

DATA SYSTEMS TODAY

April 30, 1997

Litton Welcomes SAI Technology to the Family



Lou Kelly, Vice President and General Manager of Data

Systems Division, San Diego, welcomes former SAI Technology employees to Litton.

Litton Industries, Inc. completed the acquisition of SAI Technology (SAIT) on March 7, 1997. SAIT has been integrated into Litton's Data Systems Division located in Agoura Hills. The operation, now called Litton Data Systems Division-San Diego, will continue to be based in San Diego, California. An off-site facility in the United Kingdom is staffed by 24 people.

SAIT was a division of Science Applications International Corporation (SAIC). SAIC is the largest employee-owned research and engineering company in the United States. Founded by a small group of scientists in 1969, SAIC currently has 22,704 employees, more than 350 locations worldwide and annual revenues exceeding \$2.2 billion.

The SAI Technology Sector of SAIC, with annual sales of approximately \$90 million, specializes in developing and

manufacturing customized and ruggedized mobile computing equipment and systems for military and commercial applications worldwide. They also have a growing share of military diagnostic and military and commercial electronic display markets.

Their major product lines and services include rugged tactical computers and workstations, rugged printer, CD-ROM, tactical modem and magneto optical drives, Navy rugged racks and Unix rugged and commercial workstations, sunlight readable flat panel liquid crystal displays and systems integration and engineering. Rugged, portable computer and communications systems and products for the Army and Navy include the Army Lightweight Computer Unit (LCU) and Appliqué and the Navy Tactical Advanced Computer (TAC-4) program.

A 'Welcome to Litton' luncheon was held on March 10 at the San Diego facility. While our new employees enjoyed a delicious lunch of pasta, salad and garlic bread amid clusters of 'Litton blue' balloons, newly appointed Vice President and General Manager of Data Systems, San Diego, Lou Kelly, welcomed them all to the Litton family and expressed his belief that this will be a profitable and exciting partnership for the Division. Also on hand from Data Systems' senior management were Vice President of Engineering, Dick George, Vice President of Administration, Duane Anderson, Vice President of Operations, Stephen Johns, Director of Human Resources, Tom Kelly and Director of RDS Engineering, Carl Satterthwaite.

As the employees headed back to work, they were each given a Litton coffee mug as a welcoming gift. □

Three Day Weekend Coming Up

Data Systems will observe Memorial Day on Monday, May 26, 1997. A Presidential Proclamation calls on Americans to reserve this day for prayer and ceremonies showing respect for American war veterans, especially those who died in the conflicts.

The observance dates back to the Civil War, with the first documented celebration taking place at Waterloo, New York on May 5, 1865. Today, Memorial Day is a federal holiday during which flags are traditionally flown at half-staff until noon. □

President's 1997 Equal Employment Opportunity/Affirmative Action Policy Statement

It is Litton Data Systems' policy to promote equal employment opportunity and affirmative action through a positive program designed to ensure equal opportunities without regard to race, color, religion, sex, age, national origin, disability or veteran status.

To assure the success of this policy, Data Systems will continue to:

- Recruit, hire, train and promote persons in all job classifications without regard to race, color, religion, sex, age, national origin, disability or veteran status.
- Ensure that all personnel actions including, but not limited to, compensation, benefits, promotions, transfers, layoffs, return from layoffs, disciplinary actions, company sponsored training, tuition assistance and all other terms and conditions of employment are administered in conformance with the principles of equal employment opportunity.

The division is also committed to a work environment free of ethnic, racial and sexual harassment.

Responsibility for the implementation and coordination of these policies and the division's Affirmative Action Program has been delegated to Lynn Withrow, Employment & EEO/AA, who reports directly to Tom Kelly, Director of Human Resources. Lynn is responsible for the monitoring and reporting program designed to measure the effectiveness of the affirmative action program and the investigation of reported incidents of discrimination or harassment. Any questions regarding these policies should be directed to Lynn at 818-707-4308.

I wish to reaffirm my dedication to the principles of Equal Employment Opportunity and the spirit of Affirmative Action, and I count on all employees for their personal endorsement and active support of our program.



Allen E. Powers

President, Litton Data Systems □

Litton news briefs

Litton Reports Second and Third Quarter Results

Litton Industries, Inc. announced that sales for the second quarter ended January 31, 1997 were \$960.5 million, an increase of 30% over the prior year quarter. Net earnings for the 1997 second quarter rose 11% to \$36.2 million. For the six months ended January 31, 1997, net earnings increased 9% to \$76.0 million and sales advanced 28% to \$2.0 billion.

