

Two BAT Team Directors Named

The transition into our new Business Area Teams moved forward with the announcement in October of BAT Team Directors at Data Systems' Ocean Springs and San Diego facilities.



David Johnson has been named to head the Ships Electronics Integration BAT in Ocean Springs. Under David's leadership, this BAT will focus on current programs which include LHD-5 through 7, DD-21 studies, ASIS development, DDG-51 Bridge/NAV CBITS and SIVCS. Some of the new business opportunities he and his team will be pursuing include ADC (X), OPV's, LHD-8, Coast Guard Deepwater and Egyptian Fast Missile Craft.

David joined Data Systems in 1979. He served in various technical management positions in the Engineering organization, as Director, Advanced Systems Program Manager for Advanced Development and Director, Deployable Command and Control Systems before assuming his most re-

cent position as Vice President and General Manager of Data Systems, Ocean Springs in September 1998.

David is the co-inventor of two neural network patents and a recipient of the Division's Technical Excellence Award in 1990 and the Corporation's Technical Achievement Award in 1995. He holds a bachelor's degree in electrical engineering from San Diego University.

John Kryvoruka has been appointed BAT director for the Computers and Displays BAT in San Diego. This BAT consolidates the rugged computer, law enforcement, maintenance systems and display products business areas. John and his team will be responsible for the HTU, LCU, IETM, FBCB2, MobileVu, commercial displays and DVE product lines as well as PICT production which will transfer to San Diego from Ocean Springs.



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R/SAOC Contract Terminated

Data Systems Division received notification on Friday, October 1, 1999 that the R/SAOC (Region/Sector Air Operations Centers) was being terminated for convenience effective immediately.

This action was taken by the Government in light of severe budget shortfalls which have affected not only the R/SAOC program, but several other U.S. Air Force programs as well.

The \$58 million cost plus award fee contract, awarded in March 1997, was designed to replace the 30 year old processing and display technology used by NORAD, while also upgrading the capabilities of the national air defense system. It was a joint venture between the U.S. and Canadian governments in which Litton was teamed with Computing Devices of Canada, a unit of CDI Corporation.

In announcing the contract termina-

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Data Systems
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RAY

Litton Newsbriefs

PRC to Provide Hampshire UK Police with New Command and Control System

PRC/UK Limited was awarded the Hampshire Constabulary Command and Control Project by the Hampshire Police Authority in England. Command and Control is the term used internationally for what is known in the United States as Computer Aided Dispatch (CAD) or "911." The model for the UK's system is based on the Chicago Emergency Command Center system, which Litton PRC designed and built. The Chicago system integrates the call handling and dispatching functions for fire, police and other emergency vehicles in one center affording dispatchers the ability to send the right emergency vehicle to an incident in record time, as well as keep accurate records of all emergency disbursements.

Litton Announces U.S. Court Decisions

On September 23, U.S. District Court Judge Mariana R. Pfaelzer issued decisions in the antitrust and patent cases Litton had brought against Honeywell. In the patent case, which was back before the District Court following appeals before the Court of Appeals for the Federal Circuit, the Court granted Honeywell's motions rejecting the patent and state law claims. In the separate antitrust claim in which a judgement of \$750 million had been entered,

the Court denied Honeywell's motions as they related to Litton Systems, but granted a motion regarding Litton Systems Canada, holding it did not have standing or jurisdiction to bring its claims in the United States. As a result of that ruling, the judgement against Honeywell is reduced to \$660 million plus interest plus attorney fees and costs. Currently, that amount is estimated to be greater than \$700 million. Honeywell is expected to appeal the ruling.

