Quentin Walsh Taking Shape - Building DDG 132 Units in Outfitting Hall

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Machine Shop Even Finer with A3s and PIIs

A series of process improvements and A3 root cause analyses have created opportunities in the Machine Shop to reduce the time and steps it takes to get precision parts out to mechanics.

During a recent Line Side Review for BIW senior leadership, members of the Machine Shop were able to discuss the improvements achieved by investments in new equipment.

Machinist Paul Hunter described how a new four-axis lathe lets him create parts in one place that otherwise would have to move to another work station to be finished. That means he can make a large, precision hex head bolt in under 10 minutes instead of the hour it would have taken without the new machine.

“The less hands that touch something, the better we are,” Hunter said. Though still expanding options for using the machine, they are already accomplishing more in less time, which means mechanics on the deck plates can get the part they need when they need it.

Area Supervisor Jason Smith credits teamwork for the department’s success.

“We don’t see boundaries up here. We just take actions and run with it,” Smith said. “As a team, that’s where our strength comes from – our ability to get things finished, and meeting our goals is 100 percent dependent on that.”

“We also have buy-in from all entities – everybody has a chance to have their two cents,” he said. “It’s just a really good team.”

Another improvement includes a five-axis milling machine that allows for computer-controlled precision, milling liners to tolerances of one 1,000th of an inch, which are very complex and challenging to make in a manual process. With the new machine, a mechanic can put a blank piece of steel in, enter the values on a computer interface, and it will generate the part – a significant savings in time and improvement in dimensional accuracy.

A third new process underway in the Strut Shop involves bending hand railings to the needed shape, rather than using a series of sections connected by couplings, a process change that will save time and expense.

The department also has embarked on a series of root-cause analyses, an effort coordinated by Industrial Engineer Chris Bouchard.

One problem they are drilling down into is that mechanics have to travel to another building to get carbide inserts they need for machining, which wear out with some frequency. They have to manually request maintenance buyers reorder certain sizes, so sometimes the supply runs out, which can mean delays in getting them restocked.

Following an A3 root cause analysis, mechanics will soon be able to obtain the inserts through vending machines located in their area. That not only makes it easier to access them in a timely manner, but the machines can send a signal when replacements must be purchased so the inventory doesn’t run out.

Another root cause analysis involves the fluid used to keep the high-speed machining equipment cool at the point where the cutting is occurring. BIW sends the thin metal shavings and cuttings that are a byproduct of machining to a recycling facility. However, the shipyard is charged a fee if there is too much residual coolant on the shavings. The material is non-toxic and biodegradable, but needs to be removed from the shavings before they are shipped out or else BIW pays a hefty processing fee.

A prototype that included welding a pipe into the corner of the dumpster that would facilitate pumping the effluent out via a commercial wet vac has been used and works, but once the fluid is in the hopper, it must be discarded. Keeping it inside the machines enable it to be continually reused.

The shop is exploring options like an industrial centrifuge to spin the material dry, collecting what comes off, but that would add a step to the process. Another possibility is having the conveyor pause intermittently before dumping the shavings to allow them to dry off.

The ideal solution will be automated and not require time and effort – and is still a work in progress, Bouchard said.

“A3s are a living document,” he said.

“The Machine Shop is doing some great work and it’s good to see elements of our Business Operating System in use,” said BIW President Chuck Krugh.

“As this team is finding out, conducting root cause analysis is an intense process, since we want to make sure we’re attacking the real cause and not just a symptom of the problem.”
As I write my final column of 2023 with the challenges of winter shipbuilding upon us, I want to reflect on our 2023 safety goals and the progress we have made toward them as well as the strategies we will use to build on our success in 2024.

At the start of this year, we set a goal to reduce our injury and incident rates by 10%. Through our hard work on Area Safety Committees (ASCs), Safety Action Teams (SATs) and by engaging each other in Safety, we are on track to achieve the injury reduction goal. Hitting this goal means that 100 fewer people got hurt at work than did in 2022. We accomplished this together by focusing on our top three injury categories: slips/trips, contact (for example, banged head, debris in eye) and hand injuries. In these three categories alone, we are on track to reduce injuries by more than 30% compared to 2022. While this is significant achievement, we don’t want anyone getting hurt at work—this is our ultimate target!

In 2024, I look forward to SATs continuing to take actions to reduce the specific injury types in each area of our business. HINT: I suggest starting by focusing on the basics like PPE and Housekeeping—this will make a significant difference!

Our performance toward the goal of reducing “near miss” (or SIF-P) type incidents by 10% shows there is still work to be done in this area. SIF-P incidents are incidents that have the potential to result in significant injuries or fatalities (an example could be a worker tripping near an unprotected edge without fall protection, or a worker cutting into an active piping system). In 2023, we are on track to record 170 SIF-P incidents compared to 160 in 2022. While we don’t want even near misses to occur, no one got hurt in these situations and they were reported—so we have been able to find the root cause of each incident and put in countermeasures to prevent a similar incident in the future. These near misses are turning into good catches and will help prevent future accidents or injuries.

We do have several areas of positive performance to celebrate. These may not surprise you given the work we did together in 2023. For example, we are on track to reduce SIF-P incidents in three of the four categories we focused on this year: electrical and shock hazards, dropped material and hot work control incidents. These three categories together have shrunk by over 40% this year. On the other hand, we are on track to record 50% more incidents involving employees working at height (about 60 this year compared to 38 in 2022).

