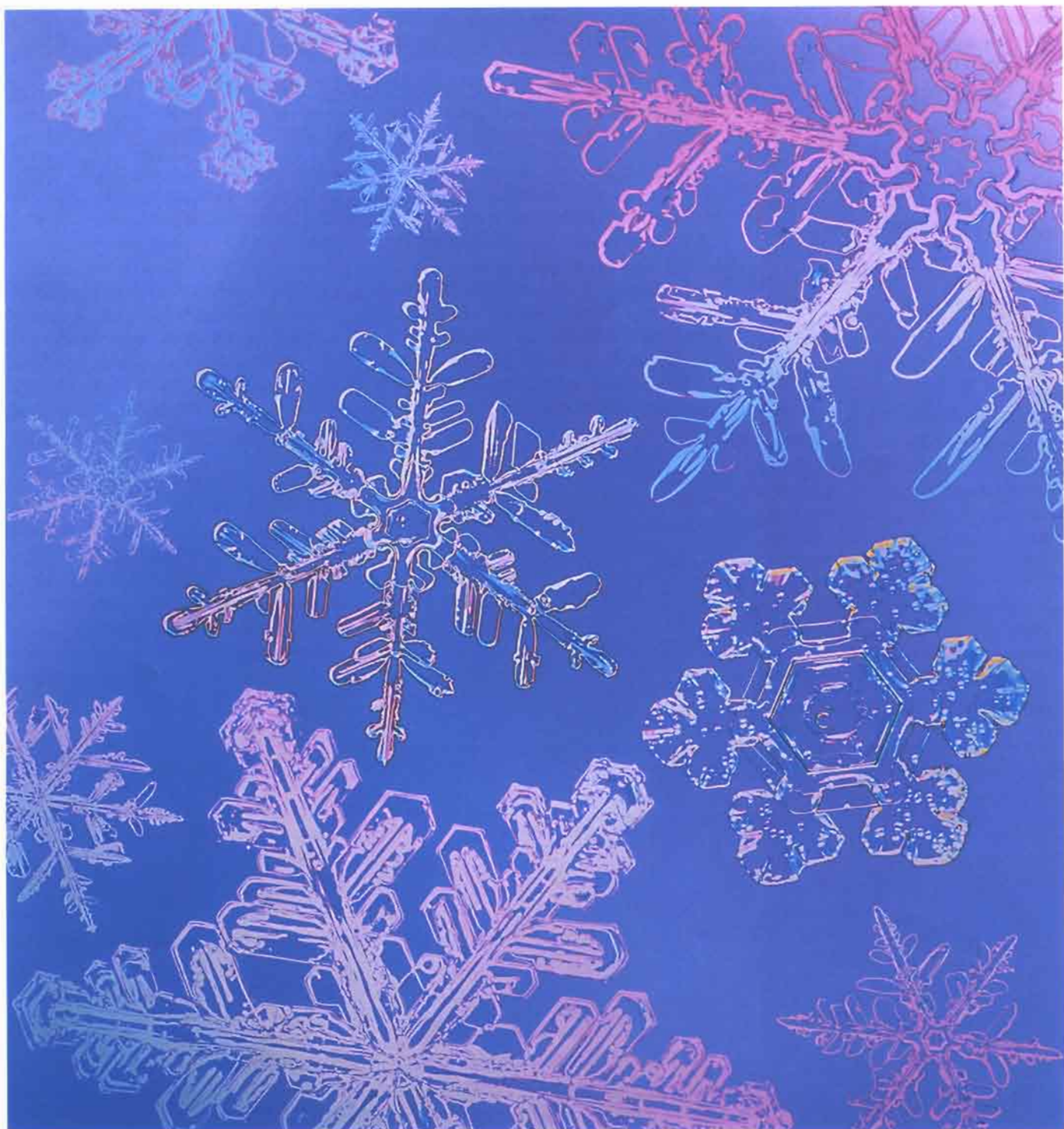


**Litton**

Data Systems

# DATA SYSTEMS TODAY

November/December 1997



## DSD Mississippi Earns Second Quality Award for Excellence

On October 3, Data Systems Mississippi received its second Quality Award for Excellence at the annual Excellence in Mississippi Conference sponsored by Governor Kirk Fordice.

