

**Litton**

Data Systems

**DATA SYSTEMS  
TODAY**

November/December, 1991



PEACE

## Litton in defense business to stay

*[The following excerpts have been taken from an address given by Litton President Alton J. Brann in July to a combined meeting of the Guidance and Control Systems and Aero Products Management Clubs. It provides an excellent overview of the corporation's business operations and how Litton executives view the company and its growth plans. Reprinted with permission of "The Link," a publication of Litton's Guidance and Control Systems division.]*

"We very much believe in the defense business. We've been in the defense business since this corporation was started. We know how to do it. We're going to stay in it. And we're going to make acquisitions in the defense business when it makes financial sense," said Brann.

Brann pointed out that Litton is a diversified company with four core businesses – advanced electronics, ship-building, industrial automation systems and products, and resource exploration (through the Western Atlas subsidiary in which Litton has a 70 percent interest).

These four core businesses are all technology-driven and relatively capital intensive businesses. Most of them also require significant research and development investment.

Observing that Litton's management philosophy over the years has been to basically run its operating divisions as autonomous businesses, he emphasized that this autonomy does not extend to every aspect of the business. Certain functions, such as legal, treasury, pension and computer systems, for example "are best handled in a centralized corporate structure."

Litton's operating structure is "participative," Brann explained, indicating that he and the company's group-level executives are actively involved in planning and approving key business decisions made by operating divisions. Describing Litton as an "operating company" rather than a holding company, he stressed that Litton corporate executives are concerned "whether the divisions are doing the proper R&D, whether they're investing in the future, whether the productivity is going up and they're investing in factory automation, whether they have good quality programs, whether they're working

with their customers."

Litton applies the same set of principles to all four core businesses: "We want a high quality of products and services, equal opportunities and a professional environment for our employees, fair treatment of suppliers, growth and return on investment for our shareholders, and ethical behavior in all our actions and decisions. These are fundamental corporate principles that we cannot leave to the division level."

"There's no attempt to have more centralized control at corporate," Brann stated. "This operating philosophy hasn't changed in the 17 years I've been with Litton."

As to corporate objectives, he said that Litton would like to increase both its revenues and profit margins in order to increase to 15-20 percent its return on shareholder equity from the current 13-14 percent level. He pointed out that an 18 percent return on equity is the criteria being used in considering new acquisitions. He said that Litton was also expecting to reach about 18 percent return on the current stockholder equity of about \$1.3 billion. Additionally, Litton wants to maintain strong cash flow, and to strengthen its existing business mix.

Reporting the general profit margin levels for each of Litton's core businesses, he said that "over-all, we're looking for an improvement in the margins."

More specifically, Brann said that in the face of declining revenues Litton is trying to hold the 7 1/2 - 8 percent operating profit level in the Advanced Electronics Systems business group.

Noting that the Advanced Electronics divisions accounted for 52 percent of the corporation's business back in 1987, he said that it had dropped to 40 percent by fiscal 1990. This shift is reflected, in turn by the drop from 58 to 45 percent

of Litton's business from U.S. government contracts. Thus, Litton business is now shifting more towards a commercial emphasis.

Advanced Electronics, which has been a \$2 billion business in fiscal 1990, includes divisions within the Navigation, Guidance & Control Systems, Electronic Warfare Systems and Electronic Components groups. Brann noted that he had recently reassigned the three Components sub-groups, placing two back into Advanced Electronics groups (one in Navigation, Guidance & Control Systems group, the other in the Electronic Warfare group), and the third is reported within the Industrial Automation group.