Hill Joins Litton as Vice President of Human Resources

Thomas E. Hill, 49, has been appointed Litton vice president of human resources replacing Nancy L. Gaymon who is retiring after 28 years of service. Mr. Hill reports to Michael R. Brown, Litton chairman, president and chief executive officer. In his new position, Mr. Hill will be responsible for developing and implementing human resources policies for the corporation in the areas of organizational effectiveness, employee relations, training, succession planning, recruiting, compensation and benefits and employee communications. He joins Litton from Dade Behring, Inc. of Deerfield, Illinois, where he was senior vice president of human resources since 1995. Mr. Hill was awarded a Ph.D. in organizational psychology in 1977, an M.A. degree in organizational psychology in 1975 from Michigan State University and a B.Sc. degree in psychology from Alma College, Alma, Michigan in 1973. □

1999 Holiday/Shutdown Schedule

Data Systems will observe the following holiday/shutdown schedule this year. It requires that employees charge 3 days to vacation or take them without pay in order to bridge the 8 consecutive days off between Christmas and New Year's Day.

Thursday, November 25, 1999	Thanksgiving Day
Friday, November 26, 1999	Day After Thanksgiving
Friday, December 24, 1999	Christmas Day (observed)
Monday, December 27, 1999	Plant Shutdown
Tuesday, December 28, 1999	Plant Shutdown
Wednesday, December 29, 1999	Plant Shutdown
Thursday, December 30, 1999	1/2 day before Christmas (observed) 1/2 day before New Year's (observed)
Friday, December 31, 1999	New Year's Day (observed)

Employees should plan to return to work on Monday, January 3, 2000. □

R/SAOC

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tion, Division President Chris Bernhardt emphasized that the government's action in no way reflected on the efforts of the bi-national team. In fact, following the resolution of some initial software maturity level issues, the team presented a number of successful demonstrations and completed all performance milestones on schedule during the past year.

Technologies developed for the program received recognition in May 1999 when Data Systems' employees Yair Alon and Lance Munemura were honored with prestigious Corporate Technology Awards for their work on the High Performance Multi-Radar Tracker and Yair was also recognized for his development of the R/SAOC Registration Algorithm. According to Bernhardt, everyone associated with the program should take pride in their accomplishments because their efforts have positioned the Division well on future competitions in the fixed site arena.

The loss of the contract, along with protracted delays in realizing some of our business initiatives, necessitated a reduction in force affecting employees at the Agoura Hills location. On October 12, representatives from the Employment Development Department (EDD) presented an overview of their benefits and services. An outplacement consulting firm conducted re-employment workshops and provided an on-site consultant each Monday and Tuesday during the month of October to work individually with employees on their re-employment strategy. □

Ensure Prompt W-2 Delivery

To ensure prompt delivery of your W-2 at the end of the year, please make certain that Payroll has your current address. If your residence has changed, please forward your current address on a Status Change form to Human Resources by week ending December 10, 1999. □

ICARE Awards Given to Twelve in Agoura



From right (front row) Deborah Moscoso, Jim Stewart, Ann Baer and Sue Green and (back row)

Owen Kato, Pat Dousette, Damon Farris, Earl Bowen, Dale Marino and Susan Heteniak received thanks from Vice President of Administration Duane Anderson for their efforts on behalf of the Division. Award winners Dennis Creed and Ruby Stallworth were unable to attend.

The total number of ICARE awards earned by Agoura Hills/Moorpark employees since the program's inception rose to 550 with the presentation of twelve more awards by Vice President of Administration Duane Anderson on September 29, 1999.

The team of Dale Marino, Ruby Stallworth and Jim Stewart was nominated by Don Maxwell for their support of the migration to a Y2K compliant access control system. Although they had no experience with this computer system, they were able to respond quickly and recover the entire operating system and employee database inadvertently deleted by the vendor, thus averting a severe impact to the facility's normal operation.

The team of Ann Baer, Earl Bowen,

Dennis Creed, Patricia Dousette, Damon Farris, Susan Heteniak, Owen Kato and Deborah Moscoso was nominated by Karen Owens for their efforts in support of the Software Engineering Institute Capability Maturity Model Assessment conducted in May 1999. Within a very short time period, the team determined, collected and organized the large volume of information needed by the assessment team to find objective evidence of answers to their questions.

Sue Green was nominated by Bill Kahl and Wayne Payne for the key role she played as the Information Systems' project manager for the successful implementation of the PeopleSoft payroll/personnel system. Without Sue's unique skills, ability to solve many tech-

nical challenges and tireless working during many uncompensated hours, Data Systems would not have met its milestone and would have incurred significant additional consultant costs.

