



Holiday Greetings from a Couple of Shipyard Santas

See story on pg. 5

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From the Helm

Jeff Geiger, President, Bath Iron Works

As we come down the home stretch of 2010, I'm reminded of an often used phrase: "May you live in interesting times." We're in the midst of such times, and we can pretty much count on things remaining this way in 2011. Looking back, here are just a few of the things that made for "interesting times" in 2010.

The year started and continued with a strong focus on the importance of personal health and how it relates to your performance and safety on the job as well as your ability to enjoy your personal interests. Hopefully, you participated in our Health Passport program and are in better shape today than you were in January. We reset our 5-Star compliance program and increased emphasis on ensuring a safe working environment throughout the company. However, overall safety performance did not meet our expectations. That's something we cannot accept as every injury is one too many. We have much more work ahead of us and plenty of opportunities to improve our performance. We can never let down our guard when it comes to safety.

Our hard work on the Littoral Combat Ship Program paid off when *USS Independence* (LCS 2), the Navy's first trimaran warship, was commissioned in January. We celebrated the 25th anniversary of the DDG 51 contract award in April, then christened *Spruance* (DDG 111) and laid the keel for *Michael Murphy* (DDG 112) in May. We proudly watched as some of our ships played important roles in anti-piracy actions off the coast of Somalia and in humanitarian relief efforts in Haiti. The last DDG 51 Program key events for the year were an update (October) to our proposal to build DDG 115 under the Navy's DDG 51 Continuation Program and the Commissioning of *USS Jason Dunham* (DDG 109) in November. Our DDG 51 Planning Yard Team wrapped up an 18-month effort to deliver engineering and design documentation for significant hull, mechanical and electrical upgrades in support of the Navy's DDG 51 Modernization Program. Availabilities for the first two ships to receive these upgrades are progressing well in San Diego and Norfolk. The transition from DDG 51 to DDG 1000 construction continued with a strong push to complete the design and lead ship production efforts ratcheted up in the last half of the year. We also initiated procurement of long lead material for DDG 1001 and 1002. We're proving the quality of the DDG 1000 design and making good progress on constructing the lead ship like a follow ship.

Top level government and Navy visitors continued coming north to see what was happening here. We kicked off 2010 with a visit by the Honorable Robert O. Work, Under Secretary



Merle Chaney (D50)

of the Navy, on January 20, and we'll wrap things up on December 21 when Chief of Naval Operations, ADM Gary Roughead returns for a visit. Key decision makers remain very interested in what we're doing.

As 2011 begins to emerge, we're actively negotiating with the Navy for DDG 1001, 1002 and DDG 115 contracts. We can anticipate changes in the industry as Northrop Grumman addresses its shipbuilding business. Changes can also be expected in Washington as the new Congress takes the reins in January and in Maine as our new governor and state legislators get down to business. We're in a good position to handle these and other opportunities that will make 2011 an interesting time for us. As I've said before, we're in this position because of what we've achieved in 2010 and before. We'll continue to meet whatever challenges may come our way by constantly improving our performance and reaffirming that *Bath Built is Best Built*. I'm confident in our ability to do just that.

I wish you, your families and loved ones a very happy holiday season. During this joyful time, take a few minutes to remember and help those in our communities who may be less fortunate. Then pause to remember the men and women of our armed forces, many of whom will be spending their time in far away places and in less than desirable conditions. They stand watch so that we can celebrate in peace.

Whether you will stay in Maine or travel elsewhere, remember to make safety your number one priority. Have fun, relax a bit and be ready to tackle an interesting 2011.

TOGETHER WE CAN MAKE A DIFFERENCE.

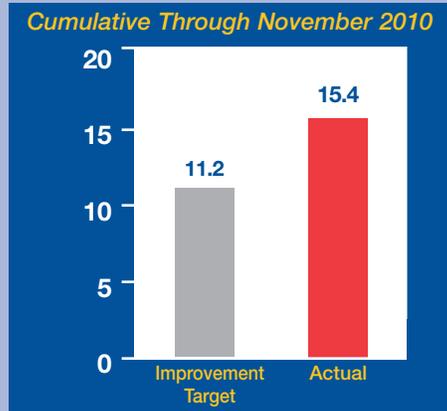
A handwritten signature in black ink, appearing to be "JG".

Performance

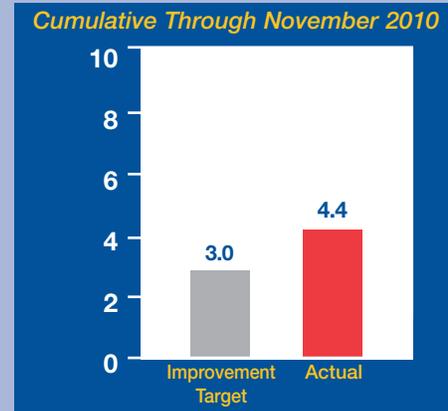
November 2010

Safety

RECORDABLE INJURIES



LOST-TIME INJURIES



Environmental

Year to date (YTD) progress toward achieving our environmental performance goals under the **Maine DEP STEP UP** and other environmental programs is displayed as follows:

-  Equal to or better than YTD goal
-  Above YTD goal; improved from prior year
-  Above YTD goal; not improved from prior year

Cumulative Through November 2010

Solid Waste	
Hazardous Waste	
Energy Costs	

BIW NEWS

BIW NEWS is published monthly by the Communications Department (D94) of Bath Iron Works and is produced internally in the BIW Print Shop.

The primary objectives of *BIW NEWS* are to recognize the service, accomplishments, innovation and contributions of our employees and to provide information on matters that are of interest to our workforce.

Comments and suggestions are welcome and should be forwarded to Dixie Stedman at Mail Stop 1210 or by e-mail at dixie.stedman@biw.com.




