

## Division Award Winners Honored at Annual Banquet

The Hyatt Westlake Plaza Hotel was the setting for the 1999 Annual Awards Banquet on February 23, 2000. This event, now in its seventh year, was designed to recognize those individuals who have made significant contributions to the Division.

Congratulations to all the recipients for their outstanding achievements in 1999, and thanks to those who took the time to nominate their fellow employees.

### *The San Sternbach Technical Excellence Award*



Allan A. Simonic

Allan Simonic graduated from the Cleveland State University of Ohio in 1967 with a Bachelor of Science degree in Electrical Engineering and joined the Technology Division of the Science Applications International Corporation, SAIC, in 1978. Allan became a Litton Data Systems' engineer in 1997 when Litton acquired the Technology Division from SAIC.

Over the past twenty one years, Allan has consistently demonstrated the leadership, dependability and technical insight over a series of highly successful projects that has established Litton Data Systems as the major provider of rugged computers to the U.S. Army.

Allan has led the multi-disciplined design teams on the Lightweight Computer Unit (LCU) and on the highly successful Appliqué program. The high performance Appliqué family of computer and display units have continuously demonstrated their outstanding product quality and reliability, weathering the punishing military environments seen in virtually every vehicle in the U.S Army inventory. As was demonstrated with the LCU program, Allan's leadership and

Continued on page 5

### *The Richard Hirasuna Leadership Award*



Walter G. Hicks

With a vision of the future, Walt Hicks has demonstrated the highest standards of leadership by guiding both Litton Industries and Data Systems Division into the chemical-biological defense marketplace. Tasked with identifying and pursuing new business opportunities, Walt's extensive market research led him to this potentially lucrative business area, which is one of the few true growth markets in the U.S. defense budget.

A visionary and creative thinker, Walt capitalized on DSD's strengths in command and control systems integration by shrewdly selecting the Joint Warning and Reporting Network (JWARN) programs as an entry point. Supplementing these strengths with a variety of well-qualified teammates, Walt led the effort by visiting every potential customer and putting on demonstrations at every conceivable show and exhibit, while simultaneously leading the JWARN proposal effort. The resulting oral proposal received high ratings.

Not willing to rest on his JWARN laurels, he set his sights on leading the Division into the chemical agent

Continued on page 6

Litton Data Systems **TODAY**

## 1999 Bill Wagner Continuous Measurable Improvement Award



The MobileVu Manufacturing Implementation Team, consisting of Lance P. Arenson, Edwin L. Foreman, Adam R. Jawad, Bert Kramer and Edward A. Thibault, was tasked with improving the manufacturing cell layout and process.

Their initial goals were to increase throughput capacity to 20 displays per day, reduce touch labor costs by 20% and incorporate computer modification, software loading, test and check-out as part of the product cell.

The cell layout was redesigned to be more efficient and accommodate computer test and check out. Systems and tooling were installed or upgraded to increase capacity and minimize labor time and worker fatigue. Automated processes were adopted where possible, providing benefits such as a more simplified, comprehensive initial test of the displays and more efficient data collection for production status and cycle time reporting. Finally, inspection and packaging functions were moved to the cell from support and overhead functions with no noticeable increase in touch labor actuals.

The team surpassed their goals by increasing capacity from 15 displays per day to 40 and reducing average touch labor per display from more than 6 hours to 4.5 hours. The resulting overall labor savings to the program were approximately 30%. □

## 1999 Customer Satisfaction Award

The FBCB2 (Force XXI Battle Command Brigade and Below) Appliqué and V4 Engineering Team, consisting of Jay Bass, Phillip Burke, Chung Chiu, Bob Harrison, Richard Henry, Gary Mancuso, Ken McGuire, Jack Mierzwa, Howard Sheehan, Al Simonic and John Williams played central roles in an effort which successfully designed, developed, integrated, tested, qualified and delivered three production representative Appliqué+ V4 state-of-the-art rugged military computers, including full qualification test report and documentation, to the customer in eight months.

The team showed extraordinary technical capabilities in successfully creating and bringing the Appliqué+ V4 computer to life under very demanding specification and schedule requirements, while simultaneously supporting an extensive three stage formal proposal preparation and bidding process. They implemented a high performance, flexible rugged computer system that is capable of working under both the Solaris and Windows operating systems. They took responsibility for making sure the entire Engineering effort was on-track and well-coordinated, looking at each design choice from a system perspective. They anticipated trouble spots and mitigated their impact early in the design phase through proactive testing.

