

DATA SYSTEMS TODAY

April 30, 1998

Data-To-Day

Warfighter's Digital Assistant

A New Core Product from DCS

Last month's *Data Systems Today* introduced Business Development's Deployable C2 Systems (DCS). This month, we'd like to tell you about their new product that will form the basis for DCS's core markets — **Reconnaissance, Surveillance and Target Acquisition; Force Protection; Maneuver Control; and Decision Support**, a future core market. This product is called **Warfighter's Digital Assistant** or WDA.

Conceptually, the WDA integrates the key functions of the core markets into a **single suite of software**. As the warfighter's computer/communicator, the WDA will store maps, images, plans and intelligence in preparation for and during execution of a wide variety of missions. It will integrate with the warfighter's communicator (which may

not be a radio) to exchange all types of information critical to coordinated control of operations. "And," says **David Johnson**, Business Development Director of DCS, "the new WDA software will operate on a wide variety of Windows-compatible computers, from the division's Handheld Terminal Unit, to commercial 'palm PCs,' special 'wearable' computers and just about everything small in between."

Lamont Hagans manages the DCS business area for Reconnaissance, Surveillance and Target Acquisition. He says the WDA, with its associated sensor subsystems, "enhances the warfighter's ability to collect, interpret and disseminate information to the command echelon or directly to the weapons platforms by providing precision target acquisition, automated targeting aids and coordinated fire

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DCS

THE NEW TEAM

WE'RE PLAYING TO WIN



TOTAL SYSTEMS SOLUTIONS FOR
FIELD DEPLOYABLE C2 SYSTEMS

RECONNAISSANCE, SURVEILLANCE, TARGETING,
MANEUVER CONTROL, FIRE SUPPORT

The DCS team forges its game plan to provide tactical, deployable, command and control system solutions for armed forces worldwide.

Brown Named Chief Executive Officer

The Board of Directors of Litton Industries, Inc. has elected Michael R. Brown, 57, to the post of chief executive officer effective immediately. Mr. Brown, who retains the title of president, succeeds John M. Leonis, 64, who remains as Litton's chairman of the Board. The election of Mr. Brown fulfills a previously announced management succession plan and recognizes Mr. Leonis' retirement later this year.

John Leonis has served as Litton's chairman and chief executive officer since 1995. He had been Litton's president, chief executive officer and a director since 1994. As chief executive officer, he led the company's diversification into information technology and



marine electronics, and completed acquisitions of companies with approximately \$2 billion in annual revenues.

Michael Brown joined Litton in 1968 as a marketing manager with its Amecom division. He was promoted to

division vice president for business development in 1971 and, 10 years later, was appointed vice president of business development for the company's Electronic Warfare Systems Group. In 1989, he was elected a corporate vice president and group executive for Electronic Warfare Systems. He assumed additional responsibility for Litton's Electronic Devices and Materials group in 1991, and was elected a corporate senior vice president in 1992. Brown was elected president and chief operating officer, and became a Board member in 1995.

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

Data Systems Mississippi Prepares for Future Through Co-op Education Program

Who says working isn't fun? As they prepare to board LHD 6 for a guided tour, co-operative education students Joshua Kilpatrick and Jennifer Bodin would be quick to say that it is!

Data Systems Mississippi is an active participant in the co-op program at Mississippi State University (MSU). Currently, two "teams" of students alternate semesters attending class and working at DSD. The team of Cassandra Smith and Brian Adams has been with DSD for two semesters, and Josh and Jennifer are completing their first semester with us.

Dwight Kibler, Manager of Software Engineering, coordinates the DSD co-op program. He and Richard Cannon,

an MSU graduate, visited the campus last fall to conduct interviews for the two positions, for which fourteen students applied.

So far, the students have worked in the Software Control Center and on the Information Systems Team. Each semester they are given a new, more challenging assignment. "This is a great program for Data Systems to participate in," Dwight said. "A degree program blending formal study with supervised employment better prepares students to enter the workforce, and the company also benefits by hiring trained employees upon their graduation."

Josh, a junior majoring in Computer Science, said that he interviewed with

seven companies and received offers from four of them. His decision was made easy, however, because he grew up on the Mississippi Gulf Coast and was glad to have the opportunity to "come home." Jennifer, also a junior, is majoring in Computer Engineering because she enjoys tinkering with hardware and because she won an award in high school for programming. Both indicated that working at DSD has been a wonderful opportunity not only to gain practical experience in their chosen field, but also to meet and work with the caliber of people who have chosen Litton Data Systems Mississippi as their employer. And besides, the field trips are GREAT! □

Data-To-Day

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request capabilities. The WDA product responds to the expanding market demand created by the USAF's 'Sure Strike' demonstration system in use in Bosnia."