Facility/Shift Information Call Line

Toll free information on facility status,
work shift delays, and cancellations

1-866-630-BATH

(1-866-630-2284)

GENERAL DYNAMICS
Bath Iron Works

Energy Conservation

While you may think “air is free,” compressed air is not. It is one of the most critical utilities in our Production area and accounts for up to 30% of our energy consumption. According to **Dan Nadeau (D10)**, Director of Facilities, BIW has thousands of feet of piping, manifolds and temporary hoses.

Over the past three years, BIW has made substantial improvements in our Compressed Air system and new equipment and controls are in place to maximize the efficiency of one of our costliest utilities. Since installing and commissioning these devices, BIW has saved 4,800,000 KWH.

With this in mind, there are several things we can all do to optimize air use.

- Be mindful
- Report air leaks immediately
- Remove leaking hoses from service
- Secure air-powered devices when not in use

To report issues, call ext.2342 or 3611.



Above: **Dick Dionne (D20-01)**, Facilities supervisor for the Boiler and Air Compressor operation, checking the IntelliFlow valve which maintains an efficient and controlled supply of compressed air to the shipyard's system. Inset: Dick with the Intellisys Optimizer Control Panel which automatically stages the most efficient combination of air compressors to meet our compressed air requirements.

BIW Wins ManTech Award

In November, BIW received the ManTech 2010 Defense Manufacturing Achievement Award from the Navy Manufacturing Technology (ManTech) Program Office. The award promotes world-class manufacturing capability to affordably and rapidly meet warfighter needs throughout the defense system life cycle. The 12 nominees were judged on manufacturing technology achievement, transition/implementation and potential or realized benefits.

As described in the October 2010 *BIW News*, BIW participated in an Integrated Product Team (IPT) comprised of BIW; Northrop Grumman Shipbuilding; Concurrent Technology Corporation (CTC), a Navy Center of

Excellence; NSWC Carderock; PMS 500 DDG 1000 Program Office; and PushCorp, Inc., the vendor, to develop an automated solution for the large quantity of shell seam grinding and back gouging required on DDG 1000.

Steve “Bubba” Davis and John Foster (both D10) who together, represent a combination of 60 years of structural shipbuilding experience, served as BIW representatives on the IPT. The prototype tool is now in use in the shipyard where mechanics are perfecting their skills and learning how to customize the equipment for best results.

ManTech estimates a DDG 1000 cost reduction of \$2.7M through utilization of this equipment.



Steve “Bubba” Davis, left, and John Foster accepted the ManTech award at the Defense Manufacturing Conference in November 2010.

Toys for Tots 2010

While many charitable activities extend year-round, a few are seasonal to this time of year and good fun for those involved. An example is Toys for Tots, sponsored by the U.S. Marine Corps Reserves for over 60 years. Local S6 has long been the Marines’ local partner and helps them raise cash donations as well as a large quantity of new toys to delight Maine children.

This year, LS6 decided to increase awareness of the event in advance of the December 3, 2010 gate collection. Who hasn’t arrived at the gate on the appointed day and been surprised because you forgot to shop or fail to have enough in your wallet for the donation you intended?

Arlene Taylor (D27) led the effort to expand the event and with help from other LS6 volunteers, placed boxes in every area of the shipyard. On December 3, SSgt Joseph Justice and members of U.S. Marine Corps Reserves Company A headquartered in Topsham, which is responsible for the program in Maine, were at all BIW gates at all shifts to accept donations.



After first shift and following a prescribed route, the Marines, accompanied by LS6, started picking up boxes of accumulated toys from throughout the shipyard. First stop, EBMF at 6:15 am, which set the tone of the day for a hearty welcome, handshaking, thanks on both sides, photos, and a walk back to the Marines’ truck with boxes of carefully selected toys. Over at Consolidated Warehouse, they picked up 13 handsome bikes and helmets which were purchased through donation efforts during the preceding two weeks.

(continued on pg. 5)



The U.S. Marine Corps Reserves Toys for Tots event held on December 3, 2010 and organized at Bath by LS6 resulted in donations of over \$15,000 in cash and 3,000 toys. Shown above: Donations at the South Gate. Below: Arlene Taylor and Steve Cassidy at James.

Toys for Tots (continued from pg. 4)



LS6 volunteers carrying toys at Consolidated Warehouse.

Next, they were on to Hardings where quantities of toys awaited them at the gate and then on to James where, in addition to many attractive toys, Joe Arsenault (D89) and Ray St. Pierre (D86), with plenty of help, paraded 53 bikes and helmets suitable for all ages out the door to the waiting truck.

When visiting CSC in North Stores, they liberated a conference room which had become nearly unusable as it filled with toys. And so it went as the Marines traveled through BIW, stopping on their appointed rounds, thanking donors and sometimes accepting thanks for their own service, so that that their trip resembled a version of 'The Night Before Christmas.'

By even a cursory count, SSgt Justice shook the hands of hundreds of BIW employees, smiled for nearly a hundred photos and carried boxes and bags of toys down countless steps and across large expanses of the shipyard while receiving an extensive tour of BIW.

Thanks to all who contributed to a happier holiday for a large number of Maine children and their families.



Shipyard Santas (see cover)

Richard Douglas (left) and Steve Sibley (both D32) are showing a seasonal look on



this month's cover. Only one beard is real and has been part of the individual's look for so long that it would not be much of a contest to ask you to guess.

Thanks, Richard and Steve, for a great pose and for your sense of humor all year long.



BIW and GDATP Support Veterans Housing in Maine



Senator Susan Collins was the keynote speaker at the dedication ceremony of the Arthur B. Huot Veterans Housing facility in Saco, Maine. BIW co-sponsored the ceremony with GDATP.

In November, the Arthur B. Huot Veterans Housing facility was dedicated in Saco, Maine with support for the dedication ceremony provided jointly by BIW and GD Advanced Technical Products which has New England facilities in Vermont and Saco, Maine.

