can keep costs under control and get us the ships that we need. It is your work – the builders and the crew – that guarantees our submarine force remains absolutely the best in the world. It is your work that assures that the Navy and Marine Corps stay as the most formidable expeditionary fighting force the world has ever known. And it is your work that guarantees that America will have freedom, and freedom will be protected around the world,” Mabus said.

Following Mabus at the speaking podium perched on the Mississippi was Ship Sponsor Allison Stiller, who clearly relished her role in the christening ceremony.

“Mississippi may be made from steel, cable and fiber by the finest shipyards with the finest technology, but the crew is what is the most important,” said Stiller in remarks before break-

ing the bottle against Mississippi's sail. “You are her heart and I've watched you while you have breathed life into her.

“Your pride and commitment are awesome. You have chosen to serve our country and your families and friends help you do so – thanks to them for being there for you. Mothers, fathers, brothers, sisters, wives, children and friends,” she said.

“To the workers of Electric Boat and Newport News – thank you for building such an awesome platform for our nation and bringing this much needed submarine to our fleet ahead of schedule,” said Stiller.

“Now it is time for me to christen our submarine – endow her with my tenacity, compassion, love of family and friends – and to mark the next milestone in her journey.

“To each and everyone here today – you are a part of Mississippi – embrace her, pray for her and her crew, and celebrate the milestone of her life,” she said. “I'm so blessed to be her sponsor and I thank you!”



*Secretary of the Navy
Ray Mabus*



ELECTRIC BOAT, EMPLOYEES OBSERVE VETERANS DAY

Engineering Supervisor Ted Larson (411) was one of the hundreds of Electric Boat employees who attended Veterans Day observances held for all three shifts on the Main Yard hill last month. Larson, who retired from the U.S. Marine Corps Reserve as a colonel in 2006, completed two post-9/11 deployments, including one in Iraq. Speaking at the observances were Engineering Supervisor William Vidal III (341), a sergeant in the Army Reserve; Design Supervisor James Flyntz (459), a major in the Rhode Island National Guard; and Capt. Darlene Grasdock, supervisor of shipbuilding – Groton. All three have completed deployments in the Middle East.

Additionally, MDA-UAW Financial Secretary Wayne Burgess spoke on behalf of union employees, and Engineering Specialist Bill Dodge (495) described the efforts of a grassroots troop-support organization he leads. 🇺🇸

JAY JOHNSON VISITS HSI-ELECTRIC BOAT



General Dynamics Chairman and CEO Jay Johnson recently visited HSI-Electric Boat, the company's maintenance and modernization facility in Honolulu. The 40-person operation provides support services for U.S. Navy submarines and surface ships in Pearl Harbor Naval Shipyard. HSI-Electric Boat also performs commercial marine and industrial electrical motor and apparatus sales and service for the Pacific Region from its Honolulu motor and machine shop facility and refurbishes all of the Navy's Ohio- and Los Angeles-class secondary propulsion motors (SPMs). Joining Johnson, second from left, in this photo are members of HSI-Electric Boat's SPM team. They are, from left, general foreman Mark Tanaka and SPM technicians Brendan Parages and Matt Tanaka, son of Mark Tanaka.

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

229 Gregory Naehr	275 Ethan Thurber Alexander Wilhelm	447 Gary Raynes	604 Travis Barao	915 Justin Bouchard Dannica Franco Francesco Paolantonio Adam Sanders
242 Joseph Le May Kevin Perreault Christopher Startz Matthew Taylor	322 Paul Jezierski	449 Barbara Hankla	626 Kristiana Janacek	
	330 Bonnie Merchant	463 Timothy Giguere	636 Brandi Schott	921 David Bates Ralph Berman Yakim Parker Mark Wiese
252 John Falvey Justin Kunak Keith Michaud Jeffrey Newlon Dara Salls Mark Sanocki Dale Schaarschmidt Richard Seigney Jr. Brett Tonnancour	341 Joseph Barnett Jeffrey Gagnon Gregory Tolson	464 Brendan O'Brien	650 Stephen Pearson Robert Siegelman	
	408 Stephen Mason Jr.	472 Michael Browne	660 Elvis Erazo Suzanne McAnally	924 Daniel Alvarnas
	435 Robert Brown	480 Joshua Chouinard	705 Donald Jacobs Jason Monroe	962 Luke McGarr
	445 James Blecha Nicholas Davies	505 Jason Ackerman Manuel Castillejo Veronica Hamel James Lindeborg Maria Ortiz	797 Henry Crider Jr.	970 Sherry Farrell Brandy Ryan



