

DATA SYSTEMS TODAY

April 30, 1996

1996 Software Technology Management Conference

The 1996 Litton Corporate Software Technology Management Conference (STMC) was held March 5-7 in Santa Barbara and featured a celebrated slate of speakers from government, industry and academia. The agenda included a CASE tools panel, Litton paper presentations, a keynote address by the Honorable Emmett Paige, Jr., presentations by John Leonis and Michael Brown and many professional presentations and tutorials.

STMC is Litton's premier software technical conference and, as such, presents an exceptional opportunity to network with individuals from other Divisions and hear the presentation of selected Litton papers. The mix of internal and external presenters provides a provocative and informative forum to exchange ideas. This year, eighty-four Litton personnel, representing sixteen divisions and Corporate, attended the conference. Twenty-six employees from Data Systems attended including Al Powers, Dick George, Frank Tullis, Don Ellingsberg, Garl Satterthwaite and Dave Russenberger.



Data Systems President Allen E. Powers and PRC Vice President and Chief Technology Officer Dr. Jude Franklin took advantage of the opportunity to network during the conference.

Highlighted guest speakers from the 1996 conference include:

- **The Honorable Emmett Paige, Jr.** (Assistant Secretary of Defense for C3I systems) who gave the keynote address in which he shared the high expectation of the DoD in our adverse times of reduced budgets. He stressed the importance of mature software processes, quality, on-time deliveries, reliable systems, commercial-off-the-shelf software, security, reuse and commercial standards.
- **Dr. Rick Selby** presented "Microsoft Secrets" from his recently published book. He revealed the "crown jewels" of Microsoft, ranging from their small team concepts to their software development methods.
- **Don Reifer** presented "An Insider's View of the DoD Software Situation." He is the retired Chief of the AJPO (Ada Joint Program Office) and the retired manager of the DoD's Software Reuse Initiative.
- **Neal Whitten** presented a tutorial on "Managing Software Development Projects" and described "Software's Dirty Dozen" - the top twelve problems and solutions that continue to plague software development projects.
- **Walker Royce**, Director of Engineering for Rational Software Corporation, presented a management perspective on "The Economics of Software Improvements."
- **Jane Moon**, Technical Director from Hughes, Fullerton presented a participant's point of

view of the Software Capability Evaluation (SCE) and the Internal Process Improvement (IPI), which is the replacement to the Software Process Assessment (SPA)

- **David Maibor** described the differences between the software standards Mil-Std-2167A and DoD-Std-498. He was the original drafter of 2167A and is participating in the commercialization of 498.
- **Tony Wasserman** presented his "Issues in Tool Integration." He described some of the general requirements for tool integration in software engineering environments. He is Founder and Chairman of Interactive Development Environments (IDE), the developer of *Software through Pictures*.
- **Dr. Barry Boehm** returned to our STMC and presented "Practical Software Cost Estimating." Barry is world renowned for his COCOMO software cost model, the Spiral Model of the software process and his book on Software Engineering Economics.

Networking with other Litton divisions was cited as the most important benefit of the conference.

Ten Litton papers were selected for presentation at the conference including three papers from Litton Data Systems. Ray Madachy presented "Systems Dynamics Modeling of an Inspection-Based Process." Tom Bolton served as a panelist on the CASE tools panel after presenting his

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Litton news briefs

Ingalls Selected Top U.S. Company for Workforce Partnerships

Litton's Ingalls Shipbuilding division in Pascagoula, Mississippi, has been honored by the National Association of Private Industry Councils (NAPIC) for its efforts to establish community workforce partnerships. Ingalls was nominated for its commitment to workforce training by the Gulf Coast Private Industry Council, which administers the Federal Job Training Partnership Act (JTPA) along the Mississippi Gulf Coast. In partnership with local community colleges and high schools, the Mississippi Department of Vocational and Technical Education and the Gulf Coast Private Industry Council, Ingalls has developed one of the largest vocational/technical training programs in the nation. Ingalls and its partners conduct pre-employment and on-the-job skills training, youth apprentice programs, skills upgrade and vocational classroom programs and continuing education classes available to Ingalls' entire 13,000 member workforce.