To drive down the count of these SIF-type incidents in our shipyard and ensure that work is done safely, we need to continue educating our team on what to consider when making job assignments and executing work on the shop floor. The likelihood a job assignment will result in a Significant Injury or Fatality is increased when high-risk, high energy tasks are done in the presence of risk amplifiers with improperly used safety controls.

Examples of high-risk, high energy tasks: temperature, gravity, mechanical; examples of risk amplifiers: fire with sustained fuel source, fall from elevation, heavy rotating equipment.

Examples of safety controls include: arc flash suits, body harnesses, respirators, and Do Not Enter tape/signs. While many of us are familiar with high-risk, high-energy tasks and safety controls, the concept of risk amplifiers is new. As we move into 2024, you will soon see more emphasis placed on risk amplifiers. We refer to these as The Deadly Dozen, which will be incorporated into our training and communication campaigns across the shipyard:

- Fit for Duty
- Situational Awareness
- Fatigue
- Alerting
- Local Practices
- Teamwork
- Complacency
- Communication
- Distractions
- Culture
- Pressure
- Capability

Everything we seek to accomplish in Safety is about our people. The initiative may be big, or it may be small, but the goal is the same – for all of us to go home in the condition in which we arrived. Let’s take care of one another and ourselves as we look forward to Safely Executing High-Quality Work in 2024.
SUGGESTIONS WELCOME
Send to David Hench
at Mail Stop 1210 or by email at
david.hench@gdbiw.com

GROUPCAST TEXTS
Sign up (web address below or QR code at right) to receive automatic messages regarding emergent matters, including facility closures:
asp.schoolmessenger.com/biworks/subscriber

TELL US A LITTLE ABOUT YOURSELF.
I was born and grew up in the Philippines and worked there for a bit before I moved to Hawaii. While I was there, I decided to join the Navy. I am married and have one son who recently graduated from college.

WHAT DID YOU DO IN THE NAVY?
Because of my accounting background I was with the Personnel Support Dept as a Disbursing Clerk. I processed service members’ pay, travel expenses, and financial reporting. For my almost six years in the service, I enjoyed all of it: from the job to meeting nice people – I met my husband there. Being stationed in Sigonella, Sicily, I had the chance to travel to mainland Italy and visit Spain, Germany, Austria and Tangiers, Morocco.

HOW DID YOU COME TO MAINE?
When I got out of the service, my husband was going to be stationed in Brunswick. I like Maine. It has nice people and is laid back so we stayed.

HOW DID YOU END UP WORKING AT BIW?
I worked as a temp at BIW and then somebody was leaving in accounting. The director I worked for knew that I was a CPA in the Philippines. I was interviewed and got hired.

DESCRIBE YOUR ROLE AT BIW.
I handle month-end close financials and make sure we report to corporate on time. I do a lot of reconciliation of inventories/payroll and other accounts, invoicing, analyzing and preparing reports, support various audit requests and support other departments with information requests.

WHAT’S THE BEST PART OF THE JOB?
When I can reconcile an account, everything all down to the penny, that is rewarding for me. A colleague from another GD business unit told me “We are like Sherlock Holmes – always investigating a mystery.” If someone charges an incorrect cost on an invoice, we start asking questions. We ask the why and who and what. It takes attention to details, commitment and patience.

WHAT’S THE BIGGEST CHALLENGE?
When someone is not responding to my question. They’re probably saying: ‘There’s Francia again, asking for this or that.’ There are times that a phone call or face to face conversation works.

WHAT’S THE ONE THING MOST PEOPLE DON’T KNOW ABOUT YOU?
To get more steps after work, I do my workout at home such as step aerobics, zumba/dance exercise or walk, listening to good music. You don’t have to go to the gym. I also volunteer for United Way during tax season.

WHAT DO YOU DO IN YOUR FREE TIME?
I like gardening. I read mystery books. I love Sudoku. When I went for my MBA, I was always busy and doing stuff. After that, I started doing Sudoku to keep my mind busy. We also like to travel to explore Maine nature’s beauty.

WHAT IS YOUR FAVORITE FOOD?
I like pancit. It’s a dish in the Philippines with noodles and vegetables and chicken. Also Lumpia, which are egg rolls and Adobo, a chicken stew.

NOMINATE our next employee for the Employee Spotlight today by emailing rebecca.volent@gdbiw.com.
BIW celebrated the graduation of the Apprentice School class of 2023 at a Nov. 7 reception at the Bath Country Club.

Parents, partners and children were on hand to congratulate the 16 graduates who were decked out in a traditional cap and gown for the ceremony. Each completed 7,000 hours of on-the-job training in one of 14 trades from carpenter to welder to front-line supervisor, while at the same time completing 60 credit hours of academic coursework.

They earned an associate degree from Maine Maritime Academy and an Apprentice certificate from the State of Maine.

BIW President Chuck Krugh addressed the graduates and their families saying he recognized the sacrifices they had made to complete the program.

“I know firsthand that balancing a career with family and school is extremely hard,” he said. “But you have come through and now have so many opportunities open to you at BIW.”