HEALTH MATTERS

Carol Kisner Au.D

STRESS AND HEARING

According to the World Health Organization, hearing loss is becoming one of the most common disabilities in the world. In some countries, hearing difficulties are reported in more than 30 percent of its citizens. The most common complaints are ringing in the ears and loss of hearing.

Researchers at the Karolinska Institute in Sweden have begun studying what factors contribute to deteriorating hearing abilities. Is it related to continued noise exposure, aging, lifestyle choices or something else? In a survey, the researchers asked participants 120 questions about how they would report certain stressors. These stressors included the following:

- ▶ Psychosocial Work Environment
- ▶ Physical Work Environment
- ▶ Lifestyle
- ▶ Physical Health
- ▶ Mental Health

In addition to questions about work and home lifestyle stressors, respondents were also asked three questions regarding their hearing health. These three questions focused on tinnitus (ringing in the ears) and the ability to hear normal conversations.

What they found might surprise you.

A relationship exists between stress and hearing. This means that those respondents who reported more stress, especially in the areas of poor sleep and ill health, also had more complaints of tinnitus and hearing loss. Men and women both showed similar results; hearing loss seemed worse when they perceived their health status to be low.

Stress

Stress is subjective. As a result, we each react differently, both physically and mentally, when faced with certain situations.

Physical side effects of stress include:

- ▶ Headaches
- ▶ Chest pains
- ▶ TMJ or jaw clenching with pain
- ▶ Stomach pains/heartburn
- ▶ Trembling
- ▶ Breathing difficulty

- ▶ Neck or back pain
- ▶ Constipation/diarrhea
- ▶ Dizziness or lightheadedness
- ▶ Weight gain or loss
- ▶ Ringing in the ears (Tinnitus)
- ▶ Susceptibility to colds or infections

Emotional side effects of stress include:

- ▶ Sleep disturbances
- ▶ Difficulty concentrating
- ▶ Excess anxiety/nervousness
- ▶ Forgetfulness/confusion
- ▶ Increased anger, frustration or hostility
- ▶ Feeling overwhelmed
- ▶ Depression/mood swings
- ▶ Obsessive or compulsive behavior
- ▶ Increased or decreased appetite
- ▶ Social withdrawal and isolation
- ▶ Increased smoking or alcohol use
- ▶ Gambling or impulse buying

Hearing Loss and Stress

Whether it is caused by poor health or stressors, hearing loss in and of itself causes stress. Imagine yourself with significant hearing loss. It never goes away. Each day you are at a disadvantage when dealing with the world. Hearing aids can help, but are not always affordable or able to be worn in certain environments. Often they don't help enough.

Imagine your everyday stress factors amplified by significant communication difficulties. Stress from hearing loss is acquired much in the same way hearing loss is. It starts gradually, and then increases as the degree of impairment increases. There may even be tinnitus (noises in the ears such as ringing or hissing) associated with the hearing deficit. Social situations with loud noise and/or a long duration of loud noise will increase stress levels. It may not be feasible to use hearing protection in social gatherings or restaurants so we have to find ways to enjoy these environments for communication, especially around the holidays.

Hearing loss may be the single factor in your life causing stress. Any of the related symptoms listed above can be the result of that stress expressed physically and/or

emotionally. Many people with hearing loss choose isolation rather than attempt communication. Whenever I speak with a person with hearing loss, or a family member of a hearing-impaired person, some of the symptoms listed above are present, relative to the degree of difficulty the person has communicating. It is clear that our hearing and ability to communicate effectively is a key factor in our overall health and well being.

