

# DATA SYSTEMS TODAY

April 30, 1999

## Christopher Bernhardt Named to Head Data Systems Division

In late March, Litton Information Systems Group Senior Vice President and Group Executive Alden V. Munson, Jr. announced the appointment of Christopher C. Bernhardt to the position of president of Data Systems Division effective April 3, 1999. Mr. Bernhardt succeeds Allen E. Powers, who will now serve as vice president, business development for ISG at Litton's Corporate office.

Mr. Bernhardt joins Data Systems from Litton Guidance and Control Systems Division where he served as senior vice president, business operations and business development, responsible for the Division's inertial systems, ASW systems, integrated systems, displays and controls, IFF/RF systems and traditional products business areas, as well as the business development and program management centers of excellence. He joined Guidance and Control Systems on June 15, 1995 as senior vice president of the newly combined business development, advanced product development and electronic systems operations. Mr. Bernhardt led the Division's change to an integrated product delivery process-based environment. He has broad experience in executive management, business development, marketing, operations,



Christopher C. Bernhardt

strategic planning, advanced systems, corporate development, program management and engineering.

Mr. Bernhardt joined Litton from Allied Signal Aerospace's Guidance and Control Systems Division based in Teterboro, New Jersey, where he was division vice president and general manager since 1993. Prior to joining Allied Signal, Mr. Bernhardt was vice president of program operations and

business development and advanced systems for Smiths Industries' Aerospace and Defense Systems Division. From 1985 to 1989, he was group director, business development and advanced systems for General Electric's Aerospace Group headquartered in Valley Forge, Pennsylvania. From 1983 to 1985, he was group manager, business development for Sperry Corporation's aerospace and defense businesses, and, from 1978 to 1983, he held a variety of systems engineering and program management positions with Sperry Defense Systems.

He holds a BS in Electrical Engineering from Duke University and an MBA in Finance and Marketing from Hofstra University.

### What Lies Ahead?

Mr. Bernhardt took a few moments during his first hectic days on the job to discuss his future plans.

"DSD's executive staff will be working to assess the Division's vision, market growth strategies, core competencies, employee and customer attitudes, resource allocation process and strategies, productivity plans, financial issues and organization and COE process disciplines over the coming months. This

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## Allen Powers Joins ISG Team

Former Data Systems' President Allen E. Powers has assumed his new position as vice president, business development for the Information Systems Group.

In this role, Mr. Powers will be responsible for oversight of large business development initiatives, technology oversight and strategic planning. In addition, he will serve as corporate general manager for the C4 Virtual

Corporation announced on March 1, 1999 by the CEO's office.

Mr. Powers began his career at Data Systems in 1966 as a design engineer. He held positions of increasing responsibility, including business development manager, director of the product development laboratory and vice president of engineering before rising to the office of president in 1986. During his tenure, the Division

experienced the successful development of the TYQ-23 program, providing third generation portable command and control elements for the Air Force and Marine Corps, as well as the transition to systems and software programs such as THAAD and RSAOC. He sponsored the first corporate software conferences and, under his leadership, DSD became the first Litton division to achieve SEI level 3 status. □

## CSTS Efforts Garner Praise for Ocean Springs Personnel



**Singled out for special recognition were from left (front row)**

Larry Isaak, Dennis Fink, Dave Palmer, Cynthia Abney, Dick Lex, Joe Baji and (back row) Mike Concannon, Gary Capehart, Jerry Storey, Johnny Walker and Kurt Hall.

Everyone likes to be recognized for a *job well done* every now and then, and when the recognition comes from our customer, it is definitely an occasion for celebration. In a glowing letter of appreciation addressed to all employees of Litton Data Systems Mississippi, Mike Bowersox, Naval Technical Direction Agent and In-Service Engineering Agent, recently took the time to express his thanks for the successful development and life cycle support of the Combat Simulation Test System (CSTS) AN/SSQ-91

CSTS is a Data Systems-developed, sophisticated multi-unit distributed processing test and training system that uses a ship's own equipment to train both individual operators and combat system crews in entirely realistic sessions. The training supervisor controls the execution of a preconfigured scenario of up to 8 days, incorporating as many as 4,096 tracks at any one time that represent air, surface and sub-surface vehicles, each with their own complement of weapons, and distributed within a 4,096 by 4,096 square nautical mile game space. The system is currently operational on LHDs 1 through 6 and is being installed (with enhancements) on LHD 7.