The housing incorporates services and counseling to address the needs of homeless veterans and is the first in Maine to serve both men and women. The facility was developed by Volunteers of America (VOA) Northern New England which worked with the Veterans Administration, local veterans services, and other community agencies to secure funding and provide services for residents.

BIW teamed with GDATP to sponsor the dedication ceremony which was held the day before Veterans Day.

Guest speakers included representatives of the national VOA, Veterans Services, the State of Maine and keynote speaker, Senator Susan M. Collins who said, "Today, the number of homeless Vietnam veterans is greater than the number of American servicemen killed in that war. We must ensure that in the land of the free, there is always a home for those who have served in our armed forces."



Joining Senator Collins at the dedication ceremony for the Arthur B. Huot Veterans Housing facility in Saco, Maine were, l to r: David Whitehouse, GDATS; Jon Fitzgerald, BIW; and Gary LaPierre, Manager of GDATP Saco Operations.

EDP Graduates 3

The Engineering Development Program (EDP) Class of 2010 completed its two-year program of study with a mid-day graduation on November 19, 2010, attended by family members, sponsors and mentors of its three latest graduates, **Christopher Ouellette (D40)**, **Ben Skinner (D86)**, and **William Woerter (D40)**.

Chris, a Harpswell native, is the first in his family to work at BIW. Following college in New York, he joined BIW in 2008 as an electrical engineer and entered the EPD program that fall. He enjoyed all of his rotations but noted the excellent opportunity to work in the PSA Program office in Norfolk, Virginia, where he supervised designers providing solutions to production issues and managed material purchasing, warehousing and distribution. Following graduation, he has taken a position as an IPS controls engineer where he will be supporting DDG 1000 integration.

Chris said, "I enjoyed the program and feel that it speaks volumes to BIW's ability to entice and empower its employees to tackle the latest challenges of shipbuilding. I consider it a real honor to be one of the people to go through the program."

Ben graduated from the U.S. Naval Academy and spent two years in Newport, Rhode Island as part of his naval service. Native Gulf Coasters, he and his wife moved south upon leaving the Navy, then realized that New England was where they wanted to be. With that target, he found BIW job postings online and joined the BIW Life Cycle Engineering Group in 2006.

Two years later, Ben entered the EDP, partly to learn how the various parts of BIW operate. He said, "I gained a broad overview of BIW's management and deckplate perspectives and an understanding of how we operate as a whole. I feel better equipped to contribute to constant improvement efforts in the shipyard."



Shown at the EDP Graduation, l to r: Norm Richard, EDP Coordinator, Chris Ouellette, Ben Skinner and Will Woerter and his wife, Mindy Favreau.

Ben next joins the Manufacturing organization as a planner/project engineer for the Electric Shop and added, "I'm grateful for the opportunity to participate and thankful to all who hosted me during my two years of travel around the company."

Will joined BIW as an electrical engineer in 2003 and now moves to the Technical and Operational Integration group. He grew up in Bowdoin where he knew a lot of people who worked at BIW, and his great-grandfather, like Will, was an electrical engineer who worked at BIW.

Will said, "The EDP provided insight into how the different areas of BIW operate as well as valuable leadership experience and exposure to various leadership styles." He continued, "As an engineer, it's important to understand how the work I do impacts my downstream customers and the EDP provided the opportunity to see some of that impact first hand."

Speaking for all three, Will said, "I'm very glad that BIW values employee growth and development. Programs like EDP are key to keeping our company competitive in the future and I would encourage anyone interested to apply to this or similar programs."



Retirees October 2010

Dept.	Name
10-00	Clifford L. Crosman 45 Years, 3 Months <i>Leadperson III</i>
10-00	Wayne P. Paul 28 Years, 5 Months <i>Area Supervisor II</i>
10-00	Andre J. Poulin 36 Years, 9 Months <i>Assistant Foreman II</i>
19-00	Ronald D. York 22 Years <i>Electrician III</i>
40-00	Dan L. Libby 24 Years, 8 Months <i>Sr. Engineer, Engineering</i>
43-00	Daniel S. O'Connell 32 Years, 9 Months <i>Welder III</i>
87-00	Mildred J. Jewett 29 Years, 6 Months <i>Technical Clerk, 1st Class</i>

Looking to the New Year

As the new year approaches, many of us start thinking about taking better care of ourselves and our families. Several opportunities for help are available through BIW or your health plan.

At Work

Onsite, confidential screenings for blood pressure, height/weight and body fat percentage with BIW's CIGNA Onsite Health Advocate, Maggie Kelley. Her office is in the Bath Main Yard at the Conley Training Center, 2nd floor. She also travels to each worksite in the Bath-Brunswick area on a monthly basis.

Appointments can include a review of health screening status to see if you are due/overdue for any screenings, learning more about effectively managing a chronic health condition, discussing a specific health issue/concern for you or family member, help finding an appropriate resource for a specific health issue/question and help understanding a diagnosis or results.

For an appointment, contact Maggie Kelley at ext. 4939 or 207 442-4939.

Through our CIGNA Health Plan

- Disease management programs for those who have a chronic illness and need extra care and attention.
- Lifestyle management programs (such as weight loss, tobacco cessation and strength and resiliency).
- 24-hour nurse line for access to health information anytime you need it.
- No copayment for your annual preventive screening (remind your doctor's office to code the visit as preventive care).
- For details, call the number on the back of your CIGNA ID card (1-888-551-4072).

Not sure where to begin your lifestyle change? Here are a few suggestions:

- Make sure you have a Primary Care Provider (PCP). Your PCP should know you and your medical history.
- Seek preventive care. Most preventive care (such as an annual physical or preventive screenings) is covered under health care benefits at no cost to CIGNA members.
- Know your health risks. Take a confidential health risk assessment (HRA) (available online at www.mycigna.com) and discuss the results with your doctor. A paper version is available through Anthony Anderson at ext. 2915. (*Stay tuned...more onsite coaching is coming soon*).
- Stick to your personal improvement plan. The HRA can help you develop a personal improvement plan based on your results. This plan can serve as your starting point to getting or staying on track.
- Get help when you need it. Health coverage at BIW provides many resources to which you can turn when help is needed (such as listed to the left).
- Choose high quality providers. Quality healthcare can save lives. It can also make a difference in how you feel or how fast you get better when you are sick. Visit www.mhmc.info for help finding the highest quality care.