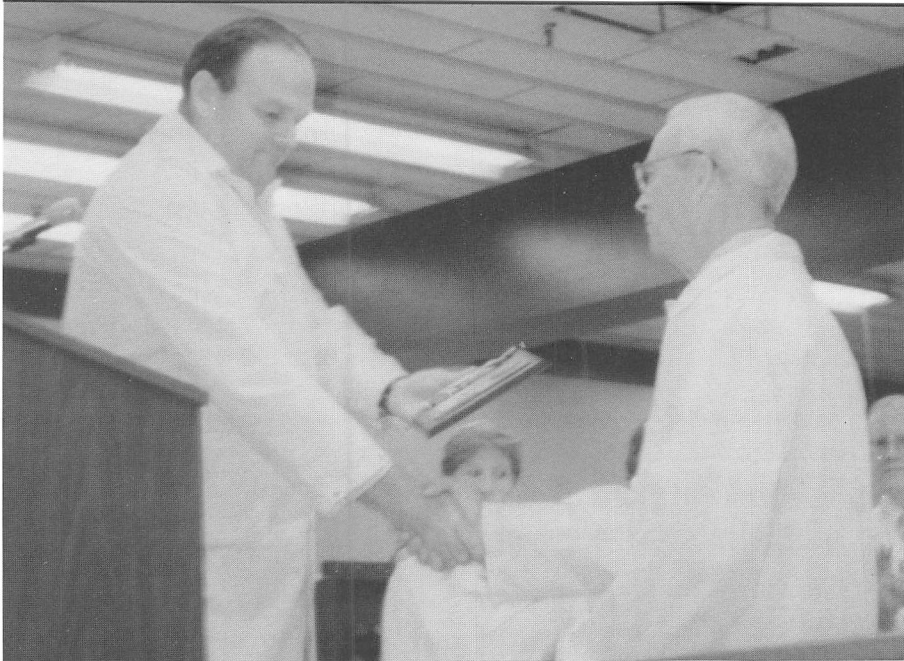
One key message that Brann conveyed to his audience was that Litton is "going to be looking for ways to get higher levels of productivity" from its defense business operations. "While there is still a lot of business out there, we have to recognize that there is going to be a decline in revenue. This forces us to downsize. We know that we're going to have a smaller work force because we're going to have less work." It's also an extremely competitive business climate. All this suggests that "we're going to have to do business significantly differently than in the past." Simply cutting the employee work force in line with a decline in division business won't do it. We have to look at our material costs. "The levels of organization can't stay the same," he observed in citing the need "to reorganize and restructure."

"The defense industry is still very vertically integrated, as seen in our larger divisions. Some of our large divisions are geographically close enough together that they could share resources. They could do some common functions together...In the final analysis, in some cases, it might mean survival."

"We're going to have to think hard about every possible way that we can do business with a higher level of productivity," he stressed. "Basically reduce our costs. Or we simply won't be in business...It's going to be this way, now, for quite a few years."

**Continued, page 4**

## Colorado Springs gets 'Minute Man' award for extraordinary TAOM delivery efforts



### Col Hamby hands the "Minute Man" plaque

*to Mr. Bill Wagner, vice president, product assurance and support, in recognition of the Division's efforts in successfully delivering some of the TAOMs to selected sites prior to the completion of first article test.*

In recognition of the extraordinary efforts required by Litton employees in Colorado Springs to meet delivery of some of the TAOMs prior to the completion of first article test, Col Henry Hamby, director of the MCE-SPO at ESD, presented a letter from Lt General G. Fornell to employees at both the Fillmore and Powers facilities.

In addition to the citation letter, the employees were presented with a "Minute Man" plaque and framed pictures of the MCE TAOMs deployed in USAFE. Col Hamby added that Litton was one of a few industrial firms who had been awarded this plaque which is given in recognition of service to their country.

These extraordinary efforts were required in order to accelerate the integration of the AN/TYQ-23 TAOMs into the Air Force and Marine Corps operational environments. Litton's challenge was to deliver two TAOMs to the Marine Corps at 29 Palms Electronic Training School, four MCE TAOMs and two MIGs to the USAF in Europe, two MCE TAOMs to the USAF at Tyndall AFB, and two

MIGs to Hurlburt AFB. In addition, two of the TAOMs bound for USAFE were sent to Hanscom AFB, MA, for the Electronic Systems Division (ESD) Open House.

During his presentation to the Colorado Springs employees, Col Hamby stated that because of their outstanding performance, the MCE received a high degree of recognition as being the next generation of the USAF Tactical Air Control System (TACS) and that the system operational activation would be accelerated because of these early deliveries. This kind of performance has tagged the TAOM Production Program as being "successful"—a difficult status to achieve. Achievement of program goals reflects well on Litton when expansion or when new systems procurement occurs.

Although the Colorado Springs employees were given this special recognition, it is important to realize that many organizational activities within the Division made significant contributions to the success of the early deployment effort. Examples of these activities in-

clude Engineering's support of the integration and test activities; ILS's support in setting up the systems at the field sites; Shipping's support in assuring that the packing and shipping requirements were met; Product Assurance's special efforts in assuring that the equipment went through the required testing and Government sell-off; and the Program Office's coordination of all these activities.

## Litton funds new program to provide educational assistance

Litton Industries, Inc. and the Foundation of the Litton Industries have established a new program for providing financial support for education at the kindergarten through 12th grade levels in those communities where Litton divisions are located. Eligible schools include public and private (holding tax-exempt status) institutions. Awards will be made on a calendar basis and are presently being made for the 1991 year.