The Mississippi Quality Award, based on the same criteria existing at the national level for the Malcolm Baldrige Quality Award, is given to deserving organizations at one of four levels. Data Systems Mississippi received the award for Quality Commitment in 1995 and their first Excellence Award in 1996.

DSD Mississippi employees Bob Wilensky, Patti Moore and Larry Bloodsworth conducted workshops during the conference. In addition, Vice President and General Manager William J. Allison conducted a strategic planning session as part of an award criteria presentation, and Larry Bloodsworth presented a process management overview.

After the 1996 award assessment process, a feedback report was provided identifying Strengths and Areas for Improvement. By focusing on these Areas for Improvement, significant progress was achieved during the year, including:

- The Oracle Channel, providing on-line training via satellite, increased key capabilities in data base applications development. Numerous employees have taken advantage of this training opportunity, and more than 20 are now certified as Oracle data base administrators.



### Accepting the 1997 Quality Award for Excellence from

Mississippi State Senator Grey Ferris, center, were (l to r) Larry Bloodsworth, Bob Wilensky, Bill Allison, Brad Duvall, Patti Moore and Gerald Jackson.

- An Intranet was developed and is being used extensively to enhance communications and access to information and data.
- Teaming agreements have been cultivated with Lockheed Martin, Ingalls and other companies and Litton divisions to increase our presence in key market areas.

These achievements resulted in a 15% overall improvement rate in the identified areas.

In addition to the progress achieved in the Mississippi Quality Award assessments, independent assessments have also provided positive evaluations on SEI CMM Level 3 and ISO 9000 compliance. The value of these improvements to the "Bottom Line" is that profit and contract receipts have improved significantly and future projections have increased (i.e., Data Systems Mississippi's award of a \$12.7M contract with the Navy for Scaled Integrated

Voice Communications System (SIVCS), and a Sole Source Contract with NAVSEA for the U.S. Navy Battle Force Tactical Training (BFTT) system currently being deployed to the fleet.)

Data Systems Mississippi will continue its "Quality Journey" with sustained efforts towards increased capabilities and a strong competitive position in Naval Warfare Systems and other markets. To assist in reaching these goals, Data Systems will apply for the highest level award, the Governor's Award, in 1998. □

## PC Training Classes Resume

Human Resources is now holding classes in the new PC Training Center located in the cafeteria area in Building 1. January class offerings are as follows:

**Introduction to Windows '95:** Meets Monday through Wednesday for one and one half hours each day. Two classes will be held in January. The first begins Monday, January 12 at 12 noon and the second on Monday, January 26 at 12 noon. Enrollment is determined by installation of software.

**Word 6.0 for Windows Introduction:** Meets five days for one and one half hours each day. Begins Monday, January 19 at 12 noon.

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

## DSD San Diego Produces First HTU



### Division President Allen Powers, San Diego General Manager

Lou Kelly and Manufacturing Manager Ed Foreman congratulate the HTU production staff on the completion of the first HTU unit in San Diego. Full scale production is now underway. Great job San Diego!

## October iCare Awards



### Outstanding achievement brought iCare honors to ten in

October. Pictured above, from left, are (front row) presenter Duane Anderson, Gertrude Lassiter, Lucy Gonzales, Jerry Wedermann, Jack Alanen, Arsen Melconian and (back row) Karl Mahdesian, Gary Guttman, John Rodwig and Jerry Puentes. Awardee Bill Carroll was unable to attend.

Three teams and one individual were recognized at the October iCare Award Ceremony in Agoura

The team of Bill Carrol, Gary Guttman and Karl Mahdesian, nominated by Alvin Ungar, for achieving the very aggressive schedule for integrating the THAAD Build 2.2 software by taking risks and displaying outstanding problem solving skills.

