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In 2014 there were only 14 scheduled work days during which we did not experience at least one injury; most days we had multiple injuries. The end result was that we had almost 900 injuries in 2014 which translates into an injury rate of about 17 injuries for every 100 employees. The bottom line is that 17% of our people had an injury in 2014.

BIW has one of the highest injury rates in our industry. In fact, BIW has an injury rate more than 3 times that of our sister shipyards, Electric Boat and NASSCO, and 2.4 times that of the entire industry. It should be noted that these injuries represent a 15% improvement over our 2013 performance. Although we should be proud of our improvement, we cannot dwell on our success. Our safety performance cannot be acceptable to any of us in the BIW family—we must and can do better.

Safety has to be our core value and we must make drastic improvements to our safety performance to ensure that every BIW employee goes home in the same condition as when they arrived.

In order to achieve a significant breakthrough in our safety performance we need you to personally do the following:

1. **Wear all your personal protective equipment.** This is the last line of defense to prevent you from harm. We have made great strides in this area but we need to remain vigilant. This is common sense, like wearing your seatbelt or using an oven mitt to remove a hot item from the stove—just as easy, and just as important.

2. **Maintain a clean work environment.** Many of our injuries can be attributed to poor housekeeping. Lines, leads, hoses and debris all create hazards in the workplace. Picking up after yourself at the end of a job and keeping lines and leads off the deckplates will make your work area a safer place. At home, you would not let your child leave a skateboard in the middle of the hallway—we need to take that same approach every minute at work.

3. **Follow all safety rules and procedures.** BIW has numerous procedures and policies to ensure that processes are done in a safe manner. Too often these procedures and policies are not followed or corners are cut which result in injuries. These are common-sense rules, like turning the stove burner off when you are done cooking. They exist for good reasons—keeping you safe!

4. **Take personal responsibility for your safety—be alert!** This may be the most important thing you can do. Many of our recordable injuries are due to the choices we make or not being aware of your surroundings. Every day, people are injured by hitting a body part against another object, lifting something that is too heavy, tripping while walking or putting themselves in an awkward position. At the end of the day, whether or not you get hurt often comes down to your personal choices.

I want every employee to go home in the same condition they arrive.

We are doing a lot to keep you safe, including:

- Investing $70+ million in state-of-the-art facilities to bring workers indoors, out of Maine’s harsh conditions;
- Tightening accountability and charting a course forward with the Safety Roadmap, including expectations; and
- Working to provide all the tools, equipment and processes needed to meet our goals.

But to move forward, we need everyone to make a personal commitment to be accountable for their own safety—and for that of their fellow workers.

We have big challenges ahead of us as we strive to be more affordable, more competitive and better able to win new work. Safety and competitiveness go hand in hand—we need you to work safe, work hard and work smart.

**From the Helm**

Fred Harris, President, Bath Iron Works

On the cover: Rafael Peralta (DDG 115) and Zumwalt (DDG 1000) against a strong blue sky on January 20, 2015. A more expansive view, including Michael Monsoor (DDG 1001), is shown on the back cover.
BIW Newsletter Changes

A change in the distribution approach for BIW News is being made this month, along with several other small adjustments. We are also looking for feedback on all aspects of the newsletter and will let you know more in future issues.

Date. Beginning this month, the date on the front of the newsletter will reflect the coming month, rather than the one ending. For example, this issue is titled February 2015, the upcoming month. The newsletter will still be published at the same time each month, and there will be 11 issues per year, including a combined November/December issue.

Home Mailing. Effective with this issue, newsletters will be mailed home to all employees to ensure that family members also have an opportunity to read it each month. Hard copy distribution within the shipyard will be reduced to the North, West and South gates in Bath, as well as Hardings, EBMF, CW, James and CROF and the quantities will be reduced and all boxes removed after several months. However, you can weigh in with your suggestions—see Feedback at the end of this article.

Retiree Mailing. The current home mailing to retirees who wish to receive the newsletter will continue. Retirees may request a hard copy by calling 442-1203 or emailing dixie.stedman@gbiw.com.

Feedback Solicited. Planned to take place in February, one or more feedback sessions, supplemented by a survey, will request employee input on the content of the newsletter, distribution methodology, what types of information are important to you and what you may want to see more or less of. Results of the survey will be included in upcoming issues of BIW News.

