

EB Employee Community Services Drive Oct. 29 through Nov. 16

GENERAL DYNAMICS

Electric Boat

Electric Boat News

September 2001

Employees and company respond to national crisis

EB employees and the company immediately rose to the occasion in the aftermath of the Sept. 11 terror attacks, raising a total of \$140,413 for the families of the victims.

Some \$70,206 of the total was collected by the EB Employee Community Services Associations at Groton and Quonset Point, with other company sites. That sum was matched by Electric Boat. The money will be allocated to the NYC Central Labor Council Disaster Relief Fund, the Community Services Agency in Washington, D.C., and the New London chapter of the American Red Cross

“As they always do, EB employees stepped up and helped out when called upon,” said President Mike Toner. “I’m proud of what we’ve accomplished together and I’m grateful to all the employees who gave of themselves to help others.”

In addition, General Dynamics has contributed \$500,000 to the relief effort and is accepting employee donations to that fund.

In a related action, GD has announced its policy for employees called to active duty by the Reserve and National Guard. These employees will

receive pay differential between their base pay, if greater, and their military pay for up to 12 months following activation.

During that 12-month period, employees will maintain eligibility for medical, dental, vision, basic and supplemental life insurance, dependent life insurance, dependent, AD&D insurance, medical spending accounts and dependent-care spending accounts. Employees must pay the employee contribution required by their benefit plan during the interval between their

call-up and their return to GD. During the period employees are on active duty, the government will provide the primary benefits; GD will be the secondary provider.

Employees who return to work following active duty will not incur a break in service; SSIP plans will remain intact.

For more specific information, contact the Salary and Hourly Administration Departments, or the Benefits Department.



Employees throughout Electric Boat took part in the National Day of Prayer and Remembrance for the victims of the terror attacks and their families. The employees in the photo above gathered in the Robnson Building for a moment of prayer.

A facelift for the center wall Clyde

One of the waterfront's primary cranes is undergoing a significant upgrade as the shipyard prepares for an anticipated rise in submarine repair work from the Navy.

According to Riggers/Crane Operators Superintendent Bill McDonald, the work on the center wall Clyde – the workhorse crane for Graving Docks 1 and 2 – is the second part of a two-step plan to upgrade the graving dock areas for an expected increase in work from the submarine base. The first part of the work comprised the blasting and painting of Graving Docks 1 and 2; work on Graving Dock 3, including the installation of new service piping and high-pressure air, is scheduled for completion next year.

Now covered in a white shroud, the 67-ton-capacity Clyde is being blasted and painted, while structural work is concurrently phased into the overall pro-



The center wall Clyde, shrouded for blast and paint operations, is undergoing major renovations in anticipation of additional work from the Navy submarine base.

ject. "By the time we're done at Christmas, this crane will be completely revamped."

Then it's on to the next crane upgrade – the refurbishment of the 300-ton Land Level crane scheduled for 2002. "When you dock a ship in a graving dock, you have to have a crane there to

support the service work that precedes the docking in addition to supporting the actual work," McDonald said. "We have a definite need to complete these upgrades within an expeditious time-frame. And nobody's going to do a better job at the blast and painting than our tradespeople."



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Krisko heads Connecticut Internet security group

An Electric Boat World Wide Web expert has been elected executive director of the Connecticut chapter of



Ron Krisko

InfraGard, a federally chartered Internet security organization.

In this position, Ron Krisko, a senior engineer in Information Technology Services (604), will guide the activities of the group, which comprises about 50 members representing federal, state and local agencies as well as private companies and other organizations. Nationwide, there are about 1,300 members.

InfraGard's mission is to undertake efforts to protect the security of the Internet infrastructure and improve the

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Display underscores importance of personal protective equipment

Along with properly maintained tools and facilities, good work habits – including the regular use of personal protective equipment (PPE) – are among the most important elements of Electric Boat’s shipyard-safety program.

To emphasize the importance of PPE, and to remind employees of the types of gear that EB provides at no cost, the Safety Office has established a new, permanent display of PPE in Building 104, which was renovated for that specific purpose.

Ellen Romyns, an HR specialist who works in the Safety Office, said she came up with the idea for the permanent display last year after EB put up a temporary display of PPE. Facilities

employees made a home for the permanent display by renovating the former storage building and installing glass display cases, which are now filled with all manner of PPE, from respirators to filter cartridges and from work gloves to Kevlar sleeves.