Litton and Hewlett-Packard to Jointly Pursue Law Enforcement and Meteorological Markets

Litton's PRC division and Hewlett-Packard Company announced they will jointly provide computing solutions for criminal justice and meteorological applications in federal, state and local markets. These highly integrated offerings would combine HP's technical solutions with PRC's application

technologies to help users in these areas share and leverage critical information and resources. The joint effort is the first phase of a strategic plan that moves PRC and HP's current relation-

ship into tighter alignment for the government market and lays the groundwork for future initiatives in other application areas. □

Leonis to Lead 1997 Greater L.A. Savings Bond Drive

John Leonis, chairman and chief executive officer of Litton Industries, has been named chairman of the 1997 Greater Los Angeles Savings Bond Drive. He has set a goal of 50,000 new bond savers in the greater Los Angeles area during 1997.

"We will be asking for the support of all Americans, including our local corporate and civic leaders," Leonis said. "It's an unfortunate fact that, of the industrialized countries, the U.S. ranks next to last in domestic savings. Our goal is to increase the savings rate of our compa-



nies' employees and encourage all members of our community to save for their own good and for the good of their country."

Litton industries hosted a kickoff luncheon on Wednesday, April 23, at the Beverly Hills Hotel. Speakers included the Honorable Mary Ellen Withrow, Treasurer of the United States,

and Kenneth Derr, national chairman of the Savings Bond Committee and chairman and chief executive officer of Chevron Corporation. Television celebrity, Monty Hall, was the master of ceremonies. □

ICARE Honors Two Teams

During March's ICARE Awards Ceremony in Moorpark on March 26, 1997, two teams were recognized for their extraordinary customer service contributions. Engineering Lab Director, Bill Ballard, presented awards to the following.

The team of Robert Close, Arno Feuer, Louis Gonlag, Kuard Limlamai, William McLean, Doug Thornton and James Valtos for developing a full scale mock-up of the OMNIBUS AN/TYQ-JTIDS in less than a month. The mock-up was used to demonstrate the future expansion capabilities of the JTIDS to the Marine Corps

The team of David Eskildsen, Scott Fisher, Steven Shimasaki and Michael Smith for their efforts in conducting a three week training program for the Taiwan Army Artillery Training Command (ATC) to demonstrate that LITACS is an affordable solution to procuring an artillery command and control system. This effort was a very successful part of the mission to win this lucrative production contract potentially worth \$100 million.

Each award recipient receives an ICARE cup, pin, desk pen set, certificate and a gift valued at \$75, good at



Receiving recognition for outstanding achievements were (from left) James Valtos, Steven Shimasaki, Scott Fisher, Doug Thornton, Kuard Limlamai, Arno Feuer, Robert Close, David Eskildsen, Louis Gonlag and Michael Smith shown with presenter, Bill Ballard. Not pictured is William McLean.

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, 342 employees have received ICARE awards. □

Naval Exercise Prepares Marine for Overseas Duty

Marine Corps Lance Cpl. Jesus G. Padilla, son of employee, Lupe Amescua, received special recognition from the Navy for his contributions, as part of Marine Fighter Attack Squadron 323 (VMFA-323), during the Joint Task Force Exercise 97-1 held off the coast of Southern California. The massive two-week, pre-deployment exercise involved more than 15,000 Sailors and Marines, as well as a wide array of ships and aircraft. It was the final preparation for the squadron's six-month overseas deployment to the Arabian Gulf that began this month.

According to an article written by Marcus T. Myers from the Navy Public Affairs Center in San Diego, VMFA-323 conducted flight operations almost



round the clock during the exercise. Training missions included simulated long-range air strikes and air-to-air combat.

Jesus, a communications and navigation technician, told Myers that he feels his job as part of one of the Marine's premier strike fighter squadrons is an important element in their success. "The most rewarding aspect of being in this squadron is working with my fellow Marines," he said. "I believe every Marine in the squadron is important when it comes to safety."

Jesus expects the deployment to afford him the opportunity to accomplish some professional and personal goals. "I hope to become as efficient in my job as I possibly can in six months."

