

DATA SYSTEMS TODAY

October 31, 1996

DSD Mississippi Recognized for Continuing Quality Commitment



The Quality Award for Excellence, DSD Mississippi's second

award in two years, represents a significant milestone in their commitment to quality improvement.

On October 4, Litton Data Systems Mississippi received the *Quality Award for Excellence* at the Excellence in Mississippi Conference. The annual conference, sponsored by Governor Kirk Fordice, was held in Jackson, Mississippi. The Mississippi Quality Award, given to deserving organizations at one of four levels, is based on the same criteria used at the national level for the Malcolm Baldrige Quality Award.

The Level 1 award for Quality Interest recognizes organizations that have completed the basic elements associated with quality awareness and understanding. Level 2 is awarded to organizations that have made a Quality Commitment and are benefiting from the knowledge and skills gained in their quality improvement program.

Level 3 is awarded for Excellence and is provided to those organizations which have demonstrated significant achievement in building sound processes and results-oriented measurement systems through their commitment and practice of quality principles. The Level 4 Governor's Award represents the highest level of quality achievement and is given to those organizations that are outstanding examples of quality management in the State of Mississippi. These organizations exhibit world-class processes which serve as role models for others.

The award process involves several steps, similar to those involved in proposal responses, customer reviews and Software Capability Evaluations. The

Continued on page 6

Health Plan Open Enrollment November 11 - 15

Open enrollment for the health coverage plans offered by Litton Data Systems is November 11-15, 1996. Any changes elected during the open enrollment period will become effective on January 1, 1997. Choice of health plans include Aetna's Managed Choice (Point of Service), Aetna's Select Choice (HMO), Kaiser Permanente (HMO) and Aetna's Indemnity (Out-of-Area) Plan. The Indemnity Plan is only available to employees who do not reside in an area serviced by the Aetna Managed Choice, Aetna Select Choice (HMO) and Kaiser Permanente (HMO) networks.

Booths will be located in Building I, Agoura Cafeteria on Monday, November 11 and Tuesday, November 12, 1996, and in the Main Building Cafeteria in Moorpark on Wednesday, November 13, 1996. Health care representatives will be available from 9:00 A.M. to 12 noon and 2:00 P.M. to 4:00 P.M. to answer your questions and offer details on the health plan coverages offered.

In reviewing your health plan coverage, you should keep in mind that open enrollment is offered only once a year. □

Inside this issue

Holiday Dinner and Dance.....	4
Management Club Food and Toy Drive.....	4
Holiday/Shutdown Schedule.....	5
AUSA Tickets.....	5
Year-End Payroll Dates.....	7

Data-to-Day

HTU Jumps Major CHS-2 Hurdle

Our customer on the Common Hardware/Software II (CHS-2) program has reviewed and approved our qualification test plan and procedure. In late September, we conducted a First Article Test (FAT) Readiness Review for our Government and GTE customers, who subsequently approved the ECP that had been hanging fire for some time, and thus enabled the FAT to begin as scheduled on September 24. This major achievement affects not only the CHS-2 program, but also related HTU programs such as IRIS, SADL, SIDS, WAM, and SABER (see last month's *Today*). Moreover, the CHS-2 FAT influences other new business marketing work now in progress, e.g., Task Force XXI training at Fort Hood and Fort Lewis, demonstrations at the 82d Airborne Division's field exercises and LITACS gun-firing demonstrations in Kuwait. Congratulations to the HTU/CHS-2 team!

R/SAOC Proposal Update

Under the watchful eye of Steve Meyers and Associates, intense pre-RFP activity continues on this important new business opportunity for a joint US-Canadian program to provide technology for a 21st century Region/Sector Air Operations Center. With the RFP scheduled for release on October 15, our world-class team (comprising Decision Science Applications, ZelTech, Computer Devices Canada, PRC, and DSD's best and brightest from engineering, program management and marketing) is focusing on completing the technical, management and executive summary draft volumes. A December 10 briefing and demonstration has been scheduled as part of the formal proposal effort, and work is underway to conceptualize, develop, generate and dry-run the very large presentation package necessary for this critical demo. The R/SAOC program, with its GCCS-compliant architecture, constitutes one of our strategic moves into adjacent market areas in accordance with the division's long-range plan. □

Litton news briefs

Honeywell Motion Denied

The U.S. Supreme Court has denied a Honeywell motion to delay the return of Litton's patent infringement suit against Honeywell to the U.S. District Court in Los Angeles for a new trial on financial damages owed to Litton. The latest action by the Supreme Court will serve to continue the determination of financial damages owed to Litton in the U.S. District Court.