The team members are to be congratulated for their creativity, innovation and technical excellence. The result of their effort was the award to Data Systems of the FBCB2 Limited Rate Initial Production (LRIP) contract over such formidable competitors as CDC, GTE and PGI. □





## 1999 Outstanding Employee Merit Award Winners



**William E. Carroll** is one of a very small, select group of engineers who are assigned to various projects to resolve the most difficult and urgent technical challenges. Although he was already fully committed to two other projects, he applied his exceptional technical expertise and outstanding work ethic to determining and resolving major problems on the upgrade of the THAAD BM/C4I Shooter program, enabling the project to continue on a very tight schedule and budget.



**Ronald L. Harris** is a recognized expert in nuclear, biological and chemical (NBC) related systems. His expertise encompasses technical and practical user operational needs and the capability to convert these requirements into effective systems. Ron served as lead engineer for the Joint Warning and Reporting Network (JWARN) proposal and development of the Mobile Chemical Agent Detector (MCAD). His professional demonstrations of MCAD led directly to a request by the U.S. Marine Corps for Data Systems to participate in the Light Nuclear Biological Chemical Reconnaissance Systems (LNBCS) program.

**Kevin E. Castanien** distinguished himself in 1999 in several areas, including his superior design and coordination of the SSNATWCS (Submarine Advanced Tomahawk Weapons Control System) rugged rack system testing, his critical support on the FBCB2 prototype redesign, and the highly successful custom design for the NAVSSI (Navigational Sensor System Integration) program resulting in a multi-million dollar award. Finally, he led the IRAD effort to produce a qualified Universal Processor Chassis, leading to its selection by the Aegis Operational Readiness Test Set (ORTS) and the Integrated Survivability Management Systems (ISMS).



**Shannon R. Mason** led the Shipbuilders Special Study (SSS) for Communications Cost Reduction (CCR) to provide the U.S. Navy with information to justify funding a lab prototype of possible communication systems. Shannon quickly took charge of this extremely difficult task and had great success in every aspect of the study, gaining vendor and customer satisfaction and improving on the original concept. His efforts provided valuable information to DSD on emerging technologies and new business opportunities and placed us in a clear position to support future AEGIS class communication upgrades, as well as providing a solid base for future success.

**Dee D. Davidson** was assigned to the CORE team responsible for the implementation of the BaaN ERP software process because of her knowledge of the DSD finance and accounting processes gained during her 20 year career at Data Systems. This assignment has been extremely stressful due to the immaturity of the BaaN software, the many process changes required and the unwillingness of many to accept change. Dee has worked well with other members of the CORE team and gained their trust and respect. She stays focused on the goal - the successful implementation of the BaaN product.

