



GENERAL DYNAMICS
Bath Iron Works

Special Edition
2020

BIW NEWS

National Veterans and Military Families Month

Honoring those who've served

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Veterans' Sacrifices Earn Our Gratitude

"The only thing necessary for the triumph of evil is for good [people] to do nothing"

– Edmund Burke

Although people join the armed forces for a multitude of reasons, at least one of the reasons invariably aligns to the quote above. Veterans are citizens who want to contribute to the missions of our military: defending the defenseless, protecting freedom and liberty for all people and aiding others in distress. Veterans possess a strong desire to contribute to something greater than themselves.

Sometimes it isn't until after one signs up to serve that a veteran begins to understand the true meaning of sacrifice. There are births and anniversaries that are missed or having to answer difficult questions about why mommy or daddy can't be there for their birthday or championship soccer game...again. One quickly realizes your time is not your own as it is now the needs of the nation that dictate

where you go and when. And of course, the sacrifice might be the ultimate sacrifice. It becomes personally evident that freedom is not actually free.

Yet because of these sacrifices, the rest of us can sleep well at night knowing that our borders are protected. We can be assured that our forward deployed forces are on alert around the globe ready to react in a moment's notice should trouble arise. We can be confident that those who would do us harm must think long and hard about the price they will pay for attacking our country or our citizens.

For veterans, working at a shipyard that builds warships is a natural progression from their military career. Here veterans can find men and women of a similar mindset who also believe in working on something greater than themselves. The workers at Bath Iron Works are dedicated to build the most capable and survivable ships the Navy sails earning us that legendary moniker: "Bath Built is Best Built." We do our jobs to the best of our ability so that our military can do their job to the

best of their ability. Here we recognize that the ships that we build today will be in the newspapers tomorrow and the stories of some of the destroyers that grace our waterfront will take up space in the history books of the future. Like the military, those who have chosen to work at BIW have chosen a noble profession indeed.

On behalf of all of us at BIW to all those who have served or are still serving our country in uniform, a heartfelt thank you for all that you have sacrificed for us. And for all those veterans who have chosen to work here at BIW, we are glad you did. You are valued and you are appreciated.

Happy Veterans Day.

Chris Waaler

Vice President, Engineering and IT
Captain, USN (Retired)

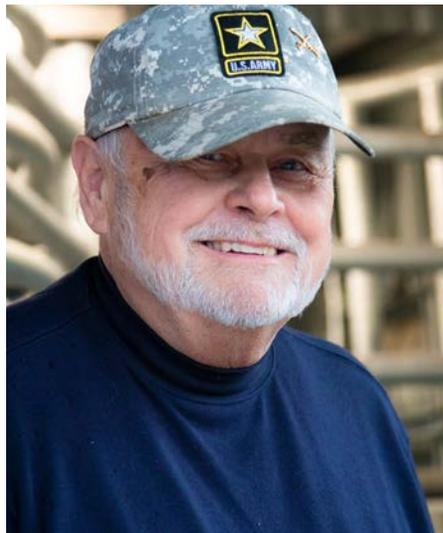
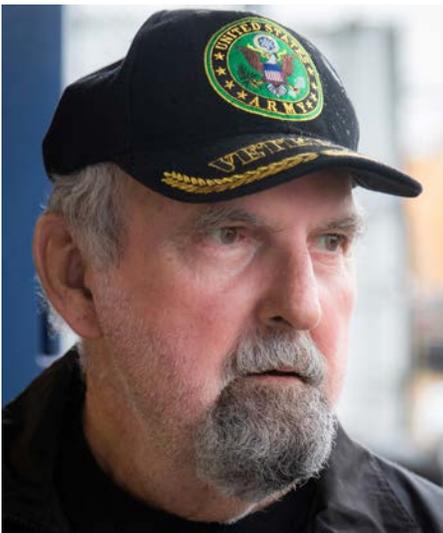
ON THE COVER

A veteran who works in PO-2 helps with a flag ceremony. The worn flag on the west wall was removed and respectfully folded for delivery to the VFW for a flag retirement ceremony. The new flag was hung and dozens of employees recited the Pledge of Allegiance and followed it with a round of applause.