In an Information Bulletin published in October 1991, all Litton employees were encouraged to submit proposals detailing the reasons why they were requesting support for a particular program. Proposals were to be for programs which will be used for the direct education of students. This would include the purchase of books, and or equipment and materials, computers, laboratory equipment and educational films or videos. Funds were not to be used for buildings, salaries, and athletic and recreational programs and equipment. Proposals were to be submitted to Terri Danberg in Employee Services by December 2, 1991.

Employees presenting proposals were to be involved, in a substantive way, with the schools recommended for a contribution.

Each proposal will be submitted to the Division President who shall make recommendations and forward these to the Foundation for consideration. The Foundation shall review these proposals and make the final decisions. Awards are expected to be announced by the early part of next year.

## Litton president says Litton in defense business

(From page 2)

Litton's strategy in its defense business is "continued emphasis on tactical systems" while taking on some strategic systems business and seeking increased penetration of the international market.

He reemphasized the need to increase productivity and "structure the organization to fit the revenue projections." He cited the need to "look ahead enough to be able to size the business to have the right number of employees for the business and then manage to that plan."

Saying that Litton had "seen some improvement" from an "asset point of view," Brann called for continued attention to improved asset utilization, both gross assets and capital utilized.

"We've seen, for example, in Advanced Electronics that while revenue has been dropping at a certain rate, capital and R&D aren't dropping, proportionately... You still have the same requirements—the research and development for test equipment that the government no longer pays for. You still need all the new tools and everything that is required to do your business, even as revenues drop. That concerns us a lot. So, we have many programs to improve the management of our capital and assets. Advanced Electronics has done a very good job. They've done better than most, if not all their competitors in the industry. But we've still got to do better because our shareholders look at the return on their investments in Litton. So, in addition to working the productivity issue, "you also have to work...the asset part of it."

The Litton president continued, "Defense will continue to be a good business, with a lot of struggling and a lot of hard work. But we think we will continue to be a good performer if we properly plan the business. It's a business we're willing to invest in, as evidenced by the recent acquisition of General Instrument's Defense Systems group. Our financial strength, fortunately, allows us the exploitation of such opportunities. We can still make acquisitions. We have the money to invest in our businesses. We're a healthy company."

Continuing, Brann said, "I feel comfortable with the overall Litton business plan for next year. There are a number of problems that have been put behind us and there are a number of good things that have happened." Forecasting modest growth in earnings over the next several years, he said, "I think operationally the company is going to get stronger. If we do what we can do over the next two or three years, the future starts to look very exciting. But first, we've got to concentrate on the next couple of years."

## 6.38% Bond rate effective Nov 1991 through Apr 1992

The semiannual market-based interest rate for Series EE Bonds issued between November 1, 1991 and April 30, 1992, is 6.38% for their initial semiannual interest period. The current minimum rate is 6% for Bonds held at least five years.

The semiannual interest rate changes each May and November, based on market averages during the preceding six months.

For information on how you can purchase U.S. Savings Bonds through the Payroll Savings program, contact Employee Services at (818) 707-4323.

## Dividend on preferred

A Series B \$2 Cumulative Preferred Stock cash dividend of 50 cents per share has been declared by the Board of Directors of Litton Industries, Inc. This regular quarterly dividend is payable January 1, 1992 to shareholders of record December 12, 1991.

## Holiday closure

Litton Data Systems' offices will be closed December 23-27, December 30-31 and January 1.

Employees elected to take either accrued vacation time, or time off without pay for the 1 1/2 days of this period which is not company-paid.

## Data-to-Day

Data-to-Day is a monthly summary of key business events and other items of division-wide interest. The information for this column is provided on a regular basis by our Business Development organization.

### ONGOING PROGRAMS

#### TAOM Production

Meetings were held with SPAWAR and ESD to discuss criteria for formal production test and sell-off and baseline schedule.

The second MIG installation at Hurlburt AFB was completed and the DD-250 signed. Installation activities on the first radar began in late October.

#### MCE/P3I

ESD provided Litton with a NTE price for the Restructured P3I program. We are continuing negotiations with ESD.

#### PROC

Systems delivery is projected to occur in April.

#### E2C

System No. 4 of Lot XIX (4 systems) was expected to be delivered in November.

System No. 1 of Lot XX (10 systems) was expected to be sold-off in November 1991.

