

K-12 Education Support Grants Distributed



Mrs. Linda McCotter, principal of St. Francis of Assisi School in

Vista, California, gratefully accepts a check for \$1,500 from DSD employee, Rod Rancik, who submitted one of the five proposals chosen in this year's K-12 Education Support Program

Five schools nominated by Data Systems' employees each received a grant from the Foundation of the Litton Industries in the amount of \$1,500 under the K-12 Education Support Program for 2000.

A total of twenty-four proposals were submitted this year to receive these

grants, which are designed to provide financial support for education at the kindergarten through twelfth grade level. An important feature of the program is the involvement of Litton employees in nominating schools to receive funds. In this way, Litton strives

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Hi Nguyen Receives Oracle Certification

The expertise of Oracle database administrators (DBAs) is integral to the success of today's increasingly complex system environments. DBAs operate primarily behind the scenes, looking for ways to fine-tune performance, looking for prevent unscheduled crises such as a crashed database and hours of expensive downtime. This requires a broad understanding of the Oracle database's architecture and processes as well as plenty of hands-on experience resolving problems.

Litton Data Systems is proud to have such a DBA on staff in their Ocean Springs facility. Hi Nguyen has recently completed the examination requirements to become an Oracle 7.3 Certified Database Administrator. The Oracle Certified Professional (OCP) Program was developed to recognize technical



professionals who can demonstrate the depth of knowledge and hands-on skills required to support Oracle's core products according to a standard of excellence established by Oracle. The OCP Program awards proven performers with a credential that distinguishes them as a top talent.

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Data Systems TODAY
Litton

Litton Newsbriefs

PRC Wins Federal ERP Implementation Contract Award

PRC has been awarded a single-award Blanket Purchase Agreement (BPA) by the U.S. Department of the Treasury to implement HR Connect, an enterprise resources planning (ERP) system for human resources and payroll processes department-wide. The BPA covers all 14 bureaus within the Department of the Treasury, and the system, when fully operational, will manage personnel data and payroll for over 160,000 federal employees. The BPA runs for a base-year with two option years and will have a potential value to PRC of up to \$110 million.

U.S. Navy Awards \$41.7 Million Cost Plus Award Fee Contract to Ingalls

The U.S. Navy awarded Ingalls Shipbuilding a \$41.7 million cost-plus-award-fee contract, under which Ingalls will continue to provide engineering and planning support services to the Navy's DDG 51 Aegis guided missile destroyer program. The award is the first increment of a five-year Follow-Yard Services contract, which has a potential total value of over \$211 million. The remaining elements of the contract will be awarded annually over the next four years.

Avondale Awarded Contract for LPD 17 Ship

Avondale Industries has been awarded a \$477.7 million contract by the U.S. Navy for the construction of an additional ship in the Navy's newest class of amphibious assault ships. The cost reimbursable contract is for the construction of LPD 20, the fourth ship in a planned 12-ship program. The follow-on eight ships in the LPD 17 SAN ANTONIO Class program will be awarded over the next four years. As prime contractor for the LPD 17 program, Avondale leads a team comprised of Bath Iron Works, Raytheon Electronic Systems and Intergraph Corporation. □

IMPORT/EXPORT NEWS

The purpose of Import/Export News is to provide information on defense trade policy, licensing practices, and compliance issues. Direct questions and/or comments to Jean Tschopp, Division Export Coordinator at (818) 707-4063, or to Reina Bergfors, Export Coordinator at the San Diego facility (858) 623-6757. For further export related issues, visit the Export/Import site on the Litton Virtual Private Network (VPN) at <http://172.16.1.25/vpn/>.

THE LIFE CYCLE OF A LICENSE

The life of a Department of State license starts with the request for a license by the marketing or contract department and ends when the final shipment is made and the license is closed by U.S. Customs. What mystifies most is what happens in the time in between those definitive states. The following time line represents the average life cycle of a staffed license given the current state of affairs within the government. Litton licenses average 76 days to complete the processing cycle. Many licenses take more time and some take less time. It all depends on the product, the country, the end-user, the end-use platform and the direction of the wind. The following timeline details what happens to a license from the moment it arrives in the Litton Washington Office.