It is human nature to expect our hearing to protect us, encourage communication, and stimulate our senses and sense of well being. Our ears are working 24/7. We all have felt a sense of irritation when we were unable to hear what we wanted. Some hearing impaired people are never able to hear the information they want or need to hear, which worsens daily stress symptoms.

Manage Your Stress

Our bodies are such intricate machines. Every action we take prompts a reaction in our bodies. Some of the actions are good, some negative.

If you are able to manage your daily stress, it will be easier to manage your life. Analyze the situation and take positive steps to cope with it. This may involve deep breathing techniques, exercise, relaxation therapy (music or massage) or learning to replace bad thoughts with good thoughts.

Using support groups or counseling are just two ways to manage your stress. For more information on how to reduce your stress, call our EAP program (860-437-2188), go to myuhc.com, or contact Mercedes Beres (860-433-8272).

Remember: Safety First!

My holiday wish is that you can listen joyfully to the sounds of the season. The greatest gift you can give yourself is to protect and preserve your hearing. For anyone interested, individualized hearing protection fittings or consultations are available. Feel free to contact me through the Hearing Conservation Program (860-433-6107). 🎧

Retirees

- | | |
|---|---|
| 100 Richard D. Romagna
46 years
O S Machnst-Shop 1/C | 902 James M. McGovern
34 years
Install Tech III |
| 229 Frank N. Lewis Jr.
43 years
Welder-Struct. 1/C | 904 Steven Mello
47 years
O S Mach 1/C |
| 229 Charles G. Sedell
37 years
Welder-Struct. 1/C | 915 Michael N. Carvalho Sr.
24 years
M/T Tech II |
| 241 Martin G. West
29 years
O S Electrician W/L | 950 Albert R. Rankl
7 years
Matl Svc Rep I |
| 243 Richard A. Voyles
33 years
Pipefitter 1/C | 962 Peter F. Scucces
37 years
M/T Prod Supp III |
| 246 Wayne W. Yeaton
35 years
Pipecoverer 1/C | |
| 272 Mark T. Casey
38 years
Sto Sv En Meh W/L | |
| 417 John Alden Jr.
40 years
Mgr of Engineering | |
| 446 Donald Lockwood
38 years
Admin Specialist | |
| 456 José R. Sauri
15 years
Elect Sr Designer | |
| 660 Douglas L. Hamilton
27 years
Secur Off G/1 Sarf | |
| 702 Valerie D. Barrows
24 years
Security Admin | |



Above and right, after touring the submarine Mississippi (SSN-782), Secretary of Defense Leon Panetta addressed a gathering of Electric Boat employees, U.S. Navy personnel and suppliers.



SECRETARY OF DEFENSE VISITS EB; RECOGNIZES EMPLOYEE CONTRIBUTIONS

U.S. Secretary of Defense Leon Panetta visited the Groton shipyard last month, telling employees they represent a key part of the defense industrial base that must be protected from federal budget cuts.

Following a tour of the submarine Mississippi (SSN-782), Panetta addressed a gathering of employees, Navy personnel and suppliers on the Land Level and took questions at the conclusion of his remarks. He then entered Building 260 for a design/engineering analysis demonstration and a briefing on process improvements.

“I can’t tell you what an honor it is for me to have a chance to come up here to Groton and recognize that this is the submarine capital of the world,” he said. “What you guys are doing is absolutely essential to our ability to keep our country safe.”

Describing the maintenance of the defense industrial base as one of his priorities, Panetta said, “If we face a major crisis, I’ve got to mobilize. I can’t mobilize without an industrial base. So one of my efforts is going to be making sure we protect that base, and that means you.”

Panetta also had praise for the productivity of Electric Boat employees. “All of the people who work here have very unique skills. You can’t just do away with them and hope that they’ll come back.”



Above, MTC President Ken DeLaCruz engages the Defense Secretary in conversation shortly after his arrival at the shipyard.

Right, sharing a light moment during Secretary of Defense Leon Panetta’s shipyard tour are, from left, Director of Ships Management Stan Gwudz, U.S. Rep. Joe Courtney (2nd District – Conn.); Panetta; and Electric Boat President John Casey.



