

# DATA SYSTEMS TODAY

January 31, 1996

## Data Systems, Mississippi Wins State Quality Award



### DSD Mississippi employees

(left to right) Jerry Storey, Geoffrey Hingle, Linda Little and Dwight Kibler were instrumental in the achievement of the 1995 Mississippi State Quality Award.

### Announcement Highlights November Quality Review

On November 13, 1995, the Executive Staff heard a stirring presentation by DSD Mississippi Vice President and General Manager, Bill Allison, and members of his staff, including Linda Little (Business Process Group), Geoffrey Hingle (Software Process Technology Manager) and Dwight Kibler (Principal Software Engineer for CSTS). This was the second in a series of scheduled executive reviews on Quality improvement activity in the Division.

The meeting began with an overview of our CMI (Continuous Measurable Improvement) activity during FY96 by Vice President Duane Anderson, followed by a summary of recent Government Standards reform activity by Hank Rice, Manager, Division Product Assurance. Marc Maupin reported on the Division's ISO 9001 training program and the National Quality Month celebration.

Highlighting the presentation was the announcement by Bill Allison of the receipt of the 1995 Mississippi State Quality Award by our Ocean Springs facility. Our Division was one of three state winners of this award patterned after the annual Malcolm Baldrige National Quality Award. Mr Allison, who received the award during October from the Lt. Governor of Mississippi, had the opportunity to speak to the other recipients regarding the Litton quality story.

An excellent overview of the Mississippi Quality Initiatives, including their use of Process Quality Indicators (PQIs), was presented by Mr. Allison's staff. As noted by Linda Little, "All organizations present their work processes, defects in the processes and solutions to the defects. Each of the major Mississippi organizations is featured every week with participation by the General Manager, his management team and the reporting organizations. By looking at problems as opportunities, we reduce finger pointing and allow organizations to share and solve common problems." She also noted that each organization's PQI Process Defects are displayed in descending order of priority (Pareto form) for all to see.

"As a result of the PQI implementation," Little continued, "a Require-

## Litton Plans Purchase of PRC, Inc.

Litton Industries, Inc. has signed a definitive purchase agreement for Litton's purchase of PRC Inc. from The Black & Decker Corporation for approximately \$425 million in cash.

Located in McLean, Virginia, PRC is a diversified information technology company involved in systems management and integration. PRC designs, develops, integrates and supports computer-based information systems and re-engineers business processes for the U.S. government, commercial customers and state and local governments. The business has estimated 1995 sales of approximately \$720 million.

The transaction is subject to review by government regulatory agencies.

Litton Chairman and Chief Executive Officer John M. Leonis said, "The acquisition of PRC will add significant capabilities in the area of information technology and will particularly enhance our existing command, control and communications (C<sup>3</sup>) business. Litton is a C<sup>3</sup> systems integrator, an expertise that is driven by developments in the information technology arena. PRC is a major supplier of information products and services to growing government markets. The combination of our businesses will enhance Litton's ability to provide more comprehensive service to our C<sup>3</sup> customers, while expanding the capabilities of our other defense electronics business." □

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## Litton news briefs

### Continued Funding Awarded for Navigation System

Successful field tests of a new Litton navigation system based on high accuracy fiber optic gyro and Global Positioning System technology has helped to earn a contract valued at \$27 million to complete development and delivery of the GPS Guidance Package (GGP). The tests, conducted by DoD's Advanced Research Projects Agency and the Army Missile Command, were the first, in an operational environment, of a system combining the complementary capabilities of self-contained high accuracy fiber optic gyro inertial technology and precise geographical positioning for the space based GPS satellite network. The demonstration crowned a five-year development of a prototype solid state GGP system under an ARPA-sponsored contract with Litton's Guidance and Control Systems division. In conjunction with the successful field demonstration, Litton was also awarded a \$15 million manufacturing technology contract by ARPA to phase the company's high accuracy inertial grade fiber optic gyro into a high rate, automated production capability. Early applications will include tactical missiles, aircraft and land vehicles. The Navy has already teamed with

ARPA to adapt the GGP for future F/A-18 and other aircraft beyond the year 2000.