Jack Alanen, nominated by Don Richards, for his assistance in providing information essential to supporting the successful Risk Reduction Phase II proposal for THAAD.

The team of John Rodwig and Arsen Melconian, nominated by Nick

Augusta, for their tireless efforts to resolve Modern Tracker System (MTS) and Marine Corps radar integration problems, allowing for the Marine Corps' full participation in the joint Services AASCIET-97 Exercise.

The team of Gertrude Lassiter, Lucy Gonzales, Jerry Puentes and Jerry Wedermann, nominated by Rick Wheeler, for assisting in the complicated and time consuming validation of the TAOM P31 ECP-10 manual which contains over 28,000 steps necessary for modification of the unit.

Since the program began in February 1994, 441 employees have received iCare awards. □

## FSSP Becomes More User Friendly

In an effort to learn how employees view the Financial Security and Savings Program, the Corporate Pension Department sponsored a series of focus groups and interviews in August and September. Based on feedback gained from these sessions, the following changes will take effect in 1998.

### Plan Design

- More frequent investment changes - Beginning January 1, 1998, participants will be able to transfer money between investment funds and change investment allocations for future deposits once a month.
- More investment fund choices - The number and type of investment funds will increase in early 1998.
- Higher savings limit - The deferral percentage will increase on January 1, 1998 from a maximum of 18% to 20% of annual salary (subject to the IRS limit set each year).

### Communication

- Plan communication materials are being revised to make them more useful and easier to understand.

*Continued on page 8*

## Mississippi iCare for August and September



### (From left) August winners included

Freda Meagher for her initiative in recovering corrupted Primavera files to support a customer review, and the team of Patti Moore, Pat Dunbar, Carolyn Wyatt, Don Olson, Zeny Palmer and Dave Welborn for working around the clock to ensure timely submission of the LHA-IVCS (Integrated Voice Communication System) proposal. Not pictured is team member Carolyn Welborn.

### (From left) Honored in September were

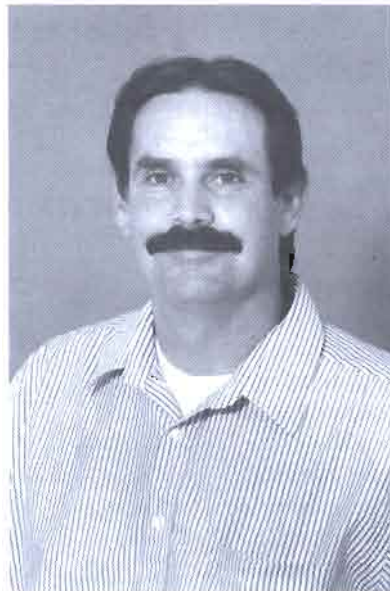
team members Ron Harvey, Bill Grab, Sue Adams, Stacey Sibley and Dick Kollath for promoting customer satisfaction through their tireless and enthusiastic efforts on behalf of the KNTDS Phase 2 proposal. Team members Tinker Sykes and Dave Robertson are not pictured. Also not available for the photo was Jerry Howell, who was honored for resolving decode problems during shipboard testing of performance monitoring. □



## In the Spotlight

Last month's mystery employee was John (J.R.) Mann, Master Planner-Specialist

J.R. began his Data Systems' career in 1979 as a Security Guard. Although he had planned to eventually become a police officer, he remained with Data Systems instead while attending the University of LaVerne and earning a bachelor's degree in Business Administration. In 1988, he transferred to Operations as a Cost Control Analyst where his budget and cost accounting duties included monitoring and analyzing actual costs versus budget as well as projecting total costs. In 1991, he became a Master Planner in the Program Management organization.



He is currently assigned to R/SAOC, a program he has been involved with since the proposal stage. J.R. is responsible for scheduling the labor and material for the program and ensuring that all contract milestones are met.

When asked what assets he believes he brings to his organization, J.R. said he is a hard worker, organized and analytical. He also lists honesty and a good sense of humor as equally important attributes. "I believe that honesty is the best policy in dealing with the customer. If you have used humor to build a good rapport, it is much easier to deliver unpleasant news and work together to resolve any problems that may arise."