“I hope that you continue to develop your skills, especially leadership skills,” he said. “No matter what your job is, you have an opportunity to lead.”

The graduates themselves rated their experience highly despite the challenges.

“It was a journey to get here, but I’m definitely thankful for every moment,” said Alex Kirk, Production Planner. “I can’t say enough good things about the apprenticeship.”

“I relished the opportunity it gave me in the yard and scholastically,” said Tim McAvoy, who entered the program as an Outside Machinist and is now a machinery planner for one of the ships being constructed.

Justin Caron joined as part of the electric shop and now works in Combat System Testing as a Front-Line Supervisor. “It’s absolutely amazing activating the ship and getting it ready to sell to the Navy and going on sea trials,” he said. “I owe it all to the apprenticeship program. It’s challenging but definitely fulfilling and rewarding.”

Richard Hammond received the 2023 Community Leadership Award. Class Valedictorian Award was presented to Lincoln Hull, whose remarks touched on the unique qualities of each member of the class. Hull noted that the graduates owed a debt of gratitude to their support networks.

“To our coworkers, friends, and family: When we signed up for the program, you were signing up too. You are and have been our constants, our village,” he said. “We wouldn’t be here, if it wasn’t for you.”

Krugh reminded the graduates that they are BIW’s future.

“You are the next generation of shipbuilders. You will lead this company as we build Flight III ships and on into DDG(X) and other possible ventures one day,” he said. “You are making our company stronger for the future.”
Gulfstream Completes World’s First Trans-Atlantic Flight on 100% Sustainable Aviation Fuel

Gulfstream Aerospace Corp. on Nov. 19 completed the world’s first trans-Atlantic flight using 100% sustainable aviation fuel (SAF). The Gulfstream G600 aircraft left the company’s headquarters in Savannah, Georgia and landed 6 hours, 56 minutes later at Farnborough Airport in England.

Powered by Pratt & Whitney PW-815GA engines, both using 100% SAF, the mission showcased the potential for aviation’s future use of renewable fuels, which feature lower carbon, sulfur and aromatics. The data collected from this endurance flight will help Gulfstream and its key suppliers gauge aircraft compatibility with future low-aromatic renewable fuels, particularly under cold temperatures for extended flight durations.

“Gulfstream is innovating for a sustainable future,” said Mark Burns, president, Gulfstream. “One of the keys to reaching business aviation’s long-term decarbonization goals is the broad use of SAF in place of fossil-based jet fuel. The completion of this world-class flight helps to advance business aviation’s overarching sustainability mission and create positive environmental impacts for future generations.”

Veterans Honored

BIW celebrated Veterans Day this year with lunch and a specially designed T-shirt and hardhat sticker for those of our employees who are veterans.

The tan shirts pictured a destroyer on a flag background above an eagle surrounded by the words: U.S. Veteran – Still Serving.”

“I think this year’s design is great. I like it a lot,” said Welder Anthony Arnold, who served in the Marine Corps. He said he has several Veterans Day shirts now that he’s been at BIW for six years. “I wear it to the gym, wear it to work.”

After the Veterans Day lunch, President Chuck Krugh joined with a group of employees who have served in the Armed Forces to lay a wreath at the monument in front of the Main Office Building.

“I want to take just a moment and honor those who have made the ultimate sacrifice and their families who continue to pay the price long after their loved ones have passed,” he said. “We lay this wreath here in respect for those folks who have served and have gone.”

BIW has almost 1,000 veterans working at the shipyard, a higher percentage than in the overall workforce, a reflection of how military skill sets and experience are a good fit for Navy shipbuilding.

“When you wear the uniform, it’s something special,” Krugh said. “I remember that first day. I remember the day I took it off,” he said. Working at BIW, “I feel like I’m serving my country again. What we do here is super, super important.”
**Trail Angel**

Designer Dana Martin has hiked many stretches of the Appalachian Trail from the southern end on Springer Mountain in Georgia to the northern end on the summit of Katahdin as well as peaks and ridges spread among the 13 states through which the 2,200-mile trail runs.

Recently, his favorite spot on the AT has been where it crosses the Jo-Mary Road in a stretch known as the Hundred-Mile Wilderness, where most summer weekends you can find him dishing out “Trail Magic” to weary hikers. Trail Magic, a term that includes any unexpected goods or services that hikers encounter, is provided by “Trail Angels.”

Martin first became a Trail Angel in mid-August of 2016. “My wife and I packed a cooler with soda and beer and another with kielbasas and sausages, a charcoal grill, bags of chips, cookies and some fruit and drove 90 miles to set up at the East B Hill Road crossing in Andover,” he recalls. “We met 13 hikers and were instantly hooked.”

“Two weeks later, Labor Day weekend, we drove 160 miles to the Jo-Mary Road crossing, which I consider the best spot in Maine for Trail Magic,” he said. The crossing works out well for helping through-hikers as it’s roughly in the middle of the Hundred-Mile wilderness with the hardest part behind them. At that point, they’re only a few days from the summit of Katahdin, the end of their grueling six-month journey.

That first year, he hosted 40 grateful hikers, then roughly 50 each of the following two years. When he wanted to expand his effort, he began collecting bottles and cans at work and during his regular 5-mile walks along area roads.

“I get some exercise, clean up the community and earn money for Trail Magic. It’s a Win-Win-Win!”

