

## DSD Ocean Springs Aids Launch of LHD 7 Iwo Jima



**Litton's Combat Simulation Test System (CST) and Programmable Integrated Communications Terminal (PICT) are on board the LHD 7.**

The seventh multipurpose assault ship, LHD 7, was successfully launched at Ingalls Shipbuilding on February 4, 2000. The ship was 80 percent complete, an on land construction record. The translation weight of the ship as it moved onto the launch pontoon was also another record - 27,500 long tons.

Litton Data Systems performed integration, checkout, and test of over 170 elements of the LHD combat system, including radars, weapons, navigation, and exterior communications subsystems. Litton products on the ship include the Combat Simulation Test System (CSTS) and the Programmable Integrated Communications Terminal (PICT). CSTS is a sophisticated multi-unit distributed processing test and training system that uses a ship's own equipment

to train both individual operators and combat system crews in entirely realistic sessions. The PICT, based on commercial technology, is a Litton-funded product that supports ISDN (Integrated Service Digital Network) and legacy switches for both interior and radio ship-board communications.

LHD 7 completed the first stage of Electronics Light-Off (ELO) on February 14 with the successful light-off of the Combat System suite that involves the Computer Room and Combat Information Center (CIC). The next two stages of ELO, communications and radar/ weapons will light-off in two-week increments.

LHD 7 will be christened IWOJIMA on March 25, 2000 in ceremonies to be held at Ingalls and will be delivered to the U.S. Navy in April 2001. □

## Allison Named New DSD President

On March 7, 2000, Chris Bernhardt announced his resignation from Data Systems Division. Mr. Bernhardt, who joined the Division in April 1999, said he was resigning to pursue an opportunity with a broadband wireless telecommunications, defense electronics and aerospace firm.

In an announcement to employees on Thursday, March 16, Litton Industries' Executive Vice President and Chief Operating Officer Harry Halamandaris named William J. Allison to succeed Mr. Bernhardt.

Mr. Allison joined Data Systems in March 1992 from Hughes Electronics as



William J. Allison

**Litton Data Systems**  
**TOP DAY**

## Litton Newsbriefs

### Weather Services Subsidiary to be Sold

Landmark Communications, Inc. and Litton Industries Inc. announced the signing of an agreement for Landmark to acquire WSI (Weather Services International) Corporation from Litton. WSI is a leading provider of weather presentation systems and weather data. The purchase price is approximately \$120 million in cash, subject to adjustment as of the closing.

### PRC Awarded Air Force Contract

PRC was awarded a \$21.8 million, five-year contract to support U.S. Strategic Command (USSTRATCOM) Headquarters at Offutt Air Force Base, Omaha, Nebraska. The contract calls for PRC to provide exercise and crisis operations support, systems security, technical support including systems administration, applications and database support, and help desk operations.

### Avondale Alliance Announces Navy Contract

Litton Avondale Industries announced that the U.S. Navy has exercised an option for the construction of LPD 19, valued at \$491.9 million. The award covers a cost-reimbursable contract to the Litton Avondale Alliance to building the third LPD 17 Class ship, the Navy's newest and most advanced amphibious assault ship. LPD 19 is planned for construction at Bath Iron Works located in Bath, Maine. Litton Avondale serves as the prime contractor for a consortium of team members known as the Litton Avondale Alliance which, along with Bath Iron Works, includes Raytheon Electronic Systems and Intergraph Corporation.

### Litton Forms New Company

Continuing its business strategy to become the marine industry's full service leader, Litton has announced the

formation of a new company, the Litton Ship Systems Full Service Center (LSS FSC). Operating as a stand-alone business within the existing Litton Ship Systems (LSS) organization headquartered in Pascagoula, Mississippi, LSS FSC will provide its customers a full range of research and development, design analysis and life cycle support services. These services will be offered in conjunction with the two LSS shipyards - Litton Avondale Industries in metro New Orleans, Louisiana, and Litton Ingalls Shipbuilding in Pascagoula, as well as a worldwide network of fleet support offices already in place.

### A. David Klein Appointed Staff VP

Litton Executive Vice President and Chief Operating Officer for Electronics and Information Systems, Harry Halamandaris, announced the appointment of A. David Klein to the position of staff vice president of technology and licensing. Mr. Klein will report to Mr. Halamandaris and be responsible for developing, maintaining and implementing Litton's "Technology Excellence Objectives," and will head the new Office of Technology Licensing (OTL) which has been formed to fully exploit the business and revenue potential of our intellectual property.