Jesus is a 1995 graduate of Canoga Park High School and a one year Marine Corps veteran. □

ICARE Recognition Goes to Four at DSD-Mississippi



Recognition for efforts above and beyond expectations was

given to February ICARE Award winners (l to r) Anthony Clark, Carolyn Wyatt and Emmett McIntyre. Not pictured is winner, Eric Kang.

February's ICARE Award Ceremony honored the following individuals for their exceptional efforts.

Carolyn Wyatt was instrumental in helping to bring Litton closer to ISO 9000 compliance through her establishment of a supplier performance database.

Emmett McIntyre provided a great deal of assistance to Engineering in helping to reduce the backlog of Engineering Change Requests (ECRs).

Eric Kang endured extremely adverse conditions, including working during the middle of the night, to support the MCRC (Master Control and Reporting Center) interface modification and test.

Anthony Clark assisted Data Management in organizing drawing bins for easier access to drawings. □

Data Systems Bids a Fond Farewell

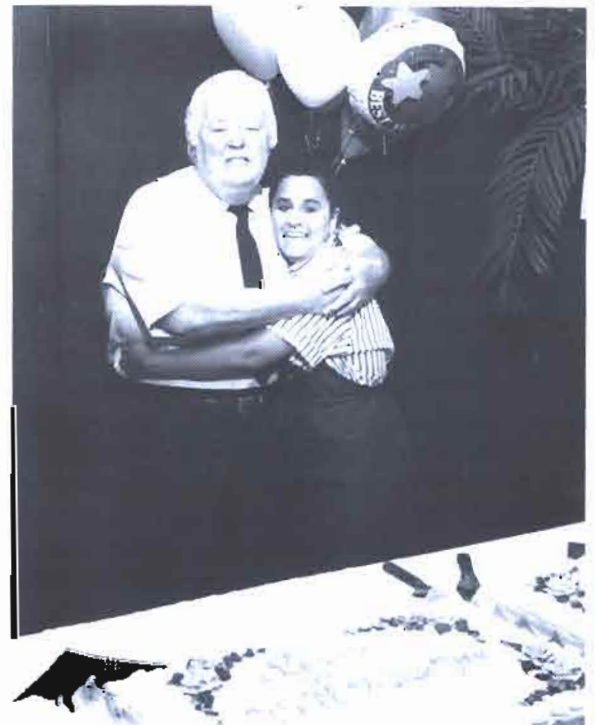
An era ended on March 27, 1997 when cafeteria manager, Herman Schahuber, retired. Many employees think that Herman came with the building — and they're right! In fact, he was involved with designing the cafeteria when the plans for Building I were created.

Herman came to Data Systems with a wealth of experience, having previously managed cafeterias for companies such as Aerospace, JPL and IBM, as well as operating his own successful catering business. According to Herman, Litton ranks as the nicest place he has ever worked.

The many friends Herman has made over the years came to wish him well at a retirement party held in the cafeteria on March 26, 1997. Herman was presented with several gifts, including a framed caricature, created by the very talented Tom Fritz, and a new cookbook.

Although he found it difficult to leave, Herman is looking forward to pursuing his many interests. He plans to devote time to his passion for antiques and to continue his involvement with his church, including returning to sing in the choir. He also says he will finally finish remodeling his house (which has now been about a thirty year project!). At some point in the future, when he feels the time is right, he will move back to his hometown in the Ozarks of Missouri.

One thing Herman won't miss is getting up every morning at 3:30 a.m. He thinks that force of habit will probably still cause him to awaken early and, he promised to think about all his friends and co-workers at Litton before turning over and going back to sleep. □



Herman and long-time co-worker,

Norma Kaminsky, shared a hug at his retirement party. Norma succeeds Herman as our new cafeteria manager.

Sexual Harassment Policy Statement

It is Litton Data Systems' policy to maintain a work environment free from all forms of sexual harassment. Sexual harassment is also prohibited by state and federal laws and regulations.

Sexual harassment is defined as unwanted sexual advances or visual, verbal or physical conduct of a sexual nature when:

- Submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual (also known as quid pro quo), or
- Such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Such conduct may include many forms of offensive behavior such as, but is not limited to, the following:

- Unwanted sexual advances or propositions
- Offering employment benefits in exchange for sexual favors (quid pro quo).
- Making or threatening reprisals after a negative response to sexual advances.
- Conduct of a sexual nature such as making sexual gestures, displaying sexually suggestive objects, pictures, cartoons or posters.
- Making or using sexually oriented derogatory comments, epithets, slurs and jokes.
- Making sexually oriented graphic commentaries about an individual's body, sexually degrading words to describe an individual, suggestive or obscene letters, notes or invitations.
- Sexually oriented physical conduct such as unwanted touching, impeding or blocking another's movements.

