

USS Independence (LCS 2) **Commissioning**

(see page 8)

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From the Helm

Jeff Geiger, President, Bath Iron Works

By now I expect all of us are back into the rhythm of shipbuilding after the holidays. I hope everyone had the opportunity to spend some quality time with your friends and families, reflect on last year's activities and think about what 2010 may have in store. I spent time thinking about what's ahead of us in the New Year and reached several conclusions that I'd like to share with you. Five key operational priorities merit our immediate attention and none of these should come as a surprise. If we focus on these items, we will be doing all we can to set the stage for another successful year at BIW.

- **Ensure our DDG 1000 performance** achieves established program schedules and budgets. Production activities will ramp up and bring additional opportunities for innovation and process improvement. We need to continue to do what Maine shipbuilders do best—use our common sense to find efficient ways to build high quality, affordable ships. I'm confident in our ability to build DDG 1000 like a follow ship.
- **Tackle our remaining DDG 51 class work** with the same energy and vigor we have shown in the past. These last three DDG 51s are as important as our first three were—maybe more so. We will take DDG 109 to sea this spring and, as with DDG 1000 above, we must ensure our performance measures up to the schedules and budgets we have set. The axiom hasn't changed—"performance = opportunity." We will soon be competing for additional DDG 51 ships and we need a strong finish on these last three ships to cement our role in the construction of future DDG 51s.
- **Successfully negotiate with the Navy for DDG 1000 follow ship awards.** DDG 1000 negotiations will be heavily based on our demonstrated performance on the two programs above. Securing this work is the strongest case that can be made for the need to maintain our momentum.
- **Complete the remaining LCS work** from Acceptance Trials and fully support crew move aboard and sail away in the early spring. USS Independence (LCS 2) was commissioned on January 16, in Mobile, Alabama amid rough weather that in no way dampened the immense pride and excitement of those in attendance. I was honored to represent the entire General Dynamics Littoral Combat Ship Team and, in particular, the men and women of BIW whose contributions and sacrifices were instrumental in getting us to this major milestone. Our job now, in conjunction with Austal USA and General Dynamics AIS, is to finish our work so the Navy can put the ship through its paces and let it speak for itself.



Dana Wallace and Dan Erichson (both D09).

- **Safety is always at the top of any list of priorities.** We closed out 2009 demonstrating the best recordable and lost time injury safety performance that anyone at BIW can remember and showing what we can do when we make safety our number one priority every day. However, we can never let up on safety or compliance and so we have reset the 5 Star Compliance Program, which has proven to be a good tool, and will start 2010 with a clean slate. Audit teams, vice presidents and directors, along with me, will be directly involved in a process which will enable each area to re-earn and retain compliance stars for 2010. Maintaining an across the board focus on safety and compliance is the best way we can ensure everyone goes home in the same condition they arrived.

Safety and wellness go hand-in-hand and, as with safety, wellness is a decision that only you can make. Each of you should have received information on our Health Passport, a customizable wellness program to help you and your family make good choices to improve your health and well-being while having fun and enjoying some incentives along the way. I encourage you to make full use of this tool. The article on page 4 entitled "Support a Runner, Support a Vet" describes how you can make progress on your Health Passport, support some BIW athletes and help some wounded veterans. I encourage you to read this short article, consider supporting this specific activity and then use your Health Passport throughout the year to ensure a healthy and happy 2010.

It is good to have everyone back to work and continuing our hard-fought, well deserved reputation of "Bath-Built is Best-Built." From all indications, 2010 will be as exciting as 2009. Thank you for all you do each day to make BIW the great shipyard that it is.

"TOGETHER WE CAN MAKE A DIFFERENCE"

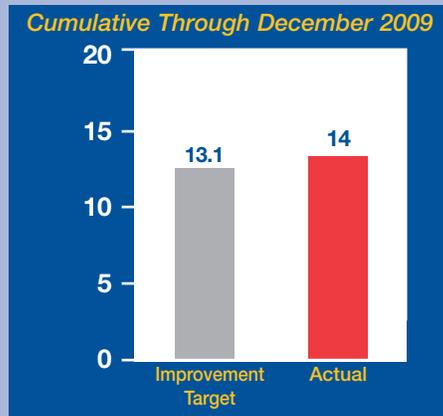
A handwritten signature in black ink, appearing to be "JG", written in a cursive style.