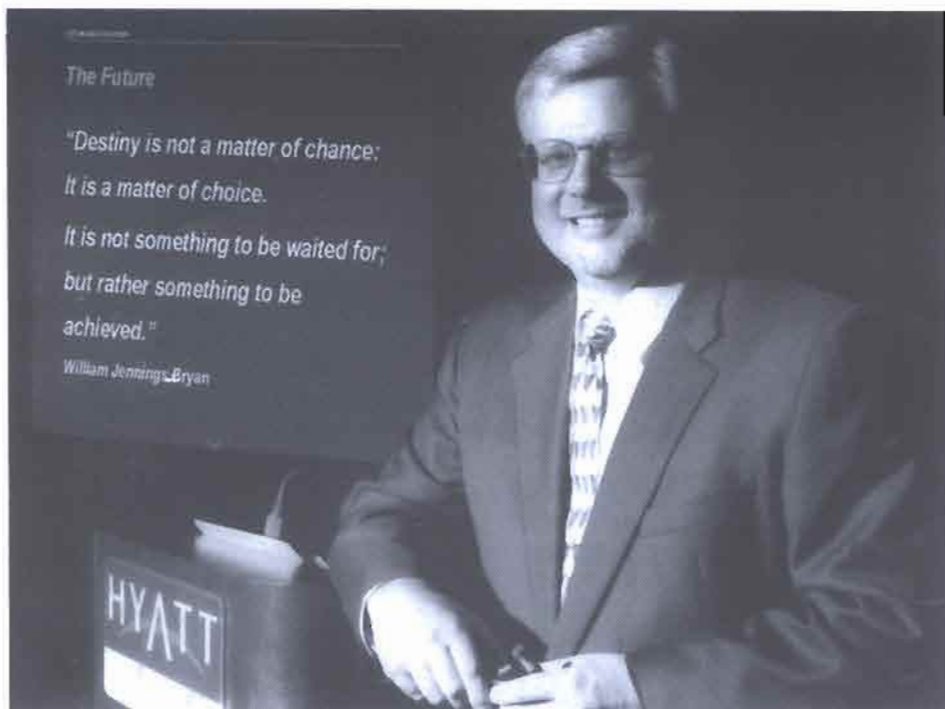


During the last twelve months, **John E. Schulz** has not only performed his assigned duties as manager of materials planning for all programs, but has also functioned informally as the manufacturing program manager for the HTU/IRIS family of programs. He has been instrumental in ensuring the necessary support to meet promised delivery schedules. Instead of just doing his job, John goes the extra mile to perform tasks and coordinate activities normally performed by the program office. Due to his efforts, the manufacturing phase of the program is gaining hard-earned profitability.



**Richard W. Williams** developed the MediaTrace™ Point-to-Point Wiring & Signal Tracing software package which takes the thousands of pages of cumbersome wiring lists routinely associated with highly technical weapons systems and reduces the troubleshooting time element for the technician on the job by as much as 40%, a tremendous life-cycle cost savings to the customer. Just entering its second year of production, the technology is already in great demand throughout the military and has yet untapped capabilities in the commercial sector. The technology is unchallenged by industry and Data Systems is enjoying what is perhaps its first sole-source product in a number of years. □

## President's Report to Management: The Future



**Division President Chris Bernhardt shared his strategies for future growth and profitability during his first 'state of the division' address.**

In his first annual address to management on January 26, 2000, Data Systems' President Chris Bernhardt chose not to dwell on the events of the past year, but rather to focus on the future - on "where we are going and how we are going to get there."

He warned his audience that they would find some of his charts 'data rich,' but said they accurately reflected the level of detail that has gone into the executive staff's strategic planning process. Absolutely essential to that planning was to solidify a vision and put strategic initiatives into place to fulfill that vision.

*Be a recognized leader in tactical and strategic C3 systems for air, ground and ship based applications, rugged computer and display systems and integrated training systems. Our competitive advantage is our people...creative, motivated, working smarter, and continually improving all that we do. We will be a preferred supplier to our customers and preferred employer of people who embrace change, accept challenge and thrive in a team-oriented environment.*  
**DSD Vision**

How does Mr. Bernhardt envision the road map to the future? It is absolutely imperative that we have the resources available to invest in essential pro-

grams. The key to success, he believes, will be our more rigorous, realistic forecasting processes and the productivity improvement that will be realized through our reorganization into Business Area Teams (BAT) and Centers of Excellence (COE).

Affording the audience a view into the factors used in determining which programs we should pursue, Mr. Bernhardt discussed the market drivers for the Division's strategic business units. Key areas to be targeted include sunlight readability, reduced packaging size and cost, maximum use of COTS designs, automation of shipboard operations, high mobility and reuse for C3 systems, and the newly emerging chem-bio arena.

This discussion set the stage for a description of the new business environment in which we find ourselves and what we must do if we are to prosper. With the military moving to a more commercial buying behavior, where cost competitiveness and time-to-market are key discriminators, and our competitors employing integrated product delivery processes, we must do likewise. Although the U.S. defense budget continues to grow, defense budgets around the world are decreasing, and we face growing global market competition both at

home and abroad. And, finally, sustained profitable performance is a requirement to our shareholders.

Driven by these changes, DSD needed to reassess its organizational structure and operating environment to improve productivity, program performance, customer satisfaction and strategic and tactical planning. Describing that there would be focused training over the coming year to ensure that all employees understand the new BAT/COE structure, Mr. Bernhardt briefly described the role of each - the BAT puts the focus on what the customer is after - *the product* - and the Centers of Excellence ensure that processes, tools and resources are available, measured and constantly improving. Together they work to achieve financial objectives - the BAT on ensuring the product meets planned cost objectives and the COE on ensuring the processes, tools and overhead rates allow the division to meet cost objectives across all products. By keeping revenue up and cost down, the Division will realize improved margins and have more resources to invest in future growth opportunities.