In his letter, Mr. Bowersox specifically named several employees, in-

cluding Dick Lex for ramrodding the entire project and looking after the best interests of both Litton and the Navy; Mike Concannon, the "prime source for radar stimulator details;" Mike Ebl for his talent in the fiber optic/proteon world; Larry Isaak for his "considerable programming talent;" Bill Hill for providing the baseline provisioning approach and materials definition; Cynthia Abney for providing the provisioning technical documentation; the Test Organization for their extraordinary technical support and companionship during Builder's and Acceptance Trials; Joe Baji, "in a class by himself when it comes to system operation and software testing;" Jerry Storey for supplying parts on short notice and for "heading up many fine repair efforts;" and Gary Capehart and Dennis Fink for the highest caliber of onsite technical assistance and installation support.

In addressing the need for a quality shipboard training capability, Mr. Bowersox acknowledged that "from day one, CSTS has given the Navy an impressive training capability, and it has only improved over the years. I have been associated with many fine people ever since the WASP system was being developed, and I am convinced most of them live in Mississippi." □

## Board Elects Brown Chairman, Halamandaris CEO

The Litton Board of Directors has elected Michael R. Brown to succeed John M. Leonis as chairman. Mr. Leonis, who retired on March 31, 1999, will remain a member of the board.



Michael R. Brown

Mr. Brown joined Litton in 1968 as marketing manager for the Amecom division. He was elected president, chief operating officer and a member of the board in 1995. He became chief executive officer in March 1998.



John M. Leonis

Of his predecessor he said, "Over a period of more than 39 years, John Leonis served this corporation in every key management position available and he served with distinction.

During his tenure as chairman, John was instrumental in guiding and shaping Litton to be a leader in its worldwide technology markets. It is because of his insights and efforts that Litton is positioned to be successful in the coming millennium. On behalf of the Board of Directors and all Litton employees, I would like to thank John for his accomplishments and leadership."

In other action, the board elected Harry Halamandaris executive vice president and chief operating officer. In this capacity, he will provide overall direction to the day-to-day



Harry Halamandaris

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## Memorial Day Weekend Approaches

Data Systems will observe Memorial Day on May 31, 1999, giving employees a three-day weekend.

Whether you celebrate the holiday at home or away, make it a safe and enjoyable one. □

## Three Teams Receive ICARE Honors in March

Team honors were the theme of the day during the ICARE Awards Ceremony in Agoura Hills on Wednesday, March 31, 1999. Vice President of Engineering Bill Allison congratulated the seventeen winners on their excellent contributions and acknowledged the nominators for taking the time and effort to recognize their fellow employees.

The team of Leo Hoffman, Karen Owens and Dennis Creed was nominated by Jim Gurr for providing an expedient and accurate audit of the C2M project and providing numerous recommendations to avoid problems on other projects. As a result of their improvements to the audit process, a lessons learned document was published for future audit teams to utilize.

The team of Jim Geissman, Connie Kormanik, Steve Shimasaki, Clifford Thomson and Chas Wilson was nominated by Chris Harris for their successful delivery of LTACFIRE software to Fire Support Software Engineering (FSSE) at Fort Sill. They accomplished their task within the original schedule in spite of a major new customer requirement for added communications capability, and made it possible for the customer to proceed with a scheduled exercise.

The Engineering System Test team of Soheil Artin, John Barron, Pat Conway, Gary Duffy, Jerry Elliott, Candace Fowler, James Frank, Darlene Page and Steve Oster was nominated by Dennis Creed for their successful preparation of the



**The efforts of (from left) Jim Geissman, Steve Shimasaki, Chas**

Brown, Leo Hoffman, Karen Owens and Dennis Creed were recognized by Vice President of Engineering Bill Allison.



**(From left) The Engineering System Test team of Darlene Page,**

Jerry Elliott, Jim Frank, Gary Duffy, Soheil Artin, John Barron, Candace Fowler and Steve Oster with presenter Bill Allison.

C2M system in time for the in-plant system acceptance tests conducted for the Italian Air Force personnel. Their efforts resulted in a significant progress payment to the Division and the timely shipment of one of the shelters to Italy in time for in-country testing this month.