Performance

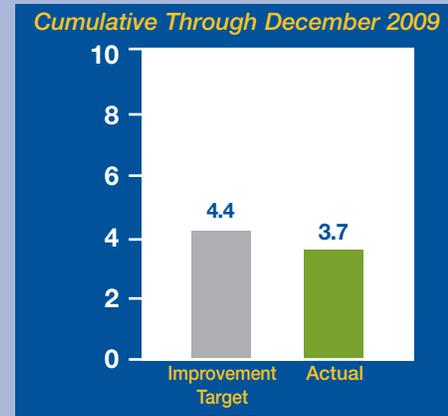
December 2009

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 December 2009



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. Photos by Mike Nutter unless otherwise noted.

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

The Ethics Corner Reminder

Guardian Edge Safeguards

Beginning this month, the *Ethics Corner* will be seen each month. As in the past, quarterly columns will address a longer issue and the between months, such as this issue, will feature shorter reminders of pertinent ethics-related issues.

Guardian Edge software has been installed on all BIW computer assets to protect company data and assets. This software has the ability to identify, track and report the following information:

- All media storage devices (CD/DVDs and USB Drives) viewed or used by employees on BIW PC assets
- All devices (MP3 player, iPod, iPhone, personal mobile phone, cameras) plugged into BIW PC assets

Company regulations prohibit the non-business use of these devices in conjunction with BIW assets. A link to BIW expectations relating to computer use, "Computer User Access Agreement" is located on the BIW Intranet/Ethics Department.

Take some time to understand your responsibilities if you have been issued a company computer and/or laptop. Any questions should be directed to your supervisor or Industrial Security (x2280), or call the Ethics Office (x4216) for advice.

Contract Award

DDG 1000 DETAIL DESIGN

On January 6, 2010, the Navy awarded BIW a \$6.7M mod for additional systems engineering and class logistics services associated with the detail design and construction of the DDG 1000 *Zumwalt* Class destroyer. The contract was originally awarded in February 2008 and extends our period of performance through November 2010.

Support a Runner, Support a Vet

Five members of our Track Team will represent BIW at the U.S. Corporate Athletic Association's Corporate Marathon Challenge in New Orleans on February 28, 2010. Robert Ashby (D43), Jeff Banger, Hans Brandes and Dave Roberts (all D40) and Lance Guliani (D84), all veteran marathoners, have trained through the winter in preparation for this event. To encourage others to make healthy choices and to help our wounded or disabled veterans improve their health, in February, the team has agreed to link participation in this race with a BIW wellness program, the **Health Passport**, and to collect pledges for the **Veterans No Boundaries (VNB)** program of Maine Handicapped Skiing (MHS).



BIW Track Team members Hans Brandes, Lance Guliani and Dave Roberts with an unidentified runner, far left, and Olympic Gold medalist and Beach to Beacon race founder Joan Benoit, far right, at the 2007 Beach to Beacon Corporate Challenge where the BIW Team placed first. They will be joined by Jeff Banger and Robert Ashby at the upcoming New Orleans marathon. Photo by Action Sports International.

You can join this effort and show support for our marathoners and our deserving veterans. For example, start your own physical activity program, earn a Health Passport stamp and make

a pledge (e.g. cents/miles walked, dollars per pounds lost, etc.) to VNB based on how you progress in the month. Back one or more of our runners by obtaining pledges on their behalf from you, your friends or family members. More details will be forthcoming.

All funds raised through this pledge drive will be donated to MHS - VNB, a program for which BIW has been a major sponsor over the last three years. Additionally, a matching donation from the company will be sought. VNB uses adaptive equipment to enable wounded or disabled veterans to participate in a wide variety of summer and winter sports where they typically gain self confidence and improve their physical and mental well being.

Members of the BIW Track Team have pursued personal goals of physical fitness and team goals of competition for many years. Take a step to improve your wellness and at the same time give a deserving veteran a chance to do the same. "Support a Runner—Support a Vet."

Look for upcoming information about how to support the Track Team's efforts. You can also contact **Cheryl Gilbert** (ext. 1817) to pledge a Track Team member or **Anthony Anderson** (ext. 2915) for more information about the Health Passport. See a related article on page 5.



5 Star Compliance

Since the introduction of the 5 Star Compliance Program in 2008, we have achieved and maintained a high rate of compliance across 17 manufacturing areas. The program has contributed to positive trends in the number of reportable and lost time accidents in the shipyard; however, work continues as we strive to reduce these incidents even further.

