

# DATA SYSTEMS TODAY

February 28, 1997

## Annual United Way Drive Underway

United Way of the Greater Los Angeles Area touches the lives of three million people, translating to one in every three people in the community. Since its inception in 1962, the organization has raised more than \$1.4 billion for distribution to local community programs. It helps support more than 300 service agencies, including nine chapters of the Red Cross and 13 health partners

During Data Systems' 1997 campaign, United Way canvassers will be distributing literature and asking fellow employees to increase their current deduction or to join their coworkers who are already supporting the Los Angeles Chapter of the United Way.

### Your Help Gives Others Hope

Nine year old Joey lost his father in a drive-by shooting last year. His mother has to work all the time to support the family and Joey spends most of his time after school at home alone. He can't play outside because of the gangs and drug activity in his neighborhood.

A social worker from Jewish Big Brothers, a United Way of Greater Los Angeles member agency, interviewed Joey and detected a child with deep depression who needed to come to terms with his father's death. The social worker registered Joey for a two-week session at Camp Max Straus, founded in 1938 by Jewish Big Brothers Association of Los Angeles. This program provides a summer resident camp experience for children who, due to emotional, social or mild physical problems, might not ever have the opportunity to attend camp.

"Joey left for camp feeling sad, de-

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## The 1996 Sam Sternbach Award

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



**Douglas W. Morgan**

Doug Morgan is the Principal Systems Engineer for indirect fire support systems that include IFSAS, LTACFIRE, LITACS, SURE STRIKE, DARC, AZ ANG, SABER DEEP LOOK and BFIST. Handling all these indirect fire support sys-

tems requires a person with a very broad technical base, as well as domain knowledge. These programs are routinely on time and under budget, due in large part to Doug's capability to rapidly analyze, identify, define, and validate requirements. His technical excellence materially contributed to fielding SURE STRIKE in Bosnia, with several upgrades that satisfied an urgent operational need for ground based personnel to identify targets to F-16's. His duties require him to work extra hours, which he willingly does to accomplish his many and varied tasks. Meticulous and accurate, Doug's high

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## The 1996 Richard Hirasuna Leadership Award

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



**Jean M. Jernow**

Jean Jernow has led the THAAD software engineering effort the last four

years. This has been an extremely challenging and demanding position in which she has consistently demonstrated extraordinary leadership skills. Jean is universally recognized and respected as the leader of this large organization by Litton personnel assigned to the project, as well as government and Lockheed project leadership. Under Jean's guidance, the THAAD engineering team worked as a cohesive, dedicated and motivated team. Although the schedules imposed on Litton seemed impos-

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## Data-to-Day

### Acquisition Reform, Best Value and a Level Playing Field

In the November/December Data-To-Day article, we told you a little bit about the recently submitted R/SAOC proposal and how we had been involved in extensive preparations for the government visit in December for a day-long question-and-answer session followed by a day-long demonstration of capabilities relevant to R/SAOC. The government returned in mid-January for further Q&A and more demos. During preparation for this second visit, Frank Tullis, our Vice President of Business Development, found an opportunity to informally answer some pointed questions from our own technical people about the role that price plays in winning proposals today, and, in particular, about the vexing and discouraging problem of competitor "buy in." We thought you might be interested in a brief recap of Frank's remarks:

"Acquisition reform" (that is, a radical change in the way the government buys everything from wool socks to weapons) has been given lip service for a number of years, but the policy got a reviving shot in the arm when Executive Order 12931 was issued in October 1994. Since then, procuring agencies have been increasingly emphasizing past performance and employing "best value" rather than just "low cost" as the basis for awarding contracts. (Remember: Do your best; today's work will show up in tomorrow's proposals.)

The R/SAOC proposal and the subsequent government visits have made it clear to us that the government is indeed serious about the "best value" emphasis on effectively assessing past performance information and on providing RFPs that solicit meaningful trade-offs between cost and non-cost evaluation factors. This is good news. If the government writes a better, more

focused and less ambiguous RFP, we can respond in kind. In other words, less "boilerplate" and more "meat" in both the RFP and the proposal translate into benefits for the government and the offeror (i.e., us).

The R/SAOC proposal's past performance volume was submitted several weeks in *advance* of the technical proposal, while the cost volume was submitted several weeks *after* the second government visit. This, along with the visits, would seem to indicate that the government is willing to spend more time reading the proposal and getting questions answered so that it can make an award that will provide the "best value" for the money.