Litton Leads Consortium to Build Lidar

Litton's Amecom division, College Park, Maryland, has teamed with Los Alamos Science, Inc., Los Alamos,

New Mexico, in a consortium to design, build and test a ruggedized, tunable, ultraviolet lidar (light detection and ranging) that can detect and characterize pollutants in the atmosphere. The remotely operable, titanium-sapphire, eye-safe unit will have dual-use application in commercial and military environments. The lidar will initially be used to detect emissions from petroleum refineries and chemical plants for Clean Air Act compliance. Planned future commercial applications include aerial pipeline surveys for leak detection. The consortium will also assess application of a multiwavelength system for remote detection and characterization of chemical and biological warfare agents for the Department of Defense.

Litton Awarded \$30.6 Million for Radar Warning System Upgrades

Litton's Applied Technology division in San Jose, California, has been awarded two follow-on contracts totaling \$30.6 million for the production of ALR-68 radar warning system upgrade kits for Germany's C-160 transport and F-4 fighter aircraft. Litton was awarded \$38.4 million in 1994 for the initial production of these systems. Deliveries of the upgrade kits are scheduled to begin in May 1997 and

continue through January 1998. Work will be done at the Litton's division's production facility in Grants Pass, Oregon. Airborne radar warning systems alert pilots that they are being tracked by hostile radar and permit them to take evasive action or employ electronic countermeasures against the anti-aircraft missile threats.

PRC Wins \$26.6 Million Data Distribution System Contract

Litton's PRC subsidiary, McLean, Virginia, has been awarded a data distribution system operations and maintenance contract valued at \$26.6 million over five years by the National Oceanic and Atmospheric Administration (NOAA). The contract, which has a one-year base and four one-year options, continues PRC's operation, maintenance and technical support of NOAA's Geostationary Operational Environmental Satellite (GOES) data distribution systems. The system receives, processes and distributes GOES environmental and weather data worldwide to a variety of users, such as television weather reporters. Under the new contract, PRC will serve NOAA facilities in metropolitan Washington, DC, Miami, Kansas City, San Francisco, Anchorage and Honolulu.

Litton Purchases TELDIX GmbH in Germany

Litton Industries, Inc. announced the purchase of TELDIX GmbH from Bosch Telecom of Stuttgart, Germany for an undisclosed amount of cash. Located in Heidelberg, Germany, TELDIX has annual sales of approximately \$70 million (U.S.) and about 500 employees. The company is one of Europe's leading defense electronics firms, providing avionics and navigation systems for a number of major European weapon systems. TELDIX also supplies integrated navigation and attitude and heading reference systems for ships, submarines and other naval platforms. It is a market leader in the development and production of momentum and reaction wheels for space satellites. □

Honesty Rewarded



Data Systems Today salutes Alan Bice.

Alan, a Senior Engineer, recently discovered \$100 in the ATM machine located in the lobby of Building 1 in Agoura. He immediately turned the cash over to a very grateful credit union staff. Shelia Jones, manager of the Agoura branch, is pictured offering thanks to Alan on behalf of Premier America Federal Credit Union. Shelia also presented Alan with several gifts including a T-shirt and a coffee mug. We are happy to report that the story has a happy ending. The money and its rightful owner were quickly reunited!

ICARE Awards Presented for Outstanding Achievement

The Improved Customer Awareness Recognition Program acknowledged three individuals for demonstrating outstanding performance above and beyond expectations. Presenting these awards at March's ICARE Award Ceremony was Matt McConville, Manager, Contracts.



Well deserved recognition was given in March to ICARE Award winners (from left) Edward Levine, Robert Soucie and Paul Wu. Pictured far left is presenter, Matt McConville.