Hundreds of employees have taken steps toward meaningful change in 2010. 2011 could be your year.



Retirees November 2010

Dept.	Name
09-00	Paul D. Baxter 31 Years, 4 Months <i>Outside Machinist III</i>
10-00	Terrell Edgerton **** 29 Years, 8 Months <i>Leadperson II</i>
10-00	Winfield B. Malcolm **** 44 Years, 1 Month <i>Leadperson III</i>
11-00	Stephen L. Smart 23 Years, 4 Months <i>Pipecoverer III</i>
19-00	Clifford E. Farr *** 30 Years, 6 Months <i>Electrician III</i>
20-00	Spencer E. Pletts 37 Years, 3 Months <i>Maintenance Electrician III</i>
40-00	Roger P. Farris ** 29 Years, 1 Month <i>Associate Engineer</i>
45-05	Cynthia L. Douglass 35 Years, 8 Months <i>Administrative Technician</i>
52-05	Walter F. James 36 Years, 4 Months <i>Safety Inspector III</i>
87-00	Yue C. Chan 21 Years, 1 Month <i>Designer 1st Class</i>
91-05	Timothy H. Keithan *** 35 Years <i>Planning Tech</i>
91-05	Stephen A. Shirland * 30 Years, 9 Months <i>Planning Tech</i>
91-05	Richard R. Vallee **** 31 Years, 8 Months <i>Planning Tech</i>

Retroactive to:

- * February 2010
- ** June 2010
- *** August 2010
- **** September 2010

Our Reach Extends Beyond the Gates



BIW shipbuilders are generous. They have big hearts for organizations that support children, servicemen and women, families, veterans, seniors and anyone who falls between the cracks or on hard times. They respect those organizations that turn a high percentage of what they raise towards the people they serve, and those mentioned below have a track record for doing that.

In addition to the larger charitable activities illustrated here, within a department or work crew, someone often passes the hat to assist one of their own. These unnoticed acts of giving are often the most heartfelt because they involve one-on-one relationships that cause us to dig deep, knowing that the individual involved has often, and will again, do the same when someone else needs it.

It has been established that charitable giving of time or money often returns a sense of psychological well being to those who participate. Now there is evidence that philanthropy may be good for our physical health as well, as it may contribute to taking better care of ourselves, increase our sense of purpose or empowerment, or broaden our social network which in turn, helps us cope with stress and loss. If so, it is one more reason to enjoy working with people who generously contribute to the well-being of their fellow workers and their communities throughout the year.



Graphic created by David Heath, BIW Media Lab

United Way Team Exceeds Goal and Wins Award

In early November at the United Way of Mid Coast Maine (UWMCM) finale of its annual campaign, the BIW Team received the annual UWMCM Volunteer of the Year award. This is a great tribute to the BIW volunteers who organized this year's campaign and worked together to take the United Way message to our employees.

Our local volunteers, led by **Rusty Fenn (D07)** and **Mary Molello (D46)**, LS6 and Salary co-chairs, respectively and Loaned Executive **Andy Verge (D07)**, raised \$713,000 from the people of BIW, proving once again that BIW employees have big hearts for the needs of their communities. The amount exceeded the BIW Employees 2010 campaign goal, represented an increase over last year's total and helped UWMCM also exceed its goal. The majority of funds are put to work through the local UWMCM, but as designated by the specific giver, contributions are sent to some of the other nine United Way organizations in Maine and occasionally, out-of-state.

Both Mary and Rusty say, "It's the volunteers that get it done." Andy Verge is in charge of scheduling all of the group meetings and at least one and sometimes two meetings a day were held somewhere in the company throughout October. It takes a whole month to complete the cycle. Most of the volunteers came aboard sometime in September due to the amount of front end work required ahead of the October campaign. The management group will continue to meet periodically to address the lessons learned of the previous campaign and plan for next year.

Rusty said, "We have a loyal group of volunteers, but we always need a few new people each year to keep our group trained up and able to replace those that are not able to return. New people increase the variety and capability within the campaign and better help us reach everyone. Looking to next year, we'd really like to have more BMDA and LS7 volunteers working with us."



BIW 2010 United Way Volunteers include, l to r: Andy Verge, Rusty Fenn, Scott Sorenson, Dick Doyle, Sharon Guay, Ryan Jones (back), Sorel Black, Sarah Savage, Carroll Leeman (back), Lori Francisco, Mary Molello, Glen Hilt (back), Pauline Cornish, Cathy Pierce and Steve Cornish. See below for a complete list.

Asked why they choose to serve as co-chairs of the campaign, Rusty said, "I donated to the BIW campaign for years, but once I became a volunteer and met some of the people who are helped by United Way agencies, I felt a much more personal connection. I now feel like I know who we are helping and why."

Mary said, "This is my first year working on the campaign, although I, too, contributed previously. I find that the results speak for themselves. The local United Way reaches 20,000 people in our area, which is one in every five. I believe that all of us have used the services of a United Way agency, we will in the future, or we know someone who has. That's very powerful."

Mary also said, "It was clear to us that many BIW employees feel a sense of ownership in the community campaign. I personally heard several people say, 'United Way depends on us (BIW employees) every year.' That's a lovely way of saying that they see value in their involvement with United Way."

This year, **Glen Hilt (D25)**, with help from **Sarah Savage (D19)**, created a video which was shown at all BIW meetings. The title of the video is "Change" which is also this year's campaign theme and it addresses change at the personal, work

and community levels. It features BIW employees from throughout the organization and asks viewers to become part of the change. In early 2011, United Way Worldwide will solicit creative material from all United Way agencies to identify outstanding marketing materials. UWMCM has informed us that it plans to submit the BIW video to this competition.