Day 1-2. Upon receipt of the electronic or hard copy submission, the license application is logged into the Washington Office database. The license is reviewed for technical content, program continuity and various administrative issues. If the license is complete, it will be prepared for delivery to the Defense Trade Controls (DTC).

Day 3. The license is logged into the DTC computer. The electronic copy and the support documentation are matched up and passed from the DTC administrative personnel to the DTC licensing officer.

Day 4-15. The case undergoes initial screening by the licensing officer (LO). The LO determines whether or not to

issue the license or to staff it. Staffing decisions are based on a variety of factors, such as precedence cases, an agreement, the type of equipment, the country to which it is going and the total value of the shipment.

NO STAFFING REQUIRED

If the case does not require staffing, it is passed to the administrative personnel so that any provisos can be typed and the case prepared for final issuance.

STAFFING REQUIRED

DTC staffs the case to the Department of Defense, internal State Department Policy Offices and other multiple staffing agencies.

Day 16-55. The staffing agencies review the cases and respond to either State or Defense. Once Defense has received all positions and worked out any objections or problems, the case is closed and a response is provided to DTC.

Day 55-60. The DTC Administrative staff downloads the positions from the various staffing agencies and passes all of the positions on to the LO. The LO reviews the responses to the case and any provisos and determines which provisos need to be included on the license.

Day 61-76. The case is returned to the administrative personnel prepared for final issuance.

Day 76-77. The case is picked-up by the Litton Washington Office staff and sent via UPS to the divisions. □

Edwards Ticket Price Increases

Effective immediately, the price of an Edwards movie ticket has increased from \$4.25 to \$4.50.

Please contact Chris Cavaliere at (818) 597-5382 if you need additional information. □

Employees may call the Division "Hotline" with any questions or comments or perceived noncompliance with the "Standards of Conduct."

Agoura Hills.....818-706-4669

Other Ca.....1-800-843-5165

May ICARE Honors in Agoura



Among those receiving ICARE awards in May were (from right)

Jim Stewart, Niko Loukatos, Gary Duffy, Michael Kamara, Steve Oster, Gary Carlston and Gary Gordon pictured with presenter Duane Anderson. Awardee Soheil Artin was unable to attend the ceremony.

Recognition for outstanding performance garnered ICARE awards for two individuals and two teams in Agoura Hills in May.

The team of Niko Loukatos, Gary Duffy, Soheil Artin and Steve Oster was nominated by Frank Kaatz for their successful completion of the System Acceptance Tests for the Italian C2M ECPs (Engineering Change Proposals). Overcoming a number of obstacles, including late delivery of key elements, the team won the appreciation of the Italian customer for not only completing the tests on time, but for creating and conducting special tests which enabled the customer to access the system capability as if operating in a field environment.

Gary Carlston was nominated by Mike Ebl for his work as the Agoura Hills' member of the TTWCS Built-In Test/Fault Isolation Test Software Development Team. Working with team members in Ocean Springs and San Diego, Gary developed the HP-UX Processor, Windows NT Processor and Ethernet Router BIT/FIT Software while supporting other projects important to the Division. This was Gary's sixth ICARE award.

The team of Jim Stewart and Mike Kamara was nominated by Bob Mosier for providing a local area network (LAN) to support Litton's technical negotiations for the Egyptian COC program. Working under a very tight completion schedule, Jim and Mike built a LAN and configured ten laptop computers, help-

ing Litton to stay ahead of its competitors in quality and schedule. Their model will likely be used on upcoming international opportunities.

Gary Gordon was nominated by John Adams for his conscientious efforts in ensuring the accuracy and timeliness of invoices submitted to Guidance and Control for their payment to Data Systems for the hours of work being done by our engineers currently assigned to the Northridge facility. Thanks to Gary's attention to detail and 'doing it right the first time,' Data Systems has received \$2 million in payment from Guidance and Control to date.