Recent Contract Award

DDG 51 Class Lead Yard Services

On December 11, 2014, BIW received a $21.2 million contract modification for Option Year 3 of the DDG 51 Class Lead Yard Services contract. The work is a continuation of class design, logistics, changes and support for DDG 51 Class follow ships.

Recordable and Lost Time Injuries 2014 and 2015

The completed 2014 chart is shown left, and initial January status is shown below. See From the Helm, page 2, for more information regarding the importance of improving safety at BIW.
Health Improvement
Access to Preventive Health Care Services

All of BIW’s health plans cover preventive care services at 100% with no additional cost to you beyond your premium payroll contribution. During the recent Annual Enrollment period, the Benefits staff received questions about which services qualify as “preventive care services.” Understanding which services should be covered at no additional cost to you can be confusing and we have heard that it does not always seem consistent across providers.

What is preventive care?
Preventive care is medical care to prevent or detect illness when you do not have any symptoms or diagnosis for the illness. For example, a flu shot is intended to prevent the flu before you get it. A mammogram can detect breast cancer even if you do not have any symptoms.

Preventive care services generally fall under three categories:
• Screenings or tests
• Immunizations or vaccines
• Health education or counseling

Not everyone should receive the same preventive services. Those that are right for you depend on your age, gender, family health history, and current health. Talk with your primary care provider during your annual wellness exam/check-up to discuss what preventive services make sense for you.

How do I know if a specific service is a preventive care service?
Under the Affordable Care Act (ACA, also known as Obamacare), plans must cover certain preventive care services without charging you for a co-pay or co-insurance or requiring you to pay a deductible. You can find a list of specific preventive services covered by the ACA at: www.healthcare.gov/preventive-care-benefits.

In addition to the ACA list, plans may choose to cover further services as preventive services. For example, Cigna includes coverage for wellness exams (annual check-ups) for males and females of all ages, even though the ACA only requires coverage of wellness exams for women and children.

A list of preventive care services covered by Cigna is available in the BIW Benefits Department and online on the BIW intranet under:
Human Resources>Benefits>Forms.

The Benefits team will send a paper copy of this list to all BIW families in the near future.

If you are unsure whether a certain service will be covered as a preventive service, ask your provider.

Continued on top of next page.

Examples of Preventive Services from the U.S. Department of Health and Human Services

• Blood pressure, diabetes, and cholesterol tests
• Many cancer screenings, including mammograms and colonoscopies
• Counseling on such topics as quitting smoking, losing weight, eating healthfully, treating depression, and reducing alcohol use
• Regular well-baby and well-child visits, from birth to age 21
• Routine vaccinations against diseases such as measles, polio, or meningitis
• Counseling, screening, and vaccines to ensure healthy pregnancies
You may be responsible for services that should have been a preventive service, depending on your specific health plan. If you believe you were billed for a service that was not a preventive care service, call Cigna at the number on the back of your Cigna ID card.

I have a coworker the same age and sex as me, but he was not charged for a screening that I had to pay for. How did that happen?

First, the preventive services you have access to may vary due to your family health history and current health, so it is possible that the same screening that is considered preventive for your coworker may not be considered preventive for you. It is unfortunately also true that what providers and practices consider preventive services may not always be consistent. Cigna relies on providers to code a service as preventive, so a simple coding error could result in an inappropriate charge.

In addition, providers may sometimes interpret services differently. For example, Cigna’s list of preventive services states that Cigna also covers “additional services that are commonly ordered by primary care physicians during preventive care visits.”

Using the example of two providers that order thyroid tests during a wellness exam, one provider may count it as a preventive service because she commonly orders it during wellness exams. The other provider may order the thyroid test because of his patient’s existing symptoms or a diagnosis, and therefore not consider it “preventive.”

What can I do to make sure I don’t have to pay for preventive services?

• Talk to your provider about the fact that you may have to pay for all or part of a service, depending on your plan, if a service is not coded as preventive. Tell your provider you would like to know ahead of time whether or not a service she recommends is a preventive service.

• Bring a list of preventive services to your doctor’s appointment. Cigna relies on your primary care provider to properly code services as preventive, so it is a good idea to have the list to double check with your provider.