### Litton Wins New Threat Warning System Contracts

Litton's Applied Technology division has won two U.S. Air Force contracts totaling \$22.5 million for continued production of AN/ALR-56M airborne threat warning systems. One of the contracts includes two options for future production that could raise the value to \$54 million. The units will be produced at the division's facility in Grants Pass, Oregon. The airborne threat warning systems alert F-16 pilots that they are being tracked by hostile radar and permit them to take evasive action or employ electronic countermeasures. These contracts are Litton's fourth round of awards on the ALR-56M program.

### Litton Wins Competition for Air Force Contract

Litton's Guidance and Control Systems has won a \$13.6 million U.S. Air Force contract to continue development and test of the next generation guidance system for long range strategic missiles, called Advanced Inertial Measurement Unit Concepts (AICON). The contract calls for continued development, fabrication and

test support of two guidance systems that will combine self-contained laser gyro and star tracking technologies in order to achieve extraordinarily high accuracies for flights of thousands of miles. The systems are slated for delivery in the summer of 1997.

### Hofmann Elected Litton Vice President and Applied Technology President

Charles B. Hofmann, president of Litton's Amecom division, College Park, Maryland, has been elected a Litton corporate vice president and appointed president of the company's Applied Technology division based in San Jose, California. Hofmann will relocate to San Jose, but retain management responsibility for Amecom. Applied Technology and Amecom divisions are major units of the company's Electronic Warfare Systems Group. Hofmann has been with Amecom for his entire 26 year career with Litton. He progressed through positions of increasing responsibility and was appointed division vice president of engineering in 1975. He was promoted to division president in 1983. Hofmann replaces Clayton A. Williams, who resigned from Litton to assume an executive post with Western Atlas, Inc. □

## Data Systems Exhibits at COMDEX / Fall '95

Litton Data Systems' IETM/CBITS Program Office, Integrated Logistics Support, (ILS), and Rapid Deployment Support (RDS), joined by our affiliate data conversion company, Nomura Enterprises Inc., participated in the COMDEX Fall '95 Trade Show in Las Vegas, Nevada from November 13 - 17, 1995. The show, which is the "granddaddy" of all computer trade shows, was a first for Data Systems. The potential customer participation at the show numbered in excess of 260,000, with over 30,000 representa-

tives from some thirty-six foreign countries in attendance. Featured product lines at the show included Litton's Computer-Based Interactive Training System (CBITS), Interactive Electronic Training Manual (IETM), Handheld Terminal Unit (HTU) and Portable Delivery Device (PDD). Our unique product line created a great deal of interest in the commercial marketplace. Discussions are currently being held on possible plans to pursue this commercial business. □

## Litton Announces First Quarter Results

Litton Industries, Inc. reported that net earnings for the first fiscal quarter ended October 31, 1995 rose 14% over the prior year's first quarter. Earnings per share increased 13% to \$.77, while sales improved by 6%.

John M. Leonis, president and chief executive officer stated, "Sales increased as a result of acquisitions completed last fiscal year in our Advanced Electronics businesses and continued improvement in the Interconnect Products group, which is ex-

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## ICARE Honors Five for Outstanding Customer Service

ICARE Awards were presented to five employees at the Improved Customer Awareness REcognition Awards ceremony for December 1995 in acknowledgment of their outstanding customer service achievements. Nick Collatos, Senior Engineering Project Manager, presented this month's awards to the following.

Tina Thomsen was nominated by Rich Bergfeld and Tom Devine for her initiative and persistence in resolving delivery date problems on the Royal Thailand Army LITACS program. Tina discovered various hardware items were far behind schedule and coordinated an effort involving Business Development, Product Development and numerous vendors to bring delivery dates within acceptable limits, thus avoiding the risk of default.