Edward Levine was nominated by Ken Knollenberg for assisting with the Applique program. Ed, in the absence of the assigned manufacturing engineer, took responsibility for ensuring that Product Assurance received the necessary documentation to keep material moving in support of the aggressive schedule for the Applique qualification test. Ed accomplished this in addition to performing his regular duties as a mechanical and sustaining engineer.

Robert Soucie was nominated by Gary Duffy for the vital role he has played in the automation of system test documentation utilized by the System Test Support and Software Verification group of the MCE P3I (Modular Control Equipment Preplanned Product Improvement) program and the P3I ECP-10 (Engineering Change Proposal) program. Bob has always been ready and willing to assist any team member with automation of manually produced system test data, and has saved the System Test Support and Software Verification Group hundreds of hours through the implementation of automated processes.

Paul Wu was nominated by H K. Armenian for the assistance he has given to the Algorithm Development group in the development of a number of critical algorithms. Paul, whose regular assignment is developing operational software with the THAAD Implementation group, not only ac-

complished his goals ahead of schedule, but demonstrated initiative and persistence by taking on and completing additional tasks. His contribution was instrumental in allowing this group to achieve its aggressive schedule

Each award recipient receives an ICARE cup, pin, desk pen set, certificate and a gift valued at \$75, good at one of five department stores. Employees selected for a second ICARE award receive a photo cube to add to their desk pen set and employees receiving their third award receive a matching paper clip dispenser. Award winners are also invited to attend the semi-annual Award Winner's Luncheon held at the Radisson Hotel in Agoura.

Since the program began in February 1994, 275 employees have received ICARE awards. □

Mark Your Calendars

Be sure to set aside Saturday, July 20, 1996 for Data Systems' Annual Family Picnic. The picnic will be held once again at Calamigos Ranch in Malibu. The ranch's idyllic setting on the crest of the mountains above Malibu offers beautiful picnic areas with rolling hills and 100 year old oaks, lakes for boating and fishing, swimming pools and petting zoos.

Look for more details in *Data Systems Today* in the upcoming months. □

ICARE Award Winners From DSD Mississippi

Director of Facilities, Jack McAndrew, presented ICARE Awards to the following in March.



John Deal (right) for providing exceptional support on several proposals, including the successful Senior Management Review.



James Hayes for his consistent willingness and persistence in going above and beyond normal job duties to fix PC and printer problems.



United Way

Your help

gives others

hope.

Standards of Conduct: Accurate Books and Records

The situation described here is another one of a series designed to illustrate how Litton's "Standards of Conduct" apply in everyday situations. "Accurate Books and Records" is item six in the **Standards of Conduct** booklet.

Upon returning from Acme Electronics, Richard submitted a Petty Cash Expense Report (PCER) to his manager, John Martin, for approval.

"Richard, these connectors you purchased are element 30 material, not indirect. Element 30 material must be identified as an end item on the PCER. Additionally, the PCER will need to be approved by Quality Engineering and Receiving Inspection."

"John, are these connectors really considered to be end items? I've been really busy and end items require so many approvals. Couldn't we just identify these parts as indirect items on the PCER. After all, these connectors didn't cost very much and

they were purchased from one of our vendors who signs an annual Quality Certification."

Do you feel that Richard should allow the connectors to be identified as indirect material on the PCER?

Regardless of your position within your organization, if you are involved in the preparation or review of Division financial data, you have the responsibility to maintain compliance with Division accounting procedures. Anyone who prepares or reviews documents which represent financial transactions for Data Systems (including, but not limited to, PCER's, timecards, journal vouchers, travel expense reports and purchase requisitions) must be aware that these documents are frequently used as the basis for future business decisions and financial claims. For these reasons, Richard should not allow the connectors to be identified as indirect material on the PCER.

It is important to understand that your signature is more than just a necessary means to expedite paperwork; it is the company's assurance that, to the best of your knowledge and belief, the transaction is authorized by the company and that the information contained on the document is accurate and complete. If you have questions regarding the accountability of a financial transaction, ask questions before you sign. You may be called on later to explain the transaction.