Each award recipient receives an ICARE cup, pin, desk pen set, certificate and a gift valued at \$100, 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, employees receiving their third award receive a matching paper clip dispenser, employees receiving their fourth award receive a matching clock and five time winners receive an electronic organizer. Award winners are also invited to attend the semi-annual award winners luncheon at the Agoura Hills Radisson where they are eligible to participate in a drawing for cash prizes. □

STANDARDS OF CONDUCT: ACCURATE BOOKS AND RECORDS

The situation described here is another one of a series designed to illustrate how Litton's "Standard of conduct" apply in everyday situations. "Accurate Books and Records" is item six in the Standards of Conduct booklet.

Upon returning from Acme Electron-

ics, Richard submitted a Petty Cash Expense Report (PCER) to his manager, John Martin, for approval.

"Richard, these connectors you purchased are element 30 material, not direct. Element 30 material must be identified as an end item on the PCER. Additionally, the PCER will need to be approved by Quality Engineering and Receiving Inspection."

"John, are these connectors really considered to be end items? I've been really busy and end items require so many approvals. Couldn't we just identify these parts as indirect items on the PCER? After all, these connectors didn't cost very much and they were purchased from one of our vendors who signs an annual Quality Certification

DSD San Diego Honors September ICARE Awardees



Pictured above are the DSD San Diego employees recognized for their efforts above and beyond.

Pictured from right (front row) are Tim Pettit, Kerry Olson, Karen Widholm, Catherine Nannenhorn, Ozzie Osborn, Frank Cruz and (back row) Gary Varga, Don Kenney, Rob Gwaltney, Steve Vayo, Ed Thibault, Steve Cain, Jack Mierzwa and Vice President and General Manager Lou Kelly. Not pictured is Dan Elmore

Fourteen individuals received ICARE honors at the San Diego award ceremony held on September 22

Catherine Nannenhorn was nominated by Frank Swanson for consistently demonstrating performance beyond the normal requirements of her assigned position through her willingness to step in and help when needed, while still providing excellent support to her own department

Ozzie Osborn was nominated by Jaime Olivas for completing his work within a shortened schedule as well as working extra time to provide superior customer service and delivery of a first class product in support of a presentation and training at the Army Maintenance Meeting at Ft Lee, Virginia

Dan Elmore was nominated by Lynne Smith for his successful completion on the FMTV task within a shortened time frame, bringing about project savings and a satisfied customer

Karen Widholm was nominated by Lynne Smith for her 'can-do' attitude and hard work in bringing in more funds in her role as EMS (Electronic Maintenance System) Project Manager, in addition to performing her regular duties as test manager for Software Engineering

Don Kenney was nominated by Paul Souval for displaying leadership and professionalism in the successful resolution of the NAVSSI design change by circumventing the normal material ordering process and creating special requisitions to accommodate the design revision and special contractual obligations to the customer.

Tim Pettit, nominated by Paul Souval, formulated and implemented work-around plans when significant material shortages and discrepancies were encountered on the ATWCS program, achieving a 20% completion of deliverable products ahead of contractual schedule

Rob Gwaltney was nominated by Paul Souval for his work in redefining the test set-up for the new configuration Bridge Workstation which resulted in a highly successful procedure that the Navy customer will emulate for operational testing.

Gary Varga and Kerry Olson were nominated by Jim Martins for establishing an on-site UPS terminal and making improvements to our shipping process which is saving the company approximately \$2,000 per month in shipping charges.

Steve Vayo and Ed Thibault were nominated by Rob Gwaltney for their outstanding performance in the design, development and training related to the electrical overhaul of the Environmental Stress Screening (ESS) Chambers

Frank Cruz, Jack Mierzwa and Steve Cain were nominated by Paul Souval for their outstanding support in the development and test of the SSN ATWCS hardware and software. □

BATs

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John joined Data Systems in April 1997 as the Director of the Rapid Deployment Systems Program Office. Prior to transferring to Data Systems, John spent over 20 years at our sister division, Guidance and Control Systems where he applied his considerable program management expertise to such

critical programs as the Cruise Missile, Tomahawk and EGI. While at Guidance and Control, he also served as the Director of Business Management for their Woodland Hills and Northridge facilities.