• Check your Explanation of Benefits against any bill you receive to see whether there are any charges you were not expecting. If you have any questions, call Cigna at the number on the back of your ID card.

This still seems confusing. Can BIW make it simpler?

In addition to sharing information with BIW families about the definition of preventive services, BIW is reaching out to local primary care providers to make sure they are aware of the ACA and Cigna guidelines and coding appropriately.

BIW will also invite healthcare providers from nearby practices with high numbers of BIW family members to come together with the goal of getting on the same page in terms of what they should, and should not, code as preventive services. We’ll be letting you know how it goes.
EDP Graduates One Class, Begins Another

CLASS OF 2014. On December 11, 2014, the Engineering Development Program (EDP) Class of 2014 celebrated the successful conclusion of their two-year program which involved rotations throughout Engineering. Graduates James Crabtree and Christina Ustaris (both D40) and Jay Kim (D86) were honored at a luncheon where Jerry Cashman, Gene Miller and Mike Mulligan were on hand to congratulate them.

EDP Coordinator Mark Poitras (D40) said, “This is yet another terrific class to go through this program. You can tell how successful they will be by the number of people who want to employ them during their rotations and by those who then want to hire them at the conclusion of their program. It is rewarding to see how much effort these students put into the program and how much they got out of it.”

Upon graduation, Jay accepted a position as Assistant Manager Structure and Hull Outfit Design. He said, “The EDP was an invaluable experience. The insight and relationships I gained throughout the program have already proven useful in my new position. No question this program has elevated my ability to contribute at BIW.”

James is the Lead Hull Outfit Engineer on the OPC Program. He said, “I am grateful for the opportunity to have participated in the EDP program where I received broad exposure to all aspects of our business. I especially enjoyed my rotations in production because I learned something new and interesting every day and I encountered numerous people that were proud of the work they perform and eager to share their knowledge. The EDP experience gave me a clearer view of how ships are designed and built which will help me be more effective throughout my career at BIW.”

Christina will return to her role as Lead Electrical Engineer on the OPC Program following maternity leave.

CLASS OF 2016. The newest EDP Class of 2016 is underway. Andrew Blackman (D86), Kiva Hermansen and Eric Shuyler (both D40) all recently finished their first rotations and are starting their second.

Andrew first worked at BIW as a 2009 summer intern in the DDG 1000 Certification and Test Planning group.

He graduated from Maine Maritime Academy and returned in 2010 as a Systems Engineer and later worked as an Engineer for the LCS Program. Andrew plans to use the EDP to expand his knowledge of the manufacturing side of the business.

Kiva graduated from the University of Maine in 2007 with a degree in Computer Engineering and joined the DDG 1000 Instrumentation and Controls team. She enjoys interacting and collaborating with fellow engineers and vendors and looks forward to using those skills in the EDP.

Eric earned a B.S. degree in Ocean Engineering from Virginia Polytechnic and State University. He joined the Advanced Concepts area of BIW in 1999 and worked on early developmental concepts, including the DD 21 Program, the initial stage of competition for design and construction of what became DDG 1000.

Eric worked with the DD(X) National Team in Washington and served as the BIW Ship Design Manager on the Navy Ship Design Manager’s staff. He has worked in the Electrical Planning and Hull Outfit Engineering areas since returning to Maine in 2011.
In December, BIW held a Motorola-certified Lean Six Sigma Green Belt Training Session for a cross functional team of BIW employees, pictured here. Briefly, Lean Six Sigma (LSS) uses both Lean and Six Sigma methods and tools to identify and remove process waste, increase speed, and standardize processes. Green Belt training gives people with Lean knowledge and skills the opportunity to acquire further training in statistical data analysis and gain experience using these tools in team problem-solving situations.

These individuals worked diligently through a full week of class work in the Motorola curriculum, which is highly regarded by U.S. industry. All students passed the Green Belt exam and will be certified upon completion of one Green Belt project. Peter Weymouth (D0145), Process Control Engineer, said, “This training and deployment of 11 Continuous Process Improvement (CPI) professionals increases our capacity to support CPI projects and their effectiveness throughout BIW. By applying best practices to our CPI efforts, which are currently a major focus within the company, we ensure that the resulting process improvements will benefit BIW through improved operations and reduced resource consumption.”