In January, it was decided to rebaseline the program and reevaluate all areas. Evaluation teams will be developed to ensure consistency in the process and senior management will take part in weekly inspections.

The success of the program to date is due to a high level of participation and interest. Continued success in helping make us safer relies on everyone's renewed commitment, support and awareness.

The chart to the right reflects the final results in calendar year 2009. As stated above, all stars or other assessment indicators will be removed and the January 2010 chart, which will be shown next month, will show that all areas are in the process of reevaluation.



DECEMBER 8, 2009					
LLTF/Hyde South	★	★	★	★	★
ABC Plat	★	★	★	★	★
H 504 (DDG 109)	★	★	★	★	●
H 505 (DDG 111)	★	★	★	★	●
Rigging/Carpenter/South Hyde Shops	★	★	★	★	★
POII/Ultra hall	★	★	★	★	●
EBMF	★	★	★	★	★
Hardings	★	★	★	★	★
ACE/CW	★	★	★	★	★
Bath Warehouses	★	★	★	★	★
Blast I, II, III	●	★	●	★	★
Aluminum Shop	★	★	★	★	★
Assembly Building	★	★	★	★	★
Panel Line	★	★	★	★	★
5-Skids	★	★	★	★	★
Machine/Intake-Uptake/Strut shops	★	★	★	★	★
Facilities	★	★	★	★	★

★ Compliant ● Engaged in Assessment ● Preparing for Assessment ● Lost Star

Wellness and Benefits

Getting Started with the BIW Health Passport

Now that you and your spouse have received your Health Passport, you may be wondering what the program is about or how to get started.

The Health Passport is a customizable wellness program which is designed to meet you where you are in your wellness journey. Whether you hit the gym everyday but don't have a financial plan for retirement or make good food choices but need a little boost taking time for yourself, the Health Passport can help you. It's more than a diet and exercise program; it's a whole person approach.

The Health Passport is made up of steps and levels that focus on physical health and fitness, nutrition, resiliency/life balance and fiscal fitness. As you complete steps in each level, you receive stamps in your Passport and get rewarded each time you finish a level.

Getting started is easy. You are probably doing things right now that can earn stamps.

- Did you join a gym or YMCA for the New Year? Show your receipt (or see if your gym is a community Stamping Partner) to a member of the Health Passport Team (read on) and receive a stamp.
- Having an annual physical soon or had one in the past 12 months? Get a stamp or signature from the doctor's office or show your receipt to someone on the Health Passport Team and you are on your way.



Ken Crowe was the first BIW employee to complete Level 1 of the Health Passport and enter the quarterly drawing. All entries for the first quarterly drawing are due by March 31, 2010

These are just two examples of how to get stamps. Learn more by visiting the Building Healthy Ways web site. Click the Health Passport icon on the BIW intranet home page or access it from home at www.gdbiw.com/bhw.

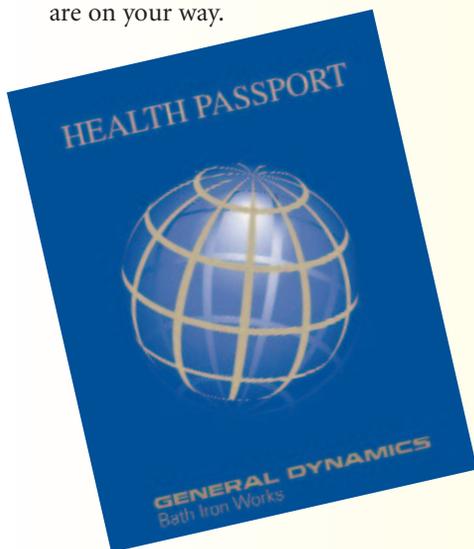
You can earn stamps in any order for any level at anytime. However, *Level 1 must be completed first to be entered into the quarterly and grand prize drawings.*

If you have questions or need a stamp, contact one of these members of the Health Passport Team: **Anthony Anderson**, Wellness Program Manager, ext. 2915; **Maggie Kelley**, Health Advocate, ext. 4939; Benefits Help Desk, ext. 2527; or members of the Wellness Team.

In January, **Ken Crowe (D40)** became the first employee to complete Level 1 and earn one entry in the upcoming quarterly prize drawing for a \$2,500 Hewins Travel Certificate and one entry into the grand prize drawing for a brand new vehicle.

There's still time to enter the drawing for the travel certificate. Just complete Level 1 and have your page signed off by Anthony Anderson, Maggie Kelley or the Benefits Department by **March 31, 2010**.