“I would like people to use it for a conference room, supervisors to use it for meetings with their employees, and I’d encourage people to just look through there to see what’s available,” Romyns said. The room is located just across from the Yard Hospital, in the building where monthly injury statistics are posted.

Walking into the room, officially known as the Safety Conference and Display Room, employees will quickly

notice that each item features an identifying tag – along with its price.

Electrical trades Superintendent John Chaffee, a member of EB’s Safety Committee, said the prices were posted so employees could have a better appreciation for the PPE, and “to further express our commitment to provide state-of-the-art products to protect our folks from injury.”

The new PPE room has already proved popular among the people who have seen it, said Chick McCombs, chairman of the MTC Safety Committee.

“The display is simple, but it promotes safety awareness immensely,” he said.

Added Dave Crowell, chief of safety, “It gives employees an opportunity to see products that are available to protect them from the hazards they’re exposed to on the job.”

Krisko heads Connecticut Internet security group

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exchange of related information among the group’s members.

According to Krisko, his participation in the organization provides tangible benefits for Electric Boat. “InfraGard is giving us access to valuable computer and network-security training as well as exposure to the thinking of some of the leading government and industry experts in the field,” he said. “In the hacker community, the fast, free flow of information helps individuals learn from others’ mistakes and improve upon their hacking techniques. We’re hoping that this same sort of information sharing will enable InfraGard members to better defend their networks against these hacker attacks.”



From left, Ellen Romyns (645) and Chick McCombs (241) examine a new, permanent display of personal protective equipment that Electric Boat makes available to its employees.

A place for everything and everything in its place

Everyone knows what it's like to waste precious time looking for a misplaced set of car keys, a favorite shirt or a Phillips-head screwdriver.

The riggers at Electric Boat have certainly experienced such frustration when trying to find much of their equipment. But not anymore.

The riggers, led by Dept. 230 veterans Bill Steele, Paul Gauvin and Eddie Abbott, have established a new work area, which they call their issue point, in which all of their lifting gear, from hooks to clips to cables, is smartly sorted and stored.

Bill McDonald, superintendent of riggers/crane operators, said the project took several weeks from start to finish, simply because so much of the department's equipment had been so spread out throughout the Groton shipyard.

"We've taken all of the equipment from all of the little nooks and crannies throughout the shipyard where we have historically kept caches of equipment, and it's all now out in Building 260," he said, adding that riggers no longer have to search for their gear. "They know that if they go there the next time to get a piece of gear, it'll be there. As such, the gear gets returned."

Rigger supervisor Mark Mills said the issue point will save thousands of dollars a year by avoiding the need to search for equipment.

"Just organization is going to save a fortune for us," he said, adding the new issue point will also make it easier to track the condition of the equipment, because it will all be stored in racks and on hooks, rather than in piles or in distant storage rooms.



From left, riggers Bill Steele, Eddie Abbott and Paul Gauvin stand among some lifting and handling equipment in their department's new work area, which they organized to help eliminate the time-wasting task of searching for misplaced gear.

Mills said Steele, Gauvin and Abbott also came up with a new system for marking the gear. Rather than etching each piece – such marks wear off over time, Mills said – the riggers have begun attaching embossed metal tags, a cheaper and longer-lasting option.

But what most impressed Mills and McDonald was that the trio of riggers made all their own decisions on how to make the system so efficient.

"All I did was tell the guys, 'Get the stuff there, do what you have to do,'" Mills said, "and it's been an incredible experience working with them, letting them do what they want, and to see what they're doing."

As it turns out, the riggers' efforts have closely resembled a program being adopted in manufacturing facilities throughout the nation and the world, called the Five S's For Operators. The

S's are: sort, set in order, shine, standardize and sustain. But as McDonald pointed out, the riggers made all the improvements to their system without having heard about the program.

Another point Mills and McDonald emphasized is that the rest of EB's riggers have all endorsed the new system, and therefore return their gear after use, making everything available for the next employee who needs it.

Steele said the real motivation in the riggers' effort was wanting to set up a system that would make everyone's work easier and more efficient, while also eliminating some of the frustrations of not being able to locate equipment.

"If I can make somebody else happy, it makes me happy," Steele said.