"The veterans were very appreciative of it," said PO2 Building Manager **Kervyn Willette**. "They took pride in conducting the ceremony and the respect from others in the building was awesome."



See more photos on our Facebook page



Meet **James Cloutier**, left, and **Victor Czerny**. Both are Army veterans who work in the BIW Transportation Department. They are 75 years old and Master Shipbuilders with more than 40 years at BIW.

DoD Honors BIW's Support for Those Who Serve

Employer Support for the Guard and Reserves (ESGR), a Department of Defense program that encourages businesses to help employees manage the demands of serving in the National Guard or Reserves, has awarded BIW its ProPatria award as one of the Maine companies most supportive of employees in uniform.

"We are extremely proud of the BIW shipbuilders who serve in the National Guard and Reserves and we are grateful for the opportunity to support their commitment to our country's security," said BIW President Dirk Lesko.

The recognition stemmed from a nomination by **Attapol Sookma**, a Test & Evaluation Section Manager who is also a Navy Commander in the Reserves.

"I nominated BIW because I personally know the sacrifices our reservists make and the support the company provides to honor their service," he said. "When a reservist is doing their duty - whether it's their routine weekend or two weeks out of the year, or activated for a longer duration - we know BIW has our back."

ESGR's Pro Patria Award is presented annually by each ESGR State Committee to one small, one large, and one public sector employer in their state, with BIW receiving the large employer award for 2020.

Recipients have demonstrated the greatest support to Guard and Reserve employees through their leadership and



Attapol Sookma, Test & Evaluation Section Manager and a Commander in the Navy Reserve, and **MaryJo "MJ" Thomas**, Director of Security and an Air Force veteran, display ESGR's Pro Patria Award.

practices, including adopting human resources policies that make it easier for employees to participate in the National Guard and Reserve.

"When I deployed to Afghanistan in 2013 for a year and came back, I knew my job was still there waiting for me, and I was able to step right back into the mission of getting DDG 1000 through an aggressive propulsion plant testing for trials," Sookma said. "And all the other times I had to travel away for my two weeks here, four weeks there, or four days there, the company fully supported my absence and assured my benefits remained intact."

In assessing an employer's commitment to supporting its Guard and Reserve members, the Defense Department considers factors like whether company managers and supervisors support military obligations including drills, deployments and annual training.

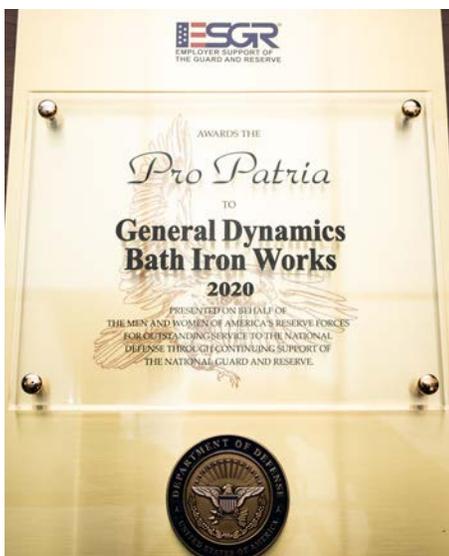
BIW is very accommodating of employees' military obligations, Sookma said in his nomination. "Even if we are called up within days, they would make no hesitation in letting me go report for duty. The

company allows me to remain flexible and accounts for 'Military' time off versus having to use vacation."

That support also extends to the employee's family. BIW "goes to great lengths to ensure everything is taken care of with the employee prior to their leave - ensuring that compensation and benefits will remain unaffected and that the family is taken care of from a benefits perspective," he said.

The ESGR also wants to make sure veterans get the recognition they deserve, something BIW does well, Sookma said. "When I deployed to Afghanistan I was given a very nice luncheon send-off and upon my return, I was welcomed right back into my role as if I've never left," he said. "The positive support for service members can be felt throughout the company and we are given thanks, respect and encouragement."

"With over 50 members of our company involved in the military reserve programs, BIW has provided outstanding support and recognition of our service."