### Brickner Named VP and Corporate Secretary

Lynne M. O. Brickner, 47, has been appointed Litton vice president and corporate secretary replacing Jeanette M. Thomas who is retiring. Ms. Brickner joins Litton from Meggitt-USA, Inc. where she was vice president, general counsel and secretary since July 1999. From September 1995, she was counsel at Whittaker Corporation, where she was vice president, general counsel and secretary from October 1996 until July 1999, when Meggitt acquired Whittaker Corporation. □

## Daylight Savings Time Returns

Be sure to "spring forward" on Sunday, April 2, 2000 by turning your clocks ahead one hour. Daylight Savings Time officially begins at 2:00 a.m. on that date and remains in effect until October. □

## On Board

Data Systems welcomes the following new employees

**Engineering:** Michael Barwick.

**San Diego:** Robert Peterson, Joyce Powers, Kent Richardson. □

## DSD Ocean Springs Receives NAVO Award

Litton Data Systems Division Ocean Springs was recently awarded a Time and Material contract by the Naval Oceanographic Office (NAVO) at Stennis Space Center Mississippi to be the prime integrator for the mobile variant of the Naval Integrated Tactical Environment Subsystem (NITES IV). The initial award was \$230K with an anticipated value of \$2.5M.

Based on the Navy's Tactical Environmental Support System (TESS), NITES is a network of integrated environmental (meteorology and oceanographic) servers and clients. The program will leverage its development from leading edge COTS and existing GOTS technology in support of the 21<sup>st</sup> Century Naval and Marine warfighter. The NITES IV variant is a lightweight, portable weather data processing system with the ability to communicate local weather to and historic data from the larger NITES servers and capable of receiving meteorological satellite images and data while being forward deployed. □

## DSD San Diego to Supply Computers for Army

Data Systems was awarded a \$12.8 million award to deliver more than 1,000 Appliqué+ V4 computer systems to TRW, the prime contractor for the U.S. Army Force XXI Battle Brigade and Below (FBCB2) program. The contract value is expected to grow to \$17.5 million for over 1,400 systems by the end of the fiscal year.

Litton's Appliqué+ V4, a ruggedized computer for use in military tactical tracked and wheeled vehicles, uses TRW's FBCB2 software as part of the Army's "digitization of the battlefield." The Appliqué+ V4 will be used in a series of successive Government tests culminating in the FBCB2 initial Operational Test and Evaluation (IOT&E) with the Army's 4th Infantry Division at Fort Hood, Texas. After these exercises conclude, the government's Milestone III production design is expected in 2001. □

## Twelve More ICARE Honors in January and February



(From right) Z. Doudian, Tong Dinh, Phil Dennis, Aaron Cooperman, Gary Carlston, Bob Neher and Sonny Ramos are pictured with presenter Jerry German. Unable to attend was George Johnson.

One team and one individual were honored during January's ICARE ceremony in Agoura thanks to nominations submitted by Amnon Levy.

The BMC4I engineering team of Gary Carlston, Aaron Cooperman, Phil Dennis, Tong Dinh, Z. Doudian, George Johnson, Bob Neher and Sonny Ramos was nominated by Amnon for rising to the challenge of restructuring the program from a paper analysis task to development of a prototype correlation fusion engine and providing the Division a foothold in the Single Integrated Air Picture market.

Gary Carlston also received an individual award for helping the customer solve a problem with GFI (Government Furnished Information) detected during the integration of the BMC4I software, making a successful demonstration of the BMC4I Shooter Single Integrated Air Picture (SIAP) at the AUSA show in El Paso possible.

Three individuals were honored in February for their efforts above and beyond

David Eskildsen was nominated by Tom Murray for traveling to Thailand over the Thanksgiving holiday to repair LITACS hardware and squelch the concerns being raised by our competitors about the reliability of our equipment.

Yolanda Puckett was nominated by Norma Wolf for her initiative and hard work in handling the recent move of the entire Fire Support IPT from Moorpark to Agoura Hills, enabling three very busy program managers to continue their duties with no interruption.

Darrell Wight was nominated by David Robertson for the many hours he spent and the personal sacrifices he made to support the UKTACC program Final Service Release (FSR) Build 6 formal test, which was accomplished ahead of an extremely tight schedule.

