

President's Report to Employees: It's Important to Know What's Going On



Division President Bill Allison brought his message into the audience during his first state of the division report to employees.

Division President Bill Allison delivered his first 'state of the division' report to employees during the Agoura Hills' Management Club meeting on September 13, and continued to demonstrate his commitment to 'free communication,' telling employees "it's important for you to know what's going on."

He began with an overview of the most recent report from Corporate on the financial results for FY 2000 in which Litton reported meeting their sales and profitability objectives and realizing a 16% growth in sales. The current outlook for next fiscal year indicates sales growth in the middle to high single digit range and an earnings per share growth of 0% to 5%, news which sent the stock plummeting approximately 25% in one day. Mr. Allison said the good news was that Data Systems met its plan and was not mentioned in the quarterly conference call between Litton senior management and the industry analysts who had previously asked, "when is DSD going to make a profit?" Next, he says, our goal is to *be* mentioned - but this time for superior performance.

Ending the suspense early on, he then addressed the various questions he received regarding the rumored consolidation with Guidance and Control.

Mr. Allison stated that the corporation is looking at all the divisions and SBU's in the Advanced Electronics group to determine if a change in how the programs are managed would better meet the group's corporate responsibility to increase operational profit, minimize operational loss and thereby provide cash to fuel the growth businesses in the Information Systems, Ships, and Electronic Components and Materials groups. He believes that the corporate office is reasonably close to making a decision and promised that as soon as he knew, he would inform employees. He did announce that the Agoura Hills facility was being put on the market, with the possibility of Data Systems

The mission of Data Systems is to provide situational awareness to the good guys.

leasing it back if a consolidation and move does not occur.

Turning to a discussion of DSD's FY 2000 financial performance, Mr. Allison said that, while we met the majority of categories in our plan, we have a long

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Data Systems
TODAY
Litton

Halamandaris Addresses Joint Management Club Meeting

To the extent that the following remarks are not statements of historical fact, they can be considered forward-looking statements within the meaning of the Private Securities Reform Act of 1995, such forward-looking statements involve known and unknown risks and uncertainties that could cause the Company's actual actions or results to differ materially from those discussed in such forward-looking statements, and the company does not undertake any obligation to publicly release any revisions to forward-looking statements to reflect subsequent changes in expectations or occurrences of unanticipated events.

On August 23, 2000, members of Data Systems' Management Club joined their counterparts from Litton's Guidance & Control and Aero Products divisions at the Warner Center Marriott in Woodland Hills to hear a presentation by Litton Industries' Senior Vice President and Group Executive Harry Halamandaris.

Beginning with an overview of the trends of the Defense Electronics, Ships, Electronics Components and Materials and Information Technology segments, Mr. Halamandaris said that Litton had grown from approximately \$2.8 billion in sales in 1994 to approximately \$4.8 billion in 1999. The four segments are very well balanced, with Defense Electronics accounting for 26% of sales, Ships for 34%, Electronics Components and Materials for 12% and Information Technology for 28%. All segments but Defense Electronics are ex-



periencing good to excellent market expansion, with the largest growth expected to come from the Electronics Components and Materials Group.

The three divisions showed mixed results against the FY2000 plan. However, cash flow and average liquidity were well above plan, resulting in the contribution the corporation was expecting to help cover the shipyard shortfall due to capital investment in that segment. Mr. Halamandaris stressed that there will be an emphasis on meeting our BOP (Business Operating Profit) next year in order to give an effective return to Litton investors.

In discussing Data Systems specifically, he said that bookings and sales were down as expected but BOP, while negative, was better than projected as was indirect cost. He complimented the Division on its cost-effective restructuring and the results of its capital turn-in program.

Turning to key market and financial parameters, Mr. Halamandaris noted that the total worth of the top 10 defense contractors is just a fraction of the

value of Intel, Microsoft, Home Depot or AOL. But, he asked, "Does anyone really believe that the country could do without these defense companies?"

There are negative trends influencing the industry. A decline in funded research and development may lead to a corresponding decline in the future market. Added to this, companies are more reluctant to invest their own money in research and development because of the increasing uncertainty of recovering their investment. Export controls affect the ability of U.S. companies to gain international business. And, the top engineers in science and technology are being lured away by the incentives offered by the dot com companies.

