

DATA SYSTEMS TODAY

February 29, 1996

Early Retirement Penalty Modified

Employees interested in early retirement received some welcome news in early February when Litton announced that participants terminating on or after January 1, 1996 who elect to retire at age 62 or later will no longer be subject to the early retirement reduction factor of 1/2 percent per month. The 1/2 percent per month reduction remains in effect for participants who retire prior to age 62 for every full month their retirement date precedes their 62nd birthday. In order to be eligible for this benefit, employees must participate in the retirement plan, terminate employment at or after age 55 and have seven years of service with the company.

This amendment could increase an early retiree's pension by as much as 18% (6% a year for the 3 years between 62 and 65) □



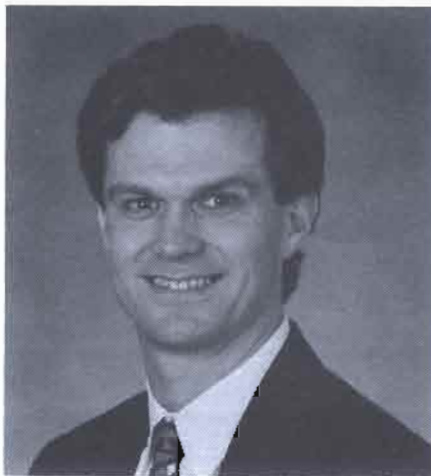
United Way

Your help gives others hope.

The 1995 Sam Sternbach Award

The Sam Sternbach Award for Technical Excellence is presented yearly to the employee who has emulated the qualities of Sam Sternbach. Like Sam, each award recipient has demonstrated sustained technical excellence, leadership and peer esteem in his or her area of expertise. Each recipient is given a \$1,000 cash award, has his or her name inscribed on a perpetual plaque and receives an individual replica of the permanent plaque.

William J. (Bill) Cook



Bill Cook has a unique combination of talent and motivation that makes him an invaluable member of the THAAD team and a vital asset to the company. As Lead Engineer, his expertise encompasses user operational needs and requirements, both technical and practical, and the capability to convert these requirements into effective systems. His grasp of the business aspects of complex system development and his unflagging energy are indispensable to the acquisition and success of THAAD

The 1995 Richard Hirasuna Leadership Award

The newly renamed Leadership Award is presented yearly to the employee who exemplifies the qualities of Richard Hirasuna, the first Leadership Award winner Like Dick, recipients possess the leadership qualities of competence, integrity and concern for fellow workers which inspire others to exceptional performance. Recipients are excellent communicators, creative thinkers and risk takers who are accessible and knowledgeable. The recipient is given a \$1,000 cash award, has his or her name inscribed on the perpetual plaque and receives an individual replica of the permanent plaque.

Paul H. Chandler



Paul Chandler has demonstrated his ability to lead on two large, high profile programs. Paul was able to lead the TAOM/MCE Production program, a program plagued with technical difficulties and schedule problems, to a successful conclusion with a product that exceeded its reliability requirements and was delivered ahead of the contracted schedule

As Program Manager of THAAD, Paul

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The 1995 Bill Wagner Continuous Measurable Improvement Award

This award, given for the first time last year, has been renamed in honor of Bill Wagner in recognition of his commitment and dedication to the principles of Continuous Measurable Improvement. The award was presented this year to acknowledge a team whose use of continuous measurable improvement in a critical business process has made the company more efficient, effective and adaptable to the needs of individuals, customers and the organization. The team is given a \$750 cash award, has their names inscribed on the perpetual award and receives an individual plaque.



The Preplanned Product Improvement (P3I) Software Project Management Team, consisting of John Tracy, Reider Andersen, Mike Crawford, Todd Demijohn, Gary Duffy, Barry Dydyk, Jerry Elliott, Mary Furman, Jim Gurr, Donna Heidkamp, Niko Loukatos, and Charles Ott has significantly improved productivity and quality in the Air Operations product line.

The team changed the software development process by instituting formal inspections and revising the structure of project teams. They achieved the goal given to them by management to save at least 50% of the test and integration effort. This was accomplished by spending more effort during design and coding for inspections. With inspections, errors are found earlier in development, leading to improved product quality in testing and higher overall productivity. On-going metrics indicate that both code productivity and system test defect density have markedly improved. Together, they provide strong evidence that the process has improved on both fronts.