## Drug-Free Workplace Message Reinforced

In the following memo dated March 10, 2000 to all employees, Vice President of Business Services Tom Kelly reemphasized the Division's policy of non-tolerance for the presence of drugs in the workplace

"It is the policy of the division to prohibit the use and possession of alcohol and illegal drugs, the selling or providing of alcohol or illegal drugs to other employees on company time or property, or reporting to work while impaired by alcohol or illegal drugs.

"Any employee who is determined to be selling, providing or assisting in the sale or provision of alcohol or illegal drugs on Litton property, or being under the influence of drugs or alcohol while on company time or premises, will be subject to disciplinary action up to and including termination. Any employee suspected, with reasonable belief, to be using illegal drugs or alcohol, or having job performance problems as a result of the use of illegal drugs or alcohol, will be subject to a chemical dependency test. Submission to the testing is voluntary, but the refusal to submit to the test will be interpreted as a form of insubordination, which may result in disciplinary action up to and including termination.

"The division wishes to assist employees who recognize that they have a problem with alcohol or illegal drug abuse and encourages employees to avail themselves of the Employee Assistance Program and the confidential services provided by Value Behavioral Health. Additional information is available from your local Human Resources Representative or by contacting Value Behavioral Health directly at 1-800-635-2464.

"Employees are encouraged to familiarize themselves with the provisions of Personnel Practice No. 300-6, Drug and Alcohol Abuse, and Personnel Practice No. 900-1, Employee Conduct Requiring Disciplinary Action, and understand that failure to abide with these policies will result in disciplinary action,



Darrell Wight (right) and Yolanda Puckett were recognized by

Vice President of Business Services Tom Kelly. Dave Eskildsen was unable to attend. □

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## Eleven Honored in San Diego



### R to I (back row) Romeo Remigio, Rod Rancik, Robert Hudson,

Scott Angeli, Dillard Smith, Kevin Castanien, Dave Dishman and (front row) Kathy Hernandez, Tony Do, Jerry Conklin and Suzanne Digesare received ICARE awards from San Diego VP and General Manager Lou Kelly.

Eleven individuals received ICARE honors at the San Diego award ceremony held on January 13.

**Scott Angeli** was nominated by Lance Arenson for creating and implementing the efficient and effective MIN-MAX inventory system for indirect supplies used daily on the production floor.

**Suzanne Digesare** was nominated by Vickie Robinson for assuming additional job responsibilities outside her normal scope of duties while performing as a Group Leader and continuing to handle a very busy desk in Procurement.

**Tony Do** was nominated by Karen Sare for his hard work and dedication in modifying and implementing all the changes to the mainframe system (SIMBA) to ensure that the system is Y2K compliant and enabling a smooth transition for all users.

**Kathy Hernandez** was nominated by Charlie Black for assuming additional responsibilities in MRB and Calibration Administration, as well as her duties in Receiving Inspection, and maintaining an outstanding attitude despite the pressure and long hours required.

**Robert Hudson** was nominated by Bill Davison for meeting the customer's schedule and requirement through his tireless effort and initiative on the MobileBook docking station prototype

chassis that was used for the immediate demonstration required by the LA County Sheriff.

**Rod Rancik** was nominated by Bill Johnson and Frank Swanson for his authorship of 95 percent of the ILS portion of the Global Fire Support (GFS) program proposal and its submittal ahead of schedule, despite being given very short notice of the task.

**Romeo Remigio** was nominated by Lynne Smith for his initiative in setting up training and installation of the Interactive Electronic Tactical Manuals (IETM) at Ft. Riley with very limited resources, saving the company time and cost associated with the IETM training.

**Dillard Smith** was nominated by Lynne Smith for obtaining funding for the continuing development of EMS-2, enabling the Maintenance System to exceed its forecast and increasing the Army's investment and dedication to the future of EMS (Electronic Maintenance System) and IETM.

**Dave Dishman, Kevin Castanien and Jerry Conklin** were nominated by Paul Souval for their exceptional performance during the development and test of the Advance Tomahawk Weapon Control System (ATWCS) barge testing, a major factor in the successful development and test of the hardware portion of this premier national defense weapon system. □

## Litton Reports FY2000 Second Quarter Results

On January 31, 2000, Litton Industries, Inc. reported diluted earnings per share of \$.80 for the second quarter of FY2000, compared with diluted earnings of \$.94 for the second quarter of fiscal 1999. The reported earnings for the second quarter included the effect of the previously announced provision for cost increases in two systems development programs for integrated electronics within the Advanced Electronics segment. Net earnings for the second quarter were \$36.8 million versus \$44.0 million for the same period last year. Revenue for the second quarter was \$1.35 billion, compared with \$1.13 billion for the comparable period of the prior year.