When BIW closed its Portland operations in 2001, the dry dock went to the Viktor Lenac Shipyard in Rijeka, Croatia where it remains in service, as shown in US Navy January 2015 photos of the USS Mount Whitney (LCC 20) entering the dry dock prior to repairs.

Historian Andy Toppan (D40) noted that the dock “has been modified quite a bit, but a number of distinctive features remain, including the sectional design, the control house, the older of the two cranes, etc. I believe it’s the only one of these WWII sectional docks still working in one piece, although others remain in sections.” Ralph Linn Snow’s book, Bath Iron Works, First Hundred Years, tells the story of how the dry dock came to BIW. When planning the Portland facility in the early 1980’s, BIW learned that the Navy had a surplus Large Auxiliary Floating Dry dock (LAFD) in Norfolk, Virginia which had been part of WWII operations in Guam. Still sound but inactive for many years, it was donated to the State of Maine by the U.S. Government. Funds for essential repairs and modernization were raised through a bond issue approved by Maine voters.

The Portland facility closed in 2001 and the dry dock was transported to Croatia in two halves via two separate deliveries aboard the heavy lift ship Blue Marlin.
**From the Fleet**

**USS Sampson in AirAsia Search Efforts**

In late December, the Bath-built USS Sampson (DDG 102) was assigned by the U.S. 7th Fleet to multi-national operations underway in the Java Sea to locate AirAsia Flight 8501. The airliner was lost on December 28 en route from Indonesia to Singapore. Per the U.S. Navy website, navy.mil, the ship and its crew of 300 sailors arrived on December 30 and immediately began surface and aerial searches in coordination with Indonesian search and rescue operations.

The ship contributed hundreds of search hours, utilizing divers, helicopters and sonar equipment. CAPT Fred Kacher, commodore of Destroyer Squadron 7 and in tactical command of USS Sampson said, "Our ability to respond quickly to this event highlights the importance of operating forward and maintaining a naval presence in Southeast Asia." The ship detached from the operation on January 15 and returned to its deployment in the 7th Fleet area of operations.

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**Honoring a BIW Retiree and WWII Veteran**

At an Ouellette family gathering in late December, Andy W. Rice (D40) presented a hand-carved veteran's eagle head cane to Anthony “Tony” J. Ouellette, a retired BIW employee, in recognition of his service in the U.S. Navy during WWII. During his Navy career, Tony received the WWII Victory Medal, the American Theatre Medal and the Asiatic-Pacific Theatre Medal.

Andy embellished the cane with the American flag and Tony's name, years of service, rate insignia and rank patch, as well as the places he served.

After separation from the Navy, Tony returned to BIW and worked his way up to Assistant Foreman of the Pneumatic Department before retiring in 1983. He is remembered as BIW's last riveter because he was the last four-person riveting team (comprised of a heater, a passer and a holder-on, as well as a riveter), working in the shipyard before welding totally replaced the riveting process. (See a profile of Tony and his three brothers, all former BIW employees, in the June 2008 issue of BIW News, available online at gdbiw.com and on the BIW Intranet.)

Andy carves eagle head canes as a hobby and also as a member of the Maine Wood Carvers Association (MWCA) which presents the majority of their canes to veterans. The personal presentation of the cane is part of their gift to the individual being honored. Herb Blake (D40) is also an MWCA carver.

The Eagle Cane Project began in Oklahoma in 2004 to provide canes to post 9/11 Oklahoma veterans and grew to include carvers in other states. Since then, many canes have been presented all across the country to veterans of all wars and campaigns as a gift of appreciation, respect and support.

Over 100,000 Maine citizens joined the military during WWII and 8,000 remain. Andy said, “It is easy to understand why these veterans are called the ‘Greatest Generation.’ It is an honor to do this and I can’t think of a more rewarding way to use my carving skills than to create something that pays tribute to our veterans.”

Tony is the father of Adele Suggs (D46), and father-in-law of Merlin Suggs (D95).
If January is an indicator of how 2015 will be for continuous improvement, we are going to have a very exciting year. Not only have we officially rolled out our new Continuous Process Improvement Management System (CPIMS), we are already seeing a significant number of ideas coming in.