United Way of Mid Coast Maine 2010 Volunteer of the Year Award

Volunteer	Dept.
Sorale Black	19
Terry Connolly	50
Steve Cornish	11
Pauline Cornish	11
Darrell Damboise	11
Dick Doyle	81
Rusty Fenn	07
Lori Francisco	15
Sharon Guay	4505
Glen Hilt	25
Ryan Jones	07
Carroll Leeman	09
Patty Marcotte	62
Paul McLaughlin	11
Mary Molello	46
Cathy Pierce	81
Rob Poissant	15
Sarah Savage	19
Scott Sorenson	20
Andy Verge	07

North End Food Drive

Last year, Bob Murray (D24) organized a friendly competition between the 4 floors of the North Stores building to raise both money and food for 4 local food programs. This year, he expanded the effort to more of a “North End” event, including the Facilities division and the HR, Payroll, Medical and Security areas.

The idea grew from the management staff of the Materials Division which wanted to participate in a charitable event that would also be teambuilding in nature. Many ideas were discussed, but collecting food seemed like a good one. Bob said, “Lack of food or uncertainty about having enough food is a cause that everyone understands and can rally around. And holding the event close to Thanksgiving reinforces how important it is to help those who have inadequate food resources.”

This year, Bob and representatives from each area formed a Feed the Hungry committee and set a goal to increase donations while broadening the scope of distribution to include 5 food pantries.

The Feed the Hungry Committee comprised of Laurie Murphy (D0110); Dan Parker (D20); Ashley Douglass, Rhonda Card and Brad Walfield (all D24); Karen Race (D40); Janet Grondin (D49) and Ginny Small (CSC) promoted the event in advance. Very early on the morning of November 18, 2010, which was seasonably cold but all agreed it could have been worse, representatives of each floor or building parked a vehicle inside the North Gate and greeted everyone with an opportunity to donate to a good cause. Those passing through the North Gate and going to work in other areas of the shipyard may have been surprised by the event but the enthusiasm of the volunteers generated a lot of support that morning. Bob noted that many people, in addition to the employees from the buildings involved, gave generously.



Newcomers to the event, Mary Dodge, left, and Janet Grondin championed the efforts of Human Resources.

The event wrapped up shortly after 7:00 a.m. and the food donations were delivered to the Bath Area Food Bank, Mid-Coast Hunger Prevention in Brunswick, St. Mary’s Food Pantry in Lewiston, Wayside Soup Kitchen in Portland and Help Yourself Shelf in Wiscasset, selected to reflect the demographics of BIW employees. The committee also sought to keep their anticipated collections in line with the number of food banks so as to ensure a meaningful donation to each.

Bob said, “I think the competition helped our efforts. Some areas were very focused and ready to compete, including instituting some pre-collection strategies several weeks in advance of the collection.” The event raised over \$5,300, more than doubling last year’s efforts, and 187 cubic feet of food. The great value of the cash donations is that the food programs can leverage each dollar to equal \$12.50 of purchasing power in the marketplace. This 1-day event resulted in the equivalent of \$67,000. As Bob said, “That’s incredible giving.”



The Feed the Hungry committee plans to look at future options one step at a time and keep whatever they do manageable, meaningful and fun for those participating. Keeping this in mind, we can anticipate another lively event next November.

The winner of the competition was the second floor of North Stores but the real winners are those that will benefit from everyone’s generosity. Bob relayed that all 5 food banks were extremely thankful and said, “At one food pantry in particular, the Director of Operations was brought to tears as the unanticipated receipt of the funds meant so much to their organization in the face of rising need.”



L to r: Ginny Small and Ken Brill represented the first floor (CSC) of North Stores; Bob Murray; Karen Race collected donations from the third floor (DDG 1000); and Chris Riley, Rhonda Card and Paul Rossignol campaigned for the second floor (Procurement).

From the Fleet

Sea Cadets Visit BIW

Sixteen cadets and six officers from the *USS Jason Dunham* Sea Cadet Unit toured BIW on a Saturday morning in December, accompanied by Ron Berry (D02), Paul Franklin (D40), Matt Snell (D95) and Brad Krehel (D84) who volunteered their time as tour guides.

As part of their community involvement while in Bath, the *Jason Dunham* (DDG 109) precom crew adopted the local Sea Cadet Orion Unit and provided them with many hours of training and mentoring. In appreciation for this support, the sea cadets formally changed their name to the *Jason Dunham* Unit. The functions previously performed by the DDG 109 crew have now transferred to the crew of *Spruance* (DDG 111), significantly stabilizing the unit.

The sea cadets were hosted by BNAS until the base closure required that they find new space. The cadets' leadership secured meeting space for the unit at the Maine Maritime Museum, a storage



Sea Cadets in front of DDG 111 with Ron Berry, far left, Paul Franklin (back row, brown hat), Matt Snell (back row, green hat) and Bradley Krehel, far right.

shed for their gear which was donated by BNAS, and support from BIW to move the storage shed to the MMM. The Casco Bay Navy League is providing leadership and fundraising support. This combination of support is allowing the unit currently comprised of 20 young people between the ages of 10 and 18 to continue their interests in seagoing activities and careers. One cadet has been nominated to the U.S. Naval Academy and hopes to one day command a

ship built in her home town. The group plans to return in the spring to tour DDG 111.

If anyone would like to be involved with this program, contact Sandra A. Carleton, ENS *Jason Dunham* (DDG 109) Division, USNSCC at: sacarleton@comcast.net.