Revenue for the first six months of fiscal 2000 was \$2.7 billion, a 16% increase over the first six months of fiscal 1999. Net earnings and earnings per share were \$89.6 million and \$1.93 before adoption of an accounting change in the first quarter, compared with \$91.2 million and \$1.95 for the first six months of last fiscal year. □

### President

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**Director of Quality.** In August 1993, he was appointed Vice President, Product Assurance and Support and in June 1994, he was named Vice President and General Manager of Data Systems Ocean Springs. While serving in that position, he spearheaded the successful completion of the KNTIDS program and led the facility in winning two Mississippi State Quality Awards. He returned to Agoura Hills in August 1998 to assume the role of Vice President of Engineering.

Mr. Allison holds a Bachelor of Science in Chemistry from Cal Poly, San Luis Obispo, an MBA from Pepperdine and is a Ph.D. candidate in Executive Management at the Claremont Graduate University. □

## Turning the tables....

The ICARE council took Jim Arthur completely by surprise with the presentation of a special ICARE award during the semi-annual luncheon at the Radisson Hotel in Agoura Hills.

Mr. Arthur, Vice President of Contracts and Pricing, is a loyal ICARE supporter whose lighthearted presentations make him a crowd pleaser. He was recognized for his heartfelt words of gratitude to the winners for their efforts on behalf of Data Systems Division that demonstrate his commitment to the purpose of the program - to remind everyone that "excellence is more than just a word." □

**ICARE Council Chairman Andy Scott**  
surprised VP Jim Arthur with a special ICARE certificate



## Educational Reimbursement Program Enriched

Employees continuing their schooling under Data System's educational reimbursement program will now be eligible to receive a higher reimbursement of their tuition costs

Under Plan II - Degree Work Study and Plan III - Degree or Certificate Study, the maximum tuition reimbursement for employees meeting all the terms and conditions of the policy has been increased from \$3,000 to \$5,000 per fiscal year. In order to qualify for Plan II or III, the school attended must be an accredited educational institution recognized by a regional association.

Under Plan IV - Continuing Education, the maximum reimbursement for which employees will now be eligible is \$1,000 per fiscal year, up from \$450

Other reimbursable expenses under these plans include books and fees at 50% and laboratory fees at 100%.

Employees must receive a grade of C or better or Pass for all undergraduate courses and a grade of B or better or Pass for graduate level courses.

For more detailed information on the educational reimbursement policy, please refer to DSP 1005-2 or contact Human Resources at your location. □

## Congressman Taylor Addresses Ocean Springs Management Club

DSD's Management Club in Ocean Springs started the new year off with a BANG! Approximately 75 members and their guests gathered at the Porter House Restaurant to welcome Mississippi Congressman Gene Taylor at the January General Membership Meeting. A conservative Democrat, Congressman Taylor serves on two major committees in the House of Representatives. He is a ranking member of the House Armed Services Committee and a member of the House Transportation and



Congressman Gene Taylor

Infrastructure Committee.

Management Club President David Robertson opened the meeting by greeting all attendees and recognizing

several special guests. After a few brief announcements, everyone enjoyed a sumptuous meal of Surf 'n Turf. After dinner, Congressman Taylor entertained the group with witty tales of life on Capitol Hill before getting down to more serious matters like defense spending and the state of readiness of our military. Following his prepared remarks, the Congressman answered questions from the floor.

Following a reminder from Mr. Robertson for all employees to drive carefully, the meeting was adjourned. □

## Drug-free

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up to and including termination. In addition, any employee convicted under a criminal drug statute for a violation occurring in the workplace must notify the division no later than 5 days after such conviction.

"The division does not wish to impose lifestyle choices on any employee nor does it wish to intrude into their off-premises activities. However, the division intends to remove itself from the adverse lifestyle consequences associated with the use and abuse of alcohol and other illegal drugs and provide its employees with a safe, drug-free workplace." □

## Data Systems' Equal Employment Opportunity/ Affirmative Action Policy Statement

I would like to take this opportunity to convey my personal commitment to the principles of equal employment opportunity and reiterate the division's obligation to promote an affirmative action program designed to enhance the cultural diversity of our workforce. In addition, I would like to remind all employees of their obligation to ensure our work environment is free of ethnic, racial and sexual harassment.