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 picture frame 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. A sixth item has now been added (thanks to Gary Carlston!)- a desk top name plate. 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.

The presentation of these awards brings the total number of ICARE awards given in Agoura Hills since the program's inception to 588. □

Educational Reimbursement Helps Employees Realize Goals

Have you ever thought about returning to school to update your skills, learn the latest technologies or earn that degree you've always wanted? A number of your fellow employees have accomplished these goals by taking advantage of Data Systems' educational reimbursement policy.

In Agoura Hills, Business Development Director Bob Mosier recently earned an MBA degree from Pepperdine University. According to Bob, "the support of the division, both in terms of financial reimbursement and understanding the demanding study and class schedules required, were criti-

"If it were not for the educational reimbursement program, I would not have been able to complete my educational goals."

Betty Harris, DSD Ocean Springs

cal to my completing the coursework at the academic level of achievement that I desired for myself." Senior Equipment Services Technician Art Olivas, who received a Bachelor of Science in Business Administration from the University of Phoenix and is currently pursuing a master's degree in Organizational Management, says that his schooling has been expensive and he appreciates the financial assistance provided by the company.

Ocean Springs' employee Betty Harris, Data Management Specialist, who earned a BS degree in Business Administration from the University of Southern Mississippi said, "If it were not for the educational reimbursement program, I would not have been able to complete my educational goals. Achieving this means a lot to me professionally as well as personally, and I appreciate the opportunity to have been able to participate in this worthwhile program." Senior Engineering

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Paul Smith Employee of the Month for June

Paul Smith was chosen as the Agoura Hills' Employee of the Month for June.

Paul is the deputy director of the Business Development Center. He assists with BDC planning and process improvement and with monitoring of personnel assignments and budgets. He is always eager to please and successful in producing outstanding results, both in managing the accomplishments of BDC goals, as well as accomplishing the tasks assigned personally to him. He manages and participates in the preparation and production of Business Development proposals, RFI responses, white papers, plans and reports to ensure the timely and professional submission of Division documents.

He has taken as a personal task the automation of the Business Development process, including the prepara-



tion and management of competitive, resume, document, past performance, image and acronym databases and the BD intranet web site, and has made tremendous strides toward these ends in the past year. He supports the BDC effort to institute and propagate the Data

Systems Business Development Process throughout the Division's multiple sites and has helped focus planning to achieve an improved integrated Division-wide process.

Paul is a team player. He eagerly accepts assignments to support off-sites in the preparation and production of timely and professional proposals in the quest for new business for the Division, always at a financial burden and a significant inconvenience to his personal life. In the past year, he has supported month-long proposal efforts in both Ocean Springs and Egypt and has received outstanding reviews for his team building, process improvement and proposal production efforts.

Paul is a professional, caring and hard working leader who willingly gives of himself for the betterment of his organization and is an exemplary recipient of the Employee of the Month recognition. □

Education

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Specialist Richard Cannon completed his MBA at William Carey College. According to Richard, "The MBA program was a great experience for me,

Fiscal year tuition reimbursements have been increased to \$5,000 under Plan III and \$1,000 under Plan IV.

both personally and professionally. Not only did I gain valuable business knowledge in the academic sense which I can use in my job with Litton, but the experiences of working with other students from a wide spectrum of industry helped to improve both my interpersonal and leadership skills, which makes me better at my job with Data Systems. The educational reimbursement program at Litton was extremely

helpful in my efforts to obtain an MBA. Graduate school can be expensive and the educational reimbursement program helped to reduce the financial burden of tuition. The program also provided an incentive to pursue the MBA because the educational reimbursement program makes continuing education a "good value" since the company pays the cost of tuition. Because the educational reimbursement program has minimal grade requirements to be eligible for reimbursement, the program provides another incentive to work hard and excel in the classes to meet the minimum grade eligibility for reimbursement."