Electric Boat Awarded \$91 Million for Virginia-class Submarine Work

Electric Boat has been awarded a \$91.2 million contract modification by the U.S. Navy to provide lead-yard services for Virginia-class nuclear-powered attack submarines.

Under the contract, Electric Boat will develop, maintain and update design drawings and data, including technology insertions, for each Virginia-class submarine throughout its construction and post-shakedown availability periods. Additionally, Electric Boat will perform research and development work required to evaluate new technology to be inserted in newly built Virginia-class ships.

The contract has a potential cumulative value of \$881 million through 2014 if all options are exercised and funded.

Electric Boat Receives Contracts for Submarine Repair and Advanced Technology Development

Electric Boat has received two U.S. Navy awards worth \$57 million to perform submarine modernization and maintenance work and develop advanced technologies for current and future undersea platforms.

Under the first award – worth \$41.6 million – Electric Boat will continue operating the New England Maintenance Manpower Initiative at the Naval Submarine Base here, providing a wide range of overhaul, repair and modernization services in support of submarines, floating dry docks, support and service craft and other equipment at the base. About 270 Electric Boat employees will be engaged in the work.

Under the terms of the second \$15.1 million award, Electric Boat will perform advanced submarine research and development studies in support of a wide range of technology areas including manufacturability, maintainability, survivability, hydrodynamics, acoustics and materials. Electric Boat also will conduct research and development work in additional areas including manning, hull integrity, performance, ship control, logistics, weapons handling and safety. Additionally, this contract modification supports near-term Virginia-class technology insertion, identification of Ohio-class replacement technology options, future submarine concepts and core technologies.

Navy Awards Electric Boat \$21 Million Contract for Submarine Planning Services

The U.S. Navy has awarded Electric Boat a \$21.1 million contract to perform reactor-plant planning yard services for nuclear submarines and support yard services for moored training ships.

The contract has a potential cumulative value of \$121.2 million through 2016 if all options are exercised and funded.

BIW Lays Keel of DDG-1000 First Zumwalt-class Destroyer

BATH, Maine

Bath Iron Works recently celebrated the keel laying of Zumwalt (DDG-1000), the first ship in the planned three-ship Zumwalt class of guided-missile destroyers. The keel unit is the 4,000-ton, heavily outfitted mid-forebody section of the ship, which was moved from the shipyard's Ultra Hall construction facility onto the building ways in late October.

The ship is named for Adm. Elmo Zumwalt (1920-2000), regarded as the father of the modern Navy. He served with distinction on destroyers during WWII in the Pacific and later oversaw littoral operations during the Vietnam War. In 1970, he was named the youngest-ever chief of naval operations.

A special steel plate containing the initials of Adm. Zumwalt's four children, daughters and ship co-sponsors Ann Zumwalt and Mouzetta Zumwalt-Weathers; Lt. Col. James G. Zumwalt, USMC (Ret.); and Elmo Zumwalt III, now deceased, was prepared for the ceremony. The co-sponsors authenticated the laying of the keel by striking welding arcs onto the steel plate, assisted by Carl Pepin, a 33-year BIW welder.

The principal speaker was Rear Adm. Ann C. Phillips, director – Surface Warfare Division.

The DDG-1000 Zumwalt-class destroyer is the U.S. Navy's next-generation, guided-missile destroyer, leading the way for a new generation of advanced multi-mission surface combat ships. The ships will feature a low radar profile, an integrated power system and a total ship computing environment infrastructure. Armed with an array of weapons, the Zumwalt-class destroyers will provide offensive, distributed and precision fires in support of forces ashore. 🇺🇸