John holds a bachelor's and a master's degree in Aerospace Engineering from the University of Notre Dame and an MBA in Management from California State University, Hayward

Following the announcement of these appointments, openings were posted for San Diego's Rugged Integrated Systems BAT director position as well as BAT director for the Command, Control and Communications BAT in Agoura Hills, which has been redefined to include responsibility for the Theater and Fire Support business areas □

Prescription Drug Program Benefit Changes

Drug costs are the fastest rising component in health care costs, increasing 18% or more each year. With this trend expected to continue, Litton has found it necessary to change the pharmacy benefit under all health plans, effective January 1, 2000.

A triple option copay will be implemented for the Aetna Managed Choice (POS), Out-of-Area and Select Choice (HMO) and the Health Net (HMO) plans. The copay amount will be based on whether the drug is generic or, in the case of a brand-name drug, whether or not it is listed on the Aetna or Health Net formularies. (Health plans contract with various drug manufacturers to provide quality, cost effective drugs. A list of these preferred drugs or Formulary, is available from Aetna online at www.aetnaushc.com and from Health Net at www.healthnet.com.)

Copays are determined under one of three levels - Level #1 for generic drugs, Level #2 for brand-name drugs on the formulary; and Level #3 for brand-name drugs not on the formulary, including those excluded from the list. The copay amounts are as follows:

Plans	Level #1	Level #2	Level #3
Managed Choice POS/Out-of-Area	\$5	\$15	\$30
POS/Out-of-Area Mail Order	\$10	\$30	\$60
Select Choice HMO	\$10	\$15	\$30
Select Choice Mail Order	\$20	\$30	\$60
Health Net HMO	\$5	\$15	\$30
Health Net HMO Mail Order	\$10	\$30	\$60

Prescription copays cover up to a thirty-day supply. Mail order copays cover prescriptions for maintenance drugs that provide a ninety-day supply.

Kaiser Permanente's prescription drug copay will increase to \$10. You can visit their website at www.kaiserpermanente.org for more information.

You can help to control the rising cost of prescriptions drugs by using generic drugs whenever possible and by using the prescription drug program in the most cost-effective way possible. □

Annual Awards Banquet Scheduled for February

February 23, 2000 has been set as the date for the Division's Annual Awards Banquet.

This event is held annually to recognize the achievements and accomplishments of those employees nominated by their co-workers to receive awards for outstanding performance. Any regular, full time Data Systems' employee may nominate any other full, time regular Data Systems employee for consideration for any one or more of the following awards:

- Sam Sternbach Award for Technical Excellence
- Richard Hirasuna Leadership Award
- Outstanding Employee Merit Award
- Bill Wagner Continuous Measurable Improvement Award

Customer Satisfaction Award

International Achievement Award

Nomination forms describing each award and detailing the award criteria were mailed to all regular, full time employees on October 27, along with a letter from Division President Chris Bernhardt encouraging everyone's participation. These forms must be returned *no later than Friday, December 3, 1999* in order to be considered. □

Division Receives Rideshare Award



Data Systems Division was selected by the Southern California Association of Governments (SCAG)

to receive a 1999 Rideshare Diamond Award honoring excellence in rideshare achievement. The Division was selected by a panel of transportation professionals because of its proven commitment to reducing traffic and air pollution in the South California region. Employee Transportation Coordinator Paul Higgins (right) presents the award he accepted on behalf of the Division during a luncheon at the Mark Taper Forum on Thursday, September 30, to Vice President of Human Resources Tom Kelly. According to Paul, "this award honors not only Data Systems, but also those employees who demonstrate their commitment to cleaner air by participating in the Division's rideshare program."

In the Spotlight



This month's mystery employee is the IS department's Systems Specialist, Adonis Wooten.