A great prize will be drawn each quarter in 2010 and the grand prize drawing for a brand new vehicle will be held in December 2010. Get started now!



December 2009 Retirees

Dept.	Name
01-00	Edgar R. Simmons 42 Years, 7 Months <i>Assistant Foreman II</i>
19-00	George H. Cleaveland Jr. 40 Years, 9 Months <i>Electrician III</i>
27-00	Laurier R. Therrien 21 Years, 3 Months <i>Preservation Tech III</i>
29-00	Dale L. Goding * 27 Years, 5 Months <i>Heavy Equipment Operator III</i>
50-00	Leon J. Demers 23 Years, 2 Months <i>Shipfitter III</i>
81-00	Norman A. Lowery 30 Years, 3 Months <i>Material Clerkr III</i>
82-00	James E. Frey 36 Years, 7 Months <i>Planner III</i>
87-00	Richard H. Johnson 33 Years, 4 Months <i>Engineer III, Project</i>

* Retired December 2008

Building Healthy Ways Reminds You

DEADLINE FOR WELLNESS PROGRAM REIMBURSEMENT OF 2009 EXPENSES IS FEBRUARY 26, 2010

Remember to submit your 2009 Wellness Program Reimbursement by February 26, 2010. Forms are available from the Benefits Help Desk, Lotus Notes Bulletin Board or click "Programs" under Building Healthy Ways on the BIW Intranet.

Build It and They Will Come

A full scale replica of the *Zumwalt* (DDG 1000) Integrated Bridge currently resides in the loft at Hardings where it continues to play an important role in the design of DDG 1000. Visitors from the Navy and the DDG 1000 Team have used the mock-up to assess the human factors of various design solutions against a full size representation of the bridge, including the alcoves.

The Integrated Bridge is the largest of five mock-ups created by BIW's Human Systems Integration (HSI) Team for DDG 1000 purposes. This one was constructed and erected at the Human Performance Lab (HPL) at the Naval Surface Warfare Center in Dahlgren, Virginia. **Cameron Shuck (D40)** was assigned to lead the design and construction of a sturdy, full scale, high fidelity replica of the *Zumwalt* bridge, including an accurate representation of every physical aspect of the bridge and the means to assess the physical aspects of the crew's interaction. Using guidance drawings, Cameron and **Mark Bodmer (D40)** created a highly accurate replica that could also be disassembled and relocated, if desired.

Ken Crowe (D40), BIW HSI Deputy, said, "The *Zumwalt* bridge is the first destroyer bridge without wings in the Navy's surface fleet which presents a challenge in terms of the way sailors and officers are used to obtaining visual and even audio information. The Navy wants to know that the bridge will function as planned and the HSI Team was the logical group to investigate." He continued, "At this stage, we are not looking to make changes, but at the same time, if there are any 'system-won't-work' kinds of issues, we want to know before the bridge is fully built so we can find solutions within the current crew size."

The mock-up includes consoles, seats and terminals and allows the HSI Team to evaluate the space available for each function, the ease with which the operator can perform the function and the details of what the operator can see



Usability Testing inside the DDG 1000 Integrated Bridge Mock-up with assistance from officers and crew members of *Jason Dunham* (DDG 109).

and hear. While at the HPL, the team conducted formal Usability Assessments with experienced fleet sailor Subject Matter Experts (SME's), internal design reviews with senior team leadership and stakeholder/sponsor reviews and assessments.

When work was complete at Dahlgren, the mock-up was disassembled, labeled and shipped to Maine where it was reassembled in the space at Hardings that once housed the WWII-era Mold Loft. Cameron was again tasked to improve the fidelity and utility of the mock-up. Once at Hardings, the model's pieces and parts were turned over to **Rodney Douglass (D20)** who credits **Marc Allen** and **Dave Brown (both D20)** for the reassembly. Since then, it has enjoyed a field of dreams existence where people from across the team have come to assess specific design decisions against a 3-dimensional version of the actual bridge.

John Hagan (D98), BIW's HSI Director, relayed that **Dr. Jim Pharmer**, Navy Usability Test Lead, praised the repeated use of the Bridge Mock Up as the most efficient and effective usability test of its kind that he had participated in, and complimented Cameron's accuracy and attention to detail, as well as the team's ability to maintain the mock-up consistent with the progress of detail design.