#### KNTDS

Litton personnel continue to meet with the Republic of Korea Navy in Seoul in an attempt to resolve certain outstanding issues.

#### PDS/EMS

EMI testing of the Portable Delivery Device was a success.

#### DCT

The critical item pacing the 25 EMDCT audit units continues to be the LED Module.

#### Saudi Air Defense Systems

Eight Final Training Manuals were delivered to DCS. Thirty-eight Final Training Manuals are in production for delivery.

#### F-15 Programs

Negotiations on Japanese Lot C-12 began late in October.



## Meetings held to review Litton's policy regarding harassment in the workplace

Litton Data Systems' Equal Employment Opportunity/Affirmative Action office recently held meetings for all managers and supervisors to review the Division's policy regarding harassment in the workplace. The meetings, held in Van Nuys, Colorado Springs and in Pascagoula, placed special emphasis on sexual harassment.

At Data Systems, clearly stated policies exist forbidding harassment in the workplace. "It is the policy of the Division to provide a work environment free of harassment, which is not only a violation of federal and state laws and regulations, but also a demeaning and degrading act which will not be tolerated," said Larry Colson, vice president, human resources.

Harassment in the workplace is governed by two laws—Title VII of the Civil Rights Act, and the California Fair Employment and Housing Act.

Sexual harassment is defined as conduct by employees and non-employees that includes unwelcome sexual advances, requests for sexual favors and other verbal and physical conduct of a sexual nature.

"It isn't just making suggestive comments or unwelcome displays of affection," said Colson. "Sexual harassment can encompass condescending language such as calling a co-worker "honey" or other pet names or any conduct that creates an intimidating, oppressive, hostile or offensive work environment.

It can also include any type of unwelcome advance—whether it's verbal or non-verbal, physical, kissing, touching, inappropriate joking or anything else that deprives an individual of a workplace free of harassment."

Harassment can manifest itself in a number of different ways. This includes, but is not limited to, physical or verbal abuse; racial insults; derogatory ethnic jokes; religious slurs; and taunting which is intended to provoke an employee.

It is the responsibility of every manager, supervisor and employee to assure that any prohibited activity which may constitute harassment does not

occur. Any employee who believes he or she is a victim of harassment is urged to immediately report the matter to their supervisor and/or the Affirmative Action office. The employee is assured that there will be no retaliation taken as a result of reporting harassment, and that the matter will be promptly, fairly and effectively resolved in a discreet manner.

If an allegation of harassment does arise, the Affirmative Action office will promptly conduct an investigation to determine the facts and recommend what corrective or disciplinary action should be taken.

No one at Litton Data Systems, either female or male, should be subjected to any act of harassment. It's unprofessional, uncalled for and is not acceptable behavior.

## Employees asked for feedback on the lunch period change

Division management asked for employee feedback on the recent lunch period change in a questionnaire sent out last month. Employees were invited to respond to 7 questions that dealt with this change. Completed questionnaires were to be returned to Employee Services by November 20, 1991.

Results of this mini-survey are being compiled for presentation to Division management.

## Design work proceeding on Moorpark facility

Morely Construction Company, who holds the contract for the design phase of construction, is proceeding on the design work for the Moorpark facility. Design completion is scheduled for late December. Final design drawings will then be submitted for building permits to the City of Moorpark.

Litton Corporate Real Estate is negotiating entitlement changes with the Moorpark City Zoning Planning Board.

## Roundtable inputs being used for data gathering

Data is being studied and initial reports prepared from responses by Data Systems employees who recently participated in the "Communication Roundtable" discussions held in October.

The topic of "improving communications at the Division" was identified as a key area of concern during one of the strategic planning sessions held periodically for members of the executive staff. Subsequently, a Process Action Team was formed at the executive level to study this issue.

Division President Al Powers and his staff are using this input as the first phase of data gathering for this team.

Some 150 employees were randomly selected to participate in the roundtable discussions that were held in Van Nuys, Colorado Springs and Pascagoula. The random selection process ensured that the composition of the roundtables were representative of the entire employee population at Data Systems.

A facilitator opened the discussions with a welcome on behalf of the executive staff, provided some background information, and stressed the need for constructive feedback.

An interactive format was followed using a prepared set of questions. Participants were given a form at the start of the meeting to allow written comments to questions.

Early next year employees will receive feedback on these roundtable discussions. "We will use your input, your ideas and your suggestions, to help improve our communications processes here at the Division," said Al Powers, president. "This is part of our commitment to Total Quality Management."