Donna Hartsfield was nominated by Jim Beall for her efforts in converting over seven hundred pages of text and three different software applications into Interleaf format for a critical delivery of THAAD Operations and Repair Procedures Source Data for Lockheed. Donna worked evenings and weekends to complete the task and, in the process, established new data conversion procedures which are still in use and resulting in cost savings for the THAAD program.

Karen Kikuchi was nominated by Chris Chang for her tireless work in accommodating the required changes on the interface between Operator Systems Interface and Battle Management Track Software on the THAAD project. These changes caused extensive added work for Karen, yet she was able to have the additional software ready and in place, usually in one day, enabling OSI to meet their goals and schedules.

Roger Beethem was nominated by Nick Collatos for his initiative, determination and 'can-do' attitude in supporting the Program Readiness Review for the HTU customer. Even though his truck was totaled in an accident, Roger, located in Woodland Hills, was able to gather and supply



Five ICARE awards were given to employees recognized for their excellence in customer service in December.

*Pictured with presenter, Nick Collatos (left) are Roger Beethem, Robert French, Jr., Donna Hartsfield, Tina Thomsen and Karen Kikuchi.*

the necessary material visibility and presentation data to the Product Development Business Services Organization in Moorpark so they could provide all pertinent information to the customer.

Robert French, Jr. was nominated by Kathryn Shedd for his development of a data reduction tool. Bob went to his customers, which include Kathryn, and collected information on the features they required. With this information, he developed the tool, which was put into immediate use to debug software as it is integrated. His outstanding efforts were the key in allowing the productive OM CSCI tool proofing to begin on schedule. The customer has asked that the reduc-

tion tool be part of the delivered software products.

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, 267 employees have received ICARE awards. □

## The Power of Compounding: Plan Early for Retirement

Think you're too young to plan for retirement? Think again. Saving early will dramatically increase the amount of money you can accumulate. A person investing \$2,000 a year for the first eight years of a 40 year period with annual compounding at 10% will earn more than a person investing \$2,000 a year from years nine through 40. The latter will contribute more than four

times as much, yet earn 27% less.

The person contributing from years one through eight makes a total contribution of \$16,000. At 10% compounded annually, that investment will have earned \$515,188 at the end of year forty. A person contributing from years nine through forty contributes \$64,000 and earns \$378,496 at the end of the forty year period. □

## In the spotlight

Our mystery employee last month was **Mark Wilcox**, Master Planner Specialist, Program Management.

Mark is a twenty year veteran of Data Systems. He came to Data Systems after having worked in the retail business for many years and then in a metal finishing shop in Van Nuys. The shop happened to be a customer of Data Systems. When Mark learned there was an opening at the Division in 1975, he applied and began his career as an



Expediter in Operations. In the summer of 1976, he moved into Master Scheduling, where he has been involved to some degree in almost every major program over the past nineteen years. Mark admits to truly enjoying the work that he performs because he is a "planner by nature, as well as by trade."

Mark received his undergraduate degree from Loyola Marymount University. Following his graduation, he spent his Army service stationed in Turkey during the Vietnam War. He returned to college in 1989 and received his MBA from La Verne University.

Mark is probably best known among his coworkers as a Macintosh computer enthusiast. He has one of the few Macs in the Division and is often called upon to do file conversions and translations of data created by prime contractors, such as Lockheed, and electronic submission of Mac-formatted documents to customers, such as GTE. "I love my Mac," he told me. "So far, there isn't anything I've seen people do on DOS machines that I can't do better and faster on my Mac. But, I have to be cautious about my addiction to computers; I'm afraid I'm fast becoming an Internet junkie."

Mark is also known for his extensive use of color printing. He won one

of the first ICARE awards for pioneering the use of a low-cost desktop color printer to improve the quality and ap-

pearance of many schedule-related documents that we present to our customers. Then, in true ICARE spirit, he contributed his time serving on the ICARE Council for about a year to help ensure that other deserving individuals were recognized for their achievements as well.