For more information, visit: www.seacadets.org/public



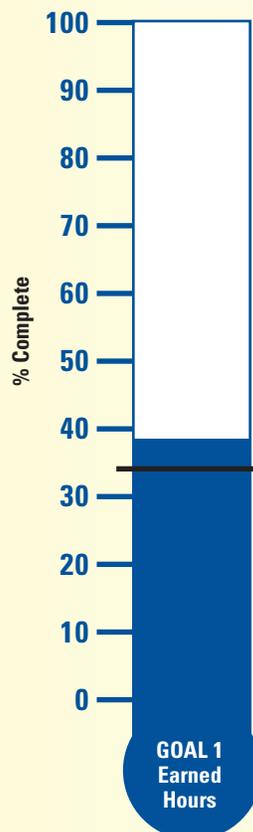
Performance Incentive

Period 2 Goals are shown to the right. Several elements of these Period 2 goals have been modified to accurately reflect our production calendar (April 3, 2011 vs. March 31) and to align with programmatic changes made by the Navy. All changes have been negotiated with LS6, LS7, BMDA and IGA.

The first Phase II goal is related to earned hours and goals 2 through 6 are performance-related. Initial progress is statused on a green/yellow/red basis as defined below.

- | | |
|--------|------------------|
| Plan | On Track |
| Actual | Behind Plan |
| | Did Not Complete |

For more information, contact your supervisor.



Performance Period October 1, 2010–April 3, 2011

Period 2 Goals Status: As of December 5, 2010

- 2. Complete all GI Inspections on DDG 11 Hull 505 by February 15, 2011
- 3. Achieve AEGIS Light-Off (ALO) on DDG 112 Hull 505 by April 3, 2011
- 4. Attain 80% complete on DDG 1000 in Fabrication by April 3, 2011
- 5. Erect 10 DDG 1000 units in the 1400 Ultra and 6 DDG 1000 units in the 2200 Ultra and complete Blast & Paint on the 3160 and 3170 units by April 3, 2011
- 6a. Complete all design scope identified on or before October 3, 2010 in the 1100 and 3200 Ultra units by December 31, 2010
- 6b. Complete 90% of cable routing in the 1400 and 2200 Ultra units by March 31, 2011

Deb Oliver on the Maine Maritime Museum

In mid-2010, Deborah Oliver (D87), Build Design Manager, was appointed to serve as the BIW representative on the Board of Trustees of the Maine Maritime Museum (MMM) in Bath. Here, she shares her thoughts about the relationship between BIW and MMM and the value of our association with this nearby, world-class maritime historical institution.

Why did you choose to become a Trustee for the Maine Maritime Museum?

I feel blessed every day to work at BIW and to be part of the shipbuilding tradition. When I was asked to represent BIW on the board of such an incredible place, I was eager to do so. The Museum embodies the great maritime traditions of Maine and many of the specific things BIW stands for: excellence, education, accomplishment. When my friends and family come to Maine for a visit, it is one of “the places” we take them. You can’t go there and not find something new and interesting. It comes across as a well run organization and a benefit to the community.

What have you discovered since becoming a Trustee that you were surprised to learn?

I was really surprised to see just how broad and deep the connections are between the Museum and BIW. There’s the historical information about BIW that’s always on display and the trolley tour that comes through the yard almost every day during the summer, but it’s much deeper than that. The Museum’s library has volumes of documents, plans and historical records of the activities at BIW. Many former and present day employees volunteer at the museum. There are many connections.

BIW appears to have a special relationship with the Museum. Why?

The Museum is a vital link between BIW and the public. People who are interested in learning about BIW, both past and present, go to the Museum. The staff and volunteers are among BIW’s biggest supporters and they advocate for our success. When I visit, I enjoy hearing visitors ask Museum volunteers about BIW—their answers are almost as enthusiastic as mine would be. (And if you know me, you know that is pretty enthusiastic!)



Deb Oliver

BIW is a strong supporter of the Museum, but it’s not just a nice-to-do thing. We (BIW) derive significant benefits from the relationship as well.

How does our relationship with MMM benefit BIW?

Our company is a vital national asset and a huge economic force in Maine. People are interested in what we are doing here and, in many respects, have a right to know at least the big picture, since they’re paying the bills through their taxes. By providing a “store-front” for us, the Museum relieves us of a lot of administrative burden. We don’t organize the tours, although we provide a narrative outline for the volunteer tour guides (who are current or retired BIW employees) and we require that the tours comply with certain security requirements. People learn about our history and why “Bath built is best built®” right in our backyard. Additionally, the Museum is an advocate for careers in maritime industries. It promotes those opportunities through educational programs for area schools and the Discovery Boat Building program where kids learn boatbuilding skills and an appreciation for their maritime heritage.

How does it benefit BIW employees?

Maine Maritime Museum showcases the art and skills of shipbuilding with a special focus on BIW. The positive impressions they foster of BIW and our industry help to build support for our company, which influences our ability to get new work, attract new employees, and maintain good business relationships throughout our com-

munity. It is a source of pride for our employees to have such a widely recognized world-class museum right next door telling our story to visitors from around the country and the world.

There are many former, and present, BIW employees who volunteer at the Museum. Is this important?

I think it’s great—and yes, it’s very important. BIW employees love what they do and are proud of their contributions to what the company has accomplished. Can you imagine a BIW tour led by a young high school graduate that never wore a hard hat? The Museum could not do what it does for BIW without those BIW employees, both past and current, who step up and pitch in.

Is it important for current employees to support the Museum?

Without a doubt! Maine Maritime Museum provides priceless benefits to the community yet does not receive any support from the local, state, or federal government beyond a few modest competitive grants. They have historic buildings and collections to maintain, snow to plow, employees to pay, and on and on. Because of their support for what we do, it’s in our interest to ensure the museum prospers and that can only happen if people support the organization.

How can BIW employees support the Museum?

We’ve already talked about volunteering, and that’s important, but the best way to help is to become a Museum member and give to the Museum’s annual fund. Membership has great benefits—free admission, discounts on programs, and invitations to events. Supporting the annual fund directly contributes to the sustainability of this vital community resource. And of course, bring friends and family when they come to visit. I guarantee all of you will have a great time. And check out the Museum store where, as a member, you will receive a discount. In fact, members receive a double discount during December.