The government's intent is to encourage contractors' innovative thinking, obtain some technology breakthroughs and reduce life-cycle costs. In effect, the "best value" policy levels the playing field and makes competitor "buy in" less likely. □

## The 1996 Bill Wagner Continuous Measurable Improvement Award

*This award is given this year to a team whose use of continuous measurable improvement in a critical business process has made the company more efficient, effective and adaptable to the needs of individuals, customers and the organization. The team is given a \$750 cash award, has their names inscribed on the perpetual award and receives an individual plaque.*



The Business Development Team of Michael L. Anderson, Paul H. Smith, Valerie L. Arvizu, Ann M. Baer, Elsie Becica, Bruce K. Bell, Leonard M. Lodico, Barbara L. Morgan, Nancy H. Roche, Norlyn J. Stromeyer, Libby H. Wales and Norma J. Wolf are the BDC (Business Development Center). The BDC Team is the engine of Business Development at Litton DSD. Their 'can do' attitude knows only success and by any measure the BDC team lives 'continuous improvement.' Chartered in August 1995, the BDC Team has almost two years of metrics based on their own six-phase definition of the proposal process. The numerous metrics-driven decision points embedded in this process have streamlined the proposal development effort, resulting in significant productivity increases. The BDC Team has made a major impact on the Division's committed goals. Their teamwork, responsiveness and total immersion in the business development proposal process demonstrates why they should be honored with the Bill Wagner Continuous Measurable Improvement Award. □

## Six More Honored by ICARE

Two individual and two team awards, for a total of six, were presented during January's ICARE Awards

**Louis Gonlag** was nominated by Jay Lubin for his artistic and technical contributions to the Egyptian IFF proposal. Through the use of a full scale model that Lou produced, a dialogue was facilitated between Data Systems and the customer which allowed for a full understanding of the design concept and the physical capabilities that could be incorporated within the IFF assembly.

The team of **Jerry Ames** and **Kenneth Stanley** was nominated by Ammon Levy for their dedicated efforts on the System Engineering Directorate Hardware Acceptance Test at Huntsville, Alabama. Ken wrote the procedures for the THAAD equipment and Jerry performed the acceptance testing. Many obstacles were overcome over long hours and on weekends to complete the assignment to the customer's satisfaction.

**Don Hoffman** was nominated by John Mann and Thomas Martell for providing a sophisticated Macro for the R/SAOC proposal combining elements of the customer CWBS (Contract Work Breakdown Structure) and the Master

Schedule WBS and incorporating over 400 activities for each update. This Macro saved a minimum of 2 hours each day when time and accuracy were extremely important and ensured consistent accuracy of the database.

The team of **Tina Thomson** and **Larry Anderson** was nominated by Tom Murray for their performance above and beyond the norm, in the face of seemingly impossible deadlines, as part of the pricing process on the Crusader TTVC proposal. Without their high quality, on-time efforts, Data Systems would have lost the confidence of our prime contractor and jeopardized the overall proposal effort.

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, 331 employees have received ICARE awards.

## The 1996 Customer Satisfaction Award

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

### Hugh E. Windland

Hugh is Litton's Arlington Field Marketing representative. His charter includes HQ, U.S. Marine Corps and the Marine Corps Development Command (MCDC) for Command and Control (C2) programs. Hugh, highly knowledgeable and politically savvy, is committed to sustaining an excellent rapport with our thirty year USMC customer. He is with the customer almost daily, hammering out detailed business solutions and innovative program approaches to ensure Litton remains in the forefront of the Marine's C2 market segment.



Hugh's tireless efforts in 1996 yielded major results. Omnibus established a unique and highly beneficial contract for the TYO-23 Marine Corps and Air Force expected to yield \$100M in revenues. Simultaneously, Hugh worked with Contracts and Pricing and Program Management to negotiate and close out the long standing issues of the TYO-23 Production Contract with DFAS (Defense Financial Audit Service).

Hugh is an extremely resourceful, aggressive and dedicated professional who always makes the customer his top priority. He is truly deserving of the 1996 Customer Satisfaction Award. □



ICARE Honors for outstanding customer satisfaction went to

(l to r) Larry Anderson, Don Hoffman, Tina Thomson, Jerry Ames and Louis Gonlag shown here with presenter, Paul Chandler (Kenneth Stanley not in photo). □

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## The 1996 Outstanding Employee Merit Awards

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

**Mengyn Yin**      **Charles Itagaki**

Mengyn has developed many of the sophisticated algorithmic approaches for several key areas on the THAAD BM/C3I, including Threat Evaluation, Battlespace Analysis and Defense Design. Mengyn converts Litton's algorithmic solutions to things that soldiers fight with and understand. His defense design analysis is resulting in the development of a method to automatically create an Air Defense Plan, an effort never accomplished in the history of Air Defense Weapon System development.