Lean Manufacturing: doing only what's needed, only when it's needed

There's an initiative germinating in certain areas of the Groton shipyard that aims to enhance safety, increase production efficiency and improve product quality while eliminating extra effort.

It's called Lean Manufacturing and it embodies a collection of manufacturing philosophies and strategies that focuses on making only what's needed and only when it's needed.

According to Mike Sweeney, an engineer in the Virginia-class construction program office who is involved with cost-reduction, industrial-engineering

and employee-involvement issues, the Lean Manufacturing initiative began about a year ago.

"It's a buzzword that captures a lot of thoughts about efficiency and productivity," said Sweeney, noting that hundreds of companies throughout the U.S. are engaged in their own versions of Lean Manufacturing. At EB, he noted, the concept is still in the early stages of development.

"It can sound simple," said Sweeney. "The challenge is to define what's needed and when, and extra effort versus required effort." In Lean

Manufacturing, he said, all activities can be described as value-added or non-value added. Value-added refers to the processes used to directly configure a product to customer requirements. Non-value added describes processes that do not directly contribute to meeting customer requirements.

"Some things absolutely need to be done, but don't add value," Sweeney said. "Every time you eliminate or reduce one of those steps, you're adding value." These can include pro-

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Fall tech lectures are scheduled

Now entering its fifth year, EB's Technical Lecture Program is intended to provide employees with a comprehensive overview of the company's products, services and resources. The series is also designed to instill personal and professional pride among employees and the role everyone plays in engineering, design, support and construction.

Lectures are open to all employees. They will be presented Thursdays at 2:30 PM and 4 PM in the Tech Center cafeteria. The 4 PM lectures will be available at most EB sites by VTC.

Attendance is voluntary; however, attendance is recorded. Employees who attend at least 60 percent of the lectures receive a certificate and letter of commendation. No charge number is provided.

Fall Program

Topic	Host	Date
COATS	Hal Drurey	Oct. 4
Payloads and Sensors: Team Forward Pass and Team 2000	Al Malchiodi Bill Lillie	Oct. 11
Wireless Applications on Submarines	Millard Firebaugh and Tom Skrmetti	Oct. 18
Manta UUV Project: A NUWC/EB Collaboration	Mark Bennett	Oct. 25
Trade Shows & Symposia: Where EB Exhibits & Why	Roger Sexauer and Neil Ruenzel	Nov. 1
Inventions & Patents	Millard Firebaugh	Nov. 8
Assessing New Technologies: Joint Technology Assessment Committee	Mel Olsson (MDA-UAW) and Jack Morgan	Nov. 15

For information, call Carol (Berge) Stergio, ext. 32703, or Chris Colombo, ext. 38016

Employees show speed in developing



pollution prevention system



Humbert De Gregory (252) demonstrates the proper use of Electric Boat's new drain booms. In the event of a hazardous-material spill, the booms can be used to protect the Thames River from contamination by, clockwise from top left, unhooking the boom storage bag, pulling it out, and encircling the nearest storm drain.

To spill is human. To prevent environmental damage divine.

Hoping to keep hazardous liquids out of the Thames River in the event of an accidental spill, a handful of Electric Boat employees have teamed up to develop and manufacture new drain booms for the shipyard.

The drain booms, rings of absorbent fabric that can be placed around a storm drain within seconds of a spill, were the brainchild of senior manufacturing representative Humbert De Gregory (252). He came up with the idea after watching EB's new environmental awareness video, which was produced to reinforce the correct handling of hazardous materials used throughout the shipyard.

"You don't have to have one per drain," De Gregory said of the booms, which will be stored in weatherproof bags. "But if there are four or five drains in the area, you can hang one of these on the wall in the area. That way, if there is a spill, someone can just take the bag off the hook, open it up and pull the boom out and place it around the drain."

De Gregory brought his idea to Environmental Resources Manager Donna Elks, who promptly endorsed it. He then went to rigger loft foreman Gary Singer, who had the first drain boom storage bag crafted that afternoon.

Elks said she was awestruck by how quickly De Gregory turned his idea into a reality.

"I could not believe my eyes," she said. "An awareness video seen just a few hours earlier transformed itself into a pollution prevention activity in hours."