In San Diego, Loren Theodore received an MBA in Technology Management from the University of Phoenix. Loren says that the educational reimbursement program paid well over half of his expenses. "I had to float the full cost up front and I'd usually receive the partial reimbursement

within one to two weeks of submitting my request. I was amazed at the number of my classmates who were not receiving any form of assistance and were paying the full cost of approximately \$15,000 on their own."

The educational reimbursement policy has recently been updated to help defray the ever-increasing cost of higher education. Employees pursuing a degree or certificate program at an accredited educational institution may be eligible to receive up to \$5,000 per fiscal year for tuition reimbursement. The maximum reimbursement under the continuing education plan, not leading to a degree or certificate, has been increased from \$450 per fiscal year to \$1,000. Other reimbursable expenses include books and fees at 50% and laboratory fees at 100%.

Complete program details can be found by accessing DSP 1005-2 on the DSD Intranet under Division Manuals or by contacting Human Resources at your location. □

Litton Reports FY2000 Third Quarter Results

Litton Industries, Inc. has reported results for the third fiscal quarter ended April 30, 2000.

Diluted earnings per share rose 23% to \$1.35 for the third quarter, compared with diluted earnings per share of \$1.10 for the third quarter of fiscal 1999. Excluding a one-time gain on sale of businesses, third quarter diluted earnings per share increased 21% to \$1.33. Net earnings for the third quarter were \$61.8 million versus \$50.9 million for the same period last year. Revenue for the third quarter increased 11% to \$1.4 billion, compared with \$1.26 billion for the comparable period of the prior year.

Revenue for the first nine months of fiscal 2000 was \$4.1 billion, a 15% increase over the first nine months of fiscal 1999. Net earnings and diluted earnings per share were \$148.6 million and \$3.22 including net non-recurring gains (\$0.04 per share) and a charge for the cumulative effect of a one-time account-

ing change (\$0.06 per share), compared with \$142.1 million and \$3.05 for the first nine months of last fiscal year.

Litton ended the third quarter of fiscal 2000 with total backlog of \$10.6 billion, including non-firm, unfunded backlog of \$2.2 billion, compared to \$10.4 billion at the end of the second quarter, which included \$2.2 billion of non-firm, unfunded backlog. Bookings during the first nine months were approximately \$4.5 billion.

"Litton's third quarter results met our expectations and demonstrated double-digit growth in revenue, net income and earnings per share. We are encouraged by our record backlog and solid performances in our core businesses," said Michael R. Brown, Litton's chairman. "The \$478 million award to Avondale for the LPD 20 adds support to our positive outlook."

For the Information Systems group, third quarter revenue declined to \$371.7 million from \$425.6 million for the same period of fiscal 1999 due to the sale of several non-core businesses

and reduced revenue at Data Systems (DSD) and PRC. PRC revenue was impacted by lower activity in the civil systems and services sector. Information Systems operating profit, exclusive of the pre-tax gain on sale of businesses, increased to \$13.6 million from \$13.2 million. As anticipated at the beginning of the fiscal year, Information Systems results continue to be affected by planned investments in DSD development programs moving to production. Operating profit was also affected by lower than expected performance in PRC's municipal programs. Information Systems backlog was unchanged for the quarter at \$3.2 billion, including non-firm unfunded backlog of \$2.2 billion. During the third quarter, the company successfully sold its weather information systems and agricultural imaging businesses, which resulted in a pre-tax gain of \$11.6 million. The pre-tax gain was essentially offset by taxes, resulting in an after-tax gain of \$0.5 million.

A replay of the third quarter conference call between Litton senior management and industry analysts is available at www.litton.com □

K-12

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to contribute to the betterment of education in the communities where its employees live and work.

The proposals selected this year were as follows:

Agoura Hills

Castaic Elementary in Castaic, California was nominated by Phil Dimonte. They will use their grant to purchase books and cassettes to enhance their reading program.