Walt Hicks, the Force Protection manager, tells us that the WDA has the potential to truly integrate force protection functions for the warfighter. In this application area, the WDA "accepts and processes chemical and biological agent threat stimuli and responses and displays threat/response/position data for the force under protection, enabling rapid and unequivocal operator assessment for command decisions."

Hicks also manages Maneuver Control, which, he says, "provides a common operational picture at all elements, plus automated maneuver element planning and control, and rehearsal and mission execution coordination. The WDA has the growth potential to include this area's key functions by leveraging the company's investment with that of our Special Forces customer."

The WDA Software Development Begins in Moorpark

The internally funded, Windows NT-based, WDA software uses a commercial relational database designed with an expandable system architecture for

nearly unlimited future growth. The WDA makes extensive use of commercially available software components, which the DCS Engineering team is integrating and adapting for this specialized software suite. The initial development effort focuses on three WDA application core elements — mapping and graphics, user interface and tactical data communications.

The full-featured commercial-based mapping and graphics capability will provide a comprehensive "picture" of the battlefield to the warfighter. The objective intuitive user interface will enable the warfighter to get rapid access to critical information and controls. And the comprehensive tactical data communications will provide the warfighter with peer connectivity, tactical comm "reachback" to command posts and beyond, and access to weapon systems.

With an eye on the future, DCS's plans include the development of decision support functions that will help the warfighter assimilate essential battlefield information so that he can evaluate courses of action and make split-second decisions in fast-tempo battlefield operations.

Recent Addition to the DCS Team. Mike Reader has joined the team as the DCS Program Manager reporting to John De Vere, Vice President of Program Man-

agement. Reader says he's "pleased to be working closely with Business Development and Engineering on an integrated team whose goal is to design and deliver innovative total systems solutions, demonstrate exemplary contract performance and exceed the expectations of our military customers. This team wants to make a difference."

Three other DCS business areas — Combat Service Support, Systems and Software Engineering Support and Fire Support — will be the subjects of future articles □

Litton Newsbriefs

TASC Acquisition Completed

On April 1, 1998, Litton Industries, Inc. announced completion of its acquisition of TASC, Inc. from Primark Corporation for \$432 million in cash, subject to post-closing adjustments. TASC is a leading provider of information technology and services to the national intelligence sector, the Department of Defense and non-defense and commercial customers. Litton will operate TASC as a stand-alone unit within its Information Systems Group. TASC had revenues of approximately \$440 million for the year ended December 31, 1997 and employees about 2,700 people. R. Evans Hineman has been

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Two More Added to ICARE Honor Roll



(From right) Eric Romero and Jim Whitman with presenter Tom Kelly, Director of Human Resources.

Two individuals were recognized for outstanding achievements by their peers and the ICARE Council at March's awards ceremony. ◀

Jim Whitman was nominated by Fran Jansen for his initiative, ingenuity and many hours of effort in supporting the R/SAOC schedule by establishing a link between Agoura Hills and Ocean Springs two months ahead of expectation, enabling Ocean Springs' engineers to provide much needed OADS software support.

Eric Romero, nominated by Tom Murray, assumed the workload of two and completed five major milestones on the Crusader Technical and Tactical Fire Control (TTFC) software development program within schedule.

Since the program began in February 1994, 454 ICARE awards have been given. ◻

Retiring in Style: How the FSSP Can Help

When you think ahead to your retirement years, do you picture having lots of free time to spend as you like — enjoying the 'good' life, traveling, pursuing hobbies and interests you never had enough time for when you were working? Even if you can count on it being there when you need it, Social Security will replace just a small portion of your pre-retirement income. For example, a person earning \$35,000 a year who retires in 1998 at age 65 will receive an annual Social Security benefit of only \$13,000 or 37% of their pre-retirement salary.

Your retirement years can be 'golden' — if you take the time and effort to plan for them.

The Financial Security and Savings Program (FSSP) is an excellent vehicle through which to help secure your financial future and build a nest egg for your retirement. It offers tax deferred savings on your deposits and earnings until they are withdrawn and a 50% company-funded match on the first 4% of your contributions to the Savings Fund. Effective January 1, 1998, you may deposit from as little as 1% to a maximum of 20% of your salary into the FSSP through con-

venient payroll deductions (subject to the IRS limit, which is \$10,000 for 1998). **Outlook™**, a financial and retirement planning software tool available in Human Resources, can show you how saving in the FSSP impacts not only your current financial situation, but your future plans as well.