The first drain boom was placed near the northeast corner of the Machine Shop, opposite the main yard heating plant – a perfect site, Elks said, because of the fuel deliveries that are frequently made there.

Then, Elks approved the creation of about 25 more drain booms and storage bags, which are now being made by Russell Arruda and Howard Cioci in the rigger loft.

"Imagine, in the event of a spill, we don't have to search for booms or equipment to prevent the material from getting into the storm drain," Elks said, adding, "If we had a gold star for environmental awards, Mr. De Gregory would certainly get my vote."

Earned hours and you: the workers' comp perspective

Alice Conger and her supervisors in Electric Boat's workers' compensation office love to see employees return to work after an injury.

Getting people back to work helps the company achieve its annual performance goals, of course, but that isn't the workers' comp staff's primary motivation. What really drives their everyday efforts, they say, is helping employees sufficiently recover from an on-the-job injury so that they can once again be productive and, in turn, feel good about themselves.



"I see it more as a benefit to the employee than a benefit to the company," said Conger's supervisor, Debbie Shannon.

Conger, who serves as EB's back-to-work coordinator, is one of 28 employees in the new self-administered workers' comp office, which the company established in January. Prior to that, Conger served with the human resources department, but her job itself hasn't changed.

As Al Ayers, manager of workers'



From left, workers' compensation manager Al Ayers, supervisor Debbie Shannon and back-to-work coordinator Alice Conger review some paperwork in Electric Boat's new self-administered workers' comp office.



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Earned hours and you: the workers' comp perspective

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comp, explains it, Conger helps injured employees navigate their way through the system, including making sure they're getting the best medical care possible, so they can return to work when their doctors approve.

Conger said one of the biggest challenges she faces is getting doctors to authorize an injured person's return to work.

"Doctors oftentimes assume that we don't have light duty," she said. "They know we build submarines, and their patient was hurt building a submarine, so consequently until the person can return to 100 percent, doctors (want to consider that person) totally disabled, which isn't true."

Conger said she emphasizes to physicians that EB can bring people back to work with restrictions, as long as she knows what those restrictions are and that the work for such an employee exists in the shipyard.

"I identify if there's work available for them or not," she said. "I interact with the departments throughout the shipyard, and with the employees themselves, doctors' offices, and the adjusters here" in the workers' comp office.

Ayers explained that the workers' comp office only handles claims for employees whose injuries are job-related, but Conger serves as back-to-work coordinator for all injured workers, regardless of the cause.

He also acknowledged that the efforts of his staff, and Conger in particular,

Retirees

Dept.		Dept.	
100	Everett E. Bowen 25 years ISM Lathes Small W/L	355	Thomas E. Schelling 33 years Planning Spec Senior
241	Robert A. Michaud 36 years O S Electrician	411	Judith A. Jensen 30 years Logistics Analyst Senior
241	John A. Graley 36 years Elect Trade Tech	423	Lyn Tyrone 36 years Inspect Elect NQ
241	Roderick H. Huggan 30 years O S Electrician	448	Dennis J. Coleda 32 years Engineering Asst Senior
242	Roy E. Wentworth Jr 21 years O S Machinist	477	Robert J. Chernansky 36 years Engineering Specialist
251	Robert E. Williams 38 years Painter	633	Doris L. Taylor 28 years Administrative Clerk
252	Ronald J. Polomski 20 years Carpenter	685	Peter M. Green 27 years Program Manager
431	Gerhard Albrecht 11 years R&D Main-Mech	950	Roberto N. Freitas 21 years Material Service Rep
278	John F. Rondeau 39 years Elec Srv Eng Son	957	Joseph R. Baich 27 years Principal Mfg Rep

help contribute to Electric Boat's various performance goals, one of which – earned hours – will reward employees with a pre-tax bonus of \$500 at year's end if the target of 14,194,000 earned hours can be achieved for the year.

"Certainly for every individual Alice returns to work, it's contributing to the earned hours goal," Ayers said.

Conger agreed, saying the efforts of

each employee are important to Electric Boat.

"Every person has a value – every person," she said. "And it might not be that (an employee who returns with physical restrictions) can do all the essential functions of his job, but there is something he can do to help us accomplish our goals. So every person is important."