CPIMS is a new web-based application (built in JIRA, an issue-tracking and project management tool) that should simplify the way that we capture and track our improvements. We have also developed paper-based forms and tools to make the communication of ideas as convenient as possible. If you have thoughts on how we can adjust these tools to facilitate process improvement, please let me know. Now, on to this month’s highlights.

Dan Parker (D20), Eric Kruger and Jim Soreide (both D24) are finding even more ways to reduce cost associated with rental equipment. You may remember their efforts to combine contracts and reduce rental rates (mentioned in September 2014 BIW News). They have now arranged for all aerial lift units coming to BIW to arrive equipped with GPS units which will allow us to understand where and when the units are being used and more effectively capture the number of rental days per unit.

The Steel team is working to improve the photogrammetry process for verifying RAST (the Recovery and Assist, Secure and Traverse system which supports shipborne helo operations) pin locations. While the existing process is effective, it requires that surveyors install targets on hundreds of pins. Jeff Jones, Rick Adams and Eric Buckley (all D06) piloted a new approach on DDG 115 using a Laser Tracker tool. Working in Ultra on the 3000 unit, they were able to capture the data much more easily and are now looking to incorporate the process on future units.

The Material Control team is also working on a major project to streamline shipping and receiving. Led by Tim Mercier and Joe Valliere (both D10) and Susan Sarber (D08), the initiative shifted the majority of material deliveries to second shift where shipyard traffic is greatly reduced. They also implemented the use of RF (Radio Frequency) Guns and iPads to track delivery locations, are using barcoded labels and colored tags for cable deliveries, and provided laptops onsite to allow material clerks to status material in real time.

My team and I continue to learn about new improvement ideas on a daily basis and the ways in which employees are identifying and implementing those ideas is extremely encouraging. We are empowered to improve our processes and I believe that 2015 will be a record year for doing just that.

Please be sure to let my team know if we can help you, and if you have an idea that we should share here, please let us know that, too.
Service Anniversaries

December 2014

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Years = Years of Service

Legend: A = Active | R = Retired | Years = Years of Service

Note: The deaths of former employees are noted for the previous month, or upon receipt of confirmed information.
This list includes the names of a number of individuals whose deaths during 2014 were reported directly to General Dynamics.

DDG 1000 PCO Receives Chamberlain

The Southern Midcoast Maine Chamber of Commerce selected CAPT James A. Kirk, USN, the prospective commanding officer of DDG 1000, as the recipient of its annual Joshua L. Chamberlain award. At ceremonies held on January 23, CAPT Kirk accepted the recognition for his efforts to promote military-community relationships within the midcoast Maine area.

The award is typically given to one who builds upon the existing close relationship between the military and civilian components of the greater Brunswick-Topsham-Bath community. The Chamber area includes Bath Iron Works and the former Brunswick Naval Air Station (BNAS) which closed in 2011. Despite the base closure, the area remains a home, retirement destination or vacation spot for many servicemen and women and their families who were introduced to Maine through their military service.

The Chamber’s web site lists 41 past recipients of this honor, including Navy officers and personnel, Supervisors of Shipbuilding, and representatives of the community and industry. Abbot Fletcher, CAPT Charles Mull and CAPT William J. Locke are among those honored by the Chamberlain award.

