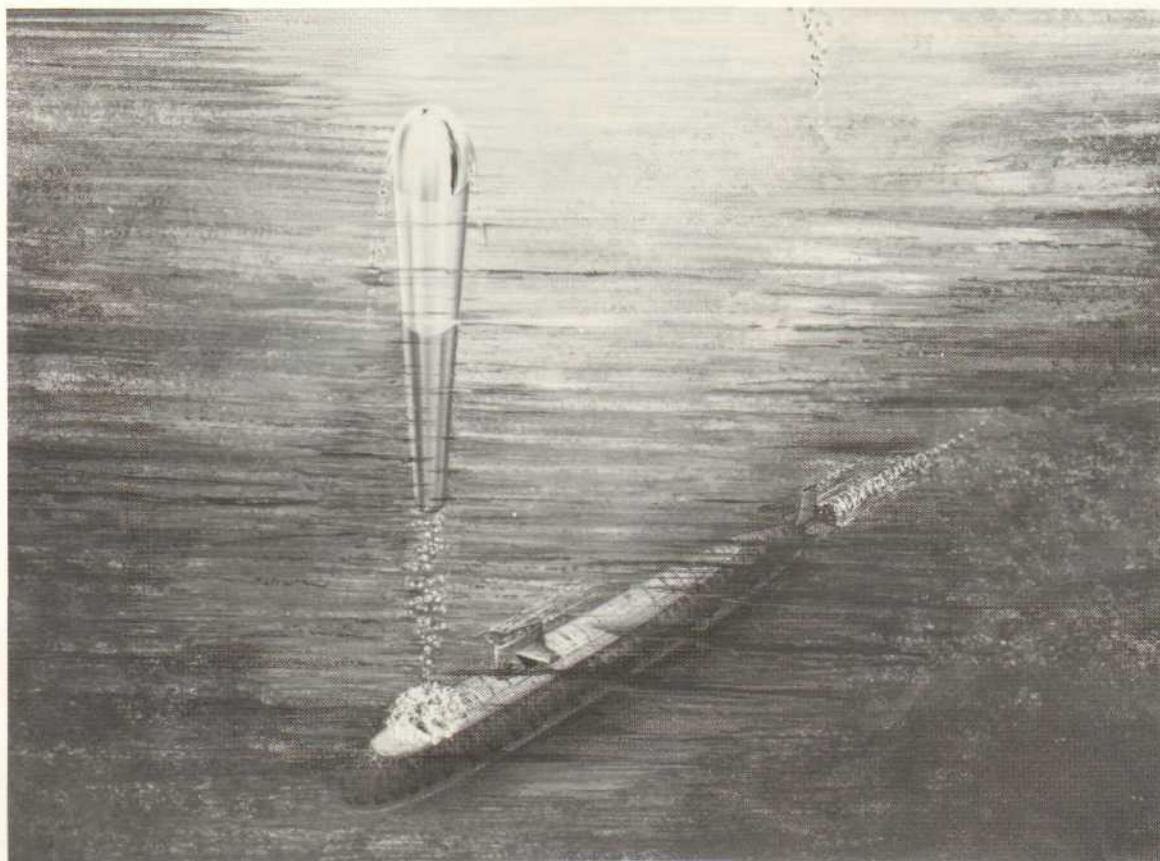


Librascope Wins \$15.5 Million Contract



Artist's conception of the vertical launch of a Tomahawk missile from a submarine.

Vertical Launch System Controls "Tomahawk"

Librascope has been awarded a \$15.5 million U.S. Navy contract, with options for an additional \$8 million, to design and develop a control system for the vertical launching of cruise missiles from attack-class submarines. The system will control the firing of Tomahawk cruise missiles stored vertically in a cluster of cells located in the ballast tanks of the submarine.

The Vertical Launch System (VLS) is considered a priority program by the Navy since storing missiles vertically outside of the pressure hull greatly increases the weapon complement of a submarine.

Equipment Librascope is designing will be integrated into the fire control systems already installed on the submarines.

Year-End Holidays

Thanksgiving Holiday - Thursday & Friday, Nov. 25-26.

Christmas Holiday - Thursday & Friday, Dec. 23-24.

Floating Holiday - Monday, Dec. 27.