FSSP Offers New Investment Opportunities

Effective June 1, 1998, you'll have more investment opportunities available, with the addition of two new equity funds.

The **Value Fund** is a stock fund designed to provide long-term capital appreciation by investing in companies whose stocks appear undervalued. This fund will invest at least 65% of its assets in companies whose market capitalization is greater than \$300 million.

Standard & Poor's 500 Index Fund invests in stocks that replicate the S&P 500 Index, whose value is calculated according to the market value of top 500 companies across the following four major industry sectors: industrial, utility, financial and transportation. The S&P 500 Index Fund is "capitalization

weighted," meaning that stocks are represented according to their market capitalization (stock price times the number of shares outstanding) relative to the capitalization of the total index.

The **Fixed Income Fund** will be merged into the **Money Market Fund**. Any fixed income monies not transferred to another fund by June 1, 1998, will automatically be transferred to the Money Market Fund.

The **Equity Fund** will be renamed the **Growth Fund**.

There will be no changes to the **Bond Fund**. (See chart on page 5 for a history of FSSP fund performance.)

Beginning on May 1, 1998, you will be able to call the Litton Benefits Phone Line at 1-888-554-8866 to transfer your existing Savings Account monies to the new investment funds and/or to change your fund allocations for future deposits. Changes made before May 25 will become effective on June 1.

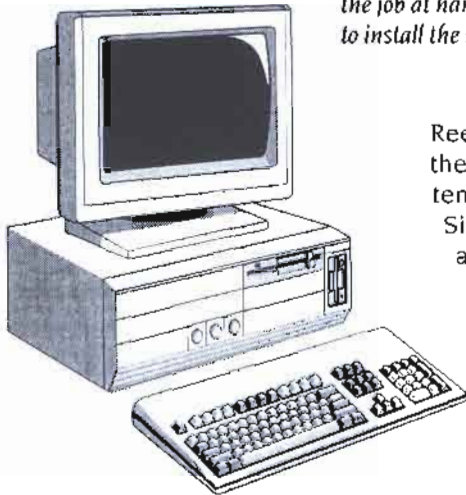
Remember, the Litton Benefits Phone Line is now your main source of information for the FSSP and Litton Retirement Plan (LRP). Through this toll-free number, you can reach Benefit

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Reengineering for ERP: it's about taking advantage of new system software

The Baan Enterprise Resources Planning (ERP) pilot program is well underway in Moorpark. ERP Process Leaders and Key Process Experts are hard at work designing the way Litton Data Systems is going to use the software.

The appeal of such an integrated system is clear. Every employee will have just the right information necessary for the job at hand. The ultimate goal of the Baan project is not to install the software, but to improve our business.



Reengineering for ERP means extracting and then standardizing into one integrated system the Division's core business processes. Simply put, it means looking at every link and piece in our operational and decision making chains and then reconstructing them to take advantage of the new system software.



ERP Program Director Tony

Garcia reports that the ERP Process Leaders and Key Process Experts are now designing the way the Division is going to use the Baan product. "If you have any questions, or would like to learn more about Baan, you are encouraged to contact the process leader for your area," says Tony.

And this is exactly what the ERP Core Project Team has been doing since the "Conference Room Pilot" program started in September of 1997.

Their initial task was to define and document the Division's current business processes, to identify the existing legacy systems now in use and to project what the future processes will look like. The core team is now working on populating the some 1378 tables that define how we will structure the Baan Aerospace and Defense system to carry out our processes.

The Division's goal is to use the existing Baan structure without doing expensive software modifications. That means that we will first change our processes to correspond with the way Baan is set up to do business rather than change Baan to our way of doing business. This requires rewriting of many of our processes and procedures. Recommendations for change are being made to the executive steering committee who will make a decision after review with the executive staff.