Cameron served as Test Director for a 3-day usability test conducted in December to resolve the remaining crew design uncertainties associated with the bridge design. Officers and sailors from the *Jason Dunham* (DDG 109) precommissioning crew accepted John Hagan's invitation to serve as SME's. A total of 8 officers and sailors participated, including the PCO, **CDR Scott Sciretta**, several department heads and several highly-experienced Chief Petty Officers. A crew and operator run-through was led by **Dave Rollins**, an HSI consultant with a strong Navy and shipbuilding background, whose contributions allowed HSI to present detailed and realistic scenarios over multiple events. The test was conducted from the starting point that "given today's design, are there issues or missing items that can be solved now?"

A lively exchange ensued as the SME's conducted work evolutions which largely confirmed full functionality. The report was fully reviewed and assessed by the Navy and DDG 1000 design agents and resulted in a finding of no major problems.

Representatives from the Navy's Operational Test and Evaluation Command (OPTEVFOR) stated that they continue to be very pleased with the findings of Usability Testing in the context of highly

detailed mock-ups. Future potential use includes precomm crew training, shore-based bridge trainer design decisions and final verification of the crew design.

One other HSI mock-up, the Helo Control Station (HCS) was also moved from Dahlgren to Hardings and is collocated with the bridge. The HCS has been extensively used by Navy Aviation certification and HCS hardware vendors to assess and refine the design. OPTEVFOR representatives commented that use by Aviation Certification representatives so early in the process was very productive.

T.J. Champion (D40), who led the design and construction of this module, reported that “Usability testing of the HCS revealed things that both should be fixed and could be fixed due to the stage of design. For instance, the operator’s view of the flight deck was not as good as it could be. By rethinking the layout of a few key components, we were able to optimize the operator’s ability to perform his job.”



L to r: T.J. Champion, Cameron Shuck and Vince Quintana in the Bridge Mock-up facility at Hardings.

Vince Quintana (D40), HSI Design Verification Lead, said, “Through usability testing using these full scale models, we have proven that the planned manning is correct in many spaces. However, testing

has also shown that manning had to be increased in certain spaces while manning could be reduced in others. The result of this work is increased confidence in the ship’s design.”



A Better Approach

In the past, welders on the Panel Line have faced a difficult task when welding plates together. Where the metal is thick, it has to be gouged out on the back side which requires a mechanic to lay on his or her side to perform the task, repositioning every 6- to 12-inches along a seam that can be 50-feet long. It’s a time consuming, dirty job for the mechanic and imperfections from the hand gouging process increase the likelihood of weld defects.

Brian Fraser (D43) observed the advancements available with automated welding technology and on his own, began to research the availability of an automated gouging tool. He presented his findings to **Mike LeMay** and **Justin Clark (both D10)** who liked what they saw and in turn, brought in **Ryan McNulty (D10)**, a manufacturing engineer, to investigate further.

Further research resulted in a vendor equipment test in the welding lab, which Brian witnessed. The test indicated good results and a much reduced process time.

Justin Clark said, “The old method was difficult from an ergonomic point of view. The automated equipment does away with the mechanic having to maneuver that long, slow slide across the floor and it also eliminates a lot of the vibration from the hand grinding and the need to be so close to the process. This is much better and it came about through Brian’s initiative.”



Dean Brown from the welding lab and Brian Fraser during training exercises in the Aluminum Shop.

From the Fleet *and* the Field

USS Independence (LCS 2) Commissioned

USS *Independence* (LCS 2) was commissioned by the U.S. Navy on January 16, 2010 in Mobile. Under skies which prompted RADM William Landay to say that “rain never hurt a sailor,” the ship’s crew carried out the proud tradition of manning their ship and bringing it to life.

Speaking at the event, Jeff Geiger said, “The men and women of the General Dynamics Littoral Combat Ship Team who designed and built *Independence* come from around the globe....Their collective minds, skilled craftsmanship and unyielding determination bring us here today. Shipbuilding is a tough job that comes with heavy responsibility—especially when constructing the first ship of its kind. It requires uncommon commitment and sacrifice from all those involved. That’s the way it has to be—because the end product will hold the lives of our sailors in the balance as they go into the unpredictable environment of the open sea. Thousands of men and women of this team have accepted that responsibility in delivering *Independence* to the Navy.... For nearly 235 years the United States Navy has sailed wherever it was needed to preserve freedom of the seas. We of the General Dynamics Littoral Combat Ship Team are proud to have produced *USS Independence* for your use in sustaining that most important mission.”