On the positive side, Government/industry partnerships and panels are forming and the defense budget is anticipated to increase. Based on expected budget trends and the emphasis by the major party presidential candidates on the importance of current and future readiness, Mr. Halamandaris believes that the need for force modernization, the growing markets in cyber technology, cyber security and commercial aviation, and the expansion in the materials market will benefit Litton.

Not answering the burning question for many in the audience regarding a possible consolidation, he stated, "I can't, because it's not done yet, and it may or may not happen, so don't panic. We're going to look at everything to see what's viable and to strengthen the overall team." □

United Kingdom (UK) Tactical Air Control Centre (TACC) Reaches Major Milestone!



Racal Defence Electronics formally accepted the UK TACC software following the completion of Final Service Release (FSR) acceptance regression testing and artifact validation in July 2000.

During their visit to Data Systems Ocean Springs, the Racal contingent requested a proposal to close on contract issues, including firm fixed price (FFP) efforts (from Contractor Tech-

nical Support through Technical Transfer, FSR Integration Support and 5-year Contractor Logistic Support) and rough order of magnitude (ROM) efforts (additional requirements changes, including Link-11 Forwarding) to ensure Litton's continued participation in the program over the next 5-7 years. Delivery of the software will take place later this month.

Congratulations and well done to everyone who contributed to this effort! □

Ten Receive ICARE Recognition in Agoura Hills



(From right) Gigi Troemel, Phillip Dennis, Sally Guy, Paul Wu, Joe

Nogueira, Gary Carlston, Tong Dinh, Sonny Ramos and Z. Doudian received their awards from Human Resources Manager Dave Cihon during the August ICARE Ceremony. Bob Neher was unable to attend

Two individuals and two teams who exemplify the highest standards in customer service were honored in August.

Gigi Troemel was nominated by Sonja Redmond and Dave Welborn for her unselfish support and teamwork during the Ocean Springs implementation of the COBRA module of the BaaN system

Sally Guy was nominated by Norma Wolf for the professionalism, initiative and persistence she demonstrated in providing data essential to two recent proposal activities.

The team of Gary Carlston, Z. Doudian and Joe Nogueira was nominated by Bill Joseph for their critical support in ensuring that the equipment was present and working

correctly to allow for an AADC capability assessment.

The All Service Combat Integration Evaluation Team (ASCIET) of Paul Wu, Tong Dinh, Gary Carlston, Robert Neher, Phillip Dennis, Z. Doudian and Sonny Ramos was nominated by Amnon Levy for providing the Space and Missile Command with a outstanding demonstration of Litton's Single Integrated Air Picture Engine with ASCIET 2000 data, resulting in an invitation for Litton to provide a briefing at the Joint Theater Air and Missile Defense Office in Washington.

The presentation of these awards brings the total number of ICARE awards given in Agoura to 622. □

Two from Washington Office Receive ICARE Awards



ICARE honorees Kief Tackaberry and Jan Bush from Data

Systems' Washington office, who weren't able to attend the July ICARE Award Ceremony in Agoura, received their certificates from Division President Bill Allison while they were in California to attend the recent Business Development meeting. Kief and Jan were recognized for their roles in the timely submission of the AADC proposal. □

Brown Bag Briefings 101



At a time when training dollars are at a premium, employees of DSD Ocean

Springs have devised a way to maximize training opportunities within the facility — they teach other!

Once or twice a month, employees from various functional organizations volunteer to deliver a Brown Bag Briefing to all interested employees. Each session is advertised in advance and the Executive Conference Room is reserved for the briefings, which take place during the noon hour. Participants show up with their lunches and are rewarded with something as simple as a brief overview on the BaaN Material Control or Procurement System and easy-to-remember pointers about Office Automation tools available from offsite locations, or more complex topics like the new Linux Operating System or Fundamentals of Oracle Software. The informal sessions allow an interactive dialogue between the presenter and the audience and promote a free exchange of questions and answers. The presenters also use these sessions as practice delivery for other events.