BIW NEWS

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COMMENTS AND SUGGESTIONS ARE WELCOME

Forward to David Hench at Mail Stop 1210 or by email at david.hench@gdbiw.com

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A LETTER HOME

KENNETH CROWE



A Sr. Principal Project Manager at BIW, **Capt. Ken Crowe** is currently Commanding Officer of Camp Lemonnier in the African country of Djibouti.

Kenneth Crowe has been with BIW since 2000 and is currently a Sr. Principal Project Manager. He also serves as a Captain in the US Navy. He has been deployed for almost two years and has been running a key U.S. base in Africa. Below is a letter he recently sent to all the people at BIW.

Dear BIW,

Greetings from East Africa! In early 2019, I deployed to the Horn of Africa just south of the straits of Bab al-Mandab, the choke point between the Red Sea and the Gulf of Aden, and a vital path for sea lanes of commerce between Asia, Europe and the Americas. DDGs built in Bath, Maine navigate and protect these waters every day as part of the Navy's Fifth Fleet.

One of the most strategic military bases sits in the country of Djibouti, and it's the only enduring U.S. military base on the African continent. I came here to assume the duties as Commanding Officer of this base, called Camp Lemonnier (CLDJ), and based on that experience, extended my tour to help stand up a new organization supporting Somalia operations. CLDJ was first established in the early 2000s to support anti-piracy opera-

tions. It has become a strategic stronghold for operations and logistics, encompassing the vastness of Africa. From this footprint, the Department of Defense supports operations combating Violent Extremist Organizations, regional logistics, crisis response, stabilization operations and partnership building. It is an austere location, but the installation continues to grow and morph from an expeditionary laydown to a more enduring presence.

It has been an extremely challenging but rewarding experience for me. There are roughly 5,000 personnel on base on any given day, with port operations and air operations at all times. CLDJ is the second largest single employer in the little country of Djibouti, and is a great source of financial influx to the nation's economy. My role has included frequent interactions with the U.S. Embassy and local government officials. The Minister of Defense, the

Minister of Labor and the Minister of Foreign Affairs all visited the base while I was in charge. This job is like being the mayor of a small city, or like being the commander of an aircraft carrier that ran onto the beach. Food and fuel are brought on board CLDJ every day, but everything else we provide for ourselves



because of operational necessity. CLDJ generates its own power and water, and provides housing for all but the local employees. All waste is treated on site and the installation even operates its own trash incinerator. Recyclables are sorted and taken off base by local companies.

Even though this is a Navy base, we host service members from every branch of the Armed Forces (Army, Navy, Air Force, Marines and even Coast Guard), all eating and living together in a tight-knit community. We all work together to meet mission and overcome challenges. Some challenges are easy, like the constant and sometimes overwhelming heat (the summer gave us about 90 days of temperatures exceeding 100 degrees F

and we easily hit heat indices above 115 degrees F). Other challenges have been tough, like massive rain storms in a region that normally receives less than five inches of rain a year. Then there was COVID which forced all of us to operate in ways we never thought possible. Today, social distancing, disinfection and masks are the norm, and we are performing superbly in our ability to sustain zero prevalence of COVID-19. Mission and safety of our personnel is top priority.

I should be heading home relatively soon, so I look forward to re-joining my BIW family after some earned leave and family time. On an anecdotal note, my first two grandchildren have been born since I've been in Africa, and one is al-



The Big Bang Theory Actress Mayim Bialik visits Camp Lemonnier.

ready 19 months old...can't wait to meet them!!

Keep up the great work you do for our Navy. I tell everyone that Bath Built is Best Built.

Stationed at BIW, Now Working Here



Section Manager **Jim Dryer**, left, and Senior Instructor, Engineering, **Matt Maurer** both served on PCUs for Bath-built ships and now conduct Navy Crew Training.

For **Matt Maurer** and **James Dryer**, their experience in the Navy is directly connected to what they do for Bath Iron Works. Both are members of the Navy Crew Training staff, the team that trains Navy sailors how to operate their ship and its multitude of systems.

"We all still talk Navy, which helps in our job because it's much easier to relate if you're all speaking the same language," said Maurer.