## Gone Fishin'

Data Systems salutes its retirees on their years of service and wishes them continued success in the years ahead.

**Lillian Gendian**



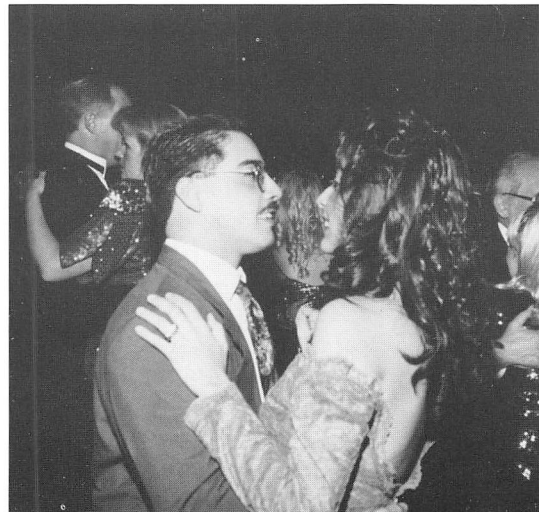
LITTON  
DATA SYSTEMS

*Holiday  
Dinner  
&  
Dance*

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## Standards of Conduct: financial audits by government agencies

*This month's article discusses "Audits by Government Agencies," item eight in Data Systems' "Standards of Conduct" booklet.*

It is Data Systems' policy to assist the various U.S. Government audit agencies in performing their required duties. Upon the receipt of a request for information or notification of an audit, the cognizant director assigns an audit coordinator to review, and respond to, the audit agency's request.

The audit coordinator acts as interface for the review of all audit data to and from the government agency, and is responsible for obtaining and interpreting applicable data, explaining systems and procedures, and coordinating the Entrance Conference and subsequent meetings between Data Systems and government representatives.

During the audit, pertinent books and records are provided to the auditing agency to support claims for reimbursement and to document cost accounting procedures, cost allocations and cost distributions.

At the conclusion of the audit, the audit coordinator arranges the Exit Conference where the auditor's findings, conclusions and recommendations are discussed.

Organizations which have significant activity in support of government audits may appoint a permanent audit coordinator to act as interface for the audits.

Any questions regarding this standard may be addressed to the employee's immediate supervision; additional information can be found in DSP 1009-3, "Financial Audits by Government Agencies."

## Eligibility definitions have changed for incapacitated dependent child

The definition of an "incapacitated" dependent child has changed with regards to eligibility requirements for medical and/or dental benefits for anyone over the Plan's limiting age. This change became effective August 1, 1991.

Unmarried dependent children 19 or more years of age but under 23 years of age, who have their legal residence with you, who are chiefly dependent upon you for maintenance and support, and are registered students in regular full-time attendance at an approved secondary school, college or university, institution for the training of nurses, trade or vocational school may receive medical and/or dental benefits.

Medical and/or dental benefits coverage of unmarried dependent children may be continued beyond the above limiting age, but only if any such unmarried dependent child is physically handicapped or mentally retarded to the extent that they are not capable of self-support and only if such incapacity existed while they were covered under the Plan and immediately prior to reaching the limiting age as described above. However, in no event shall medical benefits coverage be provided beyond the above limiting age if such incapacity is the result of drug abuse.

However, incapacitated dependent children who were approved by Aetna or Metropolitan and who are currently covered will continue to be covered whether or not they meet the new definition.

The balance of the Plan Eligibility section remains unchanged. Should you have any questions, please contact the Group Insurance office at (818) 707-4327. Ask for Laura Elser.

## Promotions

**Business Development:** Keith Mc Nally to Director, Program Office.

**Finance:** Yolanda Farley to Senior Clerk, Programs Finance.

## Survey updates Employee Trip Reduction Plan

All employees, including regular full and part-time personnel, outside contract labor, Data Aide employees and resident government personnel, received two survey forms which they were asked to complete last month. One form was a simple one-page AVR survey aimed at documenting the employee's method of making the commute trip to work for a 5-day period, from November 11 - November 15, 1991. The second form, also one page, updated the employee transportation data base used to prepare the plan update. Each person receiving the survey forms was asked to complete them and return them to their department manager by November 18, 1991.

Data Systems is required annually to file an update to its Employee Trip Reduction Plan. The trip reduction plan details the steps the Division will take to reach the 1.5 "average vehicle ridership" goal mandated by the South Coast Air Quality Management District's Regulation XV.