SERVICE AWARDS ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

50 Years

355 Francis W. Jutkiewicz
423 Phillip H. Taber
452 Allen J. Whewell

45 Years

252 Michael A. Rourke

40 Years

252 Edward L. Delaney
411 Paula F. Stauffer

35 Years

100 Douglas R. Bourque
100 James E. Humphrey
100 Robert W. Malinowski
242 Alexander H. Edgar
242 Michael L. Fowler
242 Daniel L. Touchette
243 Donald R. Gotto
243 Peter H. Palmisano
252 William A. Powers
271 John J. LaChance Jr.
272 Matthew D. Lincoln
274 Robert S. Stone
321 Ronald J. Labrecque
330 William J. Converse
355 Ian A. Mac Crae
355 Garry W. Niles
400 Patricia A. Tetreault
404 David M. Zinewicz
411 Robert W. Lytle Jr.
424 Peter J. Gauthier
425 Glen S. Murphy
428 David G. Dunn
431 Joseph F. Hildreth Jr.
445 David I. Wiles
449 William J. Scott
452 Ronald A. Lastella
459 Herman J. Jessen
459 Paul J. Macari
459 David A. White
459 Frank A. Woods
472 Thomas A. Stachelek
489 Frank E. Roseman
492 Clayton R. Eva
496 Robert J. Hartley

501 Joseph E. Budrick
551 Tracy S. Coleda
551 Robert J. Johnson
604 Thomas C. Rando
605 Christopher M. Lane
633 Deborah K. Goode
691 Rosemarie E. Fogarty
901 John A. Menzies
901 Fernando M. Silveira
902 Donald R. Griffith
904 Earl F. Fenn Jr.
904 Edward C. James III
904 Richard A. Ladyga
904 James W. Livesey
904 Robert C. Marshall
904 Ronald W. Roderick
904 William A. Simonelli
915 Roland L. Audet
915 Anthony A. Bettez
915 Michael J. Carroll
915 Michael S. Jusczyk
915 Joseph E. Paquin
915 Martin K. Williamson
915 Dennis N. Worster
921 Edward R. Campbell Jr.
921 Donna M. Farrea
921 Daniel T. Major
921 Michael T. Thibeault
933 John J. Cox
933 Francis T. McGinn
954 Henry Sardinha Jr.
955 Daniel C. Casale
957 Paul R. Metro
962 Patrice M. Glaspie
962 David E. Palmer
970 William L. Turner

30 Years

100 Stephen B. Couch
226 John G. Elias
229 Jeffrey A. Myshka
241 Alan E. Haroskewicz
241 Christopher G. Stewart
242 Steven P. Sorrento
243 James J. Kincade
274 Frederick Barth
330 Carmine A. De Stefano

341 Brenda J. Hoffman
341 Walter W. Lamb II
341 William G. Maychek
355 Dean G. Bodington
355 William R. Greenwood
355 William J. Lord Jr.
355 Michael J. Maynard Sr.
404 James A. Roberts
408 Michael V. Parulis
414 Bernard G. Pothier
441 Mark R. Brenek
447 Richard A. Slocum Jr.
449 Raymond G. D'Andrea
452 Peter A. Comforti Jr.
452 Michael J. Sherman
455 Carrie D. Pfeiffer
456 Frank J. Sanzi
459 Thomas A. Fawthrop
459 James Lubinski
459 Guy E. St. George
472 Johnny Matias
795 Mark S. Douton
902 Paul A. Laramee
915 Gregory C. Archambault
915 Charles A. Brown
915 Brian A. Derocher
915 Kenneth A. Palmer Jr.
915 Patrick J. Stands
921 Paul D. Swanson
957 Michael L. Hall
957 Eric J. Kopel

25 Years

226 James F. Grills Jr.
229 William H. Gilliard
243 Scott A. Peters
330 Stephen A. Eldredge
403 Timothy C. Kesling
412 Thomas F. Trimble
428 Craig A. Blanchard
429 Mark C. Williams
437 Joanne T. Basile
452 Robert C. McClung
452 Steven C. Mulhern
453 Pamela Harvey
455 Teresa Morales
456 Henry W. Apicelli

456 Tony Mercado
459 Daniel J. Perrotta
459 Charles Williams
467 John J. Genese
495 Robert F. Roser
496 William J. Dwyer
496 Marilyn Moran
601 Terrie A. Pangilinan
604 Joseph J. Franchina
604 Phyllis I. Maynard
604 Stephen P. Welkie
610 Thomas M. Gatheral
660 Charles Mond
702 David A. Howley
704 Larry J. Frank
705 Max C. Olarte
705 Eric B. Sprague
902 Steven J. Domenicone
915 Brent K. Trainer
920 Amandio S. Daniel
920 Mark A. Marino
950 Raymond R. Smith Jr.