Litton Navigation System Selected for German Tornado Aircraft Upgrade

Litton's LITEF division, Freiburg, Germany, was selected as the navigation system supplier for the German Tornado fighter aircraft being upgraded with new avionics equipment. Guidance and Control Systems, Woodland Hills, will be the major subcontractor for system component assemblies. The development contract has an initial value of approximately \$4 million

including ten pre-production systems and options for up to 700 production systems as the United Kingdom and Italy also choose to upgrade their Tornados. Total program value to Litton could exceed \$50 million.

Justice Department Terminates Criminal Probe

The U.S. Department of Justice has informed Litton Industries that it has closed a criminal investigation of Litton's Guidance & Control Systems division with no action taken against the company or its employees. Initiation of the investigation had prompted a search warrant and visit to the Litton division's facilities in Woodland Hills and Salt Lake City by teams of federal investigators on March 27. The investigators were seeking documentation relating to the Litton division's cost estimating and pricing proposal practices. □

Litton Announces Fiscal 1996 Results

Litton Industries reported results for its fiscal fourth quarter and year ended July 31, 1996. Sales reached \$3.6 billion for the fiscal year, an increase of 9% over the prior year. Net income was \$150.9 million, a 12% improvement over fiscal 1995. Fourth quarter results also were better than those of the prior year. Sales for the 1996 fourth quarter increased 6% over the comparable 1995 quarter to \$1.0 billion and the company generated net income for the quarter of \$42.7 million, an increase of 10% over the 1995 fourth quarter.

Litton Chairman and Chief Executive Officer John M. Leonis stated that, "During fiscal 1996, Litton added breadth and depth to its capabilities through

the acquisitions of companies with annual revenues of approximately \$1 billion. As these acquisitions were integrated during the second half of the year, they not only increased our sales and income, but also positioned our company as a stronger competitor in its markets. We expect to continue improving our financial performance in the future, and we will look for additional ways to grow through both acquisitions and internally-generated opportunities."

During the 1996 fiscal year, Litton's operations generated \$265 million in free cash flow. The company paid \$650 million for acquisitions during the year. □

Ensure Prompt W-2 Delivery

To ensure prompt delivery of your W-2 at the end of the year, please make certain that Payroll has your current address. If your residence has changed, please forward your current address on a Status Change Form to Human Resources by week ending December 13, 1996. □

Nine More Added to List of ICARE Winners

Three teams, representing a total of nine employees, were recognized during September's ICARE Awards Ceremony for the outstanding efforts they put forth on behalf of their customers. Vice President of Administration Duane Anderson presented awards to the following individuals.



September's ICARE winners included (left to right)

Jeff Ruiz, Billie Williams, Lenore Villanueva, Donna Loukatos, Soheil Artin and Angel Luna, shown with presenter, Duane Anderson at far left. Unable to attend the presentation were winners Pat Conway, Arsen Melconian and Jon Crook.

The team of Angel Luna, Donna Loukatos, Arsen Melconian, Soheil Artin and Pat Conway was nominated by Chuck Peters for their support of the R/SAOC (Regional/Sector Air Operations Center) proposal team in developing a extremely successful product demonstration which received high marks from a group of senior personnel from the U.S. Air Force, Canadian Forces and MITRE Corporation who came on site to review our progress on this program.

Jon Crook and Jeff Ruiz were nominated by Curt Brewer for volunteering to perform a Human Factors Engineering test in a THAAD Launch Control Station while wearing extremely uncomfortable protective gear known as MOPP4. This gear is designed to protect soldiers from chemical agents and contaminants, and restricts visibility and physical motion. Their successful demonstration illustrated for the customer that maintenance can be per-

formed in THAAD shelters, even in a contaminated environment.

The team of Billie Williams and Lenore Villanueva was nominated by Karen Luna and Donna Heidkamp for their assistance in the identification and secure disposal of over 700 classified magnetic tapes under an almost impossible 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 semiannual Award Winner's Luncheon held at the Radisson Hotel in Agoura.