West Hills has been home to Mark and his family for the past couple of decades. Mark's family is his pride and joy. "My wife, Marge, has been a nurse specializing in cardiac nursing even longer than I've been in aerospace," he said. "And I'm very proud of my daughters as well. Mimi is a senior at UCSB majoring in Bio Psychology, Melanie is a freshman Accounting major at Loyola Marymount and Michelle is in the eighth grade at St. Joseph the Worker School in Reseda. They're all good students and good citizens," Mark beams.

Congratulations to **Michael Smith**, **Valerie Arvizu**, **Henry Rice** and **Norlyn Stromeyer** for correctly identifying Mark as last month's mystery employee.

This month's mystery employee joined Data Systems in the late 1980's. She has recently undertaken a challenging new position. She's been interviewed on television. Do you know who she is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by February 5, 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. □

## Selections Underway for Annual Award Winners

All employees received a letter from Division President Allen Powers in November 1995 inviting them to participate in the Division Awards Process. The sponsoring committees of each award are reviewing the nominations received to select the individuals and teams who will be recognized by the Division at a formal banquet in their honor. This year, the "Division Awards Banquet" will be held on Wednesday, February 21, 1996 at the Hyatt Hotel in Westlake, California. The event will feature special guest speaker, KNBC weatherman, Fritz Coleman. Presented that evening will be the Sam Sternbach Award for Technical Excellence, the Richard Hirasuna Leadership Award, the Bill Wagner Continuous Measurable Improvement Award, the Customer Satisfaction Award and Outstanding Employee Merit Awards, as well as Technology Achievement Honorariums to recognize those individuals who have filed for a patent or had their patent application granted.

Invitations will be mailed in early February. Everyone planning to attend is encouraged to RSVP early as seating will be limited. □

## Litton Announces

(From page 2)

periencing strong demand for its electronics-related products. Operating profit improved during the first quarter in each of our three principal operating segments."

"Litton's cash position at the end of the first quarter was approximately \$212 million, representing an increase of about \$100 million during the three month period. This continued strong cash flow from operations provides support for our strategy of growth through selective acquisitions related to our aerospace and defense businesses." □

## Focus on CMI Principle #3: Training

**Training:** - providing additional knowledge, tools and techniques to increase the effectiveness of our employees in accomplishing their daily tasks and improving processes.



*Weekly classes allow employees to enhance their personal computer skills.*



*Soldering skills are maintained through annual training classes.*

In support of the Division's on-going commitment to training, a number of courses are available to employees. These courses are offered by the Human Resources Organizational Training Department, as well as various employees who teach on a regular basis. Here are examples of several courses offered, along with a few highlights of the training conducted during FY96.

The Division Standard Practice Committee, together with 130 employees across all organizations, received training from Division Product Assurance personnel in ISO 9001 fundamentals as part of the Division's goal of ISO 9001 self-declaration in 1996. DSD Mississippi employees also received ISO 9001 training from Marc Maupin in December in a move towards improving their MIL-I-45208A Quality Inspection System. This effort will also support the application by DSD Mississippi for the Mississippi State Governor's Quality Award in 1996.

Andy Scott of Human Resources continues weekly classes focusing on Microsoft Office products, including Word, Excel, Power Point and Access. Other classes include the basics of DOS and Beyond Mail. Various levels of training from beginner to advanced are provided to employees in the PC Training Center.

Micki Fisher of Product Development just completed two weeks of solder training for key employees in

the Product Development Manufacturing organization. This training is required to insure that soldering skills meet contract requirements.

Ray Madachy of Systems Development and Integration completed training in software metrics with the COCOMO model for software cost estimation. The PC Training Center was used to exercise the model. This activity is in support of our recent SEI Level III certification. Leo Hoffman, a member of Systems Development and Integration's Software Engineering Process Group (SEPG), also teaches a continuing class on Software Process Improvement that supports our on-going training requirements to maintain our SEI level III certification.