What’s IAAP? Read Up and Join Up

The International Association of Administrative Professionals (IAAP) is the world’s largest association for administrative personnel, with nearly 600 local chapters and approximately 40,000 members and affiliates worldwide. IAAP works in partnership with employers to promote professional excellence. A local group, the Mid Coast Area Chapter (MCAC), meets the third Wednesday of each month from September through May at Mid Coast Pizza in Bath.

While administrative professionals from BIW are well represented in this organization, **Marilyn Reed (D05/54 Retired)** wanted to let others know about the organization and invite anyone to contact them if interested.

The MCAC was chartered in 1992 and is one of four IAAP chapters in Maine. Membership benefits include the award-winning *OfficePro* magazine, discounts on educational products, opportunities to attend international and regional edu-



MCAC officers met recently to plan future meetings and workshops. Upcoming events include the Greater New England Division Conference in Newport, RI, May 21-23 and the national IAAP convention in Boston on July 18-21. Vice President Sharon King, of Bowdoin College, is shown far left with some of the BIW members, including Secretary Charleen Montz (D49), President Lorraine Burke (D40), and Treasurer Anne Murphy (D86).

cational workshops and peer support. IAAP provides opportunities for networking and building bridges for growth as well as resources to help advance careers and

increase skills. It offers visibility and recognition among peers and valuable tools and information on professional certifications such as Certified Professional Secretary (CPS) and Certified Administrative Professional (CAP). IAAP meetings also include educational programs and innovative guest speakers.

The local chapter includes administrative professionals from Bowdoin College, Northrop Grumman, and Maine Medical Center as well as BIW and a variety of smaller businesses. Marilyn said “It’s nice to be a part of an organization where there are so many qualified admins and professionals. The group helped me pass the CPS test on the first attempt, become a Notary Public, polish my verbal communication skills and be more comfortable speaking to groups; and of course, I enjoy the socialization!”

If you would like more information, contact **Lorraine Burke** at laburke@gwi.net or **Charlene Montz** at crose51@gmail.com.



Group Reverses Energy Costs and Wins an Award

In late October, BIW employees from the Procurement Department received a General Dynamics Supply Chain Excellence Award from the GD Supply Chain Management Council for their success in reducing utility costs by using a new approach to competitively procure electricity.

Matt Carter, Drew Colby, and Bob Murray (all D24) teamed with GD Armament Technical Products' (GDATP) Saco, Maine division to create a combined higher quantity purchase for the purpose of a highly competitive, reverse auction. This is the first time that a GD division has handled a utilities contract in this manner.

A reverse auction is similar to eBay, except the price keeps going down. Say you want to buy a brand new Ford F250 pick-up truck. You decide to create an eBay auction where 3 local dealerships have the same truck to sell you. The auction starts at a certain price and the dealers continue to mark the price down, or discontinue bidding, until time runs out and you choose the lowest available price. That is essentially how a reverse auction works. Companies bid for your business.

Now imagine your neighbor is in the market for a Ford F150 pick-up truck at the same time and will be having an eBay auction simultaneously with yours, but one which ends a few minutes later. This creates even more competition and the dealers that did not make a sale to you might slash their prices further in hopes of getting your neighbor's business. In the auction for BIW electricity contracts, GDATP Saco was our



Reverse Auction Team, l to r: Drew Colby, Matt Carter and Bob Murray

neighbor and they benefited from teaming with BIW because their smaller demand for electricity would not have given them as much leverage to negotiate terms and price.

The result of this auction was a significant combined savings for the two GD business units over several years. Leading up to the auction, Drew Colby spent several months researching and analyzing BIW's electricity consumption and the market. As his first opportunity to work on a utilities contract, Drew was impressed with the process and "learned a lot about when and why electricity prices fluctuate and how it correlates to the gas industry."

Matt Carter worked on the contract terms and conditions and interacted with suppliers to ensure they understood the terms and details of the auction. Both Matt and Drew spent several months preparing for the reverse auction and as Matt

described it, "For all the months of work that went into it, the whole thing happened in an hour. It was neat to watch and be a part of."

While BIW has successfully used the reverse auction technique to purchase material in the past, this was the first time that it was applied to a utility. For that reason, the team utilized the services of an established energy auction house to host the auction.

Bob Murray, manager of the Procurement Capital Group, oversaw Drew and Matt's efforts. Their goal was to create competition to achieve a fair market price as well as favorable terms for both BIW and GDATP. Bob found the experience to be "great exposure [for Drew and Matt] to commodity markets, reverse auctions, and synergies within General Dynamics."