J.R.'s future career goals include working toward the program manager level where he would be responsible for overseeing all aspects of a program.

J.R. was born and raised in the San Fernando Valley. He attended Alemany High School, where he ran the high hurdles on the track team. Following high school, he attended College of the Canyons and earned a degree in police science before transferring to take

some classes at San Diego State.

J.R. and his wife, Lisa, live in Saugus with their children Michael, 13, and Alexandra, 9. Soccer consumes a great deal of the family's time. Both children are active in the sport and J.R. coaches Alexandra's soccer team. He also plays

soccer, in an indoor league, as well as softball and a little golf.

J.R.'s organized nature even extends to vacations. He has a 'master plan' to take his family to visit all the national parks in the United States before the children are grown. They made a start when they spent a recent vacation in "spectacular" Yosemite National Park.

Other favorite family vacations include camping at the beach and in the mountains. When J.R. and Lisa have the opportunity to get away from it all, Santa Barbara is the spot they choose.

Congratulations to Terry Newman, Sue Perkins, Bob Kemmerer, Mark Wilcox, John Murillo, Chris Huffman, Florine Henton, Estelle Cervantes, Renee Tilston and Kathy Jankalns for correctly identifying J.R. as our mystery employee

This month's mystery employee originally began working here in the early 1970s. She loves the beach, enjoys square dancing and is well known for her office decorations. Do you know who she is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by January 5, 1998. 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. All current Data Systems' employees are eligible to participate. □

## 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: January 5.

### FOR SALE

ENTERTAINMENT '98 BOOKS. Benefits City of Hope. Call Diane (818) 349-8587  
'91 MERCURY COUGAR LS. Well-maintained, service records avail. New front brakes, alternator, security lock, all power accessories. \$4500 or best offer. (818) 347-7585

### OTHER

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

ARE YOUR HIGH SCHOOL/COLLEGE STUDENTS receiving proper guidance about future career trends, financial aid, employment after graduation? "Expert" personal counseling: (818) 246-2710. Academic & career guidance services!

HALF YOUR INTERSTATE/INTRASTATE LONG DISTANCE PHONE BILL! Services offered at drastically low prices. Pre-paid calling cards at 18¢/minute make great gifts. (818) 345-6198. □

## IRS Raises 401(K) Limit for 1998

The Internal Revenue Service has announced that participants may defer a maximum of \$10,000 into their 401(K) accounts for 1998. This is the first increase since January 1996 when the amount was set at \$9,500. □

*Data Systems' 1997 Holiday Dinner and Dance*





## The New Enterprise Resource Planning Technology

### *The Who, What, Where, Why & How of It All*

In early 1997, Litton Data Systems adopted a new Information Technology Strategic Plan whose goal was to acquire a new set of integrated information technology business systems to be used at all Division locations. The acquisition decision was driven mainly by the escalating costs, both in time and money, of maintaining our older legacy systems and resolving the system calendar problems associated with our move into the new century.

These new business systems are called "Enterprise Resource Planning" (ERP) and are intended to:

- Resolve the "Year 2000" problem

- Eliminate operational risks and extra costs needed

to maintain our existing legacy systems

- Use information technology to reduce total operating costs

- Reduce the cost of system implementation using off-the-shelf resources

- Provide timely information to all functional and management levels

- Support the dynamic nature of our current and planned business environment

The Division is making a substantial investment to upgrade and improve its information processing infrastructure including personnel, network, desktops and workstations, provide dedicated core team members who can make the needed changes, prepare and make available materials that clearly describe the new systems and their integration, and train personnel to use the new systems and processes.