The original mission of the briefings was to provide a means of disseminating information to our co-workers. As the program has grown in popularity, though, employees are proudly lining up to showcase certain aspects of their areas of responsibility and to alert each other about new business practices for which a formal training structure is not yet in place.

Championing the Brown Bag Briefings is Neville Smith, a relative newcomer to DSD and programmer for computer-based training. Neville's idea is simple and can be summed up by the following quote:

"No one lives long enough to learn everything they need to learn starting from scratch. To be successful, we absolutely, positively have to find people who have already paid the price to learn the things that we need to learn to achieve our goals." — Brian Tracy □

Five in Ocean Springs ICARE Winners

In May, DSD Ocean Springs recognized the following five employees for going "the extra mile"

Amy Blankenship was nominated by Blair Sherwood for automating the production of Computer-Aided Instruction deliverables, resulting in substantial savings in development labor and customer review time, as well as higher quality products.

The team of Laura Denoble and Ernie Pettis (not pictured) was nominated by



Ernie Pettis for automating the production of Computer-Aided Instruction deliverables, resulting in substantial

Amy Blankenship for going out of their way to insure Amy's computer problems were solved during the recent major move, even as they were very busy relocating other personnel.

Tom Hartley was nominated by Mike Dockstader for taking his personal time to educate himself on Microsoft Access so he could convert the ILS Logistics Support Analysis (LSA) database into Microsoft Access, making it compatible with NT.

Ed Brennan (not pictured) was nominated by Blair Sherwood for providing excellent C++ training to several DSD engineers in preparation of their support of LMS. Ed's actions have made the division more capable of meeting customer expectations as well as raising the individual capabilities of the participants. □



Laura Denoble and Tom Hartley pictured with Bob Wilensky,
Business Resource Group Manager.

Report to Employees

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way to go in terms of how we should look when compared to an independent business entity.

First and foremost, we must focus on the customer with whom we do business - the Department of Defense: the Army, Navy, Air Force, Marine Corps and Coast Guard, and public safety organizations such as police and fire departments. This is the domain in which we are going to operate and in which we are going to concentrate our marketing efforts and resources. Referring to the product demonstrations that employees had an opportunity to view before the meeting, he stressed that these types of prototypes are important in bringing to our situational awareness customers a real connection between the products they need and what we have to offer. "Every time we interact with a customer, we need to approach that interaction with the viewpoint of what does the customer potentially need that I can provide - and get that product in front of them."

We need to be more realistic when comparing ourselves with our competitors because we

haven't always had a clear perception of our markets and our position within them. A painful illustration of that point was our apparent misconception regarding our competitive advantage versus the winner of the AADC award, General Dynamics. Mr. Allison cautioned that anyone coming forward with a business plan will be required to answer some very tough questions about the particular market in which they are asking the company to invest and how we stack up against the competition.

The way we've spent bidding and proposal money and the failure to recognize how the timing of awards affects our ability to project financial plans has

been a problem for the last several years as well. Corrective actions taken in this area have resulted in a change in our forecasting method and the requirement that all business plans submitted must be able to accurately substantiate an Internal Rate of Return of at least 100%.

Summing up our strategic plan, Mr. Allison said we will concentrate on expanding the sales of and investing bidding and proposal monies in our existing rugged computers and displays and rugged integrated systems businesses. We will selectively pursue new business in the C3 and Ships SBU's by focusing on our true core competencies in these areas. And, we will MEET THE PLAN. Employees interested in viewing the strategic plan will shortly be able to do so by accessing the Executive Weekly Status folder under All Public Folders in Outlook.

Mr. Allison will present his President's Report to Employees in San Diego on October 4, in Huntsville on October 10, in Washington, D.C. on October 12 and in Ocean Springs on November 9.

The next Agoura Hills all hands meeting is scheduled for December 13, 2000. □



Business Development Manager Patty

Moore from San Diego demonstrated MobileVu™ for Agoura employees

DSD Engineer Marks Several Firsts on Foreign Trip

Debbie Hickman of DSD Ocean Springs recently marked a series of "firsts" that left a lasting impression on her as well as our foreign customers: Daewoo Heavy Industries, Howaldtswerke Deutsche Werft and the Republic of Korea Navy.