Plant Shutdown - Tuesday thru Thursday, Dec. 28, 29, & 30.

New Year's '83 - Friday, Dec. 31.

October, 1982

Librazette

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Librascope Family Roundup: 1982 Style!

It was Saturday, July 17, and a wonderful day for a roundup.

Some 2,400 Librascope employees, family members and friends - a record turnout - made the journey to Pickwick Recreation Center for the 1982 Librascope Family Roundup.

They came looking for fun, and they certainly were not disappointed.

There was food for everyone. Young and old alike took part in the swimming, ice skating, bowling, square dancing, bingo, volleyball and a host of other fun-filled activities.

Music by "The Little Big Band" attracted many who kicked-up their heels to country tunes. Art Steiner entertained the dancers and provided instruction in good old fashioned square dancing.

The popular Moon Bounce was filled with youngsters virtually all day, while the bowling alley,



Bond Drive Attracts 64 New Savers

Participation in the U.S. Savings Bond Campaign, held June 14-18 at Librascope, rose significantly, according to Campaign Chairperson Nancy Laughlin.

"With 64 new savers signing up during the campaign, we now have 321 employees participating in the payroll savings plan," Mrs. Laughlin said.

Total participation, based on a total employee count of 1255 at the start of the drive, reached 26%.

"While this fell short of our goal, we were pleased to have so many new savers signing up," she added.

In addition to the new savers, many employees took advantage of the campaign to increase their allotments.

Savings Bond participation by departments:

Administration - 24%

Engineering - 27%

Manufacturing - 21%

Product Assurance - 36%

Logistics - 28%

Continued on page 4

Libravets



Robert Nielsen
30 Years
Circuit Design



Jerry Sikora
30 Years
Model Shop



Tony Noriega
30 Years
Prototype Repair



Robert Chambers
25 Years
Naval Weapons
Systems Eng.



Robert Fuchiek
15 Years
Executive Office



John Alden
20 Years
Operations



Earl Valdez
20 Years
Contracts



A. Clay Newell
20 Years
Field Service



Ronald Davidson
15 Years
Machining



Peter Malinowicz
15 Years
Field Service

Not Pictured: 20 Years - Carol Goldthwaite

More Libravets:

10 Years - Douglas Hunter, Phillip Eklund.

5 Years - Arthur Olson, Margaret Grimes, Roland Hoover, Doreen Hollensteiner, Joann Ruzicka, Richard Haydt, Rosemary Smith, Robert White, Leon Bennett, Diana Duncan, Helen Ferrari, Don Dekart, Abramo Sbicca, Terry Aufdenkamp, Jeffrey Gross, John Pekara, Dave Newcomer, Bertha Martinez, Perry Christensen, Harold Linnartz.

Managers Join Librascope



Bernard Abrams



Douglas Belsheim



Ray Cramer

Bernard Abrams, Douglas Belsheim and Ray Cramer have joined Librascope's management team.

Abrams, former manager of software development at Command, Control and Communications Corporation in Torrance, comes to Librascope as Manager of Computer Operations.

Belsheim joins Librascope as Manager of Automated Test Engineering. He was previously Logistics Project Manager for ITT-Gilfillan and served that company in various management positions from 1966 to 1982.

Cramer returns to Librascope as Program Manager, Naval Weapons Systems. He had previously joined Librascope in 1966, leaving in 1978 as a Contracts Administrator. Before returning to Librascope, Cramer

had been a Sr. Contracts Administrator at Litton Guidance & Controls in Woodland Hills.

A Dress Code For Librascope?

by Frank Yapp, Vice President, Personnel & Organization

Our future, yours and mine, may very well depend upon the kind of impression we make on the next visitor who walks through our plant. It is critically important that we make sure the impression we make is a good one.

Recently, a number of examples of unsuitable work clothing have appeared at Librascope, among both male and female employees. In some of these cases supervisors had to speak to the employee, and in the extreme cases, the employee was sent home to change into more suitable clothing.

Over the years, Librascope employees have tended to dress conservatively, with most of them wearing clothing suited to their work areas. Hence, we have never needed a written dress code. The majority of our employees still dress appropriately, but there is a growing tendency in fashion toward the "casual look", which means that just about anything goes, and we are seeing more of this "casual look" at Librascope.