Additional information regarding division financial practices can be found in the Accounting Manual and the Division's Disclosure Statement. Company policy regarding procedural controls (i.e., those involving petty cash transactions) are described in detail in the Division Standard Practice manual and the Administrative manual.

Questions about financial accountability can be referred to your supervisor or to Cost Accounting. □

1996 Software Technology

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paper "THAAD CASE Tools." Dr. Jack Alanen and Dr. Shan Barkataki presented "Experience with Object Oriented Technology Transfer."

In addition, Leo Hoffman presented information on the upcoming Litton Corporate Software Training Course planned for May 1996. In this two day training class, Leo will present a synopsis of our software training program to employees from other Litton Divisions.

A survey was taken of the attendees to obtain their comments and suggestions for the conference. Based on their responses, the two most important benefits of attending the conference were: (1) networking with attendees from other Divisions and (2) obtaining insight and exposure to the other Litton Divisions. Additional benefits cited included learning about software process improvement, obtaining insight into the DoD, understanding tools and obtaining insight into Litton's new acquisition, PRC. It is interesting to note that PRC has 2,500 software personnel, which more

than doubles the number of Litton Industries' software personnel.

The STMC planning committee has tentatively scheduled next year's conference for March 1997 on the East coast near PRC. STMC '97 will be even better, based on the suggestions from attendees. The outside speakers most favored next year, in priority order, are management, technical, industry, government, motivational and academic. Most important subject matters for next year's program include object oriented information, risk management, measures and metrics, client server, world-wide-web, reuse, software process improvement, requirements engineering, CASE tools and software project management.

One attendee summed up STMC '96 by stating "I benefit more from Litton's three day STMC than from any one week industry or academic conference." Everyone who completed the survey found the conference to be valuable and would like to attend next year. Any interested Data Systems

employee should submit an abstract for an individual presentation or panel discussion that covers practical experience in software or system development. Watch for the "Call for STMC Presentations" in October 1996, or contact the Software Engineering Process Group (SEPG) for information. □

Magic Mountain Discount Offer to Expire Soon

There is still time to purchase discount tickets for Six Flags Magic Mountain in Valencia before prices go up on June 1, 1996. Discount tickets, available from Employee Services through May 31, 1996, are valid through December 31, 1996. Cost is \$15.50 for adults and \$15.00 for children under 48 inches tall.

Adult ticket prices will increase on June 1 to \$19.00, Monday through Thursday and \$22.50, Friday through Sunday. These prices will remain in effect through year-end. □

CMI: Focus on Communication

Litton's seven Continuous Measurable Improvement (CMI) Principles consist of Philosophy, Customer Satisfaction, Communication, Training, Process Management, Process Measurement and Reward & Recognition. This month's focus is on Communication which is defined as - *Exchange of information through staff meetings, information bulletins, company newspaper articles, reports and business meetings to keep us informed about customer requirements, program performance and company activities*

In recent months, a variety of topics have been communicated through such forums as the Business Development Center, Awards Banquet, 'All Hands' meetings and progress by the Information Technology Policy Board

Nowhere in the Division is communication more important than in producing high-quality proposals that win us new business. The Business Development Center (BDC) was established in August 1995 to provide a well-managed, synergistic environment that brings together the requisite expertise from the Strategic Business Units (SBUs) and all functional organizations

The BDC uses a disciplined six-phase Business Development Process (BDP), developed in conjunction with leading industry consultants, that ensures the successful execution of new programs within proposed schedules and costs. Training activities are aimed at: (1) reducing proposal development costs through a reduced learning curve and data reuse, and (2) standardizing proposal-related Engineering functions and Business Development SBU functions through Process Management Engine (PME) templates and data reuse. The BDC trains Division personnel as needed in several areas, including the BDP, use of network PME software to manage programs and write proposals, general information on proposal development, development of the proposal cost volume, reusing selected materials from the proposal reuse database and using the Internet to monitor new business opportunities. For further information on BDC Training, please contact BDC Director, Mike Anderson, at 706-4862.