If you feel that you are being subjected to any such conduct by a co-employee, customer, vendor or member of management, we encourage you to bring your concerns to your supervisor. If your concern involves the

actions of your supervisor, or if you simply prefer not to bring the matter to your supervisor, you may present your concern directly to Lynn Withrow of Employment & EEO/AA at 818-707-4308, or call the Division Hotline (Agoura/Moorpark - 818-902-4442, other California - 1-800-843-5165; outside California - 1-800-237-0934).

Complaints filed under this policy will be thoroughly, objectively and confidentially (need-to-know) investigated. The investigation will include interviews of all individuals believed to have information regarding the alleged harassment, including the alleged harasser. The results of the investigation will be communicated to affected persons, including the employee who initiated the investigation. Policy violations will be met with appropriate disciplinary and remedial action, which may include termination of the employment of the harasser and the taking of steps to prevent further acts of harassment in the workplace.

It is not only the obligation of all employees to cooperate fully in the investigation process, but also a condition of continued employment. Disciplinary action may be taken against employees who do not cooperate and those who interfere with a co-worker filing a complaint under this policy.

If you believe this procedure has not adequately resolved your concerns, you may file a claim with the California Department of Fair Employment and Housing (DFEH) at 322 West First Street, #2126, Los Angeles, CA 90012-3112. The DFEH can be reached at 213-897-1997. The agency will serve as a neutral fact finder and will attempt to assist you and the company in resolving the matter. If the DFEH concludes that harassment has occurred, but are unable to achieve a voluntary resolution, you may seek a public hearing before the California Fair Employment and Housing Commission, or you may file a civil claim. If the Commission finds that harassment has occurred, it may award reinstatement, back pay, changes in the Division's practices and/or other appropriate remedies. □

Opportunity Knocks

Wanted: Candidates to fill Board of Director vacancies. No experience necessary. Hours: Minimal and flexible. Benefits: Feeling of satisfaction from your participation in promoting the welfare of your fellow employees

If this sounds like it's right up your alley, the Employee Recreation Association (ERA) would love to hear from you. The ERA is currently seeking nominations to fill the offices of president, vice president, secretary and treasurer. Those individuals elected will be responsible for allocating and administering club budgets, answering questions about the day-to-day operation of the clubs under the bylaws of the Association and helping to implement the ERA Intranet Home Page.

Please feel free to contact any of the current officers to learn the specifics of their particular office.

Jim Silva, President
Valerie Arvizu, Vice President
Linda Etheridge, Secretary
Estelle Cervantes-Loy,
Treasurer

The term of office is one year, from August 1, 1997 through July 31, 1998. Ballots will be mailed in late June to all employees in Agoura Hills and Moorpark.

Nominations may be submitted to any of the current officers or Ellen Gilbert in Human Resources.

Please consider running. Or, if you know someone whom you feel would be an asset to the Board, please ask them to allow you to submit their name for nomination. The ERA needs *your* participation to be its most effective!
□



Take
Stock
in America

Buy U.S. Savings Bonds through the convenience of payroll deductions. Enrollment forms are available in Human Resources.

In the Spotlight

Our mystery employee in the March issue was Edda Ashe, Program Management Specialist. Edda began her Data Systems' career in April 1967 as a secretary for the MTDS (Marine Corps Tactical Data Systems) program. Her

dedication and a desire to learn led her to a position as a Data Management Assistant on the DASC (Direct Air Support Center) program in 1976 where she coordinated the receipt, logging, reproduction, filing and on schedule delivery of contract and subcontract data items. Edda has remained with Marine Corps and Air Force programs and continued to



advance through the years, becoming a Program Manager in 1985. She is currently responsible for overseeing the government furnished property and data management of the Marine Corps and Air Force AN/TYQ-23 programs. Edda told me without a moment's hesitation that it is the wonderful co-workers and customers she has known who have kept her here for thirty years. "I came here planning to work for just a few months to supplement the family income and I never left. I've made many wonderful friends that are like a part of my family," she told me. "I know we'll remain friends for the rest of my life." She has always enjoyed her work and looks forward to coming in every day. Edda also feels fortunate to have had opportunities for career advancement.