The presentation of these awards brings the total number of ICARE honors to 529. □

## Duane Clark First 'Employee of the Month'



### His contributions to the BM/C3I System

Integration and Test Environment IPT, earned Duane Clark (second from left) the first Employee of the Month award at the Huntsville facility. Pictured with Duane are (from left) LtCol Mark Vaughn, BM/C3I Product Manager, Raytheon's Employee of the Month Becky Jackson and Charles Durrin, Lockheed.

Duane Clark, Member – Senior Technical Staff at the THAAD BM/C3I Segment IPT in Huntsville, Alabama, recently became Data Systems' first recipient of the Employee of the Month award. This award was created to recognize contributions from all contractor employees working in the BM/C3I Segment at the Huntsville facility. Duane shared the honor of the first selection with a Raytheon employee when they both received the same number of votes.

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**President**

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assessment will enable an objective determination of where, how and why DSD must change in order to profitably grow in the future while providing a positive and innovative work environment for our employees." Mr. Bernhardt has already established a set of Leadership Principles which was provided to each vice president and will serve to focus everyone's behavior within DSD. Below is a summary of what he is looking for in our existing and future leadership.

**Customers**

Our first priority is to satisfy customers (both internal and external).

- Identify customers, understand and meet their stated needs.
- Promote and maintain strong customer relationships.
- Focus work processes on customer satisfaction

**Integrity**

We are committed to the highest level of ethical conduct wherever we operate. We obey all laws, produce safe products, protect the environment, practice equal opportunity employment and are socially responsible.

- Demonstrate ethical behavior in all business transactions.
- Consistently achieve high personal standards of performance.
- Encourage the contributions of people with diverse backgrounds.

**People**

We help our fellow employees improve their skills, encourage them to take risks, treat them fairly and recognize their accomplishments, stimulating them to approach their jobs with passion and commitment.

- Communicate effectively at all levels.
- Actively participate in performance focused training and development.
- Provide feedback, reinforcement, motivation and recognition.

**Teamwork**

We build trust and worldwide teamwork with open, candid communications up and down and across our organization. We share technologies

and best practices, and team with our suppliers, customers and Litton divisions where appropriate.

- Demonstrate trust and teamwork (internal and external).
- Reinforce and recognize teamwork.
- Initiate and support meaningful team projects.

**Speed**

We focus on speed for competitive advantage. We simplify processes and reduce cycle times.

- Demonstrate a sense of urgency to achieve prioritized goals.
- Eliminate waste and unnecessary work.
- Reduce cycle time and bureaucracy.

**Innovation**

We accept change as the rule, not the exception, and drive it by encouraging creativity and striving for technical and market leadership.

- Establish and lead processes for continuous improvement in everything we do.
- Promote creativity and informed risk taking.
- Strive for technical and market leadership.

**Performance**

We encourage high expectations, set ambitious goals and meet our customer, employee and financial commitments. We strive to be the best in the world.

- Set ambitious goals and measures focused on the right things.
- Reinforce and recognize achievement.
- Achieve desired results.

In closing, Mr. Bernhardt stated, "I look forward to working with everyone as a member of the DSD team and in creating a division that is 'world class' in everything it does." □

**In the Spotlight**



Last month's mystery employee was Peggy Doonan, Programs Finance Analyst, Senior.

Peggy began her Litton career at Data Command Systems in 1984 after working there for a short time as an agency temp. She really liked working at Litton and was thrilled when a regular position for a senior department clerk opened up in Finance. It was an especially good opportunity for her because her children were still quite young and the position allowed her the flexibility to work part-time. Over the years, she received several promotions and was working as a financial analyst in the Financial Planning area when she was hired



by Data Systems in June 1993. Peggy says those last few years at Data Command were difficult due to the downsizing that was occurring. When the position at Data Systems became available, she was one of only six Data Command employees still left.

In her current capacity, Peggy performs programs finance functions for the THAAD program. Her duties afford her excellent visibility into how the program is performing and she very much enjoys the frequent interaction she has with the THAAD program office and the engineering software managers. She is especially proud of her work on the cost performance report for which she is responsible that tracks the program's cost and schedule performance for the customer, Lockheed. She is also called upon to provide input for the Division's semi-annual financial plan and perform day-to-day programs finance functions such as JV's and cost system maintenance. One of her more challenging assignments has been the monthly

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## San Diego IETM Team Sets the Standard for Excellence



### The Interactive Electronic Technical Manual team won rave

reviews from the customer on their PLS IETM effort. IETMs are expected to revolutionize military logistics.