While their Navy experience is directly linked to their job of educating sailors about the ship they will serve on, both agree that military experience in any service branch is a good primer for working at the shipyard.

"Teamwork and the ability to work well with others is probably the thing that drove

me most in the military," Maurer added, "and it doesn't matter what branch of the service you went into."

"Wrenches turn the same way in the Air Force or the Army as they do here," Dryer said.

Dryer, Section Manager, Navy Training Operations, retired from the Navy after a career that included

serving as an officer on Bath-built ships USS Samuel B. Roberts (FFG 58), where he was part of the Pre-Commissioning Unit (PCU) in Bath, and USS Richard L. Page (FFG 5), where he was Main Propulsion Assistant.

Senior Instructor Maurer's Navy career included being Main Propulsion Assistant for the PCU of Bath-built USS Mahan (DDG 72), stationing him in Bath prior to the 1997 delivery of that ship. Sometimes military veterans don't realize the valuable qualities they developed while on duty.

"In boot camp, it didn't matter what religion we were, what color we were, what part of the country we were from, urban or rural - we had a common goal," Maurer said. When he came to BIW in 2005,

Maurer worked in Functional Engineering (D40) on the DDG 1000 and LCS programs. "My background allowed me to bring real deckplate experience into D40."

Other transferable qualities that come from military service include work ethic, showing up on time and the ability to contribute as a component of a complex organization. The shipyard, like a military service, is a large operation where each individual has to do their part well for the entire enterprise to succeed.

The experience of USS Samuel B. Roberts demonstrated that. Dryer remembers as part of that Pre-Commissioning Unit how training was instilled from the commanding officer through to the most junior seaman on board. They practiced and worked together on tasks like damage control. He wasn't on the ship when it struck an Iranian mine in the Persian Gulf, though many of that PCU crew were still on board.

"Without all that teamwork, that ship would have sunk," Dryer said. The quality of BIW workmanship that built the ship kept it afloat even when later analysis said it should have foundered. But it wouldn't have mattered if the crew was not able to execute its damage control missions seamlessly. "It survived because of that drive to know the ship, know the job, know how to work together as a team in everything you do. It's still critical for everything we do here today."

NEWS FROM OTHER GD BUSINESS UNITS

Supporting employees who serve in the military reserves and National Guard is an important value throughout the business units of General Dynamics. Eligible employees called to military active duty are assured appropriate compensation, benefits and job protection, including protecting them financially by continuing to pay any difference between their service income and their income from General Dynamics.

The company and its different business units support a number of non-profit military and veterans' organizations that work to improve the quality of life for veterans and others.

General Dynamics is a prime sponsor of the **Army Ten-Miler**, which typically draws 35,000 runners to the nation's capital and has raised more than \$7 million to support Army outreach, build morale and promote physical fitness.

Multiple GD businesses support **Run to Home Base**, an organization that provides programs to veterans who are suffering from the invisible wounds of war.

Other GD business unit efforts include: Gulfstream proudly participates in the **Veterans Education Training and Transition Program** at Georgia Tech - Savannah, an initiative designed to help active-duty service members make the transition from the military to the corporate world.

With **Project Elf**, General Dynamics Information Technology (GDIT) employees in the Washington, D.C. area receive wish lists from military families that contain presents requested by children in that family. As part of the USO

program, employees also volunteer at Fort Meade in Maryland and Fort Belvoir in Virginia to wrap and distribute the gifts.

GDIT also maintains an **Honor Employee Resource Group**, to support and recognize veterans, and GDIT volunteers helped create a crucial mobile application for **Sound Off**, a non-profit organization helping veterans get the mental health services and support they need.

Land Systems employees at the Lima, Ohio, facility have a volunteer, employee-run **Veterans Committee** which provides care packages for employees called to active duty and offers an assistance program for their families.

Mission Systems - Canada and Land Systems - Canada support the **Canada Army Run**, which raises funds for ill and injured soldiers and their families.

Mission Systems supports the **Sentinels of Freedom**, which helps severely wounded, post-9/11 veterans be active and self-sufficient community members when they return from service. The program provides transitioning veterans with financial support for housing, mentoring for personal, academic and professional success, and employment networking upon completion of a degree.