Edda has met more than just wonderful friends at Data Systems. She and husband, Tom, became friends when he was stationed at the U.S. Marine Corps Test Unit in Santa Ana and frequently visited Litton on business. That friendship continued when Tom left the service and came to work at Data Systems. As they discovered how much they had in common, friendship blossomed into love, and Edda and Tom were married early in 1983.

They continue to enjoy doing many things together. They are both ardent travelers, and have visited a number of countries in Europe. Edda says they prefer to explore on their own rather than

go on tours. According to Edda, Tom is a great guide. He plans their itinerary and makes sure that they see all the worthwhile attractions. They also love to play golf, so golf resorts are a frequent vacation destination. One of their

favorite traditions is an annual extended weekend with three other couples to play golf and have festive dinners together.

Edda has always been very athletic and enjoys participating in and watching sports. In addition to playing golf with Tom, she also belongs to the Litton Ladies Golf Club. When Data Systems was located in Van Nuys, she was a member of the Litton Ladies Billiards Club. She also likes to read novels and go to all different types of movies

Edda and Tom make frequent trips to Northern California to visit her daughter, Jeanne, and grandsons, Jared, 6, and Jonah, 3 months. Edda also has a son, Doug, who lives in Colorado Springs. The whole family gets together every Memorial Day in Palm Springs.

Tom retired in July 1994. I must admit I was more than a little jealous when Edda told me that he has completely spoiled her by doing a lot of the household tasks and having dinner ready for her when she gets home from work. This special treatment may end when Edda decides to eventually join him in retirement, but she thinks the extra leisure time to travel and play golf will more than compensate.

Congratulations to the following ten winners chosen at random who correctly identified Edda as the mystery employee: Kathy Jankalns, Andi Ferrari, Florine Henton, Renee Tilston, Diana Johnson, Ida Husk, Alice Prather, John Murillo, Cliff Thomson and Nancy Gershon.

This month's mystery employee joined Data Systems in the early 1990s. The person comes from a military family, is known as a computer guru and is responsible for automating an important process in their department. Do you know who it is?

Please submit your entry to Data Sys-

tems Today Spotlight Contest at M/S 15-22 by May 5, 1997. Include your name, employee number, mail station 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. This contest is open to all current Data Systems employees. □

Standards of Conduct: Political Contributions

This month's article deals with Political Contributions, item 11 in Data Systems' "Standards of Conduct." Litton's Data Systems Division has established a policy that prohibits the Division from making political contributions in violation of any applicable law or regulation. This includes contributions which are made to political parties or individual candidates, foreign or domestic. Contributions include, but are not limited to, money, property and service donations, and the purchase of tickets to fund-raising events. This policy does not restrict individual employee contributions or political activity. For instance, this policy does not apply to contributions to registered political action committees, such as the Litton Employees Political Assistance Committee (LEPAC). It is important to note that these contributions are made by an employee and never by the Division. The Division is prohibited from using intermediaries to make political contributions on behalf of the Division; and employees are prohibited from seeking reimbursement from the Division for personal contributions. Employees are required to report any perceived violation of this Standard to division management. Any questions concerning this Standard should be addressed to your immediate supervision or Division Counsel. Additional information regarding Political Contributions may be found in Division Standard Practice 1000, "Standards of Conduct." □

Milestones

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



Norlyn Stromeyer

35 years, Data Management Specialist, Senior, Engineering.



Deanne Bourque

35 years, Engineering Parts Lister, Senior, Engineering.



James Ryan

20 years, Senior Engineer, Engineering.

Promotions

Congratulations go to the following.

Engineering: Steven Auer to Senior Engineering Specialist. William Brewer to Engineering Specialist. William Coltman, Jr. to Engineering Specialist. Lyle Hatten to Engineering Specialist. Henry Moy to Senior Engineering Specialist. Jerry Richards to Senior Engineering Specialist. Martin Ripper to Engineering Specialist. John Ritz to Senior Engineering Specialist. Mengyen Yin to Senior Engineering Specialist. Ruth Armentrout to Principal Engineer. James Fisher to Engineering Specialist. Eric Romero to Engineering Specialist. Charles Wilson to Member, Senior Technical Staff. James Stewart to Engineering Specialist. Peter Benincasa to Engineering Specialist. Chris Harris to Engineering Technical Manager. David Stone to Member, Senior Technical Staff. Aaron Cooperman to Member, Senior Technical Staff. Donald Richards to Member, Senior Technical Staff. Michael North to Principal Associate Engineer. Ann Baer to Data Management Specialist, Senior. Scott Simcoe to Engineering Specialist.