Service Awards

45 YEARS

DEPT.
408 Joseph S. Harcut

40 YEARS

DEPT.
433 William B. Juhniewicz
459 Douglas P. Morrissette

30 YEARS

DEPT.
242 Calvin E. Sebastian
278 Jean B. Cather
330 Richard R. Zirger
403 Michael F. Beck
412 Stephen C. Siok
414 David F. Thompson
438 Ralph A. Whitney
459 Richard W. Leuchner
462 William D. Babbitt

25 YEARS

DEPT.
100 Clayton B. Hayward
Donald E. Mayhew
200 Robert R. Keifer
221 Mary E. Price
226 Martin Busch
Thomas F. Crowley
Louis J. Iacoi III
229 Joseph M. Taylor
230 Gary W. Holloway
William Parsells
241 Ivan W. Clark
242 Thomas A. Anderson
Charles C. Griswold
Anthony M. Reynolds
243 Frank R. Desouza
John J. Lopresti
Richard A. Malinowski
Thomas A. Malley Jr
252 William P. Kutneski
Rex B. Richardson
272 Lon S. Key
330 Robert L. Polanski
355 Michael E. Gravier
405 Richard A. Ricci
414 Ronald Medrzychowski
421 Gary I. Cabral
Stephen E. Mercer

431 Gary A. Sherman
438 Inez M. Giuliatti
447 Leon W. Volpini
448 Joseph A. Sasso
452 Robert S. Brown
Jeffery A. Vary
453 John E. Wirth
459 Austin B. Clemence
Paul N. Harrington
Charles L. Shea
477 Paul R. Buehler
Joseph G. Carroll
493 Charlotte A. Comstock
503 Donna F. Elks
505 Mark J. Kelliher
650 Kevin M. Fagan
742 Robert C. Franchi
791 William W. Borysewicz
901 Anthony D. Silva
Robert Smeals
Arthur C. Torres
904 Steven P. Sirois
911 Roger L. Benjamin
Earl J. Callender
James M. McDonough
David G. Mills
Thomas J. Moran
Frank Staples
Paul B. Taylor
915 Raymond I. Johnson
Joseph E. Marsella Sr
James F. McCarthy
Bradford P. Slater
Robert G. Spence
John W. Tate Jr
924 James P. Cafferky Jr
Robert B. Costa

936 Dennis M. Gray
950 Denis A. Levesque
951 Charles J. Charpentier
Michael J. Milner

20 YEARS

DEPT.
229 John H. McMillan Jr
243 Kenneth Stammel
341 Jeffrey C. Hall
Barbara F. Johnson
405 Edward M. Kaminski
Pamela J. Perry
408 Steven B. Morris
427 Robert F. Hevey Jr
428 Donald P. Gordon
433 Christopher R. Morey
434 Mary-Ellen Freeman
Dennis J. Soscia
437 Douglas P. Cyr
444 Spyro Pappas
445 Ethan E. Sunderland
Ronald H. Young
448 Gabriel L. Musco
453 David E. Perkins
459 Herbert R. Pray Jr
462 Lawrence A. Olivieri
David C. Pratt
492 Robert F. Walsh
494 Charles F. Heiberger
507 Thomas M. Barbone
604 Neils L. Jorgensen
642 Earle B. Vancamp
644 Jay C. Hans
650 Kevin J. Carroll
Mary D. Marshall
660 Constance J. Johnson

EB team is looking for a few good feet

An Electric Boat team is forming to participate in the Making Strides Against Breast Cancer fundraiser.

The event, a 5-mile walk, will be held Sunday, Oct. 14, in Hartford's Bushnell Park.

For more information, or to join up, please contact: Yvonne Miranda, ext. 31134; Laurretta Mariani, ext. 31777; or Irene Motta, ext. 38556.

Classified

AUTO/TRUCKS

CHEVY CAPRICE, 1992 - runs well, new tires and brakes; \$2,500 or best offer. 887-6398.

CORVETTE, 1979 - L82 engine, 4 speed, 3.73 rear, matching number, dark brown metallic with Doeskin leather, air, T-tops, aluminum wheels, all power. Hi-performance extras, 48k, professionally maintained, excellent condition; \$14,000. 739-6542.

ESCORT LX WAGON, 1995 - new tires, front brakes, RI inspection to 8/02, 115k, runs great; \$2,800 or best offer. 401-539-7388.