Once Baan is implemented, we will be doing many tasks slightly differently than we do today. Each employee will take part in a Baan training program which will include the new work flow for each process and new desk top

Our Process Leaders and Key Process Experts

- | | |
|---------------------------------|-------------------------------------|
| •Executive (Financial Planning) | Dee Davidson |
| •Program Management | Eddie Jensen/Peter Weerts |
| •Finance & Accounting | Dee Davidson |
| •New Business Acquisition | Mark Gentry |
| •Contract Management | Richard MacKenzie/Richard Pennacchi |
| •Engineering | Ray Ward/Phil Pinkham |
| •Product Support | Mike Werdal |
| •Inventory Management | Bet Hamilton |
| •Operations Management | Tonie Neuwirth |
| •Production Management | Tonie Neuwirth |
| •Procurement | Jim Loney |
| •Quality Assurance | Toni Neuwirth |
| •Human Resources | Andy Scott |
| •Support Services | Jim Smith |
| •Ocean Springs | Blair Sherwood |
| •San Diego | To be announced |

Heading up the project team is Tony Garcia. Roger Bowen, Manager, Information Systems; Barry Seid, Deputy Program Director/Chair, year 2K; Helen Martin, technical lead; and Jim Webb, HTG program support manager, round out the rest of the ERP team. The executive steering committee is made up of Duane Anderson, Vice President, Administration; Dick George, Vice President, Engineering, and Steve Johns, Vice President, Operations.

ERP Implementation

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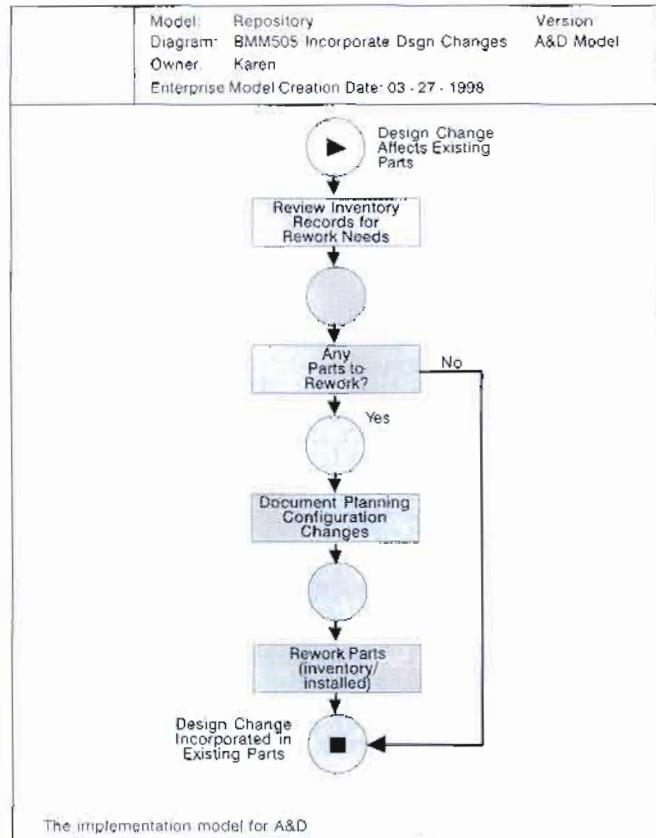
procedures

No ERP system is capable of automating all aspects of a business. And Baan is no exception. Alternate solutions for such areas as Human Resources/Payroll and Financial Planning are being looked at. Identifying and integrating these "bolt-ons" is part of the ERP project. It is also most likely that we will continue to utilize a few existing software systems and manual processes to augment the ERP system. Just how much will be defined once the

Conference Room Pilot program is completed

The current schedule calls for Baan implementation in Agoura Hills, Moorpark and Ocean Springs in October 1998 and in San Diego before the end of the calendar year.

If you have any questions, or would just like to learn more about Baan, you are encouraged to contact the process leader for your functional area. Discuss with him/her just how Baan will affect the way we do business.



When Baan is implemented, users will have on their desktops a unique set of Dynamic Enterprise Modeling (DEM) models. These will represent their job responsibilities on the new system.

At the left is an example of what a Dynamic Enterprise Model (DEM) might look like. This particular model contains the step-by-step process for incorporating a design change into existing parts. Additional tables needed to complete the process can be accessed by clicking on the shaded blocks.

Rec Club Corner

Litton-Up Exercise Club Comes to Agoura

Coming May 4 to the Agoura cafeteria - low impact aerobics classes! Classes will be held on Monday and Thursday evenings from 5:00 to 6:00 P.M. (this may change to Tuesday and Thursday after Agoura attendees are polled for preferences). Classes consist of a stretching warm-up, 30 minutes of aerobic exercise, a cool down period and an abdominal workout. Your intensity level is up to you. Feel better, look better and have fun doing it! To participate, all you need are comfortable workout clothes and sneakers.