Administration: Gigi Troemel to Programs Finance Assistant. □

25 years: John Walker.

20 years: Carolyn Wyatt.

15 years: Dennis Creed, Jon Rock, Pamela Pinkham, Michael Basoco, David Useforge.

5 years: Robert Nix, Renee Fulton. □

Personals

Notes of thanks were received from:

George Sullivan and his sister for the flowers sent upon the death of their mother. □

Hotline

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

Moorpark/
Agoura Hills.....818-706-4669
Other Ca.....1-800-843-5165
Outside Ca.....1-800-237-0934 □

On Board

Data Systems welcomes the following new employees.

Administration: Fern Popowich, David Huffman.

Engineering: Iran Ausley.

Program Management: John Kryvoruka. □

Gone Fishin'

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

Helene Johnson. □

Renaissance Faire Tickets Available

Human Resources has tickets for the Renaissance Faire being held this year at the Glen Helen Regional Park in San Bernardino. Ticket prices are \$13.00 for adults and \$6.00 for children. The Faire is open on weekends beginning April 26 and running through June 15, 1997. □

Bargainmart

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

Ads must be fewer than 25 words and will include home phone numbers only (except Rideshare). Ads not meeting these requirements will not be published nor will they be returned. Send ads to Employee Services at M/S 15-22.

Deadline for the next issue: May 5.

FOR SALE

VACATION/RETIREMENT. Sierra Foot-hills, 5 acres, fenced, fish pond, 3/2 home, oversize garage & workshop. Fruit trees and berries. Financing available. \$98,000. (714)637-6085.

FOR RENT

ONE BR GUEST HOUSE. Thousand Oaks near Rancho and Hillcrest. Full bath, LR and kitchenette, carport. \$575/mo including utilities. (805) 497-1634.

OTHER

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

ELEGANT BOWS, Gift Baskets and Calligraphy. Custom Designs. Fax order idea to: (818) 766-5741. Please put phone number for contact on fax order.

PEEK-A-BOO DAYCARE. Days-nights-weekends. Sharon Omar, Northridge. (818) 609-8314. License #19122841 □

ETC Notes

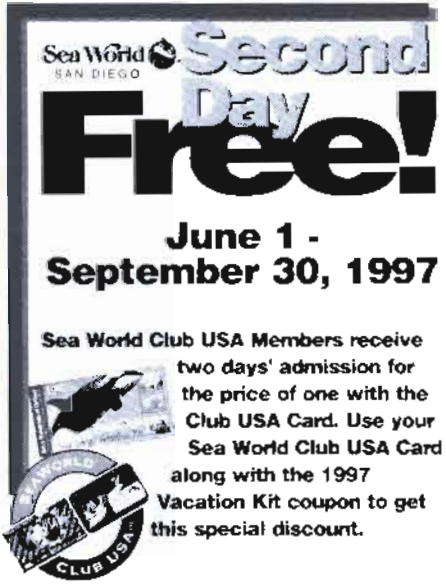
Gift Certificate Drawing

The winner of the \$100 J.C. Penney gift certificate in February's drawing was Karen Hanley.

Commuter Patterns Surveyed

Employees in our Moorpark and Agoura Hills facilities were asked by division management to complete AVR (Average Vehicle Ridership) Transportation Surveys in March indicating how they commuted to work the week preceding the survey. The information gathered from the survey enables Data Systems to update the employee transportation database used for reporting requirements for the South Coast Air Quality Management and Ventura County Air Pollution Control Districts. These agencies govern the division's program aimed at reducing the number of employee vehicle trips made during peak commuting hours.


This year's effort yielded a survey response of 95% in Moorpark and 82% in Agoura Hills. Thanks to all who participated from Paul Higgins, the division's Employee Transportation Coordinator. Survey results will be published in the May 1997 issue of *Data Systems Today*. □



Sea World SAN DIEGO **Second Day Free!**
June 1 - September 30, 1997

Sea World Club USA Members receive two days' admission for the price of one with the Club USA Card. Use your Sea World Club USA Card along with the 1997 Vacation Kit coupon to get this special discount.

See Chris Cavaliere - Human Resources to receive your FREE Card and San Diego Vacation Kit!



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