Since the program began in February 1994, 313 employees have received ICARE awards. □

Rec Club Corner

Let Toastmasters Help You

Litton Toastmasters Club bids you "Welcome!" Here's what Toastmasters can do for you

- As your improved communication skills become obvious, increased visibility and recognition may follow.
- Leadership skills acquired through participation will increase your management potential.
- You will acquire an increased ability to motivate and persuade, making you a more effective supervisor or manager.
- Since the Toastmasters' membership consists of a cross-section of individuals with different backgrounds and interests, every meeting offers a broad range of new ideas and opportunities for personal growth.

Litton Toastmasters is part of a network of 8,000 Toastmasters clubs spanning the world in 69 countries. Established in 1924, Toastmasters International uses time-tested programs which are continually updated to meet participants' needs. Self-paced and self-tailored programs allow you to progress as rapidly or gradually as your needs dictate. Whether you desire improvement in prepared speaking, greater skill in using visual aids or overcoming nervousness, resources and opportunities are available.

The Toastmasters program exposes you to a wide range of communication experiences. Each new member receives a New Member Kit, featuring a copy of the basic Communications and Leadership manual and other skill building information and exercises. A variety of assigned speeches develops abilities such as organization, voice inflection and persuasiveness. At each meeting, Table Topics activity presents the opportunity to think on your feet by delivering a one to two minute impromptu speech. All prepared speeches are immediately given a constructive evaluation, focused on enhancing the speaker's strengths and goals

Continued on page 4

Management Club Holiday Food and Toy Drive

As the Holiday season approaches, many of us look for a way to help others. The Management Club Food and Toy Drive provides the opportunity to do just that. Starting in November, there will be boxes in the lobby of each building to collect non-perishable food items and new unwrapped toys.

The food collected will be given to Manna, the Conejo Valley food bank.



Manna is an emergency food distribution center staffed by volunteers. The toys collected will be given to CAAN, the Child Abuse and Neglect organization of Ventura County for distribution to those children who might not otherwise have a Christmas.

The Management Club has supported both of these organizations in the past because they provide worthwhile services to the community. With your help, we can make this year's Toy and Food Drive the most successful ever. □

Rec Club

(Continued from page 3)

Litton Toastmasters looks forward to welcoming you at their next meeting. Meetings are held on the first and third Thursday of each month. Bring your lunch and join us at 11:45 A.M. in Conference Room 100B in Building 3. For more information, contact Bob Gorby at 707-4372 or Bruce Linder at 597-5662. □

Holiday Dinner and Dance Tickets on Sale Next Month

Tickets for Litton Data Systems' annual "Holiday Dinner and Dance" slated for Saturday, December 7, 1996, will go on sale early next month. Held at the Century Plaza Hotel and Towers in Century City, the Dinner & Dance begins with a no-host cocktail hour from 7:00 P.M. to 8:00 P.M., followed by dinner at 8:15 P.M. and dancing until 1:00 A.M. Music will be provided by the Bob Gail Orchestras.

The Los Angeles Ballroom, site of our annual event, provides the perfect setting for a special evening of dining and dancing pleasure.

Tickets go on sale Wednesday, November 6, 1996 at 8:00 A.M. at both of the Division's California locations - Agoura Hills and Moorpark.

Regular employees may purchase up to two tickets -- one for themselves and one for a spouse or guest accompanying the ticket purchaser. Tickets are \$30.00 per couple or \$15.00 per person. Seating is limited and sold on a first-come, first-serve basis. Due to seating restrictions, no tickets can be sold after Tuesday, November 26, 1996.

All tickets are sold on an assigned seating basis. In order to accommodate employee ticket sales at both locations at the same day and time, specific tables have been designated for sale at each location. During the initial day of sales, employees may purchase tables marked for their specific loca-

tions only. After the first day of sales, all unsold tickets, regardless of location, may be purchased from Human Resources in Agoura Hills. Employees assigned to work locations other than Agoura Hills wishing to purchase tickets after the first day of sales should contact Kathy France at 707-4329.

Each table seats 10 people. One individual may purchase a full table of 10, providing he/she has (1) the employee names and employee numbers (2) guest names and (3) full payment. No reservations can be accepted. No more than one table can be purchased by any one individual. Checks should be made payable to Litton Data Systems.