Classes will continue in the Moorpark cafeteria on Monday and Thursday from 5:00 to 6:00 P.M.

If you have any questions, you may contact club president Linda Manuel at extension 4683 in Agoura, Agoura aerobics instructor Ida Husk at extension 5640 or Moorpark aerobics instructor Yolanda Puckett at extension 5680, or send them an e-mail message.

□

FSSP

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Service Representatives at the Litton Service Center who can answer your questions regarding the plans and your benefits, or use the automated voice response system to obtain your PIN (Personal Identification Number), account and vesting information, transfer money between funds, change future deposit investments and change or suspend your deposit rates. You can also request applications for rollovers into the FSSP, loans or hardship withdrawals, FSSP or LRP distributions, retirement, changes in beneficiaries and pension benefit estimates.

Enrollment forms are available in Human Resources for new participants. If you are not currently participating, the best time to start is today!

FSSP Investment Fund Performance History through 12/31/97

Fund	Year-to-Date	Last 5 Years	Inception-to-Date
	%	%	%
Retirement	14.22	10.96	11.53
Bond	9.22	7.53	9.49
Equity	32.79	20.00	18.71
Money Market	5.50	4.89	6.57
Fixed Income	6.09	5.97	7.34

In looking at fund performance, it is important to remember that past performance is not indicative of future performance.

In The Spotlight

It was a bit of a roller coaster ride at the beginning of her Data Systems' career for last month's mystery employee, Pam Pinkham. She originally began working in the early 1980s as a secretary in Subcontracts, was laid off, was hired back into Engineering, then was laid off again. Luckily for her, not long afterward, Pam was able to secure a position in Program Management when another secretary retired. When Pam's boss, Lou Kelly, moved into Business Development, she followed - and when he moved back to Program Management, she moved back as well. They worked together for almost 10 years, before she was promoted to her current position of Executive Secretary I in August 1996.

Pam now supports Vice President of Business Development Frank Tullis and Director of Human Resources Tom Kelly. Pam says one of her most important job functions requires her to be flexible and use her people skills. "Schedules change constantly and many times, I have to call people and tell them that their meeting with Frank or Tom has to be rescheduled. I try my best to rearrange things as smoothly as possible for everyone concerned and make sure people don't get upset." Maintaining confidentiality is also a must for Pam who is responsible for putting together a number of weekly corporate and division reports. Pam says she is not prejudiced, but she believes she works for the two best bosses in the executive area. "Frank and Tom are very understanding, easy to work for and they both have great senses of humor, an absolute must for a good working relationship." Pam also has high praise for her co-workers, Bev Woodward and Carol Kindlimann. "We work very well together as a team. I know I can always count on their support when I'm in a crisis mode."



Pam, a native Californian, was born in Glendale and attended North Hollywood High School and Los Angeles City College, where she majored in general education and dental assistant training. After working as a dental assistant for several years, she decided to change career paths and applied to Data Systems at the suggestion of then husband-to-be and Data Systems employee, Phil.

Pam met Phil when she joined a square dancing group in the late 1970s. They still square dance about once a month, and have recently added

clog dancing every week with the Conejo Valley Cloggers to their repertoire. They also attend 'round dances' each week, which is ballroom dancing with a twist - couples must follow the specific steps which are assigned to each piece of music.

Pam and Phil enjoy traveling, especially up and down the California coast. They attend the Laguna Pageant of the Masters every year, where actors recreate living images of famous works of art. They like to try their luck at horse racing several times a year. Pam also has an adventurous side. She's enjoyed parasailing in Catalina and hot air ballooning in Santa Ynez. This year, Pam and Phil have a very special vacation planned in celebration of their 15th wedding anniversary in September - a cruise that will take them from New York up through the New England states to Nova Scotia.

Other leisure time activities include going to the movies and listening to classical music. One of Pam's favorite hobbies is cooking, especially trying out new recipes. When asked to name her most delicious creation, she said her French onion soup is the greatest!

Pam and Phil have lived in their West Hills home for 13 years, where they put in a vegetable garden every spring.

"I do all the hard work. I plan the garden and then all Phil has to do is plant it and maintain it!"

Congratulations to Linda Reed, Pat Scarborough, Mary Casillas, Bev Woodward, Kathy France, Julie Sheerin and Carol Kindlimann for correctly identifying Pam as last month's mystery employee.