It is certainly not the intention of the Company to infringe upon the personal rights of employees, but merely put forth our legitimate business reasons for requiring appropriate dress and grooming.

Our view is that the Company has the right to require employees to maintain reasonable job-related standards of dress and grooming in order to promote legitimate business needs. Inappropriate dress or grooming may compromise relations with other employees or with our customers, or may involve questions of safety or health.

Clothing should be clean, well-pressed, free from offending odors, and in fashion for daytime **business** wear. For example, low necklines, backless, strapless, see-through apparel, mini-skirts, shorts, tank tops, knickers, thongs, and shirts or blouses which expose the chest or bosom, are not daytime **business** apparel. Apparel which belongs only in the backyard, at the beach, or at a party, are not appropriate **business** apparel.

In a recent survey conducted by the Administrative Management Society, some 90 percent of the 366 companies who responded to the survey have company-dictated dress codes for employees. Thirty-one percent of the firms have formal, written policies on the subject, while 59 percent have an unwritten code.

Where does Librascope stand on the question? At the present time we are in the 59 percent group.

In most companies, dress codes vary according to the employee's job. For example, more stringent rules might apply to a worker who has daily contact with the public. In a company like Librascope, with visitors (who are our customers and potential customers) going and coming on an almost daily basis, this "public contact" is something we must all keep in mind. Many of our visitors and customers come from different countries, whose life-styles and fashions may differ from ours, and in some instances may be stricter than ours. It is important that we project the appropriate image to these foreign visitors, as well as to anyone visiting and reviewing our Company.

It is our policy to maintain appropriate standards of dress (in keeping with work areas) and grooming in order to maintain the Company's image in the community, and with its customers, and to maintain the well-being of its employees, through job safety and good health conditions.

retirements



Bob Howland, 24 years, Assembler, Magnetic Memories, in the Adjusting Department.



Fred Hodgkinson, left, 20 years, Design Specialist, in the Product Design Department.

Engineering Dept. Growth Significant

Role of Supervisors Emphasized

Everywhere you look at Librascope these days the signs of growth are evident, and in the Engineering Department that evidence is dramatic.

According to Vice President and Chief Engineer Jerry Deitz, the Engineering Department grew over 40 percent in 1980-81 and some 25 percent more in the first six months of 1982.

"We expect this growth to continue," Deitz said.

"Thus far," he added, "we have been extremely successful in our recruiting efforts. In particular, we are attracting top level recent college graduates to join our winning team."

To sustain this growth and assist in training new people as they come aboard, the role of first line supervisors takes on added importance, Deitz explained.

"To strengthen this key element of the management team, we have announced the following promotions," he said.

Fritz Held to Supervisor, Project Planning (21-115) reporting to Robert Chambers; **Lawrey Chapin** to Manager, Systems Development (21-121) reporting to William Hudson; **Glenn Frain** to Supervisor, Systems Design (21-124) reporting to Lawrey Chapin; **Gary Jasper** to Manager, Field Engineering,



Fritz Held



Lawrey Chapin



Glenn Frain



Gary Jasper



Norman Lucas



Robert Bills



Ernest Dorazio



Sharon Neelands



Edward Chan



Charles Frasier



Bruce Perkin



Thomas Cuda



Harvey Geminder



Stephen Shepard



Quentin Anderson



Alfred Reichardt

Newport (21-613) reporting to William Hudson.

Gary Jasper has reporting to him three new supervisors: **Norman Lucas**, Analysis (21-614); **Robert Bills**, Support and Evaluation (21-615); **Ernest Dorazio**, Design Reporting (21-616).

Reporting to Harry Ford in the Programming Group are new

supervisors: **Sharon Neelands**, Applications Programming (21-135); **Edward Chan**, Project Support Programming (21-136); and **Charles Frasier**, Systems Programming (21-137).

Bruce Perkin, Manager, Electronic Design (21-142), reporting to John Gusafson, has reporting to him new supervisors: **Tom Cuda**, Communications

Systems Circuit Design (21-143); **Harvey Geminder**, Shipboard Systems Circuit Design (21-144); and **Stephen Shepard**, Peripheral Systems Circuit Design (21-145).