*"The Year 2000 problem has to do with older programs that do date calculations. These older technologies, to save space, were written only to recognize the last 2-digits in any year. So, when the year 2000 is entered, the software sees it as 1900."*



#### The Baan "Conference Room Pilot" is

housed in Moorpark where process leaders and experts are learning to use the software in a simulated environment. Pictured here are (left to right) process leaders: Beth Hamilton (Moorpark), Sue Adams (Ocean Springs) and Phil Pinkham (Agoura Hills). San Diego process leaders are also participating in the pilot, however, they were unavailable for this photo.

The action team consisting of Barry Seid, project director; Roger Bowen, information systems manager; Helen Martin, technical lead; and Jim Webb, vice president HTG Inc., and outside support manager, provide the project management. They are supported by a core team of process leaders and process experts representing all the Division's functional process areas, including the San Diego and Ocean Springs facilities. Project sponsorship and direction is provided by the Executive Steering Committee made up of Duane Anderson, Vice President, Administration; Dick George, Vice President, Engineering; and Steve Johns, Vice President, Operations.

The core team and process experts participated in scripted demonstrations of ERP products followed by site visits to customers who use these products in April through June 1997. In July, team evaluations were conducted, presentations made to the sponsors and a selection made. The Baan ERP product was selected, having the best functional fit, modern architecture, inte-

grated applications, available process modeling tools and workflow of all the companies evaluated. It was the best product to meet the needs of our multi-site, unified effort.

The ERP "Conference Room Pilot" began in October 1997 using the Baan software in a simulated environment. Core team members, along with process experts, are now designing the way the Division is going to use the Baan product. The pilot program is housed in Moorpark.

During the Conference Room Pilot, team members are determining the completeness and adaptability of software functionality; defining the bolt-on systems (i.e., Payroll/Human Resources); defining and documenting business processes

policies and procedural changes; deriving data base requirements (conversion/migration, access policies and procedures); defining the product data management approach and an implementation plan; establishing an ERP training program for all Division business process users; validating and adjusting expectations and business processes; and finalizing the ERP project plan and schedule.

The Conference Room Pilot "hands-on" approach will help provide the bridge between our current systems and business practices and the ERP environment. Key process experts and other specific functional personnel from Agoura Hills, Moorpark, San Diego and Ocean Springs are attending training courses using a "train-the-trainer" approach for use during the ERP roll-out.

To the greatest extent possible, the Baan software system will direct the Division's process workflows at all locations. The core team members, with the direction and approval from the staff sponsors, will recommend process

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## THAAD EMD Software Development to Move to Huntsville

### UOES Effort to Remain in Agoura

During a THAAD All Hands meeting held in Agoura on November 6, 1997, Vice President of Program Management John De Vere announced that the EMD (Engineering Manufacturing Development) Phase of the THAAD Program on the BM/C<sup>3</sup>I Software will be performed in Huntsville, Alabama. The decision comes as a result of the government's desire for THAAD to be an integrated weapons system assimilated into an IPT (Integrated Product Team) with one prime contractor. It is a primary concern of the TPO (THAAD Project Office) that Litton continue its outstanding efforts in the battle management area. However, the government supports performing this BM/C<sup>3</sup>I work in Huntsville in an integrated product team environment in a single location.

According to De Vere and THAAD Program Director Bill Joseph, Huntsville is the Army's center of excellence for surface-to-surface and surface-to-air weaponry and associated R&D, and is home to the Aviation and Missile Command (AMCOM) which manages an annual contracting budget of \$5 billion. In his presentation on Huntsville's market perspective, Paul Mueller, Director of Theater Air Systems' SBU, spoke of the growing, strategic importance of establishing a presence in Huntsville to take advantage of the opportunities to garner new business in the battlefield automation area. According to Mueller, there is currently a potential of \$270 million in near term business available to firms in that area.

The transition to Huntsville is expected to be accomplished in two phases, beginning with the start of Build 4 Preliminary Design, currently



### Ralph Green, Leadership

Director for the Huntsville Chamber of Commerce, visited Agoura Hills to offer information concerning the quality of life and educational, recreational and cultural opportunities in the community and surrounding areas. All employees in the system engineering and software development disciplines interested in possible relocation to Huntsville were invited to attend the presentation.

planned for October 1998, and ending with the estimated onset of the EMD phase in April 1999.

