



## Updates from the Talent Acquisition Team

Here at Electric Boat, we recognize just how valuable each employee is to the success of our mission. It takes each and every employee to work together to design, build, deliver, sustain, and enhance nuclear submarines and undersea capabilities. Our hiring goals for this year and through the next 10 years have grown to support our increasing work load from the U.S. Navy. 2022 This year is expected to be the largest hiring year in recent history with a goal to hire and add over 3,900 new employees across all areas of the business, heavily focused on trade and engineering positions.

Over 1,400 new employees have joined our team already this year and we are continuing to work to reach our year- end goal. With many positions open across all departments, we have been striving need to increase our number of applicants. We have expanded our marketing, recruiting, and outreach efforts such as advertising, job fairs and hiring events, but our best recruiters are EB employees.

Do you know someone who would be a good fit at Electric Boat? Tell them about our opportunities for a career here and have them apply for a position at Electric Boat at [ebcareers.com](http://ebcareers.com). When they apply and list you as the referral, you will be entered into a raffle for various prizes each month. There is no limit on the number of people who can apply and list you as a referral.

Our efforts do not stop there. The Talent Acquisition teams in both Groton and QP recently got together to brainstorm and present new ideas to attract applicants. The results were thoughtful, creative, and effective. This sparked an idea to expand our outreach to all of EB's employees to see what suggestions you might have to increase our applicant pool. Send us your ideas via email to [EBRecruitingandOutreach@gdeb.com](mailto:EBRecruitingandOutreach@gdeb.com).

Finding and hiring great talent is an enterprise effort. The Talent Acquisition team appreciates the support we have received to date from across the business and we need everyone's support help to meet our shared hiring goals.

### Walk-In Wednesdays

We know the application process can seem overwhelming for candidates, and that's why we are here and ready to help! Our HR teams will be available at the Groton employment office every Wed from 12:00 pm to 5:00 pm. No appointment necessary!



Raffle prizes will fall into two categories: Tier I and Tier II. A Tier-I prize will be awarded to employees when their referral is hired, and a Tier-II prize when your referral applies for a position. If an employee is selected for both a Tier-I and Tier-II prize in the same month, they will be given the option as to which prize they would like to receive.

**If you have any questions or need more information about this new and exciting program, find more information on Homeport or contact your HRBP!**



## Continuous Improvement

### Downtime Series

### Non-Utilized Talent



Unfortunately, it is rare to come to work and not deal with a problem or problems; big or small. Fortunately there is a vast resource available to us to solve those problems: our work force. This applies throughout the organization, as we all play a part and we all have insight into the challenges we may face each day. Very often overarching, high level problems are a culmination of problems faced by a group of employees. It is when those who put their hands on the product are not consulted to solve problems that this waste of human talent and ingenuity occurs.

The leveraging of one another's talents and insight are critical to effective, efficient problem solving. Every one of our employees must have the opportunity to contribute to the solving of the problems which they encounter and offer their insight and ideas to broader, higher level problems. When we do not respect the idea that every employee brings not only a set of hands, but their minds to work, we do ourselves a great disservice.

This concept is central to the grassroots continuous improvement program. When we do not listen to those who do the work or when we do not ensure that our peoples skills and knowledge are being fully utilized we are not operating to our full potential. Therefore, it is extremely important that each of our voices is heard and we work as a team to solve the problems which stand in the way of our goals.

I am reminded of an article by Bob Lutz which truly embodied the concept of non-utilization of talent.

*To paraphrase: In the early 2000s, American automakers had fallen behind every other major automobile manufacturing region in final assembly quality. Bob Lutz, vice chairman of product development at the time, requested of the president of assembly that GM cars be competitive in final assembly quality. The president of assembly immediately stated that millions of dollars in new assembly equipment would be needed. GM cars were soon competitive with all other car makers in terms of assembly quality, but the request for capital was never made...*

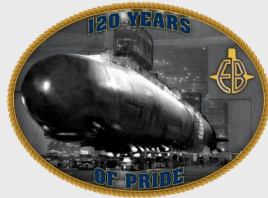
What occurred? Assembly technicians and their supervision were presented with the problem first. They were able to make the needed adjustments and process changes needed to solve the problem without millions in ultimately needless expenditure.

**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 Crystal Sherman at [csherman@gdeb.com](mailto:csherman@gdeb.com).**

# Electric Boat 40 Year Employee Celebration

## June 3, 2022





- Add our GDEB 120 Years of Pride coin to your collection!
- EB Green Premium duct tape always stocked!
- Caterpillar Hat/Sock bundle - \$20
- NEW ITEM! COLUMBIA sub hats now available!

**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**  
**06/05/2022 – 06/11/2022**



**GRAVITY ...**  
**doesn't**  
**take a**  
**break!**



**GENERAL DYNAMICS**  
Electric Boat

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

Week 23

**COVID Vaccines available in the Yard Hospital**  
**9AM to 2PM every Friday**

**STRONGER**

**Together**

Ethics is the foundation of everything we do. If you are aware of business conduct issues, discuss it with your manager or ethics officer.

- Accounting or Auditing Irregularities
- Fraud
- Gifts, Kickbacks, or Bribes
- Theft of Goods or Services
- Time Charging or Expense Reporting
- Conflicts of Interest
- Disclosure of Confidential Information
- Export/Import Issues
- Procurement and Contract Compliance
- Product Quality
- Unlawful Retaliation

If you do not feel comfortable reporting problems internally, call the General Dynamics Business Ethics Helpline operated by NAVEX EthicsPoint, an independent company. Web reports are also accepted.

You do not have to give your name and your call is not recorded. A specially trained interviewer documents your concern and relays the information to General Dynamics follow-up.

**800 433 8442 or [www.gd.ethicspoint.com](http://www.gd.ethicspoint.com)**

From outside the U.S. call collect 503 619 1815

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**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