On February 21, 1996, the Division's Third Annual Awards Banquet was held, honoring winners of

the 1995 Technology Achievement Awards, Outstanding Merit Awards, "Sam Sternbach" Technical Excellence Award, "Richard Hirasuna" Leadership Award, "Bill Wagner" CMI Award and the 1995 Customer Satisfaction Award

On March 1, all Administration personnel, including the newly acquired Information Systems department led by Roger Bowen, were invited to an 'All Hands' presentation by Vice President, Duane Anderson. The Presentation Center was used extensively to highlight Duane's organization with the Division's Five Year Financial outlook, Division Key Processes, CMI highlights in Administration and several of our product lines

Recently, the Division's Information Technology & Policy Board (ITPB) implemented an "On-line Services" ICON under the Saberlan system. Watch for up-coming News & Bulletins, Division Business Systems, Reference Services for on-line manuals and Interactive Transactions as they develop. This is one more step in providing timely information and communication in a rapidly changing workplace to Division employees and our Government customers. □

Spring!

Time for a New Look

Spring is a time for new life and a fresh look at things. That makes it a great time to reorganize your finances to include U.S. Savings Bonds. Bonds are safe, easy to buy, earn market-based rates and have tax advantages. Ask about bonds where you work or bank.



Take Stock in America
U.S. SAVINGS BONDS

Financial Security and Savings Program Track Record

Finalized earnings figures for the Financial Security and Savings Program for the month of December and year ending December 31, 1995 are as follows

	Year	
	December 1995	Ending 12/31/95
Retirement Fund	89	23.11
Fixed Income	52	6.61
Money Market	.56	6.23
Bond	1.51	18.96
Equity	-.98	38.08

The return for any given past period is not necessarily indicative of the future performance of any fund. Employees may change their fund allocations for future deposits and transfer existing balances among accounts once every three months.

Changes for future deposits, fund allocations and transfers of existing account balances must be made through the FSSP Voice Response Line at (800) 521-2580. □

In the Spotlight

"All it takes is organization," says last month's mystery employee, Kathy France, when asked how she manages to handle her varied tasks. If you belong to one of the health clubs that Data Systems subsidizes for its employees, you probably know Kathy. One of her many duties in her position as an Administrative Secretary in the Human Resources organization is to handle all the administrative details associated with gym memberships and dues. She also provides secretarial support to the Compensation and Benefits, Group Insurance and Retirement departments. Kathy joined Data Systems in 1991, with an extensive background in both the employment and customer service areas. She loves everything about her job — the people she works with, the challenge of a variety of responsibilities and the satisfaction of being able to accomplish everything that needs to be done each day.

Kathy manages a myriad of activities outside of work as well. She is very interested in physical fitness and enjoys walking, working out at the gym and participating in outdoor sports. Perhaps her favorite activity is the country western dancing she took up about a year ago. It offers a fun way to exercise and the opportunity to meet a variety of people and make new friends.

When it's time to relax, Kathy likes to watch movies — her favorite types of films are action, suspense or love stories — and listen to music, particularly country and western and the oldies. She has recently attended several plays and musicals and hopes to do more of this in the future.

Kathy commits herself fully to those things in which she believes. She has been a very active member of the Christian Church of Thousand Oaks for eight years, where she was a deaconess. Kathy has volunteered at the Union Rescue Mission in Los Angeles for five years and is currently serving as the coordinator for the church teams that go there once a month to feed the homeless. She also

participates in the annual Walk for Life sponsored by the Thousand Oaks Crisis Pregnancy Center.

Kathy, a devoted animal lover, is a member of People for Ethical Treatment of Animals (PETA).