To assure the success of this policy, Litton Data Systems will continue to:

- Recruit, hire, train and promote persons in all job classifications without regard to race, color, religion, sex, age, national origin, disability, veteran status or sexual orientation.
- Ensure that all personnel actions, including, but not limited to, compensation, benefits, promotions, transfers, layoffs, return from layoffs, disciplinary actions, company sponsored training, tuition assistance and all other terms and conditions of employment are administered in conformance with the principles of equal employment opportunity

Responsibility for the implementation and coordination of these policies and the division's Affirmative Action Program has been delegated to Lynn Withrow, Employment & EEO/AA. Lynn is responsible for the monitoring and reporting program designed to measure the effectiveness of the affirmative action program and the investigation of reported incidents of discrimination or harassment. Any questions regarding these policies should be directed to Lynn at 818-707-4308.

I commend all employees for their proven endorsement of our programs and have every confidence that you will continue to uphold the division's commitment to Equal Employment Opportunity and support our goal oriented Affirmative Action Program

*Tom Kelly*  
Vice President, Business Services

Ref  
PPM 100-1, Equal Employment Opportunity & Affirmative Action  
PPM 300-7, Harassment in the Workplace □

## BAT Organizations Take Shape

The following Business Area Team (BAT) appointments were made in January, February and March 2000.

### C3 BAT

Paul Mueller to Business Area Director/  
Acting Business Development  
Director  
Paul Chandler to Director of Programs  
Dale Frederick to Engineering Director.  
Richard Pennacchi to Contracts Director  
Peter Weerts to Controller.  
Robert Mosier, International Business  
Development  
William Joseph to Air and Missile  
Defense IPT Lead.  
Linda Friedman to Air and Missile  
Defense IPT Technical Lead  
John Gowing to Air and Missile Defense  
IPT Business Development Lead.  
Ann Wetstein to Air and Missile Defense  
IPT Contracts Lead.  
Michael Reader to Fire Support/  
Chem-Bio IPT Lead.

Bob Fox to Fire Support/Chem-Bio IPT  
Technical Lead  
Tom Murray to Fire Support/Chem-Bio  
IPT Business Development Lead  
Matt McConville to Fire Support  
Chem-Bio Contracts Lead.  
Joanne Coller to Air Surveillance and  
Control IPT Contracts Lead.

### Rugged Integrated Systems BAT

Amie Edner to Business Area Director.  
David Dishman to Engineering Director.  
Ted Witte to Contracts Executive.  
Jim Gates to Integrated Product Team  
(IPT) Lead.  
Paul Souval as Tactical Applications  
Computer (TAC) IPT Lead.

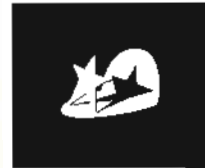
### Computers and Displays BAT

Norm Iverson to Business Development  
Executive  
Al Simonic to Engineering Director  
Timothy Harrington to Contracts  
Executive.

### Ships Electronic Integrated BAT

James DeMarco to Contracts Executive.  
□

## In the Spotlight



Next month's mystery employee has been with Data Systems for almost two decades. He

worked in Buildings 51, 44, 48 and 43 while in Van Nuys and in Building 2 in Agoura. While he is currently working in a technical role, he was part of a management team that won a Division award in 1995. He is a martial arts expert. Do you know who he is?

Please submit all entries to Data Systems Today Spotlight Contest at M/S 15-07 by April 5, 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. □

## Social Security Retirement Age Increases

The Social Security Administration has announced that the age for collecting full Social Security benefits increased from 65 to 67 over a twenty-two year period beginning this year. For example, the retirement age for those persons born in 1938 is now 65 years and 2 months. The retirement age will then increase in two-month increments for those persons born between 1939 and 1943 until it reaches age 66, where it will remain for all workers born through 1954. For those born after 1954, the retirement age will increase in two-month increments until it reaches 67 for those born in 1960 or later. As is currently the case, if you continue to work past your new normal retirement age, you will receive higher benefits. Although you will still be able to begin your retirement benefits at age 62, the reduction will be greater than for those born before 1938.

For more complete information, log on to the Social Security Administration website at <http://www.ssa.gov/pubs/ageincrease.htm> □

## Milestones

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



**James Silva**

35 years, Technical Manager, Engineering

**30 years:** Richard MacKenzie.

**25 years:** Dwight Herr.

**20 years:** Sharon Preiser,  
Quy Tran.

**15 years:** Bob Fleischman,  
Sherrie Retzinger, Long Tri.

**5 years:** Scott Angeli,  
Daryl Carpenter, Bob Gwaltney.  
□



**Lynne Smith**

25 years, Engineering Project Leader, San Diego



**Bill Hamilton**

20 years, Field Engineering Specialist, San Diego

## ETC Notes

### Gift Certificate Drawing

Congratulations to the J.C. Penney gift certificate winners in the January drawings. Vahe Hacopian won the \$100 certificate in the monthly drawing and Tony Garcia won the \$250 certificate in the quarterly drawing.