Brad Scott Photography will again be taking portraits of couples, groups or individuals beginning at 6:30 P.M. until 9:00 P.M. in the California Lounge. Photographers will be located in the area at the bottom of the escalator in front of the California Bar. Mailing envelopes, available at the time the photos are taken, must be completed so proofs can be mailed to the address provided by the purchaser. No money will be taken the night of the party.

Details regarding the seating locations, ticket availability at each location, etc., appeared on flyers distributed with paychecks received October 31, 1996. □

Five Honored by ICARE at DSD Mississippi



(Left to right) Ray Lockwood, Patti Moore, Mike Jenkins, Sharron Clark and Dwight Kibler were honored during DSD Mississippi's ICARE Award Ceremony for their outstanding achievement in the areas of teamwork, customer service and willingness to go above and beyond expectations. □

In The Spotlight

Last month's mystery employee was Lawrence Anderson, Pricing Specialist - Senior.

Larry's career at Data Systems began in September 1964. He had just completed five years of service with the Navy as an aircraft mechanic when he came to work in the shop area of Operations as a Sheet Metal Mechanic. After two years, he became an Estimator and held that position until leaving the company in 1975 when an opportunity arose to work in the pricing area at Northrop. Following employment stints at Northrop and Martin Marietta, Larry



returned to assume his current position in the Contracts & Pricing organization.

Larry's job requires a great deal of organization and attention to detail. His part of the proposal process is extremely involved. It entails gathering, organizing and formatting data on all the costs that will be associated with the performance of the contract, such as the cost of all materials used and labor involved. It requires a knowledge of the processes of all the functional organizations, such as the financial ac-

counting system, as well as the various governmental regulations to which we must adhere. The presentation of the information is very important as well, so part of Larry's job is to ensure that the customer is impressed with the way the finished product looks. He is also called upon to support Contracts with any necessary information or advice during and after contract negotiations. Larry says his job keeps him very busy, but it certainly doesn't get boring.

Larry is that rare individual — a native Californian! He was born in Los Angeles and has lived in Southern California all his life. He attended Pomona High School where he was very involved with athletics, participating in football, basketball and track.

Larry and his wife, Elsa, who used to work for Data Systems, were living in Canoga Park until their home was badly damaged in the Northridge earthquake. That experience convinced Elsa it was time to leave the state, and in April 1994, she and Larry purchased a home in Las

Vegas. Elsa and her mother live there on a full-time basis, and Larry spends weekends and vacations there. It's situated northwest of the city in a beautiful, gated community on a golf course. Unfortunately, because Larry is only able to be there on weekends, he hasn't had much opportunity to play golf. When he does have some rare free time, he enjoys watching football and basketball games and going into Las Vegas to enjoy some of the diversions it has to offer.

Larry and Elsa have a son and daughter and are anxiously awaiting the birth of their fourth grandchild in the spring.

This month's mystery employee transferred to Data Systems in the late 1980's after beginning his Litton career with Data Command in 1984. He served in the Marine Corps. His work involves computers and people. He and his family enjoy camping and once hiked the Grand Canyon. Do you know who he is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by November 6, 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, AMC or United Artist theater. □

AUSA Disneyland Party Tickets on Sale

With the "Main Street Electrical Parade" continuing through Monday, November 25, now is a great time to take advantage of AUSA tickets now available in Human Resources. Priced at \$28.00 for adults and \$22.00 for children, each passport is good for admission to Disneyland for any one date from November 8 through December 22, 1996 (excluding November 28 - 30 and December 14 and 15) during regular park operating hours.

Passports are limited and sold on a first-come, first-serve basis. The general public will be admitted. No passports will be available for purchase at Disneyland. □

1996 Holiday/Shutdown Schedule

Data Systems will observe the following holiday/shutdown schedule this year. It requires that employees charge four days to vacation or take them without pay in order to bridge the ten consecutive days off between Christmas and New Year's Day.

Thursday, November 28	Thanksgiving Day
Friday, November 29	Day After Thanksgiving
Monday, December 23	Shutdown
Tuesday, December 24	1/2 day Holiday, Shutdown
Wednesday, December 25	Christmas Day
Thursday, December 26	Shutdown
Friday, December 27	Shutdown
Monday, December 30	Floating Holiday
Tuesday, December 31	1/2 day Holiday, Shutdown
Wednesday, January 1	New Year's Day

Employees should plan to return to work on Thursday, January 2, 1997. □

Standards of Conduct: Antitrust Laws

This month's article is on "Antitrust Laws," and how they relate to you as a Litton Data Systems employee.