During his short tenure with the company, Adonis has already made a valuable impact on his coworkers and company's end-users. His reserved, quiet demeanor is appropriate and appreciated for the often frazzled, "can't live without my computer" demands of our employees.

Originally hired as a Field Support Analyst, his customer service skills, gentle approach, credentials and experience, as well as his follow through in identifying end-users computer issues, lead to his recent promotion. His current responsibilities include planning and upkeep of San Diego's network, servers and switches; training, and coordinating work with colleagues to maintain the mail server. Adonis has especially enjoyed systems troubleshooting and coming up with creative solutions to upgrades and technical issues. One in which he can particularly take pride involved the building of a new dual processor Pentium-II backup server from scratch by the network team, saving the company the thousands of dollars it would have cost to purchase a new one. He also selected and installed a virus protection for the Email server, averting havoc to San Diego's computers from another potential Melissa virus.

Adonis initially joined the Data Systems family because of our move into a more Windows NT environment. But it is the DSD - San Diego's family environment that has kept him here, admits

the Georgia native. "I don't wake up and dread coming to work. I'm constantly learning every day that there are new and better ways of doing things. There is still a lot of work to be done in IS, and I would like to help us be where we need to be in order to be competitive."

The small town of Quitman, Georgia is a far cry from Southern California, but this former Marine wouldn't have it any other way. Adonis joined the Marines because he was tired of school and wanted "to see the world." The Marines indeed provided travel by placing him on a plane headed for 29 Palms, California as well as back to school to study



electronics and Teletype service repair. Fortunately, he satisfied his traveling yen by spending a year in Okinawa, Japan on the Marine Corps military base maintaining all communications centers and fixed plant systems on the island. After returning to the US, followed by another short stint to Japan, Adonis came across his first computer, and

was fascinated from the start. The Marines were starting the conversion from the Teletypes to IBM clone computers, "those huge green machines with 8" floppy disks." Having proven his ability and genuine interest in computers, he was sent him back to California to participate in a new study program, making him one of the first computer technicians in the Marines. With this new computer knowledge and the need to install and maintain computers within the Marine bases, Adonis eventually wound up traveling to exotic locations such as Guantanamo Bay, Cuba during the time the US invaded Grenada, and Saudi Arabia during Desert Storm. His arrival in Saudi Arabia on Christmas Day was memorable - he went from the desert of Cali-

fornia to the desert of Saudi Arabia where "it didn't rain, but it poured for a solid week!"

Retired from the Marines and pursuing his professional career, he still can't seem to stay away from school and the studying he once dreaded. He enrolled in college to further his knowledge of Windows and PC's and was surprised by other students in the class who had no idea what computers were. He acquired his MCSE certification and began his professional career at Boeing, which eventually led him to Litton Data Systems - San Diego.

An active Litton San Diego club member and an ICARE award recipient, he also enjoys mountain bike riding with his wife, Barbara. They often travel to Julian to participate in an 18-mile mountain bike race, with the last five miles uphill! Two years ago, Adonis placed 3rd in his age group at the Big Bear Fall Classic. Surprisingly, this giant of a man enjoys the outdoors so much he maintains a garden behind his home. His vegetable garden produces tomatoes, bell peppers, spices and herbs. One year, he nursed and cared for a strawberry patch!

So what does Adonis have planned for this New Year's Eve? He'll be sitting back and watching everyone else fret over Y2K. Adonis doesn't believe it will be the major catastrophe people are forecasting. "There will probably be a few glitches - mostly personal PC stuff that individuals overlooked, but not the system wide meltdown some are predicting."

Our next mystery employee rejoined Data Systems in 1995 after a 5-1/2 year absence. He's good at putting things together and making sure they work correctly. He's known for his happy outlook on life. Do you know who he is?

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

Milestones

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

30 years Casey Bruno.

25 years: Gerald Jackson.

20 years: Larry Hairhoger

15 years: Gary Duffy, Deannie Kuebler.

10 years: Harold Cook, Calixtus Dolalas, Yolanda Farley.