As part of the plan update require-

ments, the Division must survey its employees in order to calculate a current average vehicle ridership (AVR) figure. This figure is based on the number of cars, vans and trucks that arrive at the worksite between 6:00 a.m. and 10:00 a.m. for a one-week period beginning on a Monday and continuing through a Friday. This includes vehicles driven by Litton employees as well as others working at the Van Nuys and Agoura Hills facilities including contract labor and resident government personnel.

## Fan Club days continue

Universal Studios Hollywood's newest feature, "Premier Fan Club Days" continues through December 31, 1991. Simply present your Fan Club card (available in Employee Services) and receive a discounted admission rate of \$18.50 for adults and \$14.50 for children (ages 3-11). That's a savings of \$6.00 off the regular price of adult admission and \$4.50 off the child rate.



## Allstars defeat GC/S in best of three series



### In the first interdivisional Allstar Softball Series, Data Systems

defeated GC/S two games to one. Team members included (left to right, top to bottom) Rich Padilla, John Bowlds, Todd Demijohn, Scott Grable, Dave Dickenson, Jim Cilva, Art Olivas and Mark Jacobs. Not pictured are Tom Kelly, Dave Reed, Mark Novelli, Bill Kahl, Randy Ward, Steve Pulley, Sam Gifford, Mike Fordyce and Todd German.

Data Systems defeated Guidance and Control Systems (GC/S) in a best of three allstar challenge softball series two games to one.

In the first game, Data Systems took the lead early with 6 runs in the first inning and were never challenged, winning by a score of 12 to 5.

In the second game, 6 runs by Data Systems in the final inning were not enough to overcome the GC/S lead and Data Systems went down to defeat by a score of 16 to 13.

The final rubber match game was a hard fought battle with Data Systems holding off a last inning 6 run rally by GC/S to pull away with a 22 to 19 victory.

The Data Systems allstar team was led by the pitching and hitting of Bill Kahl who pitched both winning games and batted .800 with three home runs. This was a team effort all the way with 9 of the 16 team members batting .500 or better. The combined team average was .530 with only four fielding errors.

## 30 last-minute gifts for healthy holidays

Need some ideas for last minute holiday gifts? Here are some gift ideas to support and encourage healthful behavior throughout the year.

1. Low calorie meals or other healthy cookbooks
2. Portable stereo cassette player for aerobics
3. Gift certificate from sporting goods store
4. Fruit basket
5. Running, aerobic or cross-training shoes
6. Exercise videotape
7. Vegetable or rice steamer
8. Gift certificate for facial or massage
9. Hot air popper
10. First-aid kit
11. Water purifier
12. Subscriptions to health magazines
13. Classical music tape (for relaxation)
14. Blender
15. Smoke alarm
16. Monthly fruit by Fruit of the Month Club
17. Session with personal trainer
18. Exercise equipment
19. Gift certificate for bicycle shop, winter sports
20. Fire extinguisher
21. Books on various health topics
22. Wok
23. Food processor
24. Walking audiotape (music and instructions)
25. Pedometer
26. Juicer
27. A plant or tree
28. Water purifier
29. Exercise clothes
30. Sports watch

## Personnel relocations, consolidations completed

The relocation of 287 employees from Van Nuys to Agoura Hills was completed on October 19, 1991. These personnel had previously occupied buildings 45, 46 and 49 in Van Nuys. Organizations affected were the executive area and their support personnel, Human Resources, Business Development, Contracts and Pricing, Program Management/Master Scheduling, Information Systems, Finance and DCAA.

The consolidation of ILS personnel within building 2 in Agoura was also completed on October 19 in preparation for the final relocation of 19 ILS

personnel from building 48 in Van Nuys to the Agoura site late in December.

Contracts personnel remaining in Van Nuys were relocated from building 45 to building 44 on November 6, 1991. The Human Resources support staff remaining in Van Nuys and the Programs Finance personnel were relocated to building 44 on November 13, 1991.

By November month end, the relocation of Information Systems LAN support personnel from building 46 to building 44 completed the vacating of buildings 45, 46 and 49 at the Van Nuys site.