The U.S. Government learned long ago that attempts to restrain trade or monopolize any part of trade or commerce could result in increased prices, decreased production and the elimination of competition. In order to deter these types of business practices, the Government began enacting statutes which are now collectively referred to as "antitrust laws."

Antitrust laws prohibit: (1) any attempt to "conspire to monopolize any part of a trade or commerce;" (2) "tying" arrangements with customers; (3) price fixing; and a variety of other actions which suppress competition.

A company is said to be monopolistic when they possess exclusive control of a commodity or service in a given market. This type of control makes possible the setting of price levels and virtually eliminates free competition.

A tying arrangement occurs when the sale of one product is conditioned on the purchase of another. Sellers are prohibited from conditioning the sale of a product upon the buyer's agreement to either (a) purchase other products from the seller, or (b) refuse to deal with the seller's competitors.

In order to ensure compliance with antitrust laws, Data Systems employees must avoid exchanging information with competitors on price cuts, price increases, allowances, costs, terms and conditions of sale, etc. Additional actions which must be avoided include exchanging pricing methods or formulas and calling competitors to verify past or current price bids or quotations to customers.

Violation of the antitrust laws carry severe penalties. Individuals who are convicted for violating these laws can be imprisoned for up to three years and receive a \$100,000 fine; corporations can be fined up to \$1,000,000. Private

companies and individuals may also file lawsuits to recover damages which result from perceived violations. This action is independent of any Government action.

An antitrust suit is a serious matter. It is Litton's policy, and has been since the company was founded, to comply with the antitrust laws and to conduct business in such a way as to avoid potential antitrust activities. Responsibility for compliance with the antitrust laws rests with each employee.

You are required to report any perceived violation of this Standard to Division management. The Hotline may also be used to report a perceived violation. The Hotline numbers are Agoura Hills, CA (818) 706-4669; Other CA 1-800-843-5165 (toll free), Outside CA 1-800-237-0934 (toll free).

You may call these numbers without concern of retaliation. Additional information regarding antitrust laws can be found in DSP 1000. □

Mississippi Award

(Continued from page 1)

first step was the performance of a self-evaluation followed by the submittal of an application describing DSD Mississippi's efforts and results in the following seven categories representing the core values of the award criteria:

- Leadership
- Information and Analysis
- Strategic Planning
- Human Resource Development and Management
- Process Management
- Business Results
- Customer Focus and Satisfaction.

Next, artifacts were collected to provide supporting evidence. A team of Mississippi Quality Award Examiners spent 3 days at the facility interviewing personnel and examining the artifacts. The interviews and artifacts were used to establish a rating of the application. A panel of judges selected winners based on the ratings and evaluations. Finally, a follow-up report

provided feedback from the evaluation to the organization.

In 1995, DSD Mississippi applied for and received the award for Quality Commitment. Mr. W.J. Allison, Vice President and General Manager, was invited to the award conference as one of three guest speakers on process improvements at Litton Data Systems. The 1996 Excellence Award represents a meaningful step forward, and is a significant indicator of the benefits of process improvements. At the 1996 conference, a workshop on Quality and Bottom Line Measures was conducted by Business Process Group members Bob Wilensky and Larry Bloodworth. The workshop explored the dramatic effect of Quality Management on the "bottom line" and covered topics such as "How to Sell the Value of Quality to Your Company," "How to Create Value and Implement Quality Improvements" and "How to Measure Quality Benefits."

The Quality Award program has

been key to the division's improved profitability and an important catalyst in involving all functional organizations in Continuous Measurable Improvement. Data Systems Mississippi will continue its efforts to implement quality and process improvements and will apply for the State's Governor's Award in 1997. □

Important Record

Your final pay stub for 1996, dated week ending December 13, 1996 (which you will receive on December 19, 1996), contains important information for your records. The amounts withheld from your weekly paycheck for voluntary deductions such as United Way, Management Club, U.S. Savings Bonds, etc., are only provided on this pay stub. No other statement will be provided. □

Milestones

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



Terri Danberg

20 years, Security Administration, Security.



Michael J. Anderson

20 years, Principal Engineer, Engineering.