Kathy is a native Californian, born and raised in the San Fernando Valley. Her parents still live in the same house where she and her four sisters grew up. She attended Van Nuys High School, where she was a cheerleader and drill team member. Following graduation, she took business courses at Pierce Junior College. She and her daughter, Tiffany, 18, now make their home in Thousand Oaks.

Kathy does admit to having one vice — she loves chocolate. So, here's a word to the wise. If you're ever late paying your gym dues, a bag of peanut M&M's just might get you back in her good graces!

Congratulations to Yola Traynor and Richard Honig for correctly identifying Kathy as last month's mystery employee.

This month's mystery employee has been with Data Systems since the early 1990's. He's worked in several different organizations. He plays in a fast pitch softball league. Las Vegas is a favorite vacation destination. Do you know who he is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by May 3, 1996. Include your name, employee number, location and extension. A total of ten winners will be chosen at random from all correct entries. Winners will each receive a pair of movie tickets to an Edwards, General, Pacific or United Artist theater. □



PC Training Scheduled for May 1996

Human Resources is offering the following classes in May. All classes are held in Building 3, Room 540.

Introduction to Excel: Meets five days for one and one half hours each day. Begins Monday, May 6 at 12 noon. Topics covered include basic spreadsheet functions of creating, saving, opening and printing a worksheet; using the Toolbar; entering text and values; utilizing functions, formulas and the AutoSum tool; editing cells, rows and columns and formatting of numbers and text.

Introduction to PowerPoint: Meets five days for one and one half hours each day. Begins Monday, May 20. Topics covered include identifying and using PowerPoint icons and terminology; creating, moving and sizing graphics, lines and text, adding color; creating a slide master; adding clip art and graphs, creating note and handout pages and printing hard copies of the presentation.

Full course descriptions, along with registration forms, may be obtained at the "Learning Opportunities" located in each building. Call 706-4678 for additional information. □

Magic Mountain Hosts Litton Private Party

May 10, 1996, from 7:00 p.m. to 1:00 a.m., are the date and time set for Private Party Night at Six Flags Magic Mountain in Valencia. During this event, which is attended by several other companies in addition to Litton, the park is closed to the general public. Tickets are priced at \$15.50 each and include free parking (normally \$6.00).

If you are planning to have dinner at the park, you might want to check out the Six Flags Grande Oak Picnic Pavilion's special Private Party buffet. For \$5.99 per person, plus tax, you'll enjoy an all-you-can-eat buffet which

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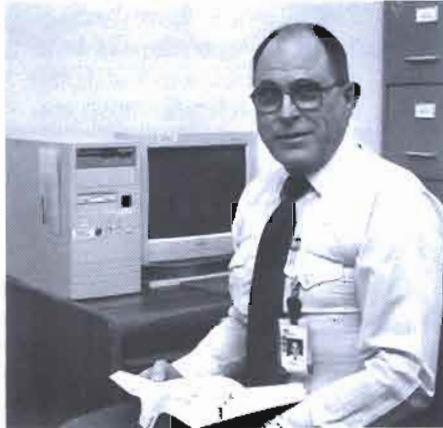
Milestones

Congratulations to the following employees who celebrated their anniversaries during the month of April. Employees with 20, 25, 30 and 35 years of service are invited to be pictured here.



John Conway

35 years, Senior Scientist, Engineering.



James Roach

30 years, Engineering Specialist, Engineering.



James Gurr

25 years, Member, Senior Technical Staff, Engineering.

25 years: Alfred Ruemke.

20 years: Catherine Milligan, Teresa Dubuisson.