## Milestones

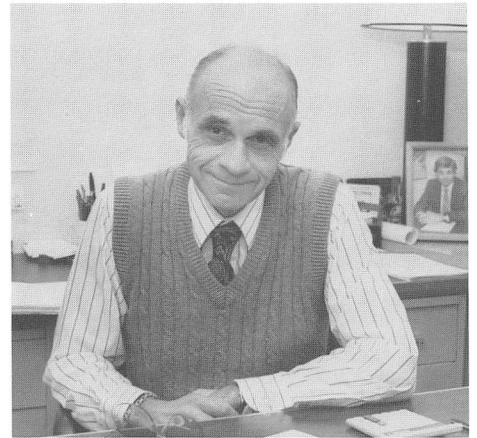
Data Systems extends its congratulations to the following employees who celebrated their anniversaries during the months of November and December. Employees with 20, 25, 30 and 35 years of service are invited to be pictured here.



**Frank Kaatz,**  
30 years, Director, Program Office,  
Program Management.



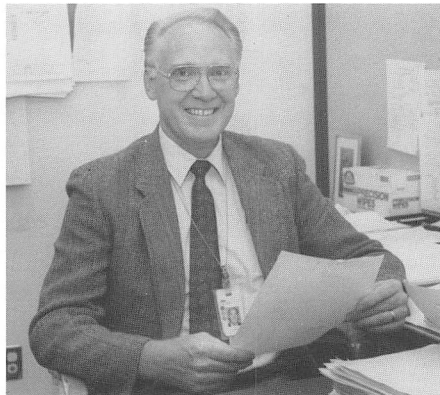
**Garl Satterthwaite,**  
30 years, Director, Engineering Lab,  
Engineering.



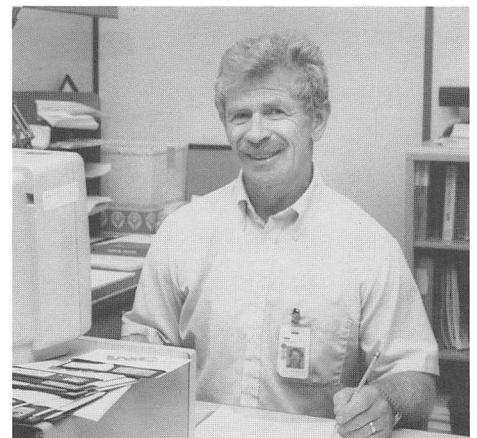
**Donald Wedermann,**  
30 years, ILS Technical Manager, Product  
Assurance and Support.



**Allen Powers,**  
25 years, Division President.



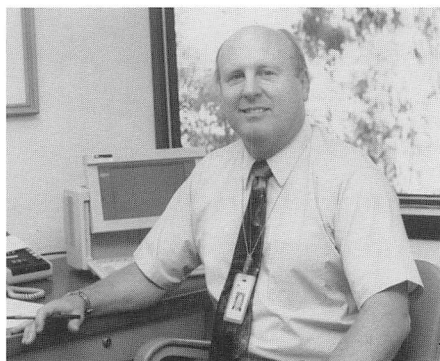
**John Adams,**  
25 years, Sr. Engineering Project Manager,  
Engineering.



**Stanley Schroeder,**  
30 years, Scientist, Engineering.



**Lora Ammon,**  
20 years, Group Leader, TechData, Product  
Assurance & Support.



**Tim Tobin,**  
20 years, Manager, Programs Finance,  
Finance.

**30 years:** Barbara Adams, Charles Kleinschmitt, Mac Mc Cutchen, Chris Huffman, Joan Grotjan, Jim Distel, Ron Effertz, Rudy Nos, Ursel Arias.

**25 years:** Richard Benedict, Joseph Luszcak.

**20 years:** Dennis Dragavon.

**15 years:** Charles Baxter III, Zaruhi Doudian, David Shuit, Marc Maupin, William Vanier, Webster Hoppers, William Joseph.

**10 years:** Kenneth Knollenberg Jr., Donna Chambless, George McPherson, Gary Kaminsky, Mark Novelli, Judy Levy, Michele Goldberg.

**5 years:** Philip Johnson, Jim Rairdon, Theresa Gonzalez.



## BARGAINMART

Employees and retirees of Data Systems may use this column free of charge. Ads are limited to one per person each edition and may be extended to another upon request.

Ads must be fewer than 25 words and will include home phone numbers only (except RIDESHARE). Ads not meeting these requirements will not be published nor will they be returned. Send ads to Employee Services M/S B15-22.

Deadline for next issue: Jan. 8, 1992.

### FOR SALE

**CD PLAYER:** JVC single play. 5 yrs old. Orig. \$425. Will sell for \$90. Call Deborah Miller (818) 362-7994.

**COMPUTER:** Commodore 64, 12" Samsung color monitor, 1541 disk drive, MPS 801, manuals, programs, 30 games. \$500. Call (818) 704-7148.