5 years: Tammy Boyd, Dawn Marie Calvin, Jean Lierman, Ed Reyman. □



Bill Kahl

20 years, Human Resources Specialist, Human Resources

ETC Notes

Gift Certificate Drawing

Congratulations to Rita Maphis who won the \$100.00 J.C. Penney certificate in the monthly drawing for August.

Smart Commuting

Travel off-peak hours. It's not just the miles that you drive, but the minutes that matter. So, if getting stuck in rush-hour traffic changes your 10 mile commute from 11 to 30 minutes, for example, your gas use is going to rise significantly. That extra time on the road will also increase vehicle emissions by 250 percent. □

On Board

Data Systems welcomes the following new employees.

Operations: David Armenta

San Diego: Jorge Guerrero, Sharon Lute. □

Personals

Thanks were received from the following.

Sandy Martinez for the contribution to the Cancer Society in memory of her husband □

Gone Fishin'

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

Arthur Thompson □

Success Over Stress

When you're stressed (and who isn't these days!), your body goes on red alert. Adrenaline is released, muscles tense, blood pressure rises and your heart rate quickens. All because your body is gearing up for "fight or flight."

Fortunately, there's a secret weapon against the body's response to stress. It's called the relaxation response. With practice, it can help you interrupt red alerts and calm down.

How it's done. Simply repeat a word, sound, phrase or motion for a few minutes. Try to ignore distracting thoughts and stick to the repetition. Soon, your heart rate, blood pressure, breathing and metabolism should slow down.

In time, you'll learn to launch the relaxation response whenever you find yourself in a stressful situation. Plus, you'll find certain activities that require repetitive motion work great anytime to help you unwind. Good choices: bicycling, woodworking, gardening — even polishing a car.

Here are some more proven "any-time" stress relievers:



1. Tense and relax. Take a deep breath through your nose and keep it in. Tense your muscles, starting at your shoulders and working your way down to your toes. Wait five seconds, then slowly exhale through your mouth while relaxing muscles in the same order you tensed them. Repeat 4-5 times until you unwind.

2. Sit up straight. It's not unusual to slouch when feeling stressed. Drawback: Slouching can restrict breathing and blood flow...and intensify stressful feelings. Better:

Practice good posture to improve breathing and rush more oxygen to the brain.

3. Try bubble therapy. You know those plastic bubbles found in packaging? Well, bubble busting is one more stressbuster. It's true: One study found that students reduced feelings of tension simply by popping two of plastic bubble wrap. □

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: November 5.

FOR SALE

FUTON. Full, black metal frame, light weight, easy assembly for moving, excellent condition, \$75. Jane (805) 496-8748.

OTHER

LOWEST LONG DISTANCE CALLING EVER! 4.9¢/min between 100 major metro areas or 6.9¢/min within 48 states. 24hrs/7days/week from any phone! Call (818) 466-2440. □

Standards

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"Do you feel that Richard should allow the connectors to be identified as indirect material on the PCER?"

Regardless of your position within your organization, if you are involved in the preparation or review of Division financial data, you have the responsibility to maintain compliance with Division accounting procedures. Anyone who prepares or reviews documents which represent financial transactions for Data Systems, (including, but not limited to, PCER's timecards, journal vouchers, travel expense reports and purchase requisitions), must be aware that these documents are frequently used as the basis for future business decisions and financial claims. For these reasons, Richard should not allow the connectors to be identified as indirect material on the PCER.

It is important to understand that your signature is more than just a necessary means to expedite paperwork; it is the company's assurance that, to the best of your knowledge and belief, the transaction is authorized by the company and that the information contained on the document is accurate and complete. If you have questions regarding the accountability of a financial transaction, ask questions before you sign. You may be called on later to explain the transaction.

Additional information regarding division financial practices can be found in the Accounting Manual and the Division's Disclosure Statement. Company policy regarding procedural controls (i.e., those involving petty cash transactions) are described in detail in the Division Standard Practice manual and the Administrative manual.

Questions about financial accountability can be referred to your supervisor, or to Cost Accounting. □

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

Holiday Dinner and Dance Cancelled

In light of the efforts currently underway to reduce costs, Data Systems' annual Holiday Dinner and Dance will not be held this year. □