“I average $1,500 worth of bottles and cans each year. That’s about 30,000 nickels,” Martin said.

This year, Martin gave a boost to 174 hikers over 13 days. Over eight years, he has spent more than 72 days trailside feeding more than 960 hikers.

The only thing he requests in return for a full belly and as much as they care to carry is an entry in his log. He didn’t have a log at first; however, it was hard to keep straight everyone they met just in that first day.

“Fortunately, ‘Saint Nick’ showed up at our Labor Day follow-up. ‘I remember your kielbasas,’ he said as he pulled off his pack and prepared to feast again. He helped fill in the missing names, and I’ve carried a log book ever since.”

“Saint Nick” is a trail name. Most hikers are given one by fellow hikers or adopt one based on appearance or an event, and they are almost always easier to recall than real-world names.

“I have been fortunate to meet so many interesting people of all ages from the U.S. and around the world. While all have stories, some stand out, such as the retired Romanian soap opera star ‘Camino Steve,’ world chess grandmaster ‘The Blindfold King’ and seven-time thru-hiker ‘Hawk,’ who I’ve encountered three times so far.”

**AT Encounter**

Elder Bode Matthews was well underway hiking the 2,200-mile Appalachian Trail from Georgia to Maine, when Vice President Steve Nicholson – also an avid backpacker – learned about the trip.

He also knew that Engineering Manager Paul Franklin, his eye on retirement, was hiking south on the AT from Katahdin. They were sure to pass each other on the trail, the only problem being they had never met at BIW.

Paul’s text to Bode describing himself so Bode would recognize him? “Look for an older grumpy guy wearing pants, a green hat and possibly an orange jacket.” It worked. The pair met up on Aug. 21 at Mount Moosilauke in Franconia, New Hampshire.

Matthews is 20 and both his parents work at BIW: Jeff is a Tinsmith and Tammy is a Designer.

Bode Matthews described encountering Franklin as an episode of “Trail Magic.” “Trail Magic has many times been my savior,” he said, describing it as moments of extreme beauty, a remarkable wildlife experience or a feeling of being connected to nature – anything that really lifts your spirits when you need it most. Trail magic is also the planned acts of kindness that support through-hikers, like rides to town, or a shower or a hot meal.

Matthews had been looking forward to hiking the Appalachian Trail since he was 10. He worried if he didn’t do it now, it might be a long time before he got the chance again.

Franklin, meanwhile, did 300 miles on the north end and 200 from the south, before breaking for a family wedding.

Following their August rendezvous, Matthew joked: “I hope Paul doesn’t live up to his trail name – ‘Misery.’”
The micro-market pilot launched Oct. 13 and by Monday, Oct. 16, employees were grabbing sandwiches, drinks and snacks and paying at the self-serve register – for the most part without any problems. Feedback was generally positive:

“That was easy,” said Electrician Chris Vogel as he walked away from the register with a sandwich. “Like the self-check-out at Walmart,” added Shipfitter Ashton Minchin.

Shipfitter Dan Fyfe said the market is quicker and easier and offers more selection than the vending machines, though he wished they had some way to serve coffee – a common request.

The market is run by Casco Bay Food and Beverage, which generally restocks items twice a day. Offerings include: sandwiches, wraps, salads, entrees, breakfast items, burgers, pizza, cheese, yogurt, hummus, milk, chocolate, candy bars, energy bars, soups, donuts and more.

Employees select food items and pay for them either using a pre-loaded market account swipe card, a credit card or a smartphone via the self-service checkout, which is monitored by a closed-circuit camera.

Shipfitter Zach West, who had just grabbed a Reign energy drink, said it should move smoother than the lines that can form at a vending machine, and it also puts a wide selection in one place.

Shane Davis, Outside Machinist, thought the market seemed efficient and had a selection of items but he did hope for more breakfast-related items like bananas.

Tinsmith Kelsey Lamothe bought some bagel chips and dip as well as a protein drink. “Saved me buying a monster or energy drink and it’s healthier for me.” He said some items seemed a little pricey and he spent more than he would have in the vending machines but it was on healthier options. “Next time I’ll get a V8.”

A Light on the Point

Southern Maine Community College presented BIW with its President’s Award on Nov. 2 in recognition of its longstanding role as an economic engine in Maine and its close working relationship with BIW for many years.

“BIW has been a true partner in many of our workforce training projects, and our collaboration has offered the citizens of Maine a chance to have a long, meaningful and rewarding career,” the college said in announcing the award.

Ray Steen, Vice President of Human Resources, accepted the award on behalf of the shipyard.

“Since employees are the lifeblood of any business, and especially one as hands-on as ours, the partnerships we have in identifying, recruiting and training new talent are critical to our success,” Steen said. “I can say without hesitation I have never experienced a partnership as robust and productive as the one we have with our community colleges.

“SMCC’s willingness to adapt to the needs of the shipyard are a major reason why we have been as successful as we have been in cultivating the next generation of shipbuilders,” he said. “We are counting on that partnership going forward. In the coming years, we plan to hire more than 1,500 new employees.

A special guest for the awards ceremony was Shipbuilder I, BIW’s training trailer, which banquet attendees were able to tour.