*Integrated and disciplined Strategic Planning Process will drive market decisions, organization (infrastructure) and provide "adaptive" business models to ensure profitable growth.*

Organizational change requires vision, commitment, constant reinforcement, accepting risk and investment in people, training, tools and processes. In the end, Mr. Bernhardt believes it will fuel Data Systems' reemergence as a growing, profitable entity and a worldwide leader in C3 Systems development, design and integration, Air and Missile Defense command and control systems, shipboard electronics integration, Chemical-Biological C3I and detection systems, rugged COTS computers and displays, gas pump and ATM displays, interactive computer-based training/intrusive diagnostic maintenance and DII COE open S/W architecture solutions using COTS hardware.

In a nice change of pace, Mr. Bernhardt recognized our employees' success over the past year with a pictorial montage of our teams and COEs engaged in their work activities, including: the C2M team's sell off of the first operations module to the Italian Air Force; the UPX-24/CIS team's effort to develop the next gen-

Continued on page 5



## Ocean Springs Adds Four to ICARE Honor Roll

Congratulations for outstanding performance goes to the four Ocean Springs' employees who were presented with ICARE Awards by Vice President and General Manager David Johnson during the last quarter of 1999.



### Pat Dunbar was nominated by

Dave Robertson for providing timely and complete financial reports for the UKTACC program while also coping with the transition to BaaN and an added workload.



### Robert Hughes was nominated

by Ed Brennan for outstanding customer support in the migration of DD21 information to the new DD21 IDE (Integrated Data Environment) ahead of schedule.



### Charlotte Barial was

nominated by Blair Sherwood for assuming travel, expense report and check request responsibilities for the entire Ocean Springs facility and improving upon the processes.



### Steve Hayes was nominated by

Deannie Kuebler for building customer confidence in the UKTACC program through his outstanding development of test procedures. □

## Sternbach

continued from page 1

technical knowledge made it possible to continue to upgrade these units with new displays, memory and processors, significantly extending the life of the program.

This past year, Allan led the complete engineering effort on the Force XXI Battle Command Brigade and Below (FBCB2) program. Starting in March of 1999, with nothing more than an initial specification from the customer, Allan led the multi-disciplined engineering team through the product design, proposal preparation and submittal, and then the successful qualification testing of six FBCB2 computers. Allan's and his team's efforts paid off in December of 1999 when the customer notified us that Litton Data Systems had won the major share of the FBCB2 program.

Allan is an expert in Electromagnetic Interference (EMI), hardware ruggedization and modern computer and display design. He is a highly respected systems engineer and is well schooled in project management. In recognition of his significant contributions and experience, Allan was recently named as the Chief Engineer for the Rugged Computer Business Area Team (BAT).

Allan is one of those unique engineers, equal in character and behavior to the unique Sam Sternbach, that can be given virtually any program, new or troubled, and will make the program a success. □

## President

continued from page 4

eration upgrade of the shipboard central IFF system; the BMC/41 Shooter team's design, build and demonstration of a correlation fusion engine; the THAAD team's continued outstanding performance; the UK TACC team's completion and delivery of a fully functional system for the Royal Air Force; the LHD 7 team's achievement of satisfying all technical and schedule customer expectations; the MobileVu team for their successful installation of over 1000 units; the Tactical

Tomahawk Weapon Control System (TTWCS) team for their contract win; the Driver's Vision Enhancer (DVE) team for their successful completion of system development, product qualification and initial deliveries; the Force XXI Battle Command Brigade and Below (FBCB2) team for their successful hardware design, development, qualification and major competitive win; the Lightweight Computer Unit (LCU) team for their continued successful production run; and the Handheld Computer Unit (HTU) team which achieved a record number of orders in FY 99.

In conclusion, Mr. Bernhardt assured the audience that we are poised for future growth. Difficult, but necessary decisions to reduce our infrastructure cost have been made, and we've developed a clear vision supported by strategies. A challenging year lies ahead requiring focused BAT and COE leadership and accountability to lead the way to our new beginning. As he firmly stated at the beginning of his address when describing destiny, "We are not going to wait for it. We are going to control our own destiny because, if we don't, someone else will." □



## 1999 Technology Achievement Awards

### United States Patents Granted



#### Fred W. Erickson and William F. Smith

for Patent Number 5,867,121 granted February 2, 1999 for Radar Scan Converter System. (NOTE: Mr. Smith is no longer with the company.)



#### Stuart A. Mills, R. Barry Dydyk and Phillip

W. Dennis for Patent Number 5,953,442 granted September 14, 1999 for Fingerprint Classification via Spatial Frequency Components. □

## ERP Team Wins Special Achievement Award



As members of the core team responsible for selecting and implementing an Enterprise Resource Planning System, **Dee Davidson, Bet Hamilton, Eddie Jensen, Roger Sager, Pete Weerts and Mike Werdal** made extraordinary personal sacrifices to perform at a level far beyond what would normally be expected.