Debbie, an Engineering Specialist, is the lead software engineer for the Data Link Processor System (DLPS), a passive tactical data system currently installed on submarines of the ROK Navy. In this capacity, Debbie's support was required recently on a trip to Korea for a series of system tests that involved minor software modifications. Accompanying Debbie on the trip were Steve Hayes, Test Engineer; Jeff Wimmer, Systems Administrator; and David Robertson, Program Manager.

The trip to Korea marked Debbie's first venture outside of the United States, and as the departure date neared, her thoughts turned from software code to meals of raw fish and



Kimchi. Strangely, Debbie started to develop a cold and cough that threatened to derail her trip! Her loyalty and professionalism, however, allowed her to persevere and she and the team were off.

Soon after their arrival, Debbie noticed the absence of other blonde-haired women throughout the country. Also, she became the source of interesting conversation among the Korean employees as they realized that she was an engineer there to work, not a wife accompanying her husband. *It is believed that Debbie is the first female engineer to enter*

and work aboard a Korean submarine.

Each member of the ROK Navy, the Daewoo shipyard employees, and the engineers from Atlas who witnessed Debbie's expertise and professionalism were very impressed. The dockside software testing was also hugely successful, largely due to Debbie's efforts and her excellent ability to adapt to the shipboard test environment.

Old traditions die hard, though - especially those within the maritime community. Subtle reminders of the long-held myth concerning women at sea were still present. Debbie, however, was happy to accommodate maritime tradition, and she readily agreed to remain ashore for the final at-sea test.

The culmination of the long and arduous, but extremely successful trip was another first for Debbie - that of bargaining in the many shops of Itaewon in Seoul. Finally, loaded down with souvenirs, gifts and memories, she happily departed for home.

Oh, and as for the raw fish, Debbie had one simple word for it: "BAIT!" □

Data Systems Wins Graphic Design Awards



The award-winning Graphics Department (from left to right): Tom Fritz, Linda Shalack and Edward Randell.

The Marketing Communications Graphics Department has won three awards in the 24th annual American Graphic Design Awards competition sponsored by *Graphic Design:USA*. A prestigious seven-member nationwide panel awarded Data Systems "for excellence in communication and graphic design" in three of its entries - two proposal covers and the program for last year's Air Force Ball.

Data Systems extends hearty congratulations to Graphics Department members Tom Fritz, Edward Randell and Linda Shalack. According to Carol Boyd, Director of Marketing Communications, "We're delighted with these awards. The division as a whole is always appreciative of what Tom, Edward and Linda do, but it's professionally very satisfying for them to receive this kind of recognition from independent judges in the industry." And Advertising Manager Una Vere Katter adds, "Special thanks to Edward for his initiative in selecting and organizing the entire art package and sending it off to the competition. It's his fault that we won." □

In the Spotlight



Last month's mystery employee was Sally Guy, Contracts Coordinator.

Sally first began working for Litton in the late 1960's at Guidance and Control Systems. Following the birth of her daughter, Sally left Litton to concentrate on motherhood and volunteer activities, including serving as a Girl Scout leader and working as a teacher's aide for students in remedial reading. She says these activities provided both a challenge and some of the most worthwhile and rewarding experiences of her life.

In the late 1970's, Sally returned to Guidance, where she spent the next couple of years working in temporary secretarial assignments all over the company. Sally said she really enjoyed the opportunity to work in so many different areas because it afforded insight into how the company operated.

In 1980, she went to work for the Vice President and General Manager of Mellonics' (later Litton Computer Services) Information Center, but returned once again to Guidance when the organization in which she worked was eliminated.

In 1988, Sally joined Data Systems when an opening arose for an administrative secretary in the Contracts organization. As her role expanded to include additional responsibilities, Sally was promoted to the position of Contracts Coordinator in March 1996. In this role, she does no negotiating, but can provide basic contractual interpretation and prepare routine paperwork such as sales orders, contract letters, non-disclosure agreements and internal RFO's (Requests for Quotation). Sally also

spends part of her day in telephone interaction with customers, responding to their requests for verification of delivery dates or anything else that has been mentioned in correspondence. "I hate being bored, but there's no chance of that in my job. I don't try to plan my day too much because events that must be dealt with immediately occur quite frequently in our department."