“Shipbuilder I enables us to travel across the state, reaching prospective employees who might not have considered a shipbuilding career;” Steen said. “Using the trailer’s virtual and augmented reality training tools, we are able to show Mainers from Machias to Millinocket what a well-paying and secure future in Maine’s shipbuilding industry entails.”

A Light on the Point

Shipbuilder 1, the BIW training trailer, was a hit at the event.
Sponsor Visits Shipyard for Bottle Break Ceremony

BIW welcomed Amy Looney Heffernan to the shipyard on Nov. 9 to complete the christening bottle break for John Basilone (DDG 122).

The ship was originally christened on June 18, 2022, by fellow sponsor Ryan Manion, but Ms. Looney Heffernan was unable to attend at that time. Instead, she completed her responsibilities as sponsor when she shattered the christening bottle at the ship’s bow in a single swing.

“God bless USS John Basilone, all those who have helped create her and all those who will board and sail her in the years to come,” she said in her remarks, given on the bow of the ship at Pier 4.

Ms. Looney Heffernan is the vice president of the Travis Manion Foundation, through which she advocates for veterans and families of the fallen to foster future generations of leaders. The Foundation is named after USMC 1st Lieutenant Travis Manion, who died in Al Anbar Province, Iraq, in 2007. Ryan Manion is Travis’s sister and Amy’s late husband, Navy SEAL Brendan Looney, was Travis’s best friend. He was killed in Afghanistan on September 21, 2010, and awarded the Bronze Star with Valor.

Capt. Seth Miller, the Navy’s DDG 51 Program Manager, spoke to the Sailors and Shipbuilders gathered for the ceremony, saying that the ship will serve with the indomitable spirit of John Basilone, the World War II Marine who earned the Medal of Honor for actions at Guadalcanal and the Navy Cross at Iwo Jima, where he was killed.

“His valiant and selfless actions are beacons to follow, and we are assured DDG 122 will strive to achieve the same extraordinary standards of service and honor that John Basilone gave in the service of his country,” he said.

Chris Waaler, BIW’s Vice President of Programs, spoke of the proud sense of duty and responsibility BIW takes in building the ship.

“When this ship sails, it will go forward with the promise that Bath Built is Best Built,” he said. “When our Navy’s sailors take this ship into harm’s way, they deserve our best.”

BIW Wins GO MAINE Challenge – Again!

BIW continues to set a high bar for green commuting, taking the award for most emissions prevented for a large employer in the WAY 2 GO October Challenge.

The challenge is put on by GO MAINE, the statewide commuter program that helps BIW employees find rides to work and covers emergency rides home. In the month of October alone, BIW prevented 18,963 pounds of CO2 emissions through ride-sharing, which includes van pools, car pools and using the Lewiston-Lisbon-Bath Blue Line commuter bus offered by Western Maine Transportation Alliance.

Over the course of 2023, BIW employees have made greener choices by taking vanpools and carpools, biking, walking or telecommuting, amounting to 12,715 greener trips, 270,937 miles not driven, 116 tons of emissions prevented, and 11,890 gallons of gas saved.
DDG 138 Keel Plate Unveiling

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ev though the Keel Laying for the future USS J. William Middendorf (DDG 138) is still a few years away, the U.S. Naval War College in Rhode Island hosted a keel plate unveiling ceremony on Dec. 11 in the presence of the ship’s namesake.

J. William Middendorf II, a former U.S. Ambassador to the Netherlands and 62nd Secretary of the Navy, was the guest of honor at the ceremony, which was attended by the current Secretary of the Navy Carlos Del Toro. Also attending the ceremony was Dr. Robert Ballard, a former Navy commander whose discoveries include the Titanic, USS Yorktown, the Bismark and PT-109.

Middendorf, who is 99 years old, said he is glad the ship that will bear his name will be built in Bath.

“I commissioned an awful lot of ships (as Secretary of the Navy), and I found that, among the different shipyards, Bath Iron Works was the most efficient and they were always able to bring in new ships on time or in advance and under budget,” he said.

“I’ve always been a big fan of Bath Iron Works,” he said. “I’m extremely honored that the new ship USS Middendorf is being built at Bath. I know it’s going to be a great ship.”

Del Toro highlighted the importance of DDG 138 to the Navy fleet.

“Today, we face a geo-political landscape more akin to the era during which Ambassador Middendorf served,” he said. “For the first time in 30 years, we face a nation with capabilities that approach our own. For the first time in over 100 years, we face intense peace-time competition with a global maritime power.”

“As we stand at the precipice of this decisive decade—hearkening back to your many years of exemplary service—the Navy stands ready to defend our nation and our allies, and to uphold the values of freedom and democracy that our nation represents,” Del Toro said. “Just recently, our destroyers, [Bath-built] USS Thomas Hudner and USS Carney, shot down missiles and armed drones launched by Houthi rebels in Yemen, and prevented a potential pirate attack on a commercial vessel.”

During his term, Middendorf advanced the Ohio-class submarine program, the Trident missile and the F/A-18 Hornet carrier-based fighter as well as the Aegis Combat System, which will be incorporated into DDG 138, enabling it to track and destroy incoming air and ballistic missile attacks. All of the systems he championed remain critical components of the U.S. military today.