Roger Mahoney, Manager, Product Design, has the following new supervisors: **Quentin Anderson**, Communications Product Design (21-154); and **Alfred Reichardt**, Peripheral Products Design (21-156).

Etienne Heads Librascope Safety Program

William J. Etienne has joined Librascope as Supervisor of Safety and Building Services.

Formerly employed by VHD, Disc Manufacturing Company of Irvine. Etienne is a veteran plant engineer, licensed marine engineer (steam) and has broad experience in plant construction, installation and maintenance.

A major responsibility of his new position will be coordination of Librascope's safety program.

Etienne resides in San Marino and is a member of the American Institute of Plant Engineers.



Armed Forces Show



SST ON REVIEW—Librascope's new Single Subscriber Terminal AN/UGC-137 (SST) attracted wide interest at the AFCEA (Armed Forces Communications Electronics Association) Show held June 4-6 in Washington, D.C. In the photos above, Sgt. William Graham, USA, demonstrates the terminal for members of the U.S. Army's Multi-Service Communications Systems (MSCS) organization. Shown in left photo, left to right, are Sgt. Graham; Lt. Patrick Rayerman; LTC Norman Ginsburg; and Ed Howe, electronics engineer. Shown in photo at right, left to right, are Sgt. Graham; Ed Howe; Col. Donald J. Callahan, Project Manager — MSCS; and Ted Aitken, Marketing Manager, Army Products, Librascope.

Don't Forget Your Tickets for the Disneyland Party!

See details on Page 6.

Family Fun Day - 1982

Continued from page 1

skating rink and swimming pool were equally crowded with happy, shouting "cowboys and cowgirls."

And, those who came to the Family Roundup expecting to find a feast were not disappointed either.

During the course of the day, Librascope employees, family members and friends consumed 600 pounds of ribs, 400 chickens, 1,920 ears of corn, 90 pounds of carrots, 180 pounds of potatoes, a large case of lettuce and 2,800 rolls.

Add to this about a thousand bags of popcorn and enough soda pop, sarsaparilla and other beverages to float a battleship, and you begin to get the idea that when it comes to food and fun, Librascope people don't take a back seat to anyone.







Knott's Halloween Haunt Tickets On Sale

Knott's Berry Farm will be holding their 10th annual Halloween Haunt Night, on Saturday, October 23, from 7 pm to 2 am. The 'berry' farm will be completely transformed into a 'scarey' farm for this special Halloween event, and the admission price will include unlimited use of all attractions.

Tickets will be sold at an advance sale price of only \$9.50 per person through October 21; \$11 per person after October 21. Tickets are on sale in the Employee Services Office.

Party Time At Disneyland

Librascope employees, their families and friends, will be able to take part in a special party to be held at Disneyland on Friday, October 22. The party will be held from 4 pm to midnight and will include unlimited use of Magic Kingdom attractions and diverse live entertainment.

The party is being sponsored by AUSA (Association of the United States Army), to raise funds for the Army's ROTC program. Librascope is affiliated with AUSA through the Company's Army contracts.

The cost is only \$7 per person (regular price is \$11 with a Magic Kingdom Club discount card).

Tickets for this special party are on sale in the Employee Services Office.

LAUGH IT OFF

The capacity to laugh and smile can be one of the most liberating experiences life offers. The joy of laughter can improve both the physical and mental health of a person. When we can smile at ourselves – because of our foibles – we make it easier to live with ourselves, and we make it easier for others as well.

JOY IN THE SUN

When you feel depressed, get out in the sunlight. Even bright, artificial light can make many people feel better.

In darkness, according to Dr. William Fry at the Stanford University Medical School, the body produces the hormone called "melatonin," which promotes depression. Dr. Fry advocates walks in the sunshine the year around. He says people need sunlight to be happy.

Your Way to a Healthy Back

If you suffer back discomfort, the chances are that your condition is caused not by organic disease but by muscles that are weak or tense, or both. The Company is sponsoring an exercise program, conducted by the Glendale YMCA to help employees overcome back discomfort.

The program will run six weeks, beginning the week of November 1. Classes meet twice a week. The cost is \$45, with \$22.50 refunded after completion of nine classes. For further information, or to sign up, call the Employee Services Office, X-1210.

