



## Understanding Where You Fit Builds the Electric Boat Team

Each of us has a role we play in the delivery of nuclear submarines to our nation's Navy. Due to the complexity of our product and what it takes to deliver that advantage to our sailors, our roles are very diverse across all of Electric Boat. Whether you work in Operations, Design and Engineering, Finance, Supply Chain or Facilities each of us contributes to a team that has one goal: deliver the advantage that protects our sailors, our families and our freedom.

One important aspect of making our Electric Boat team successful is understanding where we each fit and how we contribute to that goal. Understanding the end to end process is an important aspect of our jobs, has been the theme of many critiques, and makes us stronger as we introduce new people to our industry and ramp up the shipyard to deliver both VPM VIRGINIAS and COLUMBIA Class submarines.

There isn't one person who builds an entire submarine by themselves; it takes the efforts and knowledge of many to be successful. We each have our expertise and experience but how well do we know where we fit within the thousands of hand-offs that occur each day whether you are part of design development or on the deck plates? Asking the classic questions centered around the who, what, how and why of the upstream and downstream people around us helps us be more efficient and productive:

- Who feeds work, product, or data to you so you can perform your job?
- Are you providing constructive feedback to the person or organization ahead of you as a customer?
- When you are complete with your task, who do you feed?

- Is your downstream customer satisfied with your output/product or are there actions you can take that can help them be more efficient?

Asking these questions helps to develop teamwork across disciplines and strengthens communication between people and organizations by building networks and relationships. They also strengthen our commitment to our core values: valuing each other, behaving with integrity and purpose and committing to excellence. This probably all sounds very generic and common knowledge but a little reminder every now and again can go a long way, especially in the environment we are in today. Celebrate wins while at the same time persistently seeking continuous improvement. Designing and building submarines is a team sport, we must do our jobs well and understand how we work together and contribute to our common goal.

Two handwritten signatures in black ink. The signature on the left is more stylized and cursive, while the one on the right is more legible and also cursive.

**Nicholas Dombrowski**

Director—Virginia Class Submarine Design Programs





## Continuous Improvement

**“Costs do not exist to be calculated, Costs exist to be reduced” - Taiichi Ohno**

### Reduced Costs through Continuous Improvement

Many of us seek employment with a company for the security and the reduced stress. There is nothing wrong with this. There is certainly something to be said for the security of a weekly or bi-weekly paycheck and provided benefits. However, what may be lost on us is the balance of revenue, re-investment and overhead expenditure which any business must manage to be successful. Interestingly, it's likely that a great many of us are invested in General Dynamics stock, making every shareholder a part owner.

Those of us who have purchased company stock, we are hoping for those share prices to increase over time so that we have the greatest chance of retiring comfortably. Now, this doesn't mean we all need to start pouring over general dynamics financial filings, but by embracing that ownership and being business minded we have the opportunity to have an incredible effect on our success through incremental improvements.

Historically speaking, companies which have delivered consistent gains on their stock price have been those with sound financials and the ability to grow or maintain solid profits year over year. Profit, in simple terms is simply revenue minus operating costs. One of the greatest means of reducing costs is by leveraging the innovation and observation of our employees. There are near limitless opportunities for contribution to cost reductions.

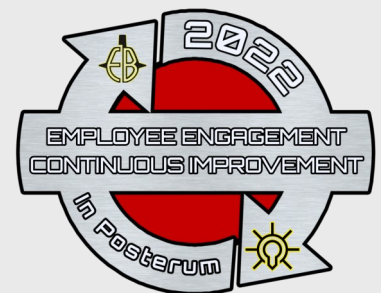
If you observe an instance of:

- An employee's time being wasted on non-value added work (Searching for tools or utilities, waiting in line, performing rework etc.)
- Material being wasted
- Need for a more efficient tool or piece of equipment

Then you have identified an opportunity for cost reduction and process improvement.