J. William Middendorf, namesake of DDG 138, is seated next to the ship’s keel plate. With him from left are Secretary of the Navy Carlos Del Toro, Rear Adm. Peter Garvin, President, US Naval War College, Tom Callender, Manager Navy Programs, General Dynamics Electric Boat, and Jill Boward, Executive Director for Combatants, PEO Ships.
I

n the final quarter of 2023, a welder, a pipefitter and a supervisor were called out for excellent performance on the future USS Louis H. Wilson Jr. (DDG 126).

Former Assistant Secretary of the Navy Susan Rabern has asked that BIW recognize one employee each month for superior performance working on DDG 126 BIW’s first Flight III ship. Rabern and Janet Wilson Taylor, daughter of the ship’s namesake, are sponsors of DDG 126.

On behalf of Dr. Rabern, BIW President Chuck Krugh has presented each of the selected employees with her challenge coin. He said the coins are meant to recognize those people who exemplify the hard work and commitment to quality that our Sailors deserve.

Selected for the months of September, October and November were Rigging Supervisor Matt Bolduc, Pipefitter Matt Small and Welder Zach McIntyre.

A rigging supervisor for the past four years, Bolduc “goes above and beyond every day to make sure that the Louis H. Wilson Jr. and all of Land Level gets their service needs met,” according to his nomination. “He touches most all of the equipment on the Louis H. Wilson Jr., which helps us reach our milestones every day.” Bolduc said the key is having a great team.

“It takes more than one person to build these things,” he said. “Everyone needs to do their part.”

Small was described as constantly motivated and an expert on connecting the ship’s complex Controllable Pitch Propeller system. “The guy’s a force of nature – he always comes in swinging, always makes the right moves,” said his Front-Line Supervisor Jordan Dupuis.

McIntyre is a member of the integration crew who is “a go-to mechanic for challenging welds, such as UT (ultrasonically tested) butts and seams, difficult positions or locations and time-sensitive jobs,” according to his nomination.

“Zach represents what it means to be part of the integration crew,” said Manager Joshua Hersom. “We overcome all challenges and adversity to get the job done safely with high quality.”

Coin recipients Zach McIntyre (left) and Matt Small (right).
Welcome Aboard New Hires!

Name       Dept

JUNE

Adkins, Trevor  62
Ball, Charles    26
Beebe, Hunter  13
Brooks, Tobias  19
Bryant, Louise  28
Cagley, Ethan  62
Call, J acob    19
Casey, Michael  62
Compeau, Keegan 19
Cornwell, Kevin 25
Cushman, Patrick 19
Dutton, Alicia  30
Dwelley, Kelsea  86
Eyler, Robert  25
Ferguson, Ian    30
Gagne, Desmond  50
Gerding, Christopher 19
Germain, Frank  62
Gilson, Matthew 13
Gray, Timothy  62
Hook, James      49
Hutchinson, Johnas 49
Jullian, Devin  19
Kenny, Melodie  86
King, Ian        25
Klaiber, Thomas  62
Ladner, Dillon  25
Lizotte, Nancy  28
Lynch, John     25
McCabe, Michael  30
McNutt, Randall  86
Murphy Shackleys, 62
Nemg, Riley     87
Nile, Joshua    62
Pahle, Ayden    62
Pinkham, Nathan 27

JULY

Appleton, Nicole  28
Bedard, J ohn    62
Bessette, William 40
Billington, Scott 15
Blood, Benjamin  40
Bowie, Seth     19
Bryant, Paul    86
Carnie, Charles 66
Carlson, J ohsha 62
Castillo Crespo, Leonid 26
Collier, J essica 62
Corbett, Michael 19
Dennis, Erik    19
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Health Improvements

Life365 – When You Could Use a Hand

When you need a hand, Bath Iron Works’ Life365 Employee Assistance Program is here to support you.

Life365 is a confidential support program, powered by Cigna, to help BIW employees and their household members solve problems and find balance. You can call any day, anytime, 24/7/365 and speak to a personal advocate who is dedicated to helping address your needs and guide you to the right solution.

Life365 offers immediate help if you are in mental crisis, or if it’s non-urgent, can connect you with a licensed clinician who can assist. In addition to in-the-moment support, you and your household members can each receive up to eight, no cost, face-to-face or virtual counseling sessions per issue, per year with an EAP counselor.

If you need help finding a counselor and making an initial appointment, Life365 advocates can tackle that, too. Life365 can make your everyday easier with resources for home and life needs such as child or senior care, home repairs or pet care. Legal, financial and identity-theft resources are also offered through free consultations with professionals and reduced select fees.

Life challenges all of us every now and then. When you’re not sure where to turn, you can call Life365 at 877-622-4327 or access online at myCigna.com (Employer ID: BIW (for initial registration)). TTY/TDD users call 711.

By BIW Benefits
FROM THE FLEET

BIW Ships Block Attacks Targeting Shipping.

The USS Carney has shot down more than 30 drones and four cruise missiles fired from Houthi-controlled areas in Yemen in recent months. The Houthi rebels are backed by Iran and have been targeting international shipping that they say has ties to Israel.

In another incident, two ballistic missiles were fired from Houthi-controlled areas in Yemen toward the USS Mason (DDG 87) in the Gulf of Aden after it responded to a commercial tanker that was attacked by armed men believed to be Somali. Five gunmen tried to escape on a fast boat, but were chased and eventually surrendered to a search and seizure team dispatched by the Mason.