The resulting electricity contract further proved what the Procurement Division had already discovered, the power of reverse auction. Procurement anticipates more opportunities to purchase commodities in this fashion as well as future collaborations with other GD divisions.

Other GD companies stand to benefit from this experience and GD Land Systems recently successfully completed a similar competitive procurement for electricity and green power.

Kudos to D24 for their leadership, teamwork and forward thinking!



GD Supply Chain Excellence Award ceremony participants included, l to r: Larry Burluson, VP of Supply Chain Operations (C4S); Jay Johnson, President and CEO of General Dynamics, Greg Harrison, Director Procurement (BIW); Matt Carter, BIW Purchasing; Drew Colby, BIW Cost Analyst; Bob Murray, Manager of Capital/MRO Procurement (BIW) and George Hawke, Director of Supply Chain Management (Land Systems).



December 2009 Service Anniversaries

Dept. Name

40 Years

10 Francoeur, Leon Roger

35 Years

07 Lupardo, Michael Paul
15 Hinkley, Wayne Merle
32 Vigue, Thomas Lyndal
43 Cooper, Frederick Lee
43 Tanger III, Leo George

Dept. Name

30 Years

19 Musser, Gerald Andrew
20 Fecteau, Reginald Thomas
80 Arsenault, David Lee
80 Kendrick III, Cyrus Maxcy
86 Caton, Patricia Marie
91 Higgins, Bruce Dennis

Dept. Name

25 Years

06 Fraser Jr, Daniel William
19 Briskey, Wayne Eugene

20 Years

86 Smith, Wayne Scott
87 Vice, Dee Vance

Dept. Name

10 Years

52 Mathisen, Laura Ann
98 Hagan, John

5 Years

40 Carlson, E Christian

LDP Learning Curve Continues

The Leadership Development Program is one of a handful of programs which promote shipyard-wide development, education and experience-based learning. LDP, along with the Supervisor Development, Program Management Development, Engineering Development and Organizational and Employee Development programs and activities, are in place to ensure that the company has talented and capable leaders ready to meet the complex challenges ahead of us.

The fifth session of BIW's Leadership Development Program (LDP) began with a kick-off dinner in December. The new group includes Toby Bell (D05), Mike Bloxam (D97), Tait Brown (D10), Jerry Cashman (D87), Bob Clark (D53), Evan Gilman (D40), Laura Mathisen (D5210), Gene Miller (D10), Dan Nadeau (D10) and Chris Waaler (D40) who together, represent a mix of talent, experience and positions within the company. Chris Waaler said, "I am looking forward to learning from this group of people and finding out more about what drives other parts of the company so that I can better understand how my decisions affect them."

The LDP program uses self-awareness tools and activities to enhance leadership capabilities. Participants learn strategies for continuous development through extensive assessment, group discussions, self-reflection, small group activities and personal coaching.



LDP participants with Jeff Geiger, left, include, l to r: Dan Nadeau, Mike Bloxam, Chris Waaler, Laura Mathisen, Gene Miller, Bob Clark, Jerry Cashman, Tait Brown, Toby Bell and Evan Gilman.

Each individual benefits from a 360 Degree Assessment tool which analyzes feedback from supervisors, peers and direct reports. This type of assessment also helps BIW develop the types and range of leadership competencies needed in the future.

Over the next six months, this group will participate in a variety of learning experiences designed to increase their individual leadership skills as well as overall knowledge of BIW. Success is measured differently and can range from people becoming more effective in a current role to finding different opportunities and experiences better suited to their leadership style elsewhere within the company.

A strength of the LDP program is the commitment by members of senior management who sponsor the participants, have input to how the program is organized, present individual modules of their areas of responsibility and evaluate feedback to

ensure continued effectiveness. Toby Bell said, "This program offers access to senior managers and leaders of the company and insight as to what drives them to be good leaders. I look forward to learning from them and improving my own style."

Pat Conley (D46), HR Director Personnel Administration and Employee Development, said, "Another innovation is that we decided to maintain and reinforce ties to alumni of the LDP Program by including past participants in selected aspects of the current curriculum. This allows previous as well as current class groups to meet and learn from one another in a non-traditional environment in anticipation that many will work together on future shipyard projects."

Pat concluded by saying, "This looks like another great class and they are ready to go."