BIW In Remembrance

Robert W. Adams (R)  
July 27, 2014  
40 Years  
Lab Tech & NDT Tech

James K. Foucht (R)  
July 26, 2014  
25 Years  
Maintenance Mechanic

Robert E. Kramer (R)  
September 15, 2014  
32 Years  
Welder

Raymond L. Moore (R)  
November 14, 2014  
19 Years  
Insulator

Kevin A. Rice (R)  
December 28, 2014  
30 Years  
Designer, 1st Class

Gregory J. Black (R)  
October 3, 2014  
4 Years  
Director, Labor Relations

David J. Hartill (R)  
July 9, 2014  
20 Years  
Shipfitter

Richard L. Leblond (R)  
April 24, 2014  
17 Years  
Pipefitter

Robert R. Ouellette (R)  
June 5, 2014  
21 Years  
Electrician

Ralph F. Smith (R)  
May 11, 2014  
31 Years  
Machinist

Donald E. Blake (R)  
July 2, 2014  
48 Years  
Welder

Galen F. Holmes, Jr. (R)  
February 11, 2014  
17 Years  
Maintenance Carpenter

Roy L. Lutz, Jr. (R)  
December 28, 2014  
44 Years  
Senior Chemist

Charles C. Weed, Jr. (R)  
November 4, 2014  
20 Years  
Tinsmith

Gregory M. Dodge (A)  
November 18, 2014  
17 Years  
Electrician

Norman W. Knight (R)  
April 27, 2014  
16 Years  
Leadperson

Robert M. McKenna (R)  
January 21, 2014  
24 Years  
Insulator

Leonard C. Pelletier (R)  
April 9, 2014  
42 Years  
Leadperson

Timothy H. Young (R)  
November 21, 2014  
19 Years  
Designer, 1st Class

Note: The deaths of former employees are noted for the previous month, or upon receipt of confirmed information.
This list includes the names of a number of individuals whose deaths during 2014 were reported directly to General Dynamics.
Tragedy Averted

This story is from Jared Kay (D87), a designer whose family was spared a tragedy with the help of a nearby fire extinguisher, but their greatest asset was likely the fact that Jared’s wife didn’t panic and their family had practiced what to do in the event of a fire. Jared shared his Facebook posting from the next day, which is edited here for brevity.

Last night around 7:00, while I was on my way to a December birthday get-together with my sister and her boyfriend, I received a call from my wife, Diana, that we had a small house fire. I turned around and headed home but I was a half hour away. Thank God my wife is amazing and everyone was safe!

Diana had gone upstairs to look for her phone and as she neared the front of the house, could smell burning plastic. Out of the corner of her eye, she could see the flickering of a cluster of flames coming from a night light on a shelving unit in the kids’ room. She ran downstairs to grab the fire extinguisher and told the kids, “The house is on fire!”

Thank God we had practiced fire drills on several occasions and our (two young) kids ran outside to the special meeting place at the telephone pole at the end of our driveway by the street. No shoes, no coats, wintery outdoors.

While the kids were outside in the cold crying, Diana assessed the extent of the fire—now moving up the wall—and put it out with our fire extinguisher. She still hadn’t found her phone and as she described it, her “mother bear instinct took over” and she did what she had to do.

A special thank you to my employer, General Dynamics Bath Iron Works, for giving us those fire extinguishers a few years back at Christmas. Who knows what our house would have looked like without that.

My advice is this:
• Make sure you have fire extinguishers and they work.
• Make sure you have smoke detectors and they work.
• Practice fire drills with your family at home—it’s not just for school and work.
• If you have a questionable night light—ours had a bunch of plastic fish swimming around when the bulb heated the enclosure and was the subject of a recall—THROW IT AWAY! Use this link to check group/serial numbers: http://www.cpsc.gov/en/Recalls/2010/Innovage-LLC-Recalls-Discovery-Kids-Lamps-Due-to-Fire-and-Burn-Hazards/

Performance Incentive

Performance Period
September 29, 2014 – April 5, 2015

PERIOD GOALS:
Status as of January 14, 2015

1. Average 95% PPE audit observation rate over this period ending Apr 5, 2015 to include: hard hat use, hearing protection use, safety glasses use, respirator use, protective clothing, trade-required PPE (welding, burning, brazing, grinding).

2. Hazard ID’s / Good Catches
Identify 500 hazards by Dec. 28, 2014 and receive ½ payout; identify 500 additional hazards by April 5, 2015 and receive ½ payout—Or, identify a total of 1,000 hazards by April 5, 2015 for full payout.

3. Average 95% overtime attendance rate (i.e., OVT No Faults) over this period ending Apr. 5, 2015.

4. Performance—Close 24,235 installation work orders with required quality by Dec. 28, 2014 and receive ½ payout and close 26,787 installation work orders with required quality by April 5, 2015 and receive ½ payout—Or, close 51,023 installation work orders with required quality by April 5, 2015 for full payout. Work orders must be closed in sequence scheduled (out-of-sequence work may not be pulled in).

For more information, contact your supervisor
Three Ships on the Waterfront

DDG 1001, DDG 115 and DDG 1000 align on the LLTF and in the water on January 20, 2015.