For these efforts, the team deserves the recognition of being this year's winner of the Bill Wagner Continuous Measurable Improvement Award. □

The 1995 Customer Satisfaction Award

The Customer Satisfaction Award was presented this year to the employee who has demonstrated qualities of competence, integrity and pride in the delivery of exceptional products or services that exceed the expectations of internal or external customers. The recipient is given a \$750 cash award, has his or her name inscribed on the perpetual plaque and receives an individual plaque.

Ronald Risher is Litton's Field Technical Representative for the Tactical Air Operations Module (TAOM) at the U.S. Marine Corps Tactical System Support Activity (MCTSSA), Camp Pendleton, California. Ron's extensive knowledge of the TAOM system, his pride in the service he provides, his uncompromising honesty and personal ethics, and his tireless dedication on behalf of the company have earned him the respect of the personnel at MCTSSA and throughout the USMC. These Marines depend upon and value Ron's knowledge and advice, often seeking his opinion on major technical and policy decisions.



Ronald Risher

Ron was instrumental in presenting an alternative approach to the Marine Corps which utilizes a Preplanned Product Improvement (P3I) Joint Tactical Interface Design Specification (JTIDS) version of the TAOM. As a result of that presentation, the Marine Corps is conducting a proof-of-concept which, if used, will result in considerable contract receipts for the Division. Ron continues to be open, accessible and understanding of the customer's needs, while keeping the best interest of the company in mind. For these efforts, Ron is deserving of the 1995 Customer Satisfaction Award. □

Outstanding Customer Service Recognized by ICARE

Two team awards, representing four employees, and one individual award were presented in January 1996 at the Improved Customer Awareness REcognition Awards ceremony. Dick George, Vice President of System Development and Integration, presented awards to the following.



January's ICARE Winners

receiving awards from presenter Dick George (left) were Henry Rice, Kelley Lopez, George Krestyn and Robert Neher. Not pictured is winner Cathy Smith.

The team of Kelley Lopez and Cathy Smith was nominated by Jim Loney for their timely response to an urgent request for payment to a vendor of critical Hand Held Terminal Unit (HTU) materials. Without their extra efforts, the scheduled delivery to the customer would not have been met.

George Krestyn and Robert Neher were nominated by Al Ungar for their development and design of a software code generator which uses templates to produce ADA package specifications and software. The effort, above and beyond normal coding responsibilities, not only enabled THAAD to meet critical schedules, but has also reduced the risk for subsequent THAAD software testing activities.

Henry Rice was nominated by Andy Kotnik of Litton Industries for his exceptional effort in providing timely and valuable information on Government Procurement Specifications Reform. Henry's Specification Reform Model is being widely used by other Litton divisions. He has also made significant contributions as Litton's representative to major West

Coast aerospace Total Quality Management (TQM) Council Meetings.

Each award recipient receives an ICARE cup, pin, desk pen set, certificate and a gift valued at \$75, good at either a restaurant or department store. 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, 272 employees have received ICARE awards. □

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

The Hotline numbers are:
Moorpark/Agoura Hills/Woodland Hills. 818-706-4669
Other, Ca. 1-800-843-5165
Outside, Ca. 1-800-237-0934 □

College Funds Available Through Litton Loan Program

If your child is applying to or currently attending a college or university, you should consider the many advantages available to you through the Litton sponsored Student Loan Program.

Under a special arrangement between Litton and United Student Aid Funds, employees are provided with the necessary applications and assistance to secure student and parent loans. Eligible Litton employees and their children will not be charged the guarantee fee (3% of the loan amount) as long as the loan application is obtained through Human Resources.

Four types of loans are currently available: subsidized and unsubsidized Federal Stafford Loans for students, Federal Plus Loans for parents and Option 4 loans, which are based solely on the borrower's creditworthiness.

If you are interested in applying for one of these loans, informational brochures and applications may be obtained from Chris Cavaliere in Employee Services. □

Join the Run for Charity

Litton employees are invited to participate in the 15th Annual Jimmy Stewart Relay Marathon taking place on Sunday, April 21, 1996. This event is once again being sponsored for employees by Litton Industries Inc.'s corporate office. Litton participants will be treated to lunch courtesy of the running club at Guidance and Control Systems.

Data Systems will be fielding ten teams of five members each. Participants will each run a 5.2 mile leg of the 26 mile race.

Other events featured this year are an 8K Fun Fitness Walk and children's races for ages 6 months to 12 years.

Proceeds from this annual fund-raiser benefit the Saint John's Hospital Child and Family Development Center.