DeMille Middle School in Long Beach, California was nominated by Don Silbaugh. DeMille will purchase book sets to expand their *Reading Alive* program.

Ocean Springs

West Elementary in Moss Point, Mississippi was nominated by Brad Duvall. Their grant will be used to purchase reading and math books and learning materials for their kindergarten students.

San Diego

Helix Charter High School in La Mesa, California was nominated by Joseph Birney, Jr. Helix will purchase a color LCD projector to be utilized for student projects, electronic demonstrations and reports.

St. Francis of Assisi in Vista, California was nominated by Rod Rancik. Their grant will be used for the purchase of a network printer to be used for educa-

tional projects by all of their kindergarten through eighth grade students.

Since the program's inception in 1991, Litton has presented a total of \$1,468,500. Of the approximately 375 proposals submitted this year by Litton employees, over 100 grants totaling \$209,000 were distributed.

Information on the K-12 grants for 2001 and proposal forms should be available by January 2001. □



Joe Birney, Data

Systems San Diego (right), presented a check for \$1,500 to Dr. Douglas Smith, principal of Helix Charter High School. Joe has been directly involved in assisting Helix with information technology issues for the past four years

In the Spotlight



This month's mystery employee is Dwight Kibler, Member Senior Technical Staff. Dwight joined Data

Systems in 1980 as a software engineer. He developed software for Litton's L-3212 computer on the Fire Support Coordination Center program and on various programs for Litton's Lightweight Digital Command Terminal (LDCT)

"The first few years at DSD were fundamental to my professional development," says Dwight. "I'll always be grateful to the engineers and managers who taught me the skills and discipline necessary to be a good software engineer."

After leaving Litton for five years, Dwight returned to work on the TAOC/MCE program. He participated in the development and integration of the communications forwarding module. Later, on MCE/P-1, Dwight was Software Team Lead for the Mass Memory Controller (MMC).

In 1994, Dwight was asked to consider moving to DSD's Pascagoula (now Ocean Springs) Mississippi facility. "I was ready for a change," says Dwight. He developed software for the LHD 5 Combat Simulation and Test System (CSTS) and later became the Principal Software Engineer on the project. While working on CSTS, Dwight had the opportunity to participate in sea trials on LHD 5. LHDs are amphibious assault ships. At 844 feet long, 106 feet wide, and 40,500 tons, they are approximately the size of a World War II aircraft carrier.

During the four-day sea trial, every system on the ship was tested. "It was my first opportunity to see one of our products in the customer's environment," says Dwight. "It gave me a real sense of accomplishment."

After working on CSTS, Dwight became Manager of Software Engineering, and is currently the Technical Lead on the Automation Integrated Product Team (IPT). He has also served as Management Club president. Dwight attended California State University, Northridge and the University of South Alabama. He holds a Bachelor of Science degree in Interdisciplinary Studies.

Dwight, his wife Pat, and their two cats Slinky and Kinky live in Gautier. They have grown to appreciate the small-town lifestyle. "It was quite a shock at first," says Dwight, "but now we're glad we decided to move. We won't be here forever, but we're not in a hurry to leave either!"

Dwight's leisure time interests are quite varied. Perhaps his most unusual passion is skydiving. Dwight has made over 350 freefall jumps, and holds an "advanced" license. A typical jump is from 12,500 feet, with 10,000 feet of freefall in approximately 60 seconds. During freefall, jumpers build a number of formations, a sort of aerial ballet. "You really learn to fly, using your arms, legs and body position to move rela-

tive to the other jumpers," says Dwight. "Safety is the primary concern on every jump. Modern equipment and training have made skydiving a relatively safe sport. You must, however,

pay close attention to everything that is happening on a jump. While skydiving isn't inherently dangerous, it can be very unforgiving."

Dwight also has more terrestrial interests. He is an avid cook and wine enthusiast. He enjoys martial arts (he holds a blue belt in Isshin-Ryu karate), racquetball, hiking and traveling.