Next month's mystery employee originally came to work for Data Systems 14 years ago, following in the footsteps of her mother and sister. Since returning about two years ago, she has learned to master an entirely new "hands on" job. She says she lives for the weekends when she can spend time doing her favorite things, including dancing and spending time with friends and family. Do you know who she is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by May 6, 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. □

Memorial Day Observed

Employees will enjoy a three day weekend as Data Systems observes Memorial Day on Monday, May 25.

Also called Decoration Day, after the tradition of decorating the graves of servicemen with flowers, it is regarded as the unofficial kick-off to the summer season. □

On Board

Data Systems welcomes the following new employees.

DSD San Diego: Cameron Camp.
Engineering: Ronald Bauman □

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.



Robert Fox

35 years, Director, Engineering Laboratory, Engineering



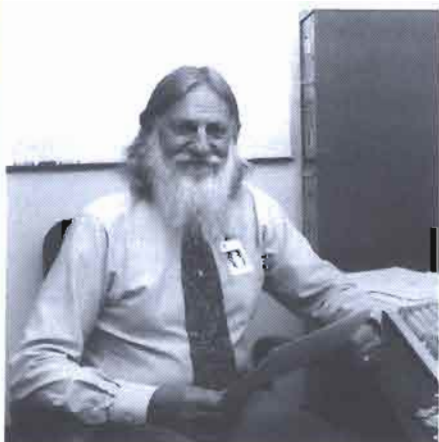
Peter James

35 years, Program Operations Specialist, DSD San Diego



John Mierzwa

35 years, Senior Engineering Specialist, DSD San Diego



Frank Collins

30 years, Scientist, Engineering



Francis Jansen

30 years, Senior Engineering Project Leader, Engineering



Laura Elser

20 years, Senior Human Resources Assistant, Human Resources



Raymond Laramee

20 years, Programs Finance Administrator, Administration

25 years: Larry Rutherford, Richard Williams.

20 years: Gerald Kopsick.

15 years: Sue Addona, Daryl Grable, Patrick Murphy, Daniel Ortoski, Gonzalo Serrato.

10 years: John Bevers, Sr., Donald Blowers, Mark Chang, Lyle Hatten, Ray Klingler, Narges McCarty, Joe Tung.

5 years: Dennis Butler, William Coltman, Phil Dimonte, Angel Luna, Gary Mancuso, Gregory Newman, Richard Pugh, Garry Rinaldi, John Ritz, Marc Scott, Bob Stermon, Helene Teris.

□

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 □

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 6.

FOR SALE

'94 MAZDA B2300 Flatbed/Liner From estate sale 50,000 miles/5 speed/AM/FM cassette \$9,300 OBO. (818) 363-6013

OAK SET W/LEAF, 6 chairs, Oak China Cabinet - \$600.00 all, 2 tier glass chandelier - \$100.00 Kenmore White Heavy Duty Electric Dryer - \$175.00 (818) 707-6108

Promotions

Congratulations go to the following

Engineering: Jack Alanen to Senior Scientist Dale Frederick to Senior Scientist Eva Leyva to Microfilm Technician, Senior.

Operations: Michelle Flores to Secretary Executive II.

Program Management: William Joseph to Director, Program Office. □

SONY 13" COLOR TV, Excellent Condition \$75.00 (818) 998-0495.

OTHER

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Newsbriefs

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appointed president of TASC Hineman most recently served as executive vice president and director of TASC's Systems Division. Prior to joining TASC, he served the U.S. Government in various capacities with the Central Intelligence Agency until retiring in September 1989 having attained the position of deputy director for science and technology.

St. Pé Receives Nimitz Award
Gerald St. Pé, senior vice president of

Personals

Notes of gratitude were received from: Barbara Russenberger to Data Systems and the R/SAOC Program for the flowers, cards and notes she received upon the passing of her husband, Dave


The family of Pauline Garber for the beautiful flowers and card sent upon Pauline's passing.

Pete Weerts for the flowers and cards he received during his recent hospitalization

Jim and Renate Beall with sincere appreciation for the flowers, cards, prayers and expressions of sympathy received upon the death of Renate's mother

The 1997 Bill Wagner CMI Award winners to the Management Club for all the work that went into a very special Annual Awards Banquet. □

Litton and president of Ingalls Shipbuilding division, is the recipient of the Navy League of the United States' 1998 Fleet Admiral Chester W Nimitz Award. The award was presented at the Navy League's Sea-Air-Space Banquet held in Washington, D.C. on April 1. The Nimitz Award honors industry leaders who have made major contributions to the maritime strength of the United States. □



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