Marion Vaughn

20 years, Member Senior Technical Staff, Engineering.

35 years Myrna Chisholm.

20 years: Madeline Schott.

15 years: David Chavez, Steve Prather, Sally Guy.

10 years: Stephen Hornyak.

□

On Board

Business Development: Walter Hicks.

Engineering: Anna Munemura, Keith Curtice, William Eledge.

Program Management: Marvin Arntson, Alberta Chapman □

Promotions

Congratulations go to the following employees.

Engineering: John Tracy to Director, Engineering Laboratory.

Program Management: Lamont Hagans to Program Management Specialist.

Year-End Payroll Schedule

Key year-end payroll dates are as follows:

- All requests for Advance Vacation and Option Pay for the weeks beginning December 2, 1996 through December 30, 1996, must be received by Payroll by November 22, 1996.

- APA payoff checks will be distributed on December 5, 1996. FSSP, FICA and SDI (if maximums have not been reached), federal tax at 28% and state tax at each state's supplemental rate will be withheld from the APA payoff check.

- Paychecks for week ending December 13, 1996 and plant shutdown week ending December 27, 1996 will be distributed on Thursday, December 19, 1996. Paychecks for week ending December 20, 1996 will be distributed

on Thursday, January 2, 1997.

- Timecards boxes will remain open for all employees who work during plant shutdown. Timecards will be picked up on Monday morning, December 30, 1996, and again at the close of business on Thursday, January 2, 1997 for hours worked during plant shutdown week ending December 27, 1996. Payment for hours worked during plant shutdown week ending December 27, 1996 and week ending January 3, 1997 will be received on paychecks dated January 9, 1997. Please do not place timecards for week ending December 27, 1996 in the timecard boxes on January 3, 1997.

Contact the Payroll Department for additional information. □

Personals

Notes and cards of thanks were received from:

Pauline Garber for the gift, flowers and many cards she has received.

Lola Davis for the donation to the National Kidney Foundation of Southern California in memory of her father, Andrew Striegl, and for the cards and expressions of sympathy received after his passing. □

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: November 6, 1996.

FOR SALE

MOVING SALE. Furniture, tables, lamps, washer/dryer (Hotpoint). Refrigerator (Kenmore 14 cu. ft. frost free). 19" color TV. Excellent condition. Call day or evening (818) 892-0868.

NISSAN '89 240 SX XE COUPE. Candy apple red, 5 speed, fully loaded, auto sun roof, nonsmoker, 75K miles. Excellent condition. \$6,750. (805) 532-1529 P.M.

NACO CAMPING RESORTS MEMBERSHIPS for sale, or trade for Pentium based PC system or ??????. Call Alan (310) 644-6279.

16 FOOT SHELLAKE FIBERGLASS BOAT with 45 HP Mercury Outboard and Gator trailer. Current tags. Runs great \$900. (818) 349-2291.

FOR RENT

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

PALM SPRINGS CONDO. Fully equipped. Lawrence Welk Desert Oasis, 1 br., accommodates 4. 27-hole golf course, tennis, pool, spa, resort activities. 12/30/96 through 1/3/97. (805) 497-4275.

SAN CARLOS APARTMENTS. 1 & 2 bedrooms. Remodeled. 10009 DeSoto Ave., Chatsworth. New playground for children, gated pool and much more. Call (818) 718-8366.

AGOURA HILLS. 3 + 2, spa, air, clean. \$1,400/month. Call Andy (818) 889-9630.

OTHER

BOY SCOUT FUND-RAISER. Save \$./2 price hotels, restaurants, sports events, attractions and much more. Great gift. \$40/book. Call (818) 345-5905. Other cities available

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

YOU DESERVE A CRUISE! Call and let me book you on an exciting trip that fits your dreams and your budget. Jackie (805) 259-4834. □

ETC Notes

Monthly Drawing

Don Youngman was August's \$100 J.C. Penney gift certificate winner.

Vanpoolers Needed

There are currently four openings on the vanpool to Agoura departing from the Van Nuys Flyaway location at the corner of Saticoy and Woodley at 7:15 A.M. Daily riders will be accepted, if seats are available, at a cost of \$3.00 per day. For more information, contact ETC Paul Higgins at extension 5614 in Moorpark or Joanne Coller on extension 4637 in Agoura. □

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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