She says she's enjoying the added responsibilities. "It's been a good growth experience. Having majored in English and Humanities in college, I've always enjoyed working with words. And the government's way of contracting, through the interpretation of FAR rules, is so unique." To increase her effectiveness to her organization, Sally is currently pursuing a certificate in Contract Management at California State University, Northridge

Of special pride to Sally are her contributions to the THAAD program on which she has worked for six years and through which she feels she's made a great deal of progress in accomplishing her tasks more independently.

Outside of work, Sally's main focus in the last several months has been on decorating her new home in Chatsworth. She says it's a slow, but totally enjoyable process to transform the surroundings to reflect her own personality. Sally shares her home with her cat, Tilly, who wasn't at all happy about the move at first, but now grudgingly 'lets' Sally live there too.



One of Sally's favorite pastimes is traveling. She sometimes travels with daughter, Sandra, and says the arrangement works well because they share a room and then "go their own ways and give each other space." Her last vacation took her to the Caribbean to the Turks Caicos Islands in the British West Indies. Her adventures there ranged from the water sports to circus feats of daring- sailing on a catamaran and snorkeling... "a spectacular experience because the water is so clear and the marine life so colorful," and then trying out a trapeze. Yes, she actually put on the guide ropes, went all the way up the ladder and swung through the air! She says it was great fun, but she drew the line at a mid-air catch. Sally's next vacation will be a tamer trip to visit her brother in Oklahoma.

Other leisure time pursuits include reading fiction, especially John Grisham, watching NCAA basketball and going to an occasional movie

Congratulations to Chris Huffman, Norlyn Stromeyer and Tina Thomson for correctly identifying Sally.

Our next mystery employee has worked in the same organization since joining Data Systems in the early 1970's. She is one of the first people employees meet when they come to work. She is an avid gardener. Do you know who she is?

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

Tina Thomson is September EOM



Since becoming part of the Program Management Controls team six months ago, Tina has displayed an unusual ability to take control of her responsibilities and follow through with a tenacity

that brings consistent results of the highest quality and quantity.

One of her many assignments is coordinating and entering the required information for the BaaN ERP system, the most complicated and demanding system in the Division. Incorrect data can affect everything from schedule performance to revenue recognition to our ability to bill the customer. Tina continually makes suggestions on improving the efficiency and effectiveness of the ERP process.

Tina exemplifies the meaning of cus-

tomers service. She works extremely hard to provide the best possible service to each of her customers, while adhering to the policies and procedures of the Division. Though a relative newcomer to the team, she is the person depended upon to lead the organization in the absence of the department manager.

Her innovative, analytical, organizational, communication, interpersonal and team building skills are the keys to her success and make her most deserving to be Agoura's Employee of the Month for September. □

Milestones

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



Gerald Meherin

40 years, Manager-Program, Program Management



William Duke

30 years, Director, Special Projects, Executive Staff



Stella Fisher

20 years, Secretary-Executive II, Program Management



J. Mark Harrison

20 years, Acting Vice President, Administration

20 years: Joseph Baji, Michael Ebl, Ronald Shimamura, Steve Yoon.

15 years: Reginaldo Rivera.

10 years: Donna Heidkamp.

5 years: William Andry, Jr., Todd Benson, William Hartley, Kerry Olson. □

ETC Notes

Gift Certificate Drawing

Congratulations to the latest J.C. Penney gift certificate winners. Deborah Moscoso won the \$100 monthly drawing and Linda Manuel won the \$250 quarterly drawing.

Smart Commuting

Did you know? The average commuter in Los Angeles travels 30 miles to and from work, which takes an hour and nine minutes. □

Promotions

Congratulations go to the following Daryl Carpenter to Program Manager. □

Gone Fishin'

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

Jack Alanen

Norlyn Stromeyer □

IMPORT/EXPORT NEWS

The purpose of Import/Export News is to provide the most current information available on Defense Trade Policy, Licensing Practices, and Compliance Issues. Please 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/>.

How Do Export Controls Apply to My Job?

