



Unacceptable Workplace Conduct and Harassment

Electric Boat strives to maintain a workplace in which employees treat one another fairly and with dignity and respect. Harassment, threatening or violent behavior and other similar conduct will not be tolerated from anyone including employees, visitors or employees of third parties.

Electric Boat prohibits behaviors that denigrate, disparage or show hostility or aversion toward individuals or group because of a person's race, color, religion, sex, pregnancy, national origin, ancestry, marital status, genetic information, disability, age, veteran status, sexual orientation, gender identity or expression, transgender status, military status or protected status.

Examples of unacceptable harassment in the workplace include:

- Sexual harassment – sexual advances, requests for sexual favors, and other unwelcome nonverbal, verbal, or physical conduct that is of a sexual nature or is based on sex.
- Statements or behaviors that denigrate, disparage, or show hostility or aversion toward an individual or group based on the individual's protected status
- Creating an intimidating, hostile, or offensive work environment (slurs, jokes, offensive statements, posters or photographs)
- Threatening or violent behavior that is intended to be, or is reasonably perceived as, threatening or harmful to people or property (causing physical injury to others, verbal or physical intimidation, threats or threatening gestures, intentionally damaging property of others, stalking or excessive visiting)
- Material that unreasonably interferes with work performance will not be tolerated. This includes, but is not limited to, the display of material that is offensive to fellow employees and which a reasonable person would find offensive.

Retaliation Prohibited

No discipline, discrimination, adverse action, or other form of reprisal or retaliation shall be taken or permitted against any employee because he or she reported or took steps to oppose conduct that he or she honestly and in good faith believed was prohibited by Electric Boat's policies and procedures.

Each of us as employees has the right to be free from improper or offensive conduct at work. Unwelcome, insulting, or offensive remarks or actions have no place at Electric Boat. Electric Boat Policy (EBP-00932) "Unacceptable Workplace Conduct and Harassment" is an excellent source that describes many prohibited forms of harassment.

If you feel you are being harassed or threatened, promptly report the unacceptable workplace conduct to your supervisor or manager, to Human Resources, Security Investigations, Ethics Director or to the General Dynamics Ethics Hotline which is available 24/7 at 800-433-8442 or 503-619-1815 for international callers.

Additionally, the EB Ethics Director, Pete Stefanski, (860-433-0873) and the EB local Ethics Lead (Ashley Wetherbee (860) 433-3742) are available to answer any questions related to Ethics. Questions may also be submitted through the Ethics Helpline at www.gd.ethicspoint.com where you can ask a question, express a concern or report ethical misconduct.

Pete Stefanski

Senior Finance Manager and Ethics Director

Kevin Graney - 2022 Legislative Briefing Highlights

Hi everyone; it's Kevin. Today is Tuesday, January 25th. Yesterday I hosted briefings for about 160 elected and appointed leaders from southeastern Connecticut and Rhode Island and that included members of the press. Electric Boat has conducted these briefings annually since the early 1990's. Like last year, we conducted yesterday's sessions via Zoom because of the limitations associated with COVID.

It's an honor to represent you and talk about our important mission, the accomplishments and the state of our business at these briefings. I reminded everybody who attended yesterday about the great work you accomplished in 2021 as we highlighted in our year-end video. We talked about Virginia, Columbia, maintenance and modernization and other engineering and design services we provide to the Navy.

I talked about how submarines provide our nation with an advantage in the great power competition we are in against China and Russia. We talked a little bit about the suite of upgrades we just put on board the 90 boat, and this technology we built into the Block V boats and is important as Russia continues to build submarine classes with asymmetric capabilities like very large nuclear-powered and nuclear-tipped torpedoes. I also reminded everybody that China continues to develop its Navy, continues to threaten Taiwan and has demonstrated a hypersonic missile capability. Combined, these threats from Russia and China are driving a demand signal for more capable submarines.

I was proud to share our safety performance, the best in our history in spite of COVID. However, we have felt impacts from the pandemic as everybody knows. Since Thanksgiving, and the onset of the Omicron variant, we've had our highest daily case rates—about 40% of our cases overall have occurred in the last eight weeks or so. COVID has affected our productivity due to absenteeism, with people being sick, and our leadership ranks have been hit particularly hard. As you know, this reduces our efficiency. Our suppliers and partners have experienced the same COVID-related challenges, and we are working hard to reduce the impacts associated with that. I think, thankfully, we're starting to see case rates moderate here in CT and R.I. Hopefully, in a couple of weeks, we'll be beyond Omicron as the pervasive variant today.