I will add that a common misconception is reduction in costs will somehow negatively affect a person's employment. While a fear of efficiency increases is understandable, it is often mistakenly perceived as a threat. Let us not forget to be business minded. When all of us seek opportunities for cost reduction and those of us in management empower the improvements which bring those reductions, we can have a real effect on profits. Profit enables cash flow which enables raises, investments in facilities and equipment, company benefits and more than likely a healthy return on stock investments.

**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 Process Engineering.**



# ANNUAL ENROLLMENT BRIEFINGS

## MTC AND CARPENTERS WET DOCK TENT

Tuesday, 11/1 at 3 PM\*

Wednesday, 11/2 at 7 AM & 1PM Thursday, 11/3 at 7 AM

## MTC ONLY

## SPOUSES WELCOME BOILERMAKERS HALL

33 Sacred Heart Drive, Groton, CT

Thursday, 11/17 at 3 PM\*

Please attend briefings on your own time.

\*Events indicated with a star will have Know Your Numbers Biometric Screenings available. Make sure you "count" for the It All Counts portion of the employee incentive program!

All employees will be mailed an enrollment package to their home address regarding plan options for medical, dental, vision, life insurance, etc.

This year you have:

- A new vision plan to choose from
- A one-time opportunity to elect 1X more coverage than you currently have for Supplemental Life Insurance with no Evidence of Insurability
- New Healthy Partners!

Make sure to read your guide when it comes in for more information.



**November 16, 2022**  
Annual enrollment period begins!  
This is the first day you can enroll  
for 2023 benefit coverages.



**December 2, 2022**  
Annual enrollment period ends.  
This is the last day you can enroll  
for 2023 benefit coverages.



**January 1, 2023**  
First day your elected coverages begin.  
Even when you enroll in December, your  
new coverages won't begin until  
January.

To enroll, go to [www.gdbenefits.com](http://www.gdbenefits.com)  
For questions, please call 888-432-3633





- Limited Edition 2022 USS Nautilus Holiday Ornament!
- Insulate food & drinks with a Coleman EB Logo cooler
- FREE GIFT with \$100 or more purchase - USS Columbia Ornament!
- Check out our sub apparel & boot selection!

**Hours of Operation**

Bldg 4: 9:30am to 4pm  
 Bldg 104: 8am to 4pm  
 New London: 7am to 2pm (T&W)  
 7am to 1:30pm (Th)



**Weekly Safety Briefing**  
 11/06/2022 – 11/12/2022

**200%**  
ACCOUNTABILITY



**TANK  
OR  
TOMB**

**PRIOR TO ENTRY READ AND  
COMPLY WITH ALL  
CONFINED SPACE  
POSTING REQUIREMENTS**

**IF YOU ARE UNSURE OR DON'T  
KNOW YOUR RESPONSIBILITIES**

**DO NOT ENTER**

Week 45

**GENERAL DYNAMICS**  
Electric Boat

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

**Flu Shots and COVID Bivalent Boosters Available  
Through EB Family Wellness Center & Pharmacy**

**FOLLOW EB SOCIAL  
MEDIA CHANNELS**



**Facebook:**  
General Dynamics Electric Boat



**Twitter:**  
@GDElectricBoat



**Instagram:**  
gdelectricboat



**YouTube:**  
GD Electric Boat



**LinkedIn:**  
General Dynamics Electric Boat



**EB Landing:**  
www.EBLanding.com

**DIRECTORY**

*When calling from an outside line, remember to dial 433 and the last four digits of the numbers below.*

<b>EMERGENCY</b> .....	3-3333
Ambulance.....	3-3344
Fire Department.....	3-3617
EEO Officer.....	3-4167
Benefits.....	3-4201
Employment.....	3-7386
Environmental.....	3-2791
Ethics Hotline.....	1-800-433-8442
Payroll.....	3-3702
Safety.....	3-2811
Security.....	3-5530
Van Tran.....	3-7603
Timekeeping.....	3-6604
Training.....	3-0591
Yard Hospital.....	3-3470
Rad Con.....	3-5019