BIW Ski Team Wants YOU!

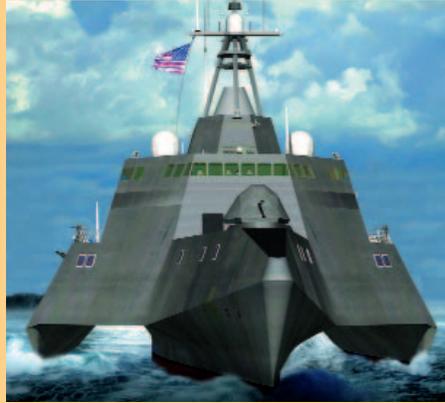


The BIW Ski Team is gearing up for another exciting corporate ski race season. The Team is looking to increased participation across the company from riders (snowboarders) and skiers. For more information contact:

- Paul Laroche James, ext. 3179
- Dave Wetherbee BIP, ext. 1861
- Tom Hennessey North Stores, ext. 3982
- Tip Koehler MSC, ext. 1788
- Nate Olehowski CROE, ext. 4770



Recent Contract Awards



LCS Class Design

On November 10, 2010, the Navy awarded BIW a \$8.9M modification to its existing contract for class design services for engineering, program and technical support for LCS class ships. This work includes design, class configuration management, class documentation, ship interim support, ship systems development and other technical and engineering analyses.

DDG 1000

On November 12, 2010, the Navy awarded BIW a \$8.5M modification to its existing contract to provide additional systems engineering services associated with the detail design and construction of DDG 1000 *Zumwalt*. Systems engineering efforts include detail design excursions, shock qualification, production process prototype manufacturing and life cycle support services prior to PSA.



Manufacturing 5 Star Compliance

During 2010, BIW has re-evaluated all 5-Star areas to ensure that the program continues to serve as a useful tool regarding compliance with regulations and to help reduce incidents, accidents and injuries. The chart to the right indicates that this re-evaluation and recertification is nearly 100% complete. However, all areas continue to be monitored and inspected on a regular basis to ensure that each area is maintained at the required level.

Our steady progress indicates a high level of awareness and commitment to safety on everyone's part. We have to keep the momentum and the commitment going forward, because safety can never become anything less than a number one priority.



Safety is everyone's business.



DECEMBER 6, 2010	Electrical	Machine Guarding	Fall Protection	Fire, Health, Safety	House-keeping
5-Skids	★	★	★	★	★
Assembly Building	★	★	★	★	★
ABC Plat	★	★	★	★	★
ACE/CW/Bissons	★	★	★	★	★
Aluminum Shop	★	★	★	★	★
MSC Warehouse/Service Shop	★	★	★	★	★
Blast I	★	★	★	★	★
Blast II	★	★	★	★	★
Blast III	★	★	★	★	★
Boiler Shop	★	★	★	★	★
Buildings 18 and 19	★	★	★	★	★
Carpenter Shop	★	★	★	★	★
Dry Dock	★	★	★	★	★
EBMF	★	★	★	★	★
Facilities	★	★	★	★	★
H 504 (DDG 109)	★	★	★	★	★
H 505 (DDG 111)	★	★	★	★	★
H506 (DDG 112)	★	★	★	★	★
Hardings	★	★	★	★	★
Hyde South	★	★	★	★	★
LLTF	★	★	★	★	●
Machine Shop	★	★	★	★	★
Panel Line	★	★	★	★	★
P011/Ultra Hall	★	★	★	★	★
South Central Receiving	★	★	★	★	★

★ Compliant ● Preparing for Assessment ● Lost Star



Service Anniversaries

October 2010

Dept.	Name
40 Years	
26	Leask, Roger Carlton
35 Years	
09	Libby, Kenneth Wayne
19	Kuvaja, Peter Alpo
20	Nichols, William White
20	Spearin, Roger Robert
86	Greenleaf, Peter Wayne
30 Years	
09	Brissette, Marcel Raymond
10	Barnes Jr, Charles Arthur
10	Fitzgerald, Robert Paul
10	Niles, Thomas Michael
29	Carlson, Clyde Carl
69	Hersom Jr, Robert Sherman
87	Chaisson, June Ellen

86	Brackett, Richard Alan
87	Poore, Randy Brian
20 Years	
40	Wing, Allison Jane
87	Patel, Sudhirchandra Bhailalbhai
15 Years	
19	Dumas, Mark Joseph
19	Hamlin, Gary Richard
43	Dube, Michael Raymond
43	Larrabee, Russell Michael
50	Richards, Rodney Howard
87	Bloomer, Malcolm Howard
10 Years	
53	Clark, Robert Timothy
78	Long, Lisa Jeannine
86	Warnberg, Ian Russell
5 Years	
06	Burden, Benjamin Patrick

November 2010

35 Years		25 Years	
10	Atkinson, Dean Martin	50	Ingalls, Kirk Douglass
11	Carr, Ronald Phillip	71	Arsenault, Jeannette Ruth
20	Sleeper, Mark Alan	86	Shields Jr, Weldon Roy
91	Sirois, Terry Lee	86	Stevens, William Edwin
30 Years		20 Years	
09	Labbe, Richard Romuald	50	Gray, Randy Clark
17	Bennett, Thomas James	87	Stoltz, Thomas Calvin
40	Kelly, Vaughn Elson	5 Years	
40	Tarpley, Daniell	40	Giffen, Matthew Scott
43	Rines Jr, Benjamin Leroy	40	Kittredge, Barbara Joanne
86	Stanhope Jr, Gordon Thomas	86	McCue, Brian Donald
86	Tetu, Timothy George Patri		



Welcome

The following employees joined BIW during October and November 2010. Please welcome them.