At General Dynamics, we take pride in building the best products available for our military service members who protect this country every day, and it's fitting that we pause to recognize that mission, our gratitude for their service and the part we play in it.



BIW Welder **Robert Ashby** was a member of GD's winning team in the Army Ten-Miler last year.

Veteran Status

There are many veterans working as BIW shipbuilders – men and women who have served their country, and who continue to support our military by building the world's most advanced surface combatants. BIW is a better company because they work here and they are a key reason why "Bath Built is Best Built".

BIW currently has 1048 employees who have disclosed their veteran status as part of their employment record and we are planning to honor our veterans on Veterans Day with a special recognition. We believe there are more who deserve to be recognized. Disclosure of veteran status is specified within your employee profile and is entirely voluntary.

If you are a veteran and would like to disclose or update your status, you can via the Employee Self Service Portal at gdbenefits.com, login and select GD ESS link. Trouble accessing the portal? View the tutorial at www.gdbiw.com/employee-self-service/ or stop by the Benefits Offices on the first floor of the personnel building or call **Mary Dodge** at 442-2669.



BIW Earns Hiring Medallion

The U.S. Department of Labor is recognizing Bath Iron Works for hiring, retaining and supporting veterans by presenting the company with its HIRE Vets Platinum Medallion. The HIRE Vets Medallion Award is the only veterans hiring award at the federal level.

Considered a 'large employer' under the Labor Department guidelines, BIW's Platinum medallion shows that 10 percent of the company's new hires are veterans and at least 85 percent of those stayed with the company for more than a year. BIW currently has more than 1000 employees who are former or current military.

The award criteria also include providing programs to assist new veteran employees with integration from active duty to the civilian workforce, programs that will enhance their leadership skills, and opportunities for tuition assistance to further their education during their employment.

"Veterans bring invaluable skills to the organization," said **Mike Ross**, an Army veteran and Manager of Talent Acquisition and Organizational Development, who wrote the Labor Department in support of the BIW application. "Attributes include teamwork, leadership, efficiency and respect, just to name a few."

BIW makes a concerted effort to recruit veterans, whose skill sets and experience are assets in the shipbuilding environment.

- In addition to the Platinum Medallion, BIW hired more veterans than any other company in last year's Maine Hire-a-Vet campaign and is one of the main sponsors of that initiative.
- Company recruiters attended more than a dozen veteran-themed hiring events, including events specifically meant to attract enlisted personnel, officers and military spouses.
- BIW is active in the Boots2Roots Program, which assists veterans' transition into Maine careers
- The shipyard also participates in the Defense Department's SkillBridge program, providing service members the chance to work for companies through an internship which helps them develop civilian job skills in the final six months of their military service.

"Veterans' commitment to getting the job done with the utmost professionalism and dedication to company and country is second to none," Ross said. "It is an honor to have them in our organization."



MINDFULNESS FOR VETS:

Mindfulness for Vets is a program that offers training and support for veterans who may suffer from chronic pain due to injuries, post-traumatic stress disorder, opioid dependency and other causes of stress. This program is available every Tuesday at 5 p.m. EST at 866-205-5379 with passcode, 113 29 178.

Cigna Veteran Programs

Cigna, Bath Iron Works' health insurance carrier, offers a Veteran Support phone line and a program called Mindfulness for Vets. These resources are available to all veterans whether or not they are enrolled in a BIW health insurance plan, and are free of charge.

VETERAN SUPPORT PHONE LINE:

Whether transitioning to civilian life or working through any difficulties veterans may face, the Veteran Support Line is available at no cost, 24/7, 365 days a year at 855-244-6211, and is completely anonymous; Cigna does not ask for verification of military status or relationship to a veteran. It is staffed by licensed Cigna behavioral health specialists, some of whom are veterans themselves. This dedicated team will help veterans and their families through difficult and unique experiences, and can help find resources and services for pain management, substance use counselling and treatment, financial issues, food, clothing, housing, safety, transportation, parenting and child care, aging services, health insurance, legal assistance and more.

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Faces of BIW Vets