The DSD-San Diego Interactive Electronic Technical Manual (IETM) team was recently praised for their fantastic work in support of the Palletized Loading System (PLS) IETM effort.

The PLS is an ammunition transport vehicle built by Oshkosh, utilizing complex hydraulics to minimize manual labor in the loading and unloading process. The Interactive Electronic Test Manual (IETM) is an advanced electronic diagnostic tool created by the Electronic Maintenance System (EMS) authoring application for vehicles such as the PLS. IETM's are used for trouble shooting, offering maintenance instructions, and tracking repairs. This new technology will automate and help manage many facets of Army maintenance.

Gary Spry, IETM Project Leader, USATACOM, wrote, "It pleases me very much to cite the following people for their consistent and unprecedented degree of product quality, customer satisfaction and technical, professional and personal support - Bob Boyd, Lynne Smith, Jaime Olivas, Dave Buck, Clayton Arends, Bob Agnew, Ozzie Osborn, Bob Stermon, Dave Long, Lee Malin, Herman Olivas, Ed Reyman, Dan Elmore, Romeo Remigio, Frances Everett, Karen Widholm and Dillard Smith."

Unrivaled over an eight-year period in the military, the Class 5 IETM technology has been made possible because of the efforts from this group of people.

The project depends on the vision and leadership of Bob Boyd combined with the brilliance of Bob Agnew and the software engineering and programming excellence of Ozzie Osborn, Bob Stermon, Clayton Arends, and Dan Elmore. And, the technical expertise of Jaime Olivas in Army maintenance and logistics has set this product on the brink of revolutionizing the way the maintenance and logistics support are provided.

"These dedicated and highly spirited individuals have instilled in me a deep and sincere appreciation for what a very small and exceptionally talented group of people can do when they are positively motivated and focused on product quality and customer satisfaction," said Spry in the letter.

The IETMs will not only revolutionize military logistics but will also force a complete cultural change within the military ranks. This cultural change has made it difficult to cultivate and maintain support for this project. Due to the lobbying efforts of Dillard Smith, support for this project has been maintained and the pressure that accompanies this cultural change has been reduced.

Success of the PLS IETM efforts are also attributed to the management and coordination skills of Lynne Smith.

Spry went on to say that, "While we have yet to complete the cultural change that I spoke of, you should know that there is no better team suited to meet the inherent challenge or stand a better chance of succeeding." □

## Annual United Way Campaign Set for May

Every year, Litton Data Systems' employees provide vital support to local non-profits through United Way. In turn, these funded agencies are woven together to provide a blanket of health and human service programs that care for people in the communities where we live and work.

You may recognize some of the big name funded charities like the American Red Cross, The American Cancer Society, The YMCA, The Boys and Girls Clubs' and the Boys Scouts and Girls Scouts. Did you know that your United Way gift also supports many smaller charities like the Conejo Valley Senior Concerns, Livingston VNA, Interface and the Simi Free Clinic?

Together, these funded charities are on the front line working together to deal with the issues that challenge all of our communities. During Data Systems' 1999 campaign, scheduled for May 17 through May 28, a representative from your department will be distributing important information on how to access services in your community. Here is just one example of the impact your gifts had in 1998:

Sara joined the Boys and Girls Club in her community at the age of twelve. Her mom worked full-time and had expressed concern about some of the friends she was hanging out with after school. Convinced that Sara was headed for trouble, she contacted the local Boys and Girls Club and enrolled Sara in some of the Club's after school programs.

Sara became involved with the Club's leadership groups, and served as a secretary, treasurer, vice-president, and president. She worked well with others on projects and was recognized for her determination as a peer leader. She eventually became a youth advisor under the Club's Smart Moves Program, and assisted in conducting various classes which addressed the issues of drugs/alcohol prevention, teen pregnancy and gang involvement.

Sara has since received a full scholarship to attend Clark University in Atlanta, Georgia, spurred on by the

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**Spotlight**

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Dollar Day presentations she makes to her management. Although she still describes herself as somewhat shy, she believes that her increasing mastery of this task has helped her to grow considerably

Peggy was born and raised in the San Fernando Valley. She majored in math at Granada Hills High School and graduated with honors from San Diego State University with a bachelor's degree in Social Science. She intended to pursue a career as an elementary school teacher, but that all changed when she met her future husband, Tom, while back home during the summer before her senior year. Peggy returned to San Diego to finish her studies and she and Tom were married shortly thereafter. Opting not to return to San Diego for the required year of student teaching, Peggy worked instead as a pre-school teacher and at a bank before she and Tom started their family, which now includes son, Mike, 24, and daughter, Jenny, 22.