These exemplary employees attended training classes, ran the conference room pilot, managed the pilot program to interface with internal customers, coordinated with the other sites, wrote procedures, lead the effort to implement ten bolt-on software systems, and trained other employees. In order to accomplish all of these tasks, the team worked torturous hours for over a two-year period. Even

though this was more than a full-time job, these individuals continued to support their functional organizations at the same time.

Because of their knowledge in their areas of expertise, their demonstrated integrity, and the pride they have in the effort they undertook, the ERP system was turned on in September 1999 in time to meet Year 2000 requirements. The team continues working to refine the system and implement ERP at our San Diego site. Their selfless dedication ensures the company will be able to function in FY 2000 and beyond with a modern ERP system from which our internal and external customers will reap the benefits of enhanced capabilities and reduced operating expenses. □

## Leadership

continued from page 1

detection business. Discovering that three small companies held the key to market entry, he moved quickly to sign strategic agreements with each player in order to ensure DSD's future in chemical agent detection. Walt's team developed a product that potentially meets a myriad of customer requirements. He has convinced the Marine Corps to test the Litton system as part of a demonstration and evaluation that could lead to the Litton detector becoming the standard.

Also through his leadership, a Litton Industries Integrated Product Team was formed, consisting of seven Litton divisions, to look at new opportunities and jointly pursue those that show promise. The IPT has greatly benefited DSD and Litton as a whole by incorporating numerous small companies as technology-enabling IPT members and allowing us to pursue opportunities that we alone do not have the technology to win. The pursuit of over 30 programs is underway within the auspices of the IPT.

Through his endeavors, Walt has gained the respect of his peers and superiors alike both within Litton and the customer community. He is a top-notch leader who demonstrates the ability to envision the future and lead others to achieve it □

## ETC Notes

### Gift Certificate Drawing

Congratulations to Steve Oster who won the \$100 J.C. Penney gift certificate in December's drawing.

### Fun Fact

One of the earliest modern American motorcycles, the Indian, rolled off the assembly line in Springfield, Massachusetts 100 years ago. The big question: Could bikers back then use the carpool lane? □

### Editor's Note:

The URL listed for the Gulf Coast Oracle Users Group listed in the January 2000 issue of Data Systems Today was incorrect. The correct URL is [www2.datasync.com/gcoug/](http://www2.datasync.com/gcoug/) □

## Milestones

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

30 years: Charles Ott.

20 years: Patricia Brown,  
Michael Reader.

15 years: Carl Edstrom.

5 years: Phillip Dennis,  
Paul Scagliola. □



**James Lyon**  
30 years, Mechanic-Staging Specialist, Lead, Operations

## Standards of Conduct: Marketing Information

The following article was provided by Business Development Program Office Director Jack Griff.

Data Systems' employees have all read the "Standards of Conduct" booklet and have a general sense of the meaning and implications of "gratuities, conflict of interest, political contributions" and the like. We also recognize that - in the long run - Litton's business success is directly tied to our Division's reputation as a responsible, fair and ethical industry partner and an organization whose integrity is beyond reproach.

The purpose of this article is to address the *Marketing Information* guidelines found in our "Standards of Conduct" booklet from the unique perspective of DSD's field marketing representatives. Why unique? Because DSD's field reps work and reside far from the California-based facility and essentially "live in the customer's lap," inhabiting the standards of conduct virtually every minute of every day. Let's review, then, the Standards of Conduct marketing information guidelines as we follow a field rep through a typical business day and see just how these standards might apply on a moment-to-moment basis.

It's 7:30 a.m. and Sandy, our super field rep, is attending an early breakfast with the Association of the U.S. Army (AUSA). While chatting with a consultant

over coffee, Sandy is asked some very specific questions about the technical and financial performance - and the executive management team - of a major company to which DSD is a subcontractor on a major program. *Sandy answers in a very generic way, and then politely maneuvers the discussion to another topic, revealing no competitive information.*