**ENTERTAINMENT BOOKS:** By "City of Hope." \$38. Worthwhile for singles or couples. Singles get 1/2 off meal. Discounts for movies, restaurants, hotels + Universal & Bowl tickets, etc. Call Boots (818) 785-7670.

**HOUSE:** 1253 Uppingham Ave, Thousand Oaks. 3 bd, 2-1/2 ba. Large lot & yard, paved RV access, spa and gazebo. \$244,900. Call collect Sam Whitaker (retired) (205) 230-0331.

**MISC:** Video camera, Canon A-1, HI8mm-stereo. \$950; Toshiba car radio cd/am/fm, NEW. \$290; NEC-AV300 surround sound amplifier. \$95; JBL loudspeakers. \$60; Royal electric typewriter. \$40. Call Nick Szegedi (805) 527-5263.

**MOTORCYCLE:** 1987 Yamaha, YZ490. Only used 10 hrs. Like new. \$1,800. Call (818) 343-8065.

**STEREO SPEAKERS:** BOSE direct reflection 901 Series IV. S/N 480317. \$400. Call (805) 259-9266.

**VGA MONITOR:** NEC 14" multi-sync 3. 1 yr old. 3-d, 38 kh, 28 dot pt. \$350. Call Michele Di Cato (805) 259-9266.

### FOR RENT

**VACATION:** S. Lake Tahoe. 4+3, fur-

nished house w/spectacular views & boat dock. Minutes to ski slopes & casinos. (818) 784-0724.

### OTHER

**ACOUSTIC CEILINGS:** New or respray ceilings. All types of wall texture and needed repairs. Furnished or unfurnished homes. Call Jim for free estimate (805) 274-8474.

**CLEANING HOUSES:** 5 years experience. Will treat your home with loving care. Reasonable prices. References available upon request. Call Cathy (818) 904-0726.

**ELECTRICAL:** Having problems with faulty electrical? Need added lighting, outlets or new wiring? (No job too small). Fast reliable service. Free estimates. Call Frank (818) 365-4240.

**GOLFERS:** Responsive to ALL your golf club needs; custom fit, custom build, repair, reshaft, refinish, regrip, etc. Lowest prices! Kay Olsen at (805) 268-1359.

**IRONING:** Call Lisa (805) 493-2698.

**JEWELRY REPAIR:** Repair, design & make jewelry. Free estimates. Best buy. R. Mandry (818) 765-1771.

**REMODELING:** Reasonable rates, no work too small. Call Ray LePage, general contractor at between 5 p.m. & 9 p.m. (818) 893-0654.

**REMODELING:** Kitchen, bath or adding a room. Need help w/repairs? (No job too small.) Do-it-yourselfer welcome. Rick (818) 894-0046.

**WANTED:** Race experienced, dependable crew person for '92 season of 35' 120 rater. Blue water, Ventura, Santa Barbara to Baja. Call Bob after 7 p.m. (805) 482-9511.

**WATCH REPAIR:** Call Nick at 363-7740 early a.m. or after 5 p.m. for the finest in care & repair of your treasured time-piece. Free pickup & delivery. Retiree.

### RIDESHARE

**CARPOOL** from Northridge area to Agoura Monday thru Friday on a regular or occasional basis. Call Mike Marcus extension 5949.

## On board

Data Systems welcomes the following employees who recently came on board and joined the Division.

**Contracts/Pricing:** Lyle Horne.

**Business Development:** James Koza.

**Engineering:** Sylvia Fan.

**Operations:** Mary Migliorello, Randolph Morris.

## Personals

Notes of thanks for the thoughtfulness and expressions of sympathy sent by fellow employees were received from:

Dennis Smith for the gifts sent on the birth of his daughter, Emily.

Ann Welp for the flowers sent while in the hospital.

Ann Harris for the flowers sent in memory of her father.

## Hotline

Employees may call the Division "Hotline" with any questions or comments or perceived noncompliance with the "Standards of Conduct." The Hotline numbers are:

Van Nuys/Agoura, Ca. ... 818-706-4669

Other, Ca. .... 1-800-843-5165

Outside, Ca. .... 1-800-237-0934

**DATA SYSTEMS  
TODAY**

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**Graphic Communications**

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**A**s we embark upon another year, I welcome this opportunity to thank you for your efforts and to extend to you and to your loved ones my warmest wishes for a joyous Christmas and a New Year filled with hope, health, happiness and, above all peace.



Allen E. Powers  
President