Peggy says her family has always been her primary focus. Following the birth of her children, she elected to remain at home for ten years, where she kept busy supporting their activities by being a school volunteer, Brownie leader and team mom for baseball. It's very obvious that Peggy is extremely proud of both of her children, and with good reason. Mike graduated from Cal Poly San Luis Obispo and has a successful career with Charles Schwab in San Francisco and Jenny is a senior at UCSB majoring in Psychology with an emphasis in Human Resources.

With both children 'out of the nest,' she and Tom are now enjoying spending more time together. Tom recently traded many years of working in the retail management field and the long hours it required for a new career in real estate. Peggy helps out by creating flyers and gift baskets for his clients. They also enjoy cooking dinner together and taking walks in their Newbury Park neighborhood.

Peggy, who is a member of the Litton Art Guild, enjoys working on crafts and sketching and painting. Another favorite leisure time activity is listening to many different types of music.

Peggy says that while she and Tom are especially proud to have successfully seen both children through college, it did put a bit of a crimp in vacation plans. They did manage to take a spectacular trip to Maui for their twenty-fifth anniversary where they watched the sun rise over the Haleakala volcano and then rode bikes down to the beach - a 10,000-foot, 38-mile trek. That was no mean feat for someone afraid of heights like Peggy! Traveling more is definitely a goal for the future, especially a trip to Tom's ancestral home, Ireland.

Peggy says that one of the most exciting things that ever happened to her family was the time they were invited by a friend of Tom's in the Secret Service to go to President Reagan's ranch to watch him arrive. He got off the plane, came over to them and shook their hands. The autographed pictures they received from the President as a memento of that occasion are among her most prized possessions.

When Peggy began working at Litton fourteen years ago, she hoped to be here for a long time. She says that Programs Finance is a great organization in which to work because her peers and management alike create a friendly and supportive atmosphere. When asked how she thought her co-workers would describe her, Peggy said she hoped they would say she is a hard worker who always tries to do her best.

Congratulations to Debbie Castillo, Estelle Cervantes-Loy, Linda Friedman, Mark Harrison, Sandy Martinez, John Murillo, Sherrie Retzinger, Joanne Stone, Kris Thornton and Dave Widing for correctly identifying Peggy as our mystery employee.

Our next mystery employee worked at Data Systems as a subcontractor before becoming a regular employee in the mid 1980's. He belongs to a number of ERA clubs, serving as vice president for one of them. He drives a large vehicle, always drinks Dr Pepper and has been known to dance at the company picnics, with or without music. Do you know who he is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-22 by May 5, 1999. 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, Mann or United Artist theater. All current Data Systems' employees are eligible to participate.

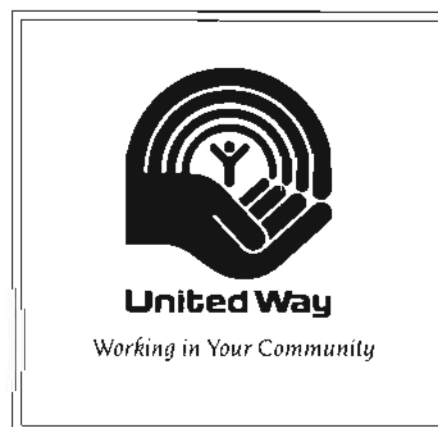
□

**Board**

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operations of Litton. He will also have continuing responsibility for strategic planning

Mr. Halamandaris has been a corporate senior vice president and group executive for electronic warfare and strategic business development. He joined Litton in 1995 from Kaiser Aerospace & Electronics where he was a corporate vice president and group executive □



**United Way**

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motivation and support she received at the Boys and Girls Club. She is grateful for her years at the Club, because helping others gave her a new attitude toward life and living.

On behalf of people like Sara and the nearly four million people who benefit from the network of United Way funded charities, thank you in advance for your support of this year's campaign.

□

## 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.



**Lou Kelly**

30 years, Vice President and General Manager, DSD San Diego.

35 years. Amen Shaheen

30 years Michael Marcus.

25 years: Thomas Kelly.