If you would like to sign up or wish to obtain additional information, contact Roy Cantu at extension 4674 in Agoura. Applications must be submitted to Roy by March 29, 1996. □

1995 Outstanding Employee Merit Award Recipients

The Outstanding Employee Merit Awards are presented yearly to employees who have demonstrated outstanding performance. Individuals are selected to receive this award based on a specific event, accomplishment or sustained performance that was significantly above and beyond normal job responsibilities. Each award recipient receives a check for \$500 and an engraved plaque.

Gary D. Carlston

As a member of the THAAD System Test Organization, Gary's areas of responsibility include hardware, support software and digital communications systems. He was the primary author of the THAAD Software Group Hardware Acceptance Test used for testing THAAD shelters, and established and maintained configuration control of all systems in the hardware lab. His knowledge and maintenance of the systems has saved the company hundreds of hours of lost time.



Thomas D. Fritz



As a member of Technical Data, Tom's consistent and outstanding performance at Data Systems has enhanced the reputation of the Division. Examples of his excellent artwork, on permanent display in the Division and in ads, posters, magazines and trade shows, serve to strengthen our public image. They are professionally and aesthetically superior to other exhibited materials. Tom listens to his customers to create visually stimulating and satisfying products by always going that 'extra mile'. His accomplishments and contributions are a credit to the Division.

Dr. James P. Karins

Jim has done an outstanding job in leading our Division's efforts in the development of the miniaturized high speed optical processor. Jim's efforts, in conjunction with Engineering, led to the capture of the Optical Processor Enhanced Ladar (OPEL) contract with the U.S. Air Force Wright Patterson laboratory. This contract, for development and flight test of an advanced missile terminal guidance capability, is expected to be the key to our success in marketing this technology into the military surveillance and smart weapon systems market.



John D. Ritz



John's assignment to the THAAD Battle Management Technical Requirements effort has been difficult and technically challenging. His hard work has resulted in significant contributions to THAAD's success and well deserved recognition for John. Dedicating much of his own time, he coordinated the resolution of system performance issues that span the project. He was instrumental in developing the system level software requirements and external interface issues in the Radar Interface area.

William F. Smith

As the Principle Software Engineer for the Advanced Tracking Algorithms (ATRA) program, William provided the leadership and technical insight required to implement a prototype Vector Neural Network (VNN) to provide a real time multi-scan feature for an aircraft radar. As leader of an exceptional team, he designed and implemented the software programs that successfully interfaced a special purpose, high speed processor to a complex airborne fire control radar.



Susan P. Walker



As a member of the Mississippi Software Development Team, Susie participated in the development of GFE simulators in lieu of using actual ship radios. Due to integration problems in port with the ship, Susie went to sea, often working two shifts per day to solve the communication problems and fully integrate the communication equipment. Susie was also instrumental in the design and implementation of the computer network system for the Ocean Springs facility allowing both the old and new facility to remain operational during the transition, with no down time for any user.

1996 United Way Drive to Kick Off

"As technology expands at an amazing rate, it seems as if our world becomes increasingly impersonal. But never has the spirit of caring and giving been more important than during this era of corporate downsizing, difficult economic times and many families in crisis.

Fifty five percent of Data Systems' employees have been contributing to United Way for the past two years. With the reductions we have been forced to implement due to conditions in our industry, this translates to a decrease in contributions from \$93,223 in 1993-1994 to \$77,059 in 1994-1995.

I have asked that Litton Data Systems conduct its annual United Way campaign from March 1 through

March 15, 1996. Your fellow employees who have volunteered to be United Way canvassers will be contacting each of you to ask that you contribute to United Way for the first time or increase your current level of contribution. We should all take a moment to take stock of the good things life has given us. Then, think of all the people in our communities who need a helping hand. Every contribution, no matter how small it may seem, could make a big difference in someone's life.

Thank you for your generous support."

Allen E. Powers
President
Litton Data Systems □

Your United Way Dollars At Work

Did you ever wonder what your United dollars buy?

A pledge of \$5 will provide ten meals for needy individuals through food bank purchases, AIDS/HIV testing for two people or educational materials about substance abuse prevention for one hundred people.

A donation of \$20-\$25 will provide lodging for a family of four in need of temporary housing, clothing for two homeless children or pregnancy education and testing.

A gift of \$50 will provide continuing utility service for a family suddenly in need, hot meals for 15 people or three weekly counseling sessions for troubled youth.

A pledge of \$100 will provide advanced cancer screening for one person, counseling program on drug/gang violence prevention or sponsorship of five children to attend summer camp.