In November, USS Thomas Hudner shot down multiple one-way attack drones launched from Yemen.

Defense Secretary Lloyd Austin on Dec. 18 announced a 10-nation coalition to respond to Houthi missile and drone attacks on ships in the Red Sea.

“The recent escalation in reckless Houthi attacks originating from Yemen threatens the free flow of commerce, endangers innocent mariners and violates international law,” he said. “The Red Sea is a critical waterway that has been essential to freedom of navigation and a major commercial corridor that facilitates international trade.”

USS Carney (DDG 64) defeats a combination of Houthi missiles and unmanned aerial vehicles in the Red Sea, Oct. 19. Carney is deployed to the U.S. 5th Fleet area of operations to help ensure maritime security and stability in the Middle East region. (U.S. Navy Photo)

In Remembrance (Continued on page 18)
The Greater Portland Chamber of Commerce hosted BIW President Chuck Krugh as their keynote speaker on Nov. 9, an opportunity to tell members of the business community a little more about what we do to build the Navy’s ships.

Krugh started with a series of questions: How many businesses had their own Fire and Security departments? How many had their own street sweeper? How many business owners measured man hours in seven decimal places? He then went on to explain the build process – from the Engineers and Designers putting together the blueprint to the Mechanics executing the plan, culminating with Builders Trials when the BIW Operating Crew takes the ship to sea for the first time.

“There’s a lot going on in the world right now,” Krugh told the audience at Hannaford Hall at the University of Southern Maine. “I would like to share with you why we at BIW go to work every day with a real sense of purpose. What BIW does is important, not just for the economic security of thousands of Maine families. Our work is vital to our nation’s security.”

Krugh added that just as the Defense Industrial Base has been a deciding factor in major conflicts in the past, it remains a key deterrent to our adversaries.

The presentation got a rousing reception, with many in the audience impressed by the scale and complexity of what we do.

Les Waltz, a 59-year employee who dispatches for the Transportation team, activated the burning machine that cut the first steel for the future USS John E. Kilmer (DDG 134). Waltz started as a Shipfitter in Fabrication bending steel plates and is now a Material Handler.

Waltz was well into his career when BIW started building DDG 51s. BIW President Chuck Krugh said his service shows remarkable dedication to the program and to the company.

“DDG 134 will be the 45th Arleigh Burke destroyer built by BIW, dating back to the lead ship this yard designed and built, which is still on patrol, defending our country and protecting our families,” Krugh said.

Capt. Seth Miller, the Navy’s DGG 51 Program Manager, told the assembled shipbuilders that what they do matters. “Each and every day you help build our great Navy and equip our nation’s heroes with the most advanced and lethal fighting ships that have ever sailed the planet.”

The Navy has said repeatedly that the capabilities of the Flight III Arleigh Burke destroyers are critical in responding to increasing threats from China, Russia and in the Middle East.

DDG 134 is named for Kilmer, a Navy hospitalman Medal of Honor recipient who was recognized for his heroism at the Battle of Bunker Hill in Korea.

“Kilmer repeatedly braved intense enemy mortar, artillery and sniper fire to move from one position to another, administering aid to the wounded and expediting their evacuation,” reads his Medal of Honor citation. “Painfully wounded himself when struck by mortar fragments while moving to the aid of a casualty, he persisted in his efforts and inched his way to the side of the stricken Marine through a hail of enemy shells falling around him.” Kilmer was killed by flying shrapnel as he shielded the injured Marine’s body with his own.
Material Handlers James Morris and Stef Stewart cut a ceremonial red ribbon at the entrance to the new Kitting Terminal on Sept. 27. The ceremony marked the official opening of the new facility, which will play a critical role in helping to improve production velocity.

“This project is more than just a building,” said President Chuck Krugh. “With multi-directional forklifts and ergonomic kitting stations, this facility is modernizing our material delivery process as well as making it safer. We are making sure we get the right part to the right person at the right time. It will help us Safely Execute High-Quality Work.

Capt. Joshua Fields, Executive Officer, Supervisor of Shipbuilding Bath, said improvements like the new facility are important for the Navy.

“The Navy is continually looking for ways to partner with BIW for shipyard improvement to build the finest warships,” said Fields. “I for one am looking forward to the ingenious ways to improve shipbuilding in Bath, Maine…When it improves here, it improves our nation’s Navy.”

In addition to a major investment by General Dynamics, the Navy contributed significantly toward the facility.

“This investment is a strong symbol of the Navy’s need for us to produce ships as quickly as we possibly can for our nation’s defense and of the belief of General Dynamics that we are recovering our schedule and making BIW better for the future,” Krugh said.

BIW employees made an impressive showing at the Army Ten-Miler, an annual run through Washington D.C., which attracts 35,000 participants and for which General Dynamics is a major sponsor.

Each year, General Dynamics fields a group of teams and has been a perennial winner in the corporate category. This year, GD took top honors in the Men’s Corporate, Women’s Open and Mixed Masters divisions. BIW’s runners this year, both running on the GD Red Mixed Masters team, were:

Welder Rob Ashby, a repeat contestant who ran the course in 57 minutes and 45 seconds – ranking him first out of all male runners 55-59, 114th among all men running and 118th overall.