Our Connecticut and Rhode Island congressional delegations continue to support us each year, and that support has really been overwhelming. Our delegation has secured solid funding for our programs—over \$5 billion to fund Columbia and over \$6 billion to fund the Virginia program in just fiscal year 2022. There is also additional funding for our supply base and for continued workforce development, bringing the total of their efforts to more than \$12 billion in fiscal year 2022 right here at Electric Boat. That funding is absolutely critical to our future.

Each year, everybody who attends these briefings is interested in hearing about our hiring projections, and this year was no different. Last year we hired more than 2,500 people, and in 2022 we need to add, at a minimum, and I think the number is higher, more than 3,000 people to our ranks. The impacts from COVID on the job market have affected us as they have other businesses. Between retirements and people choosing to leave the workforce, it is increasingly difficult to hire our newest employees.

To meet our goals, we need to introduce our careers to people who don't yet know they want to be shipbuilders. In 2021, we started doing something we haven't done before –TV advertising. If you're a fan of the NFL like I am, hopefully by now you've seen our ads during football games or UConn basketball games as well. I asked everybody who attended yesterday's briefings to help us by spreading the word that we're hiring, and I'm asking for your continued help as well. Please tell your friends, family, and community members about the great opportunities we provide for lifelong careers. Tell them that at Electric Boat they'll be able to apply their talents, hone their skills, learn, grow and advance, all while contributing to the defense of our nation. I believe that's a noble mission.

I closed the briefings by sharing a picture of the 793, PCU Oregon, heading out from Groton on sea trials. The picture shows the sun rising on a new day, and our latest contribution to our national defense is being operated for the first time by her crew and the EB experts who built her.

I was on that boat, and I wish every one of you, and really every American, could see what I see on those boats. It is eye-watering, unsurpassed technology. It is sailors who are at the pointy end of the spear and are absolute masters at submarine warfare. It is EB people fiercely proud of what they've built.

This picture makes me think about the future of EB. While this work is never easy, we are being called upon to deliver the future to our Navy and to our country. It is up to us to answer that call. The growing majority of you are our next generation of shipbuilders with exceptional and unique skills, diverse backgrounds and new perspectives. I'm excited by your energy, and I'm excited in how you, your families, and our company will grow and thrive as a result of the hard work that is decades ahead of us.

In the words of Buffalo Bills hall of fame coach Marv Levy, "Where else would you rather be than right here, right now?"

Thanks everyone; we'll talk again soon.



2022 EECI Logo Contest Announcement

Thank you to all the contestants in the 2022 Employee Engagement Continuous Improvement Logo contest. Eighteen employees submitted their designs and members of Management, using a scale of 1-10, ranked the entries. The voting is complete and here are the results of the 2022 EECI Logo Design Contest:

First Place



Erick Colon Barbosa, D248 - Groton

Second Place



Erica Jones, D707 - Kings Bay

The First Place logo will be featured on 2022 Tee Shirts for Continuous Improvement Presenters and both Logos will be featured on Hard Hat Stickers and in communiques. Here are some of the Runner-Up designs:



Chris Lessman, D931 QP



Hugh Dwyer, D936 QP



John Arasimowicz, 241 Groton

To our participants, **Congratulations** on a job well done! We appreciate your efforts and look forward to your continued ideas / suggestions in 2022!

Sincerely,

The EECI Team

Bob Barlow

Craig Haverly

Matt Nickerson

Crystal Sherman

Kim Deschamps

Ann Roth

Joe Cawley

Chris George



Warm up at the Fairwater Store with EB Logo Jackets, Carhartt jackets, sweatshirts, and more!



- Tons of boots!
- Carhartt & Timberland apparel
- Custom Order Jackets, Rainwear, Boots, etc.

Hours of Operation

Bldg 88: 8am to 4pm

Bldg 104: 8am to 4pm

New London: 7am to 2pm (M-W)

7am to 1:30pm (Th)



EB Weekly Safety Briefing
01.30.22 – 02.05.22

CAUTION

When hanging a Safety sign or tag be sure that it is appropriate for the hazard

GENERAL DYNAMICS
Electric Boat

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

Using the appropriate safety sign or tag will help avoid unnecessary injuries!

If you feel sick, PLEASE STAY HOME!

DIRECTORY

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

EMERGENCY	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

The Groton WIB is produced by EB Communications.
To submit ideas, contact rmarques@gdeb.com

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

No Current Traffic/Parking Announcements