Chuck played a major role in the successful implementation of the SCRIPT System on LHD 7, the TAOM Omnibus Program and R/SAOC, thereby providing more efficient and profitable management of Division programs. He also played a critical role in the conversion of the Firm Business Planning System from the mainframe to the C/Network based MicroFrame system, saving hundreds of hours of manual translation and allowing for the flexibility and savings of a network based, shared planning database.

**Donna R. Loukatos**      **James R. Mayhew**

Donna was instrumental in transforming our tenuous relationship with the U.S. Marine Corps. She responded, within an incredibly short time frame, to their request for an automated ATO (Air Tasking Order) in the TAOM. The Marine Corps' renewed trust in our capabilities was an early foundation for the success of the Omnibus contract. Her automated ATO is also in use in the USAF combat Integration Center/USMC Sector Anti-Air Warfare Center Program, one of the most successful Theater Missile Defense Programs.



Jim was responsible for the Electro-Magnetic Interference (EMI) design of the HTU that allowed it to pass the rigorous CHS 2 Qualification tests for the U.S. Army. Solving these complex problems required exceptional effort and sustained dedication. Without Jim's dedication, high standards of performance, exceptional technical knowledge and creative abilities, the Litton HTU would not be the standard for the U.S. Army.

**L. Richard Pennacchi**      **Donald F. Richards**

Richard continues to exemplify himself as a principal architect of our key short and long term business plans through innovative contractual concepts. He successfully consummated the OMNIBUS contract and two modifications and structured the AN/TYQ-23 production contract close-out, saving an estimated \$4 million. He negotiated a "Beta Site Agreement" for the USMC establishing Litton's product as not only the standard support software for the AN/TYQ-23, but for all legacy systems being converted to electronic media. Richard creates solutions that close contract agreements.



As a group leader for the Communications CSCI team on the THAAD project, Don demonstrated his extensive knowledge of THAAD system software by diagnosing and resolving all of the problems associated with the software development process. He provided a team oriented working relationship and motivated his group to make deliveries with a product reflecting the talents of the entire team. To his credit is the achievement of a series of successful software deliveries beginning with Build 1 and continuing through Build 2.2.

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## In the Spotlight

Last month's mystery employee was Judy Gifford, Communications Assistant, Administration. Judy has been with Data Systems since 1979 when she joined the Facilities organization as a Switchboard Operator. She came to the division quite experienced in this area, having spent a number of years working for the telephone company.

Judy was born in Pennsylvania and moved with her family to California at the age of 10. She left California for a time to live in Ohio after she was married, but told me that after three winters of below 20 degree temperatures, she knew California was definitely the place to live. She has been a resident of North Hollywood for thirty two years.

After returning to California, she owned and operated a beauty shop. When she decided to sell the business, one of her customers, who happened to be a Data Systems' employee, kept urging Judy to apply for an opening at the division. She decided to give it a try - but *only* until the telephone company lifted its hiring freeze. When I asked Judy what changed her mind and kept her here for so many years, she replied without hesitation, "It's the people." Changing technology has kept her busy and opened up new opportunities for her as well.

One of Judy's favorite leisure time activities is going to Las Vegas, which she has been doing for many years. She also enjoys reading - everything she



says - and going to the movies. One of the best movies she's seen recently was Lone Star.

Judy is also very artistic. She knits, crochets and loves arts and crafts activities. She used to paint quite a bit, mostly rustic scenes, and hopes to someday find the time to indulge in that pastime again. She is an expert at wallpapering and painting, although she draws the line at painting the outside of the house. All these activities give her a real sense of satisfaction when she can sit back and see what she's accomplished.

Judy has been married to husband, Ron, for 9 years and has two grown children, Kurt and Dina.

Congratulations to the ten winners chosen at random who correctly identified Judy - Hank Rice, Debbie Castillo, Julie Sheerin, Estelle Cervantes, Andi

Ferrari, Terry Newman, Anita Scavone, Kathy Jankalns, Richard Kaeller and Chris Cavaliere.

Next month's mystery employee followed in the family tradition when he joined Data Systems in the early 1980s right after graduating from college. He is an avid hockey fan and player. He also enjoys participating in a number of other sports. Do you know who he is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by March 4, 1997. 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. □

### United Way

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pressed and lonely. At camp, I witnessed a miracle and saw a child transformed," said one of his camp counselors. "Joey returned home smiling, happy and filled with tales of adventure. Life held hope for him once again."

This year's campaign runs from February 24 through March 7, 1997. Completed pledge cards should be submitted to your department canvasser by Friday, March 7, 1997. □

## The 1996 Technology Achievement Awards

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

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

A United States Patent Grant was awarded to David Johnson and William Smith for "Barometer" Neuron for a Neural Network. □



David D. Johnson



William F. Smith

## Milestones

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



**Caroline Lair**

35 years, Librarian, Administration.