Buyer Melissa Gott, clocked in at 1:16:23, good for sixth in women 50-54, the 268th woman and 1699th overall.

Proceeds from the event go to the U.S. Army’s Morale, Welfare and Recreation (MWR) program, whose focus is to enrich the lives of active-duty soldiers and their families. Way to make us proud!
Banquet Recognizes Decades of Service

BIW celebrated the service of employees who had achieved five-year employment milestones of 30, 35, 40, 45 and 50 years in 2023 with a Service Anniversary banquet at Sable Oaks in South Portland on September 16.

This was the second Service Anniversary dinner of the year. Those people hired in the first six months of the year in which they joined BIW were celebrated at a dinner on May 6.

Four people who attended the Sept. 16 event have worked for BIW for a remarkable 50 years. Each was presented with a set of 10 challenge coins – one specially-designed coin for each five-year increment they have worked at the shipyard. BIW President Chuck Krugh presented the coins in an elegant display box to each recipient.

“You are giving your time and your talents to something truly special: designing and building America’s Navy,” Krugh said to all the gathered honorees. “Moreover, you are training the next generation of BIW shipbuilders, who will be safer and better able to contribute as a result of all you have learned and shared. This is a vital contribution to our company and to our state.”

Employees marking 5, 10, 15, 20 and 25 years with the company have been recognized throughout the year with a series of monthly luncheons at the shipyard and a challenge coin coinciding with their years of service.
Service Anniversaries (Continued on page 19)

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Deepfake is an evolving technology which merges artificial intelligence (AI), computer vision and machine learning to create highly realistic multimedia content which is completely fabricated. Deepfake content can be entertaining, but for every benign use, there are multitudes of nefarious applications. All sorts of deepfakes are possible: face swaps, lip synchronization, voice cloning, and entire bodies that aren’t real. With deepfake technology, even dead people can be brought back to life digitally. Malicious deepfakes are created to manipulate audiovisual records, deceive individuals and systems and undermine trust in institutions, individuals and authority. In the personal realm, deepfakes could be used in court cases where faked events could be entered as evidence. With deepfake technology, friends and family can be spoofed and it can be used to convince individuals to transfer money or do other harmful actions.

In the context of Industrial Security, these threats can show up in various ways:

1. Social Engineering Attacks: Deepfakes can be used to impersonate executives, managers and colleagues, tricking employees into divulging sensitive information.
2. Disinformation Campaigns: Malicious actors can employ deepfake technology to create misleading content about facilities, products and services, damaging a company’s reputation.
3. Fraudulent Transactions: Deepfakes can be used in financial fraud, making it difficult for security systems to distinguish between authentic and fake identities.
4. Industrial Espionage: Competing companies may use deepfakes to gain access to sensitive information, trade secrets or intellectual property.
5. Security System Bypass: Deepfakes can deceive facial recognition systems and biometric access control, giving unauthorized people access to restricted areas and assets.

We need to take steps to counter deepfake threats, including:

• Deploying robust cybersecurity measures to stop threats before they can penetrate company systems.
• Multi-factor authentication, encryption and verification requirements to ensure the authenticity of communications.
• Educating employees and partners to recognize deepfake manipulation and harden them to be less susceptible to social engineering and misinformation.
• Ironically, AI technology can be harnessed to detect deepfakes.
• Detecting and deterring technological threats is a constantly evolving challenge and the emergence of deepfake technology adds a new layer of complexity. As malicious actors become more capable, defense strategies must keep pace.
Steel cargo steamer Thomas P. Beal, 1921.

contracts available. Shipyards across the country struggled; some of the largest went out of business. Bath’s experience paralleled that of other shipbuilding communities as the other three shipyards in the city closed between 1921 and 1923.

BIW pursued any available work but with limited success. BIW landed only a few shipbuilding contracts in the immediate postwar years – a couple freighters, six lightships, two coastal passenger steamers and 20 yachts. Most of the yachts belonged to a series of 16 wooden schooners, shorter than 60 feet in length, a far cry from the destroyers built just a few years earlier. Given the competitive marketplace, BIW was forced to bid low to get work; some jobs didn’t turn a profit although they kept some of the workforce employed.

Among the few bright spots were the steamers Islander and Nobska, which served Martha’s Vineyard and Nantucket for decades, and the 127-foot yacht Aras, delivered to Hugh Chisholm Jr. in 1924. Chisholm was the president of the Oxford Paper Company mill in Rumford and son of the industrialist who built many of the paper mills in western Maine, including the Livermore Falls and Rumford mills.

BIW aggressively pursued industrial work and ship repair jobs, from paper mill equipment to ferries to locomotives and aircraft propellers. Unfortunately, these jobs couldn’t keep the yard afloat. When the last yachts were delivered in August of 1925, the shipyard closed down. Worse still, some of the last contracts were not profitable, so company debts could not be paid.

Despite efforts to reorganize and revive the company, foreclosure and liquidation became inevitable. The shipyard was sold at auction on the steps of the Sagadahoc County courthouse on October 1, 1925. The new owner was only interested in selling the parts and pieces of the business, so the tools and equipment were sold off piecemeal the following spring. The shipyard was abandoned, seemingly with little hope of revival.

BIW’s story would have ended here, if not for a small group of former employees who never gave up hope of reopening the yard.
Faces of BIW