At 9:00 a.m., Sandy attends an Air Force "Industry Day" presentation, along with numerous representatives from other defense contractors that will compete on an emerging program. Following the meeting, an Air Force officer Sandy has known personally for years begins to divulge funding and programmatic information related to this program - information beyond that just provided to the assembled industry reps. *Sandy again steers the conversation away and insures DSD doesn't end up in a "conflict of interest" situation by having more Air Force budgeting (POM) information and source selection data on this program than its competitors. Depending upon the gravity of this situation, Sandy may discuss this conversation with DSD Contracts and Legal.*

A consultant Sandy doesn't usually work with calls at 11:15 a.m., suggesting he is meeting with a tough-to-reach Congressman on the Hill that afternoon and could "put in a good word" for DSD. The consultant asks if Sandy has any "little Litton momento we'd like to present to the Congressman?" *Sandy says no and*

Continued on page 8

## Ocean Springs Continues Quality Tradition

In keeping with Division productivity metrics for improved process efficiency, quality, and customer satisfaction, as outlined in our Strategic Plan, DSD Ocean Springs is proud to announce that they will again receive a Mississippi Quality Award for Excellence at the annual Excellence in Mississippi Conference in March. Based on the same criteria that exists for the Malcolm Baldrige National Quality Award, the award is given to deserving organizations at one of four levels. The program serves as a forum for the exchange of information concerning ways in which organizations in Mississippi can improve the quality of their products and services and successfully compete in the global marketplace.

DSD Ocean Springs has been an active participant in the program since 1995 and has served on the Conference Core Committee for the last two years. □

## Gone Fishin'

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

- John Conway
- Patricia Conway
- Judy Gifford
- Rebecca Humphries
- Jean Jernow
- Caroline Lair
- Joanne Stone
- Libby Wales □

## 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: March 7.

### FOR SALE

91 Cadillac Sedan De Ville, Excellent condition, \$ 5,500. Call Ralph @ 818-340-6988.

### OTHER

LEGAL SERVICES for your family, businesses or groups from distinguished law firms nationwide through HMO-style Pre-Paid Legal. Plans start at \$25/mo. Many uses: review contracts, phone consultations, traffic violations representation, etc. Call 888-236-3397. □

## On Board

Data Systems welcomes the following new employees.

**Business Services:** Don Maxwell.

**Operations:** Miguel Lopez

**San Diego:** Lanh Nguyen, Theodore White. □

## Standards

continued from page 3

*reminds the consultant that we follow the "gifts and gratuities" guidelines very strictly at Litton.*

During lunch with industry reps and a Marine Corps officer, Sandy receives the bill from the waiter. *Sandy can legitimately "pick up the tab" for the industry reps, as the purpose of the working luncheon was to discuss a specific DoD program. However, Sandy does not pay for the officer's lunch (and also reflects that later when submitting the CE).*

At 1:30 p.m., Sandy's day trader neighbor calls and starts asking questions about Litton Corporate's new CEO and "...the organizational realignment" article he saw in the Wall Street Journal. *Sandy says that the Wall Street Journal article is all that is known at this time, and remarks that, "...by the way, I couldn't tell you any more even if I did know, you understand, as sharing insider information is an SEC and Litton no-no."*

Sandy attends a 3:00 p.m. retirement ceremony for a Naval officer, to which a few, select industry reps have been invited. *While tempting, Sandy does not bring along any sort of farewell gift ("gratuity") to give to the officer, but merely makes a few remarks.*

It's almost 4:00 p.m. when Sandy gets a call from a local software/computer networking outfit soliciting new business by

offering a one-year free personal AOL account if Sandy will upgrade the field office's computer system through her company. *Sandy refuses, as obviously no "bribery or "third party payments" are allowed within government, non-Litton guidelines.*

Finally, it's 7:00 p.m., and Sandy attends a small National Guard Association (NGAUS) dinner, attended by a few Congressmen, industry reps and National Guard officers. The table at which Sandy is sitting decides to order a bottle of wine. *Sandy does not offer to pay for the wine, as it would be considered a "gratuity" towards some of the table guests, and there is no socially polite way to buy wine for some at the table and not the others.*

So, our co-worker Sandy had a busy day, and faced a few momentary challenges related to the Standards of Conduct. Were they "challenges" to Sandy? Not really. As with any job, when you know and apply the rules, moment-to-moment judgements like these become second nature.

Hopefully, this glimpse into Sandy's day has reinforced the notion that the fair and honorable way is not only the right way, but also the most rewarding way in the pursuit of all DSD's long-term business endeavors. □

## Personals

Thanks were received from Tony Luz and family with heartfelt thanks to all their Litton friends for their expressions of sympathy upon the death of his wife, Judy. □