New classes have also been developed for Test Verification and Internal Auditors. These classes were held in January 1996 for those personnel involved with the testing of our products, as well as those tasked with performing self-assessment audits. In addition, the former TQM Awareness Course is being revised to include an overview of the Division and its processes, key personnel and products. This course will be targeted towards employees new to the Division this fiscal year. For further information on Training, please contact Andy Scott in Agoura at 706-4678, or check the bulletin board display racks for Division Training schedules, updated monthly, and corresponding registration forms. □

## Standards of Conduct: Financial Audits By Government Agencies

This month's Standards of Conduct 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 that 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." □

## 401K Limit for 1996 Announced

The Internal Revenue Service has announced that participants may defer a maximum of \$9,500 into their 401(K) accounts for 1996. This is the first increase in the 401(K) limit since January 1994 when the amount was set at \$9,240. □

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ments and Planning Team was formed to improve the requirements deployment process." She also noted that Formal Peer Reviews were instituted on all products including Contract Data Requirement List (CDRL) deliveries. "Brown Bag" lunch meetings have been held to present information from employee "experts" on a variety of interesting topics.

Geoff Hingle described the efforts by Mississippi software personnel to align themselves with the Division's Software Engineering Institute (SEI) Capability Maturity Model (CMM) Level III certification led by the California based Software Engineering Process Group (SEPG). He noted that Mississippi is developing a metrics program and a Software Earned Value system aligned to the Division's standard software processes. They have

also developed and deployed a Mississippi software training plan and risk management approach to expand the key software principles to all employees. Using a Causal Analysis technique on the Combat Simulation Test System (CSTS) program, they analyzed 307 problems, reducing the average time to resolve problems and saving an estimated 2,280 labor hours in the process.

Dwight Kibler described how the PQI methodology has aided the software organization by implementing process awareness. The Division's Software Engineering Handbook (SEH) software development methodology has been mapped into PQI charts for use by the software organizations in identifying where each group is located in the standard process. The group will then identify pro-

cess defects, including where in the process the defect occurred, to help implement corrective activities.

In summary, Mr. Allison noted that all employees in the facility had recently been surveyed with a questionnaire dealing with administrative issues, management leadership, communication, efficiency, performance, loyalty and morale. Over 50% of the employees responded positively to the survey, indicating that significant improvements have been made since the last survey conducted a year ago. He also indicated that the Mississippi State Quality auditors "were extremely impressed by the quality at Litton Data Systems, Mississippi, as well as the level of commitment exhibited for achieving and maintaining quality." In closing, Allison declared, "We're not done yet! Next year - the Governor's Award." □

## Litton Elects Leonis Chairman, Brown President

The Board of Directors of Litton Industries, Inc. has elected John M. Leonis to the post of chairman and Michael R. Brown to be president, fulfilling a previously announced management succession plan.

Leonis, 62, takes over the chairmanship from Alton J. Brann, who remains on Litton's Board as chairman of the Executive Committee. Leonis also retains his post as chief executive officer, but relinquishes his responsibility as president to Brown, 55. Brown, who had been executive vice president, chief operating officer and a director, continues as chief operating officer and a director, as well as president.

Leonis had been Litton's president, chief executive officer and a director since March 1994. For six years prior, he was group executive for the company's Navigation, Guidance & Control Systems operations and was elected a corporate senior vice presi-

dent in 1990. Leonis served with Litton's Guidance and Control Systems division for most of his 35 years with Litton, was promoted to division president in 1986 and elected a corporate vice president in 1988.

A native Californian, Leonis earned a bachelor of science degree in electrical engineering from the University of Arizona.

Brown joined Litton in 1968 as a marketing manager with its Amecom division. He was promoted to division vice president for business development in 1977 and ten years later to vice president of business development for the company's Electronic Warfare Systems group. In 1989, he was elected a corporate vice president and group executive for Electronic Warfare Systems. He assumed additional responsibility for Litton's Electronic Devices and Materials group in 1991 and was elected a corporate senior vice president in 1992.