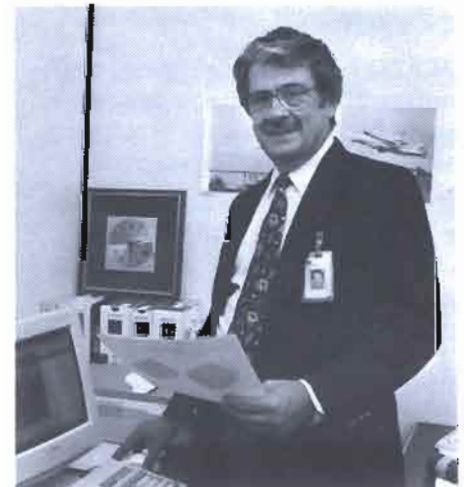
15 years: Beverly Woodward, John Rodwig, Chester Wyche, William Barnes, Mary Furman.

10 years: Terry Clevenger. □



Paul Smith

25 years, Member, Senior Technical Staff, Engineering.



James Valtos

25 years, Engineering Technical Manager, Engineering.

ETC Notes

Gift Certificate Drawings

Brad Barker is the latest winner of a \$100.00 J.C. Penney gift certificate. □

Gone fishin'

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

Charles 'Bud' Cranford

William Mills □

On board

Data Systems extends its welcome to the following employees who recently joined the Division.

Operations: Linda Stapel, David Spencer, Charles Etherton, Greg Maschue, Andy Martinez. □

Magic Mountain Hosts

(From page 6)

includes barbecue beef, fried chicken, potato salad, baked beans, dinner rolls, ice cream and soft drinks. No reservations or advance purchases are required.

Tickets for this event are now available from Chris Cavaliere in Employee Services, Agoura at extension 4323. Don't miss out on the fun! □

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 at M/S 15-22.

Deadline for the next issue: May 3

FOR SALE

2 SETS OF BEDROOM FURNITURE. Both double size beds w/dressers, night stands. One set also has chest of drawers. Large set \$300, other \$200 (818) 996-4769

FOR RENT

VACATION South Lake Tahoe, 4 + 3, furnished house w/spectacular views & boat dock. Minutes to ski slopes & casinos (818) 784-0724

LUXURY VILLA for Memorial Day week at Palm Springs resort area. Full kitchen, sleeps 4 27 holes golf, 10 tennis courts, pool. \$750. (818) 893-3662.

OTHER

REALTY Call for brochure, "Las Vegas, City of New Beginnings" or let me

give you a free tour of the fun capital of the universe. Lorrin Peterson, PPM Realty, 1-800-315-PETE.

ACOUSTIC CEILINGS. Furnished/unfurnished homes. New/Respray. Interior wall repairs. Texture to match. Jim Daniels for free estimate. (805) 584-8747 License #436134.

POWER WINDOWS. Reasonable repair and service. Call Bill evenings and weekends. (818) 340-8421.

SALES REPS WANTED! Be your own boss. Fastest selling self defense Weapon 'Paralyzer Pepper Spray.' Legal, no certificate needed. Call Myra (818) 892-0868 anytime Leave message.

LEARN TO FLY! Certified flight instructor available for primary or commercial flight training at Van Nuys or Santa Monica airports. Reasonable rates. Phil (310) 399-3293.

REFI NEW HOME LOAN or convert from a variable to a fixed rate loan. 5, 7, 15 and 30 year amortized loans available. Call Sharna Lubin (818) 883-8674.

DSD E-MAIL ADDRESS BOOK being compiled for former and current employees. Send E-mail message to wmwags@aol.com if you're interested in being included. □

Personals

Notes and cards of thanks sent by fellow employees were received from.

Joan Karcher and family for the heartfelt concern and the generous donation to the cancer fund in memory of Ken Karcher.


Pat Matschke for the many cards, thoughtful words of support and lovely flowers sent in memory of her mother.

The family of Mildred Griffin for the charitable donations made in her name and the support they received upon her passing.

Al and Joanie Powers for the many cards, flowers and donations sent in memory of Al's mother. □

Hotline

Employees may call the Division "Hotline" with any questions or comments or perceived noncompliance with the "Standards of Conduct."
Moorpark/
Agoura Hills.818-706-4669
Other Ca 1-800-843-5165
Outside Ca..... 1-800-237-0934 □



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