Our next mystery employee has worked in the same organization since joining Data Systems in 1983 and is currently responsible for keeping watch over its purse strings. She and her husband, who also works here, share their home with a lot of "farm animals." She is an accomplished dancer. Do you know who she is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-07 by July 6, 2000. 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.

□

Promotions

Congratulations go to the following employees.

Engineering: Brad Barker to Engineering Control Administrator. Louis Brensing to Senior Engineering Specialist. Gary Carlston to Senior Engineering Specialist. Duane Clark to

Technical Manager. Terry Clevenger to Principal Engineer. Linda Etheridge to Senior Engineering Control Analyst. Scott Fisher to Senior Engineering Specialist. Robert French to Member, Senior Technical Staff. Mark Jacobs to Member, Senior Technical Staff. Ilmar Jankalns to ILS Project Leader. Constance Kormanik to Principal Engi-

neer Jacqueline Millsfield to Senior Engineering Specialist. Donald Stafford to Principal Engineer. Gregory Winter to Senior Engineering Specialist. Richard Wheeler to Principal Engineering Writer.

□

Milestones

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



Rodney Springer

25 years, Field Engineering Specialist, Engineering.

25 years: Mark Wilcox.

20 years: James George, Cary Golditch, James Licking.

10 years: James Ruegsegger.

15 years: Gwendolyn Whitlock.

5 years: Sarah Peckinpaugh, Roberta Ritnour. □

STANDARDS OF CONDUCT: LABOR MISCHARGING

This month's article addresses the importance of accurate labor charging.

Would you be upset if you discovered that someone was using your charge account number to make purchases? Most credit card companies assume you would be. For this reason, they go to great lengths to ensure that you are only charged for what you purchase.

In many ways, Litton Data System's customers are very similar to credit card users. When employees at Data Systems charge their time to a work order number, what they are actually doing is charging their time to a customer's charge account. When an employee fails to accurately record time on their timecard, or fails to charge their hours to the correct charge number, the customer is mischarged.

For this reason, the division audit organization actively monitors Division labor charging practices. When discrepancies are identified, Division Audit ensures that they are corrected. Additionally, Division Audit evaluates the discrepancies to determine if potential mischarging activity is involved. It is important to note that a discrepancy is not necessarily indicative of mischarging activity. In fact, most noted discrepancies are procedural errors (i.e., no In/Out time; incorrect addition).

One of the monitoring tools utilized by Division Audit and the Government, is the floor audit. These random audits increase employee awareness and provide statistics that are used to compare actual timecard accuracy rates to the Division's goal. The Division's floor audit accuracy rate goal is 95%.

Now that our new, paperless AAT system is operational, the Government has been provided a review of its capabilities and, along with Division Audit, has begun new system floor audits. Always

keep in mind that the goal of the floor audit is to ensure that employees accurately use and understand the system. Additionally, employees must be aware that mischarging will not be tolerated and could result in disciplinary action up to and including termination.

Even with all of the attention that is focused on the importance of timecard accuracy, discrepancies do occur. Many of these are the result of employees forgetting to allocate their time on a daily basis. The flag that indicates to supervisors and auditors that you did not fill out your card each day is **permanently and automatically** displayed on your autocard. By maintaining your timecard each day, you can help reduce this type of discrepancy.

With your continued support, you can help the Division meet and exceed its accuracy rate goal and hence reduce the likelihood of the Division's customers being mischarged.

Additional information regarding this topic can be obtained from the Division Standard Practice 1000, "Standards of Conduct."

The headlines in many newspapers today reflect the aggressive position taken by the U.S. Government in seeking out mischarging activities. The penalties faced by both companies and employees who are found guilty of mischarging are severe. For this reason alone, it is vital that you take steps to ensure that you accurately record your labor charges.