Brown was elected executive vice president, chief operating officer and a Board member earlier this year.

A native of Kansas, Brown graduated from Ottawa University with a bachelor of science degree in education. □

## Hotline

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 □

## Milestones

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



**Marty Martinez**

*30 years, I.L.S. Project Manager, System Development and Integration.*

**25 years:** Carol Polcaro, Theodore Maki.

**15 years:** Ann Baer, Kenneth O'Grady, Debra Airheart-Weaver.

**10 years:** Estella Stevens, Roy Brady, Donna Loukatos.

**5 years:** Harry Mott. □



**Neal Gates**

*20 years, Engineering Control Analyst, Senior, System Development and Integration.*

## Promotions

Congratulations go to the following employees.

**Administration:** Robert McLaughlin to Financial Administrator, Senior. Richard Richins to Manager, Programs Finance Section

**Program Management:** Jean Lierman to Secretary, Executive II.

**Product Development:** Sharon Ford to Buyer.

**DSD Mississippi:** Carla Welborn to Programs Finance Administrator. Glenda Cuevas to Principal Engineer. □

## Gone fishin'

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

Charles Herzig □

## Fiscal Year 1996 Remaining Holidays

The following holidays will be observed during the remainder of fiscal year 1996.

Monday, February 19, 1996	President's Day
Monday, May 27, 1996	Memorial Day
Thursday, July 4, 1996	Independence Day
Friday, July 5, 1996	Floating Holiday

## On board

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

**Product Development:** Sharon Matthews, John McGovern, Wendal Reed, Sara Jose, Noreen Gallagher.

**Business Development:** John Crigler

**Administration:** Kenneth Allen, Lillie Bergeholtz, Roger Bowen, Sanford Carter, Calixtus Dolalas, Ronald Ezell, Nanette Farran, James Fortney, Michelle Frederick, Alfred Gurgiolo, Alon Hampson, Jr., Julieta C. Hayashi, Shigeyoshi Hayashi, Caroline Lair, John Lee, Helen Martin, Daniel Milligan, Scott Pickles, Paul Quick, Robert Ruecker, Paul Scagliola, Kenneth Slattery, Ruby Stallworth, Gary Stevens, Eduardo Sy, Shawna Wilson □

## ETC notes

### Gift Certificate Drawing

Congratulations to Tim Hagen, November's winner of a \$100.00 J.C. Penney gift certificate.

### A 'Timely' Reminder!

Don't forget to submit a Rideshare Claim Form on or before the tenth working day of each month in order to receive your incentives. Forms submitted after the tenth working day will not be processed □

## Personals

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

The Satterthwaite family for the flowers sent in memory of Carl's mother.

Sheila Seeholzer and family for the cards, calls and support, and for the donation made to the Juvenile Diabetes Foundation in memory of her sister. □

## 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: February 2.

### FOR SALE

Entertainment '96 Books. Restaurants, hotels and much, much more. Benefits City of Hope. Still only \$40.00. Call Diane (818) 349-8587.

Panasonic laser printer, KHX-4420, 2.5MB, \$235; golf club set w/cart, \$145;

Thomasville Queen Anne chair, \$115. Call (805) 523-0890

### FOR RENT

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

CABIN in Lake Arrowhead area, 3BR, sleeps six, convenient to Arrowhead Village, Blue Jay ice rink and ski slopes. Call Bob Shortell at (805) 493-4644.

### 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.

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PROTECT YOURSELF AND YOUR VALUABLES before the next earthquake! For a specialist in interior earthquake safety fastening, call Steve. (818) 248-3694. □

## Magic Mountain Discount Tickets Now Available

Six Flags Magic Mountain invites you to 'Come for the Ride of Your Life!' Discount tickets good through May 31, 1996 are now available in Employee Services at a cost of \$15.50 for adults and \$15.00 for children under 48 inches tall □



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