Donor Choice offers *three ways to give*

Community Care. Your contribution is used for continued funding of more than 300 health and human service providers in our local area.

Targeted Care. You can direct your gift to any one of five targeted issue areas that have been identified through local community needs studies

Specific Care You can designate that your gift be given to a specific organization

During the two week campaign beginning March 1, 1996, United Way canvassers will be distributing literature and asking fellow workers to increase their current deduction or to join their coworkers who are already supporting United Way. Completed pledge cards should be submitted to your department canvasser by Friday, March 15, 1996. □

Standards of Conduct: Environmental Concerns

This month's article is on "Environmental Concerns," item 12 in Data Systems' "Standards of Conduct" booklet.

Litton Data Systems is committed to the protection of the local environment, the conservation of natural resources and compliance with State and Federal environmental laws and regulations. This commitment can be seen in Data Systems' Environmental Management Program which is administered by the Director of Facilities and addresses both environmental and waste management concerns. While the Director of Facilities is the administrator of this program, it involves individuals from different departments, including Security/Safety and the various functional organizations.

The Facilities organization is responsible for establishing guidelines for environmental control activities and reviewing actions which may increase the amount of environmental risk associated with an operation. Additionally, Facilities is responsible for incorporating relevant environmental management features into the design, construction, maintenance and modification of Data Systems' facilities.

Other responsibilities lie with the various functional organization managers, who are expected to apply the fundamental principles established in this program to all operations within their area of responsibility, and with their employees, who are responsible for complying with established environmental and safety rules while performing their assigned duties

Additional information regarding "Environmental Concerns" can be found in the Division Standard Practice manual. Any questions regarding this Standard should be addressed to your immediate supervision or the Security and Safety organization. □

The 1995 Technology Achievement Awards

To demonstrate the importance of creativity to the strength and growth of the company, Data Systems recognizes its innovative employees through the Technology Achievement Awards Program

Honorariums in the amount of a \$100 cash award for each filing of a United States patent application, and a \$350 cash award and a plaque for each United States patent grant are presented to the inventors under the Technology Achievement Awards Program.



David D. Johnson



William F. Smith



John R. Lucas

United States Patent grants this year include David Johnson and William Smith for Vector Neural Networks and John Lucas for Extenders for Reflective Optical Path Segments □

Hirasuna Leadership Award

(From page 1)

inspired the Litton team to overcome a program restructure, cost overruns and schedule delays which contributed to a weakening relationship with Lockheed Martin Missiles and Space Division. Since Paul assumed the role of THAAD Program Manager, this relationship has significantly improved. Barriers between the two companies have been broken down and both Litton and Lockheed are now able to communicate much more effectively. The program is meeting technical goals, with BMC3I receiving rave reviews following two recent flight tests.

By always being available, sharing his knowledge and participating in problem resolution, Paul motivates those who come in contact with him to achieve exceptional performance. He is a leader and risk taker who accomplishes organizational as well as program goals. Paul, a Director in the Program Office, has been with Data Systems since 1968. □

In the spotlight

Our mystery employee last month was **Nancy Roche**, Administrative Associate, Business Development. Nancy began her career with Data Systems in October 1987 in the Engineer-



ing organization, then transferred six months later when a position became available in Business Development. She recently embarked upon her current position in the newly created Business Development Center (BDC). Nancy is really enjoying the challenges of her new assignment. "It's exciting to be part of the BDC's inception. It means a lot of hard work,

but if we can be successful in writing winning business proposals, we can hopefully create and maintain jobs. And, that's what it's all about."

Nancy is a native Californian. She grew up in the San Fernando Valley and attended Chatsworth High School where she lettered in gymnastics. From there, she went on to study languages and cultural anthropology at the University of California at Santa Barbara.

Before coming to Data Systems, Nancy spent time working in the airline and printing industries. But, one could say she was destined to be here. Data Systems is a family affair — Dr. John Schwarz, Nancy's father, had a career with Data Systems that spanned almost thirty years, and her brother and sister-in-law work here as well.

Nancy and her family — husband, Fred III, and children, Fred IV, II, and

Elizabeth, 8, make their home in Tujunga. Nancy loves the area because "it's like living in a small town, very old and quaint, very 60's." The whole family is involved year round in baseball leagues. Both children play and Nancy is an avid fan, making sure to attend all their games. "We spend so much time at work, we sometimes forget there's a whole world outside. We have wonderful friends from work, but we mainly talk about work. By getting involved with the leagues, we've met a lot of wonderful people with all different types of interests."