Name	Dept.	Name	Dept.	Name	Dept.	Name	Dept.	
October 2010								
Benner, Jolene Madelyn *	2700	Raymond, Chance William	6200	Eldridge, Timothy Albert *	4300	Perreault, Jean-Paul Rosaire	4300	
Bisson, Debra Lynne *	2700	Ridley, Brandon G	5000	Elwell, Dustin Stephen	6200	Peters, Matthew Thomas	1500	
Bouchard, Shane Michael	4300	Robbins, Robbie Lee	5000	Fikus, John Andrew	2700	Pouliot, Jacob Leonard	3000	
Bowles, Peter Jeffrey *	2700	Salmon, Jon Edward	5000	Fortin, Chad Allen	3000	Raymond, Michael Gerard	2500	
Couillard, Lawrence Martin *	5000	Shorette, Daniel Joseph	1500	Fortin, Lucas John	4300	Reed, Larry John *	1900	
Cox, Dany Maitland *	5000	Spack, Justin Allen	4300	Gebo, Stephen Allen	4300	Richard, Scott Foster *	1500	
Daley, Jeannine Theresa *	2700	Theriault, Matthew Alden	4300	Goodspeed Jr, Robert Alan *	2500	Rickards, Luke Matthew	4300	
Davis, Aaron Franklin *	5000	Turmelle, Justin Timothy *	4300	Grierson, Darrell Carleton *	0900	Ricketts, Michael Todd	4300	
Doyon, Christopher Michael	4300	Ward, Adam James *	0700	Harding, Walter Everett	2700	Ritchie, Dustin Gary	3000	
Ellis, Gregory Scott *	1700	Waterman, Runette Rae *	2700	Hayden, Garret Jordan	3000	Rock, John David	4300	
Erickson, Daniel Lee *	0900	Wood, Scott Leal	4300	Hayes, Randall Joseph *	0900	Russell, David Robert *	0900	
Esculano, Anthony Michael	4300	November 2010				0700	Sacks, Daniel Paul	4300
Esculano, Edward Joseph *	6600	Abbott, Benjamin Ryan	3000	Hurlburt, Timothy Gerard	0700	Santos, Peter Matthew	2500	
Ford, Aaron Mark	1500	Abbott, Randy Allen	2700	James, Marc Raymond	1500	Saunders, Craig Alan	2700	
Frank, Nicholas Peter	4300	Alexander, Levi John	3000	Jenkins, Scott Allen	1500	Smith, Christopher Scott	0120	
Heal, Duane C	1000	Andresen, Douglas Walter *	1900	Johnson, Travis Mark	3000	Spencer, Steven Robert *	3000	
Holbrook, Andrew Thomas	4300	Arsenault II, Joseph Frank *	0900	Johnson, William John *	1700	Sperrey, Benjamin R	4300	
Howard Sr, Dexter David *	2700	Bachelor, Mark Mathon	4300	Kiernan, Jennifer Lee	2700	Tardiff, Leo Albert *	0900	
Inman, Gilbert Baker *	1700	Barter Jr, Robert Harold	2700	Lachance, Eric Earl	2500	Tenney, Marc Lawrence	2700	
Irvin, Skyler Thorne	4300	Baxter, Paul Lewis *	2700	Lamoreau, Nicholas Elmer	3000	Theriault, Mark Andrew *	4300	
Jacobsen, Edward Leo	5000	Beaulieu, James Edward	1500	Lemieux, James Bruce *	1000	Therrien, Joshua David	6200	
James Jr, Franklin Thomas	4300	Bilodeau, Steven Michael	4300	Levesque, Brian David	0700	Tribou, Michael Ray *	1900	
Johnson, Brice Craig	5000	Black, Eddie Joseph	3000	Lewis Jr, Richard Mark	3000	Weeks, Christopher Jefferey	2500	
Johnstone, Joshua Riordan	5000	Bolduc, Matthew Rolland	1500	MacArthur, Christopher Michael	3000	Weeks, Timothy W.	1500	
Kemberling, Ulrike Brigitte *	2700	Bowen, Jeremy Preston	3000	Mazerall III, Leo Henry	4300	Wentzheim, Michael Vincent *	3000	
Labrecque, Roger Fernand *	9105	Brackley, Justin Robert	1500	Meagher, Gordon Bilbo *	1900	Williams-Noel, Conner Sebastian	6200	
Lavigne, Matthew Paul	5000	Brown, Keith David *	4300	Merrill, Leonard Lee *	4300	Wing, Roy Thomas *	1900	
Lavoie, Ryan Adam	4300	Chick, Peter Earle *	4300	Moon, John Ledon	0600	Wyman, Chris Joseph	4300	
May, Ronald Lee *	5000	Cole, Justin Frederick	4300	Morse, James Parker *	0900	Ziobrowski, Martin	1500	
McKay, Michael Ernest *	2700	Cyr, Marcel Raymond	2500	O'Ben, Allen Dale	4300			
Newton Sr, Paul Edward	0700	Cyr, Walter Foster	4300	Ouellette, Albert Oscar	2500			
		Duquesnoy, John Michael	1500	Pease, Mark Nathan	1500			
				Pelletier, Ryan David	6200			

* Returning Employees



GENERAL DYNAMICS

Bath Iron Works

700 Washington Street
Bath, ME 04530

PRSR STD
U.S. POSTAGE PAID
BATH, MAINE
04530
PERMIT NO. 31



The Good Grinch

This handsome fellow was spotted on the Procurement floor of North Stores during the LS6/U.S. Marine Corps Reserves Toys for Tots pick-up on December 3. He likes hanging out on the filing cabinet of his best friends, Jocelyn Stover and Lisa Miller (both D22) where he can charm people all across the floor. Rhonda Card (D22) confirmed, "He's caused quite a bit of interest."

Reportedly, this Grinch isn't spoiling anything. He seems to be helping everyone look forward to the holidays.