NISSAN SENTRA, 1988 - 2 door, engine, transaxle, tires, and brakes good condition. Has a sensor problem, engine doesn't run well. Car is currently registered and emissions inspection good until October 01; \$500 or best offer. 445-0686.

PLYMOUTH DUSTER, 1975 - runs good, 1 owner, 127k, 6 cyl.; best offer. 848-4787.

TOYOTA VAN, 1985 - needs battery, body

work, e-brake handle button, broke; \$300. 564-0231.

AUTO PARTS

FIBERGLASS CAP - for short bed Ford truck; \$50. SEARS 10" table top saw; \$50. 860-859-0369.

MISCELLANEOUS

AMERICAN GIRL DOLL, clothes & furniture, Fisher Price dollhouse, wooden doll cradle, new bicycle training wheels, children's books, child's rocking chair, small piano, record player, dollhouse furniture, collectible toy vehicles. 401-596-5788.

BLUE WILLOW DINNER PLATES, Pewter tea set, tummy tuck exerciser, pasta machine (\$20), new laser detector, bedspreads, afghan, adult's rocking chair, typewriter, costume jewelry, 1986 Barbie Doll car. 401-596-5788.

BUMPER POOL TABLE (free) - top in good condition, bumpers good, with 10 balls, body

of table needs to be attached to table top. 564-0231.

HOOKER WALL UNIT - 3 pc, dark oak, 76" h x 32" l x 18" d each, lighted, shelved & enclosed w/desktop; \$600. 535-8564.

SERGER SEWING MACHINE - Elna 614, 4-thread sewing machine, used very little, like new, \$350 or best offer. 440-3764.

PETS

GOATS - free to good home. Two Nubian wethers (neutered males), bottle raised, pets who will follow you around. 599-8034.

REAL ESTATE

BAHAMAS - time share, 31 floating red weeks, CLUB LAND 'OR; \$7,250 or best offer. 535-8564.

RENTAL SHARING - Country Glenn Apts., 3 bedroom, 2 baths, washer/dryer in apartment; \$333, 1/3 utilities. 405-0611, evenings Monday through Thursday, ask for Tom.

Lean Manufacturing: doing only what's needed, only when it's needed

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cessing time and inventory. Then there are the more obvious non-value adding items - defects, useless motion, delays and overproduction.

To increase the level of value-added activity in the shipyard, Sweeney said, several specific processes have been introduced.

One of them is known as 5S, which is a method used to create a visual workplace - a cleaner, more organized work area that enhances employees' ability to perform their jobs. 5S stands for sort; set in order; shine; standardize; and sustain. This effort is now under

way across the shipyard, Sweeney said.

Another manufacturing initiative is the use of Just-in-Time schedules based on Takt time. Takt time is a German phrase that refers to the rate an item or activity needs to be completed in to satisfy the customer. "Just-in-Time establishes when you really need a part," he said, versus producing large batches that will sit in inventory. "When you make things as needed, you find defects sooner and improve quality."

Takt time is an approach that answers the questions: how often does my customer really need this part, and when do they really need me to produce it,

Sweeney said.

A third Lean Manufacturing philosophy described by Sweeney was Poka-Yoke - Japanese for mistake-proofing. Examples of Poka-Yoke in the workplace are drawings that can be interpreted only one way, and jigs and fixtures that only accept parts that are the proper dimension.

In short, said Sweeney, Lean Manufacturing techniques can potentially provide a number of competitive advantages:

- Increased throughput and shorter

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Lean Manufacturing: doing only what's needed, only when it's needed

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spans of control.

- The visibility of the overall process keeps employees focused on satisfying both internal and external customers.

- Workplace efficiency and predictable processes enable long-range planning with a minimum of "fire drills."

"It's amazing what you can do when you really set your mind to it," Sweeney said.

CLASSIFIED AD FORM

Name: _____

Dept.: _____ Ext.: _____

One form per ad; 25 words per ad; two ad maximum per issue.
No faxed or phoned-in ads.

Circle category:

Appliances	Autos/Trucks	Auto Parts
Boats	Computers	Furniture
Miscellaneous	Motorcycles	Pets
Real Estate/Rentals	Real Estate/Sales	Wanted

Include item description, price and home telephone
(List area code if outside 860).

Mail to: Crystal Smith • EB Classifieds • Department 605 • Station J88-10