UOES (User Operational Evaluation System) hardware and software maintenance will still be performed in Agoura Hills, under subcontract to Lockheed, commencing after the Build 2.5 delivery scheduled for June of 1998 and continuing for two to five years thereafter.

Employees with system engineering and software development expertise who are interested in learning more about Huntsville opportunities are encouraged to contact Human Resources. □

### ETC Notes

Pam Pinkham won the \$100 J.C. Penney gift certificate in September's drawing. □

### Personals

Notes of thanks were received from the following.

Chris Cavaliere for the flowers, cards, calls and best wishes received during her recent surgery and recovery.

Linda Reed for the cards, flowers and calls from Business Development and contractors following her surgery. □

### FSSP

continued from page 3

• FSSP statements and newsletters will be distributed quarterly beginning with the June 30, 1998 statement, and a combined FSSP and LRP statement will be distributed once a year, starting with the December 31, 1998 statement.

### Education

Most employees have not used the Outlook retirement planning software. In early 1998, new planning tools will be introduced.

With the focus group participants asking for improved benefits, simplified plans, more accessible and user friendly information and help in better planning for their future, Corporate promises that these changes are the first step in their effort to improve communication and encourage participation. □

### Promotions

Congratulations go to the following.

**Business Development:** Carol Boyd to Director, Marketing Communications.

**Contracts and Pricing:** Art Schrubbs to Contracts/Project Specialist.

**Engineering:** William Carroll to Member, Senior Technical Staff.

**Program Management:** Douglas Otto to Director, Program Management □

### ERP

continued from page 7

and procedural changes, where required. Training and use of Baan Aerospace and Defense (A&D) modules (e.g., DoD forms, Progress Billing, Revenue Recognition, etc.) will be scheduled as specific releases and corresponding software are made available.

Roll-out to the user community is scheduled for early in calendar year 1998 in Mississippi, followed by a late summer migration to San Diego, with completion set for Agoura Hills and Moorpark by calendar year end 1998. □



## Milestones

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



**Rebecca Humphries**

35 years, Manager, Technical Data Section, Engineering.



**Gertrude Lassiter**

35 years, Assembler, Unit-Developmental, Operations.

15 years: Gary Stevens, John Barron, Gideon Larranga.

10 years: Tamara Harpster, Kendra Gaines

5 years: Steven Weiss, Chris Chang, James Stewart, Mengyen Yin, Scott Yanke, Karl Mahdesian, David Rindels, Susan Dixon, Clayton Nenko, Jr., Richard Kralian, Walter Bahrke, Dixie Seward, Stacy Sibley, James Bennett, Jerry Blankinchip, Brian Capehart, Lynn Altadonna. □



**Jean Bagley**

20 years, Manager, Programs Finance Section, Administration.



**Schlonda Cotton**

20 years, Assembler, Electronic Specialist, Operations.



**Julie Caspino-Norberg**

20 years, Member, Senior Technical Staff, Engineering.

## 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 □

## Gone Fishin'

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

Thomas McGill

Serge Azzolini

John Hojem

James Leist □

## On Board

Data Systems welcomes the following new employees.

Human Resources: Dina Monast.

Engineering: Stanley May, Debra Clark.

DSD San Diego: Jeffrey Adams, Charles Black, Randall Blanchard, Kenneth Carter, David Coleman, Lilia Escudero, Nga Greer, Casimera Lualin, Martin Newman, Maria Nieto, Vickie Robinson, Joseph Stephens, John Yubeta. □



*During the Holiday Season, my thoughts turn gratefully to all of you for making Litton Data Systems' progress possible in 1997. And, in this spirit, I say sincerely...Thank You and Best Wishes for the Holiday Season and a Happy New Year.*

*Allen E. Powers  
President  
Litton Data Systems*

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**TODAY**

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by **Human Resources**  
**Thomas M. Kelly**, Director,  
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**Ellen R. Gilbert**

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