20 Years

241 Cole L. Wilson
252 Philip M. Brown
275 John J. Donohue
341 Jeffrey M. Capizzano
410 Thomas H. Monaghan
413 Timothy J. Bousquet
428 Gretchen I. Barnes
448 John P. Vitale
452 Lee C. Babb
452 John A. Serra
459 Gerald J. Carty
459 Andrew M. Rerecich
489 Scott L. Newsome
492 Raymond G. Quinn Jr.
492 Michael A. Thuotte
493 Peter J. Bielaczyc
493 Frank E. Giurleo
494 Brian E. Sitty
604 Dana P. Award
924 Thomas M. Holmes
931 Danielle M. Lemieux
935 Alan G. Reed



QUONSET POINT EMPLOYEES SUPPORT OPERATION HOLIDAY CHEER

The Quonset Point Employees' Community Services Association (ECSA) has donated \$2,500 to help send care packages to Rhode Island National Guard members who will spend the holidays away from home.

Operation Holiday Cheer is spearheaded by Rhode Island Lt. Gov. Elizabeth Roberts. A total of 500 packages will be sent this year. The ECSA's donation will cover the shipping costs for 100 of those packages.

Quonset Point ECSA Vice Chair Carol Picard (970) presents Rhode Island Lt. Gov. Roberts with a donation to Operation Holiday Cheer.

EB BUSINESS ETHICS AND CONDUCT

ETHICS PROGRAM RESOURCES AND TOOLS

The General Dynamics/Electric Boat Ethics Program is based upon strong ethical values supported by company leadership, employees and resources/tools.

Electric Boat **leadership** is expected to create an environment that exemplifies ethical behavior each and every day by encouraging trusted and reliable communication enhanced with the ability to listen and respond to employee concerns.

Electric Boat **employees** are expected to live by leadership's example, questioning and communicating ethical concerns and demonstrating behaviors that will influence the ethical behavior of others.

Electric Boat **resources/tools** are available to support the examples set by leadership and employees by offering appropriate training to encourage ethical behavior, supported by reference documents to help employees understand company rules and regulations, and by offering a 24/7 confidential call and message center.

Specific Ethics Program resources/tools available to all employees include:

1. A 24/7 ethics Helpline that anyone can call toll free at 800-433-8442 or 503-619-1815 for international callers.
2. Ethics Director Frank Capizzano is available for daily consultation as necessary and can be reached at 860-433-1278 during normal business hours or by email anytime at fcapizza@gdeb.com.

3. Pete Stefanski, the Ethics Business Unit lead, is also available for assistance in ethical matters and can be reached at 860-433-0873 or by email at pstefans@gdeb.com.

4. The Electric Boat intranet offers access to the General Dynamics Standards of Business Ethics and Conduct (Blue Book) for guidance with ethical questions.

5. The General Dynamics website www.gd.com addresses ethics and ethical behavior.

6. The General Dynamics EthicsPoint website www.gd.EthicsPoint.com where employees can:

- ▶ Ask a question.
- ▶ Report a concern.
- ▶ Follow up on a question or concern.
- ▶ Review the General Dynamics Standards of Business Ethics and Conduct (Blue Book).
- ▶ Review Frequently Asked Questions pertaining to ethical behavior.
- ▶ Review the Managers Toolkit for guidance on ethical leadership.
- ▶ Review the Ethical Decision Making Model to help you through an ethical dilemma.

Remember – When in doubt, always ask.

Electric Boat Corporation Safety Performance – YTD November 2011

**ELECTRIC BOAT
SAFETY
PERFORMANCE**

**YEAR TO DATE
NOVEMBER 2011**