This article is not Nancy's first brush with 'fame'. Anyone who watched the Channel 4 news program that aired each night during the O. J. Simpson trial saw Nancy make her television debut. She was at the Van Nuys courthouse as a potential juror

Continued on page 8

Milestones

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



Eileen Hye

30 years, Systems Publication Typist, Product Development.



Ida Husk

25 years, Data Management Specialist, System Development and Integration.

35 years: Pauline Garber.

30 years: Robert Perine

25 years: Virginia Lincoln.

Promotions

Congratulations go to the following employees.

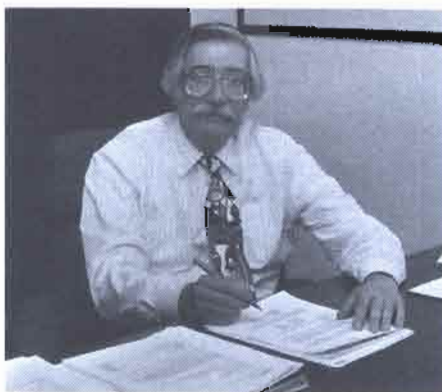
System Development and Integration: Roger Beethem to Engineering Project Leader.

Administration: James Spence to Assistant-Accounting. □



Wendall Durrant

25 years, Senior Engineering Specialist, Product Development.



Leonard Lodico

25 years, Senior Scientist, Program Management

15 years: Kimberly Vitolo, Bill Shockey, Edward Hoover, Robert Hangan, Cynthia Abney.

10 years: Cindy Huynh. □

Gone fishin'

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

Robert Hyman

John Rodberg □

Personals

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

Richard Pennacchi and family for the plants, flowers, charitable contributions and support received on the death of Richard's father.

Norma Kaminski and Esperanza Caldera for the beautiful flowers, donations and love and support received on the death of their sister.

Ray Ward and family for the support and flowers received in memory of Ray's wife and father-in-law.

Carl Satterthwaite and family for the flowers received in memory of Carl's wife. □

Sternbach Award

(From page 1)

and other Air Defense related programs.

Bill's unqualified leadership capabilities, and ability to work with and motivate his associates, is an essential factor in his ability to "get the job done." He has exemplified technical excellence, leadership and innovative thinking while consistently demonstrating dedication and commitment for the advancement of Data Systems. Bill Cook emulates the spirit and true qualities of Sam Sternbach, and is richly deserving of this award. Bill, who currently serves as a Member of the Senior Technical Staff, joined Data Systems in 1990. □

On board

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

Administration: Craig Squire. □

ETC notes

Gift Certificate Drawing

Edda Wessel is the most recent winner of a \$100.00 J.C. Penney gift certificate. □

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, March 4.

FOR SALE

WRIGHTWOOD MOUNTAIN HOME close to ski slopes. Completely furnished \$110,000. Best buy in Wrightwood. Call Barrie Bartulski (805) 526-3730.

ONE ROWING EQUIPMENT, One Thigh/Stomach Exerciser. All \$50.00. Still new and in excellent condition. Call Yolanda Puckett (818) 879-8677.

ALMOST NEW 19" Electric Mower, \$150. All wood (dark) student size desk, 3 left side drawers, 1 top, \$75. (818) 996-4769.

SATURN WAGON. '93 Twin-Cam, Auto, Air. Perfect Condition. Must sell for medical reasons. Call after 7:00 p.m. (805) 526-0435.

1988 CHEVROLET CAPRICE WAGON, 56,000 miles, well maintained, power locks/windows, cruise control, tilt wheel, third seat, large cargo capacity. \$6200.00. Call Paul (805) 526-7498.

FOR RENT

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

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.

HOUSE CLEANING. Palmdale, Lancaster, Leona Valley areas. Nine years experience, great prices. Free estimates. Cathy (805) 267-1548.

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. □

In the Spotlight

(From page 6)

for the Menendez trial when she was interviewed by a reporter soliciting public opinion on whether the Furman tapes should be heard by the Simpson jurors. "The reporter talked to so many people, I thought I would end up on the cutting room floor," Nancy told me. Luckily, she had the foresight to program her VCR and she is now immortalized in both print and electronic media!

Congratulations go to **Robbie Schwarz**, **Kathy Jankalns** and **Linda Kell** for correctly identifying Nancy as last month's mystery employee.

This month's mystery employee enjoys traveling and eating and drinking his way through a game of golf. Do you know who he is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by March 4, 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. □

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