



Importance of Regular Performance Discussions

As our facility continues to grow in order to meet the demands of our NAVY, we have on boarded several thousand employees over the past couple of years, and will continue hiring thousands of new shipmates in the coming decades. Additionally, our growth presents the opportunity for our employees to become members of the leadership team, at all levels.

While this growth presents incredible opportunities for all of us, we must recognize that many of our team members are either new to the company or new to their role. We need to ensure that we are having frequent and ongoing discussions with them.

Formally, every employee should be sitting down with his / her supervisor a minimum of every 6 months. However, we should strive to find time to sit with each employee on a much more frequent basis to discuss the following:

- Review goals and accomplishments to ensure employee is progressing as expected
- Provide feedback on achievements and coaching for development
- Communicate to employees the “big picture” and how they contribute to those goals
- What is or isn’t working for the employee and what support resources they may need to help them deliver to your expectations

As management, the responsibility to prioritize the development of our people falls on your shoulders. However, I challenge all of our employees to be vocal and demand these conversations happen, so that you can be aware of your strengths and areas for improvement as well as your own personal development. Additionally, these conversations present a great opportunity for you to provide

feedback to your supervision on areas of opportunity you see for them, the team, or our facility as a whole.

The bottom line is our people are our greatest asset, and as such, we need to ensure we are dedicating the time and energy to each other that we all need and deserve.

Please do not hesitate to reach out to your HR Business Partner for support as needed, as it relates to this topic.

Have a Safe and Productive 2022, and never forget how much the work you do matters!

Brian Howard

Director of Human Resources - Quonset Point

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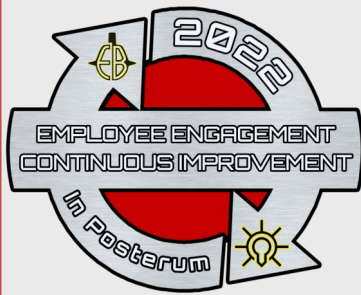
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Continuous Improvement

“Give me six hours to chop down a tree and I will spend the first four **sharpening** the ax.”

Safety through Continuous Improvement

Our health is one of our greatest individual assets. Without it, we are less able; or possibly unable to generate revenue through our income. Our health also provides us the ability to do the things we enjoy, making it essential to our happiness. Collectively, our health and wellbeing is critical to the ability of our company and therefore ourselves to be successful. When we consider these facts, continuous improvement in the pursuit of greater safety should be one of our top priorities as shipbuilders.



When we look at the way we are performing our work, one of the first questions we should ask ourselves is how can we do this safer and with less risk? More often than not, the safer means of doing something is also more efficient. While it almost seems like human nature to use that pair of water pump pliers as a hammer instead of walking to the toolbox, we must all be extremely aware of the return on investment that comes from getting that hammer (figuratively or literally).

When we approach any job here at EB or at home, we must realize that taking the time to find or develop a safer process, even if that means taking a step back or just going to get the right tool for the job can pay dividends. That additional time may initially be perceived as waste, but we all know the difference the right tool for the job can make. That extra time is an investment which will yield less risk, which in itself can be the difference between a relaxing evening with our family after work and an injury that takes us out of work or worse.

So the next time you start a job, look for a safer way to get it done. Ask your peers for their advice.

It's the time to be selfish. It's the time to make an investment in yourself and your health.

Grassroots Process Improvements:

When creating a *custom tool, fixture or jig* to improve your process, make sure to also involve Safety, Engineering or any other appropriate team to make sure that it is compliant with their guidelines. You will see the reminder in the new CIAD for Grassroots ideas!

Have a process improvement idea, or simply just want a board to bounce ideas off? Discuss your idea with your supervisor. If additional resources are required for implementation, your supervisor can contact D931.



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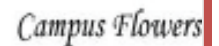


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EB Weekly Safety Briefing
02.20.22 – 02.26.22



- Cheers! Our popular sub lineup mugs are back in stock!
- Tons of boots!
- Carhartt & Timberland apparel!
- Custom order jackets, rainwear, boots, etc.

Hours of Operation

7:30 am to 4:00 pm

6:30 am (every other Wednesday)



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PROTECTION!**

DANGER DO NOT ENTER

DANGER DO NOT ENTER

DANGER DO

**WHEN YOU
APPROACH ONE,
RESPECT IT!**

Week 8

GENERAL DYNAMICS
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Policy Statement # 13: Electric Boat Corporation has established Occupational Health and Safety as the Company's Number One Priority.

In addition to barrier tape/ropes, pay attention to Danger signs used to designate restricted work areas and who to contact for access.



GENERAL DYNAMICS
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