**Carl Lemons, Jr.**

35 years, Member, Senior Technical Staff, Engineering.



**Charles Bastian**

25 years, Senior Engineering Specialist, Engineering.



**Eugene Montgomery**

20 years, Senior Scientist, Engineering.

35 years Robert MacLaren, Kenneth Halford.

25 years Ronald Harris.

15 years: John Schulz, Albert Dyen, Karen Kim, Stuart Mills, Jerry Puentes.

5 years. Pierre Decayette. □

## Promotions

Congratulations to the following.

**Engineering:** Morris Jones, Jr. to ILS Project Manager. □

## Sternbach

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standards and dedication serve to motivate others. His enthusiasm, knowledge, and professional attitude have won him acclaim in the customer arena, particularly at the field artillery center and school, Lockheed Martin and UDLP.

Doug's outstanding knowledge, even temperament, innovative ideas and team approach are also admired among both his contemporaries and Data Systems Division Management. His contributions have been superior, and are in keeping with the high standards of a Sam Sternbach Award winner. □

## 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 □

## Hirasuna

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sible, Jean's leadership and direction kept the team motivated and delivered software releases well ahead of when they were actually needed. Although extremely busy, she actively solicited suggestions and comments from everyone on the project. She held frequent "all hands" meetings to ensure direct communication and accessibility across the project. In addition to strong project leadership, Jean was directly involved in technical engineering decisions, process definition and group coordination activities.

Jean is enthusiastically recommended for the Leadership Award by those who have worked for her, as well as those who have worked with her. She is the first Litton employee ever awarded both the Sam Sternbach and the Richard Hirasuna Leadership Awards. □

## ETC Notes

Congratulations to Walter Bahrke, December's winner of a \$100 J.C Penney gift certificate. □

## Bargainmart

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

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

Deadline for the next issue: March 5, 1997.

### OTHER

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

**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. □

## Personals

Notes of thanks were received from:

Bob Fox with sincere thanks for the get well wishes and flowers received following his recent surgery

Leonor Clement for the thoughtfulness and concern expressed during her recent illness. □

## Standards

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sponsibilities to Data Systems. For this reason, Data Systems employees are not only prohibited from offering gratuities to customers, but also from accepting gratuities from vendors or potential vendors. This includes tickets to concerts or sporting events, evening entertainment (including dinner) and personal favors. Any gratuity offered to a Data Systems employee by a vendor or potential vendor should immediately be reported to his or her supervisor.

The following items are not considered to be "gifts" or "gratuities" - unsolicited advertising or promotional items that have little retail value, such as pens, calendars and cigarette lighters, discounts or concessions extended company-wide and available to all Division employees and promotional vendor training sessions when a vendor's products or systems are provided under contract to Data Systems and the training is to facilitate the utilization of those products or systems by Data Systems personnel.

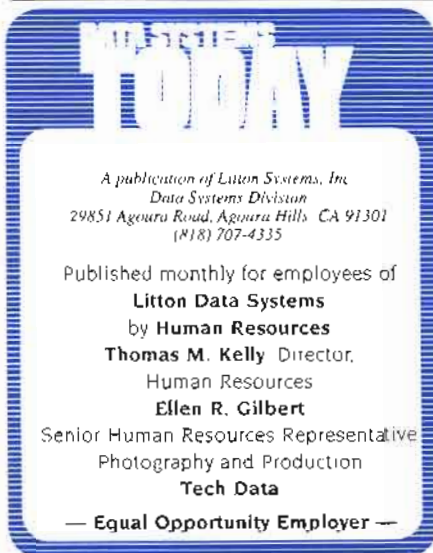
Other exceptions may include conference meals. Occasions will arise when, in the continuation of a valid business meeting, or the initiation of such a meeting, an employee may be the guest of a supplier, or prospective

supplier at the supplier's expense. For the mutual protection of the employee and the Division, the employee must provide his immediate supervisor with a written report describing the event.

When a Division employee invites a supplier's representative to visit Data Systems for the business convenience of the Division, it is appropriate for the Division employee to pay for any conference meal and report it on a "Conference/Entertainment Expense Report." The Division employee's supervisor should approve the conference prior to incurrence of the expense.

In those instances where it is difficult to determine whether or not an action constitutes a violation of this "Standard," attempt to apply the following rule: Would you, your customer or your supplier be embarrassed if the transaction was made public? If the answer is "Yes," the transaction should probably be avoided.

Division business must be conducted ethically so as not to impugn or jeopardize the Division's reputation. Compliance with this Standard is a condition of employment. Additional information regarding "Gratuities" can be found in DSP 1000, 1009-13, PPM 300-2, AND MSCOP 11.01 □



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