### Rideshare Moment in History

Streetcar service in Los Angeles ended in 1963 - rail reappeared in 1990 with the opening of the Metro Blue Line. □

## Private Party at Magic Mountain

Six Flags Magic Mountain in Valencia is hosting its annual Private Party Night on Friday, May 5, 2000 from 7 p.m. to 1 a.m. Several other companies, in addition to Litton, attend this event which is closed to the general public.

Tickets are priced at \$18.95 for adults and children and include free parking.

Don't miss out on this great evening of fun! Purchase your tickets from Chris Cavaliere at (818) 597-5382. □

## Standards of Conduct: Conflict of Interest

*This article was provided by Frank Tullis, Vice President of Business Development and Gary Mallaley, Business Development Program Office Director.*

Litton Data Systems has established Standards of Conduct based on one overriding principle, that "... all division business shall be conducted ethically, honestly and with integrity." The Standards of Conduct cover gratuities, marketing information, employee communication, accurate financial bookkeeping, exports, audits, procurement policies, political contributions, conflict of interest and others. Each area is important to our health as a business, both externally in how we are viewed by our customers, our suppliers, our neighbors and our communities, and internally in how we view ourselves. It is the goal of our Standards of Conduct to make us proud of ourselves based upon the knowledge that Litton Data Systems will always conduct its business with the utmost of integrity.

The first area covered under Division Standard Practice No. 1000 is "Conflict of Interest." It directly states that it is our responsibility to avoid any situation or other interest that might cloud our judgment with respect to our duties and responsibilities here at the division. Further, it is essential that we avoid outside business interests or activities that may interfere with the proper performance of our jobs.

As Litton employees, we have access to company information not generally known to the public. This information may concern Litton Industries, Litton Systems, or Data Systems Division or other organizations with which we do business, such as customers, suppliers or competitors. Other companies generally share private information with Litton under a "Non-Disclosure Agreement," in which Litton pledges it will safeguard the information and not divulge it outside of Litton Systems, Inc. Thus, we have an obligation to keep such information confidential as we would our own proprietary data; that is, safely stored when

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## 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 15-07.

Deadline for the next issue: April 5.

### 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. □

## Gone Fishin'

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

Dennis Cole

Elizabeth Hamilton

Carol Kindlimann

Bill Lemons

Terry Lilly

John Murillo

Larry Spicer

Frank Wittmann □

## Standards

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not in use and not disclosed to others outside of Litton or those within Litton who do not have a need to know

The second responsibility is not to trade in the stock of any corporation on which we may have gained inside information. In general terms, if we are privy to "insider" information from a team-mate-company or supplier through private discussions under a Non-Disclosure Agreement or other means, we are prohibited from purchasing or selling stock in those companies.

To ensure that employees are not involved with outside business interests that may be prejudicial to the interests of Litton Industries, Inc., the division has established Personnel Practice (No. 300-1) that requires each of us to periodically give a full disclosure of holdings in, or activities that are related to other companies or ventures that may

be prejudicial to our commitments under the Standards of Conduct. This requirement also ensures compliance with the Federal Securities laws and the Federal Acquisition Regulations.

Additionally, all employees sign an Employee Intellectual Property Agreement stating that we will not compete directly or indirectly with the Division during the period of our employment.

The image of Litton Data Systems often revolves around how well we apply the Standards of Conduct. One of the cornerstones is avoiding conflicts of interest. If you have any questions, you should consult the Litton Statement of Principles and Standards of Conduct, Division Standard Practices, or Personnel Practice policies. If you are still unsure of the appropriateness of the actions you are about to engage in, or whether some situation might constitute an ethical dilemma under these policies, more in-depth questions may be directed to your management or Division Counsel. □

## Hotline

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

Outside Ca ..... 1-800-237-0934 □

## Agoura Ticket Sales Moving

Effective April 3, 2000, discount ticket sales are moving to the Facilities area in B2, Room 1156.

Ticket will be available for sale Monday through Friday from 1:30 p.m. to 4:30 p.m. □