20 years: Freda Meagher

15 years: Mark Jacobs, Barbara Morgan, Neil Obright, Lucy Sermak

10 years: Vincent Aye, Dennis Smith.

5 years. Roger Bowen, Patricia Dousette, Paul Fisher, Gary Guttman, Dan Monaco, Charles Tansley, Steven Shamlian, Gary Ziesche □



**Wayne Payne**

30 years, Manager, Accounting Section, Administration.



**Kay Gustafson**

20 years, Financial Administrator, Administration.

## ETC Notes

### Gift Certificate Drawings

Ed Agner was the lucky winner of the \$100.00 J.C. Penney gift certificate in February's drawing.

### Survey

Thanks to everyone who participated in the Division's annual transportation survey. Results will be published next month

### Smart Commuting

Minimize resistance. Follow suggested vehicle instructions to check tire pressure, air filter and fluid levels. Get regular tune-ups and make sure your spark plugs are clean and your car is aligned. □

## On Board

Data Systems welcomes the following new employees.

Administration: Grace Wu.

DSD San Diego: Joseph Adams, Jr., Buddy Walker. □

## Gone Fishin'

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

Gail Johnson

Arvin Nielson

Quwatha Valentine □

## Promotions

Congratulations go to the following employees.

**Engineering:** Mary Cajillas to Tech Data Production Coordinator. Dennis Creed to Engineering Specialist. Jan Dianno to Senior Data Management Specialist. Susan Dixon to Director, Engineering Laboratory. Ronald Harris to Senior Scientist. Linda Manuel to Data Management Specialist.

**DSD San Diego:** Lance Cox to Senior Shipping Clerk. Norm Iverson to Director, Business Development. □

# Save Big Money!

On Your Southern California Vacation!



See Chris Cavaliere @ X4323

for your FREE Wild Vacations Value Book!

## 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 5.

### OTHER

4.9-7 9¢/MIN LONG DISTANCE, 24hrs/7days/week. Also, One Number/Follow-me, 9-way conferencing. See [www.i-link.net](http://www.i-link.net). Call (818) 345-6918. □

## Employee of the Month

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The Lockheed Martin Missiles and Space (LMMS) customer nominated Duane for this award for his contributions to the BM/C3I System Integration and Test Environment (BSITE) IPT. Duane helped outline the requirements for the peer review process by single-handedly digging through the plan documentation, pointing out discrepancies and leading discussions within the IPT on how they should improve their process. He helped mentor a number of team members in preparation for the peer review process and subsequently served as the lead reviewer for the entire BSITE team, helping to ensure consistency, traceability and adequacy of documentation. Duane also led the initial conversations on the requirements of the Architectural Design phase to ensure the BSITE IPT pro-

cesses reflected what was in the THAAD SDP. Based on Duane's legacy experience from Dem/Val in Agoura Hills, he provided needed support to the BSITE IPT leadership in meetings and discussions about the SDP (Software Development Plan), especially with the Subcontract Administrator (SCA) and members of System Software Engineering (SSE) and invaluable technical assistance with their planning for the Software System Specification (SSS) Review to be held this June.

Duane is a recent addition to Data Systems' team in Huntsville, having transferred from Agoura Hills in November 1998. There are now a total of twenty-two personnel working on the THAAD Program at the Lockheed Martin Missiles and Space facility in Huntsville. □

## ERA Seeks Candidates

Your Employees Recreation Association (ERA) is seeking nominations for the offices of president, vice president, secretary and treasurer. These individuals are responsible for allocating and administering club budgets and answering questions about the day-to-day operation of the clubs under the bylaws of the Association.

The term of office runs from August 1, 1999 to July 31, 2000. Ballots will be mailed in late June to all employees in

Agoura Hills and Moorpark.

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

Jim Silva, President  
Jean Lierman, Vice President  
Katherine Baca, Secretary  
Estelle Cervantes-Loy, Treasurer

Nominations may be submitted to any of the current officers or Ellen Gilbert in Human Resources. Deadline for submission is June 4, 1999. □

## Personals

Notes of thanks were received from:

Nan Barnes for the cards, plants and kind words on the death of her stepfather.

Carol Boyd for the lovely floral arrangement sent in memory of her father, Elmer Arvay.

Arnile Decayette to all her friends at Litton for the beautiful flowers, lovely party and all the support given to her during a difficult period in her life. □

## DATA SYSTEMS TODAY

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