If you have any questions or concerns about labor charging or other Standards of Conduct issues, please discuss them with your supervisor, the Litton Ethics Hotline, or Tim Tobin, Manager - Division Audit. □

Hi Nguyen

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Hi is the second Data Systems' employee to receive this certification. As a reflection of DSD's continuing commitment to technical excellence, Hi was able to take advantage of Litton's tuition reimbursement program for ex-

amination fees and books. An Engineering Specialist, Hi is currently the DBA on the Litton-funded Advanced Shipboard Information Systems (ASIS) program. His responsibilities include administering the Oracle databases and NT network, development of ASIS web-enabled applications, and development and management of the ASIS web

site. In his "spare" time, Hi is developing Built-In Test/Fault Isolation Tests (BIT/FIT) for the Naval Tactical Data System card set as part of the Tactical Tomahawk Weapon Control System (TTWCS).

Data Systems salutes Hi and congratulates him on this significant accomplishment. □

ETC Notes

Gift Certificate Drawing

Congratulations to the most recent gift certificate winners. Z. Doudian won the \$100 J.C. Penney gift certificate in April's monthly drawing and Mary Casillas won a \$250 certificate in the quarterly drawing.

Annual Transportation Survey

Thanks to everyone who participated in the Division's annual transportation survey during the week of June 5 to 9. Your help enables Data Systems to better meet your ridesharing needs and to comply with the requirements of the laws governing employee commute management plans.

Survey results will be published in an upcoming issue of *Data Systems Today*. □



Spark Up Your Savings

U.S. Savings Bonds are a sparkling investment, as traditional as the Fourth of July, and a sure way to save for financial independence. Series EE U.S. Savings Bonds pay market-based rates from the first day of issue and are backed by the full faith and credit of the United States. Sign up now to buy bonds through the payroll savings plan and spark up your savings!

The Back to Back
U.S. SAVINGS BONDS

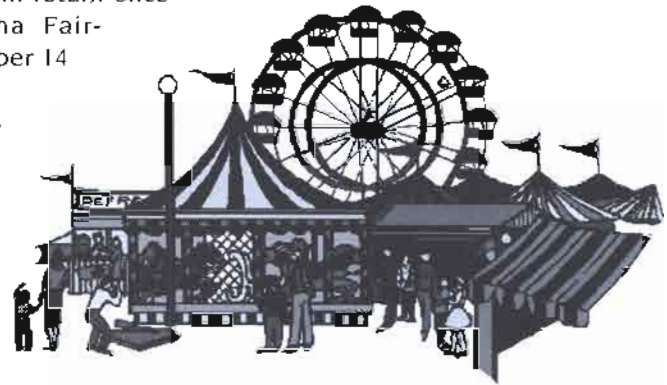
L.A. County Fair Tickets Available in July

The L.A. County Fair will return once again to the Pomona Fairgrounds, from September 14 through October 1.

Employee Services will sell early bird adult tickets from July 1 through August 1. The early bird tickets are valid only during the first week of the Fair, from September 14 to September 21, and are available at the cost of \$5.00 each

Adult tickets valid from September 22 to October 1 will also be available, at the cost of \$7.00 each. These tickets can be used any day of the week.

Both the early bird and regular adult ticket prices include a free \$5.00 discount coupon good towards the purchase of a \$15.00 wristband or fun pack for rides and attractions. The total savings is up to \$10.00 on admission and



rides during the first week of the fair and up to \$8.00 on admission and rides during the remainder of the fair.

Children's tickets (ages 6 - 12) are \$4.00 on Saturdays and Sundays. From Monday through Friday, children ages 6 - 12 receive free admission. Children age 5 and under are free every day of the week.

For further information, contact Chris Cavaliere at (818) 597-5382. □

Four Day Weekend Approaching

Employees will enjoy a four day weekend when Data Systems closes on Monday, July 3 and Tuesday, July 4 in observance of the Independence Day holiday.

A safe and happy holiday to all! □

On Board

Data Systems welcomes the following new employees.

Ocean Springs: Ed Atkinson, Dwight Rettkowski.

San Diego: Joseph Nastasi, Michael Tensfeldt. □