December Gifts Appreciated

How many joke gifts do you really need? A year ago in December 2008, the Electrical Department supervisors asked themselves that question and instead made a donation to the Good Shepherd Food Bank. **Dennis Litalien (D10)** said, "We felt pretty good about that approach so this past December, we decided to open it up to the whole department to see if others might be interested. On December 18, 2009, Dennis and **Scott Beedy (D19)**, representing D19 Local S6 mechanics, accompanied by **John Poulin (D10)** presented the Food Bank with a check for nearly \$1,400 as well as a handful of turkey coupons which were added by employees.

Chris Force, Executive Director of Good Shepherd, gave Dennis, John and Scott, who donated his time to make the trip, a tour of their operations and thanked the people of D19 for their generous donation at a time when it meant a lot to Good Shepherd's mission to keep food flowing to hundreds of Maine community food programs. Dennis said, "We were pleased to be able to

report back to people that their efforts would help many local families get through a Maine winter."

Dennis mentioned that there was talk of maybe doing something similar in the spring or early summer because "there is always a need for food." Dennis and **Dave Brooks (D10)** passed word through their department thanking everyone for their generosity.

About the same time, another activity was underway in the MSC building where two large containers were placed in the lobby with an invitation for people to donate food items to be given to a local food pantry around the holidays. By week's end, **Ed Jalbert (D10)**, Blast & Paint Area Manager, noticed that there were as yet only a few items in the bins.

Knowing that most people like a challenge, he went to his crews and asked if they could do any better. He challenged them, about 50 people on three shifts in both Blast & Paint and the Assembly Building, to fill one can in three days. Instead, they filled two cans in one day. He said, "The crews that participated had a fun time doing it



The people of Dept. 19, represented by Dennis Litalien (left) and Scott Beedy presented Good Shepherd Food Bank Director, Chris Force, with a check.

and were tickled to make the goal in a day. It gave all of us a little holiday spirit."

Richard Walker's (D10) Facilities crew picked up the donations along with those at MSC and delivered them to the Mid Coast Hunger Prevention Program (MCHPP) in Brunswick in time for holiday meals. Once again, the receiving organization was delighted with the gifts, coming as they did just before the holidays when MCHPP was especially challenged to meet the needs of those seeking assistance.



Blast & Paint and Assembly Building Donors. Left: First Shift participants included, 1st row, l to r: Tim Suitter (crouching), Tom Beaulé, Mark McBride, Lenny Ryan, George Dauphin and David Bolduc. 2nd row: Paul Beaulé, Ed McCarren, Larry Parks (head turned), Dean Grazioso, Gordon Campbell, Richard Temple (partially hidden) and Dick Chamberlain. 3rd Row: Mike Croteau, John Thibault and Mark Belanger. Right: Third shift employees included Chris Oliver, Bob McArthur, David Carver and Steve Watts. Note: Many others from all three shifts contributed to the collection.

Welcome

The following employees joined BIW during December 2009. Please welcome them.

Name	Dept.	Name	Dept.	Name	Dept.	Name	Dept.
Allen Jr, Richard Thornton *	1500	Cray, Elizabeth Ann	8700	Jacobs, Wayne Allen	4000	Morin, Anthony John *	0900
Bailey, Brian Elwin *	5000	Drake, Corie Francis	8400	Khaira, Drupinderbir Singh	4000	Morrisette, Richard Alan	8400
Baum, Robert Francis *	1500	Eanes Sr, Lewis Charles	8700	Kittle, Steven Paul *	8700	Pendleton, Dale Andrew *	0900
Belanger III, Joseph *	1500	Finn, John Marshall	8700	LaPointe, Mark Joseph *	1500	Rollins, Margot Ellen *	8700
Bunker, Michael Allen	1000	Gerow, Shawn Wilson	8700	London, Brian James	2400		
Burns, Todd Michael *	4300	Gribizis, Anilda	4000	Meagher, Gordon Bilbo *	1900	* Returning Employees	
Chaisson, Stephen Lawrence *	8700	Hall Jr, Colin Arnold *	0900	Mercado, Palmira *	8700		



GENERAL DYNAMICS

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Tenth Annual Rosie the Riveter Luncheon



The tenth annual Rosie the Riveter luncheon was held on January 15, 2010.

Organizer Ulrike Kemberling (D27) said, "We had 53 women turn out for our 10th Rosie the Riveter luncheon this year. I started this luncheon for all the women

that came through these gates never having before worked in a predominately male working environment. In the true Rosie spirit, we gained personal strength, self confidence and pride by contributing to building the ships that help make our country stronger."