The following is a "hypothetical" example of how export controls impact the everyday business activity at Data Systems:

A field engineer packs a piece of test equipment in his luggage to make repairs on a defense article at a foreign customer's facility. As he attempts to board an international flight, his bags are x-rayed and searched. Upon discovering the test equipment, the U.S. Customs Inspector asks to see the export license. As the engineer does not have an export license, U.S. Customs refuses to allow the shipment of the test equipment and fines the company.

In the meantime, pending the approval of the application for the required temporary export license, the customer's equipment goes unrepaired for weeks and contractual commitments are impacted. The customer is very unhappy!

Why was this a problem?

This test equipment was specifically designed for use with a defense article and it is, therefore, considered to be a defense article itself. In this case, a temporary export license was required to allow for the export of the test equipment from the U.S. and its subsequent return to the U.S. □

On Board

Data Systems welcomes the following new employees.

Administration: Hanhthao Nguyen, Farid Roushan, Theresa Wong.

San Diego: Kathleen Isham, Stan Shaffer. □

Standards of Conduct: Compliance - in a Business with Many Rules

This article was provided by Duane Anderson

As you might expect, doing business nationally, internationally and as a national defense contractor requires that we know and follow many "rules/regulations" in conducting our business. From time to time, you have read in this newsletter the rules we as employees of Data Systems must know and follow.

The Division and the Corporation have made a major investment over the years in understanding, documenting in Policies and Procedures, communicating to employees and reviewing our compliance with the many rules and regulations of doing business.

Things change, and in order to ensure the Division's policies and procedures stay in line with these changes, we have a Division Standards and Procedures Committee, chaired by Bill Cole (ext. 4650), with broad organizational representation. Since there are many divisions within the corporation, a Corporate Compliance and Ethics Board was established with responsibility for "reviewing management actions to ensure that all Division and Group Business Practices comply with applicable U.S. laws and government regulations and with Litton Industries, Inc.'s Statement of Principles and Standards of Conduct. This review encompasses all Corporate, Operating Group and Division policies and practices."

To ensure consistency and compliance throughout the corporation, "new Business Practices" or "a change to an

existing Business Practice" require corporate coordination. The covered Business Practices over which the Division maintains control and coordinates changes in are:

1. *Division Standard Practices*
2. *Division Standards of Conduct Booklet*
3. *Cost Accounting Standards (CAS) Disclosure Statement*
4. *Material Procedures Manual*
5. *Personnel Practices Manual*
6. *Contracts and Pricing Procedures Manual*
7. *Property Management Procedures Manual*
8. *Accounting Procedures Manual*
9. *MSC Quality Procedures Manual*
10. *Quality Manual*
11. *Security Procedures Manual*
12. *Safety Manual*
13. *Division Estimating Procedures Manual*
14. *Administrative Manual*

The Division functional organization with cognizance over the specific Division procedures, practices and resources listed above coordinates all proposed revisions of these documents with the Chairperson of the Division Standards and Procedures Committee. That individual, with the assistance of Division Counsel, determines whether a "new Business Practice" or "change to existing Business Practice" shall occur and, if required, obtains the appropriate corporate approval.

The structure exists to facilitate compliance with the many business rules and regulations we must follow. As in any business, the key is that each of us needs to be aware of the policies and practices in our area. If you have questions, the Division Standards of Conduct booklet and your supervisor are good references. □

Management Club Corner

Why all eligible* DSD employees should join the Management Club.

Reason number 14

Members of the DSD Management Club enjoy many benefits. One is the Career Enhancement Library maintained by the club that houses a substantial number of books and audio tapes covering a wide variety of management topics, with new items being added frequently. As a club member, you may check out as many items as you want and as often as desired at no cost to you.

Reason number 5

Club members enjoy special events, usually at discounted prices. Next on the agenda is a performance of the musical *Evita* at the Thousand Oaks Civic Center on October 25, 2000 for members and their guests.

* Eligibility requirements: You must be: (1) an employee of DSD and (2) an exempt employee whose position is classified as supervisory-management or equivalent. DSD employees who do not meet the second requirement can petition the Board of Directors for membership. □

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 □