I'M IN GREAT SHAPE

THEY'RE IN 'GREAT SHAPE' ... at least, they're working at it!

Forty-one employees took part in the Company's first physical fitness program which began last July. "The fitness program will be continuous at Librascope, along with other planned health related programs for employees," said Frank Yapp, Vice President, Personnel & Organization.

Jim Herling, director of the



YMCA Health and Physical Department, reported significant improvement in several of those who recently completed the first fitness class, particularly in 'trunk flexibility' and the 'step' test (testing the heartbeat rate).

Fitness tests are conducted for each individual at the beginning and again at the end of the twenty classes. The majority of those who completed the first session are already enrolled in the second session, which started on Monday, September 27.

Anyone interested in enrolling in this new class, or any future class, should contact the Employee Services Office, X-1210. The cost is \$40, with \$20 refunded after completion of fifteen classes. Librascope "GREAT SHAPE" t-shirts are given free to all participants.

Forty-Eight Attend Supervisory Training Courses

Some 48 Librascope employees have already taken part in the Company's new Supervisory Training Program, and according to Jackie Jones, Personnel Representative, additional classes are planned in the near future.

Established by the Personnel Department, the training program is designed as an in-house course in basic supervisory skills. The course outline was developed with the assistance of California State University, Los Angeles, and is structured for

managers and supervisors with less than five years supervisory experience.

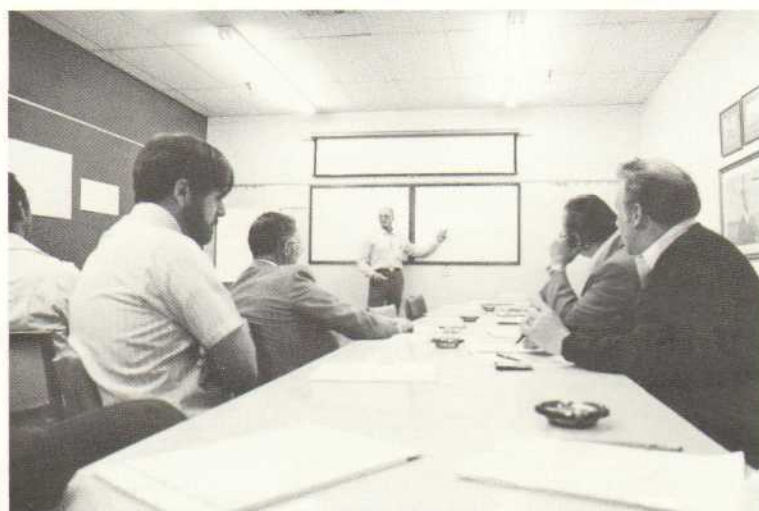
Topics in the course include:

- the transition role of managers/supervisors;
- communication skills;
- leadership skills (planning, organizing, scheduling, reporting);
- performance appraisal administration; and

- employee rights (interviewing techniques, discipline, employee counseling).

Conducting the classes at Librascope was Dr. Jim Boulgarides, Professor of Interdisciplinary Studies at California State University at Los Angeles.

Participants attended 10 classes. Each class was in two parts with five hours of study and discussion in each class.



Dr. Jim Boulgarides, Professor of Interdisciplinary Studies at California State University - Los Angeles, conducted classes for the Supervisory Training Program at Librascope.

Countdown... To Christmas

The holidays are nearly upon us, and plans are now underway for the annual Children's Christmas party scheduled for Saturday, December 11 (barely two months away).

The party will again be held in the California Room at Librascope. Several exciting changes have been made over last year's event to ensure a fun-filled visit with Santa.

Plans are also being made for the annual employee's Christmas Dance scheduled for Friday, December 10, at the Sheraton Universal Hotel in North Hollywood.

Invitations with all the details for both events will be mailed to employees in November.

Mark your calendar:

Friday, Dec. 10 - Christmas Dance.

Saturday, Dec. 11 - Children's Christmas Party.



Glendale College Electronics Students Tour Librascope

Bob Sharp, Supvr., Functional Test, explains operation of automatic test equipment. (Sharp also instructs in the evenings at L.A. City College in Electronics and Computer Technology).



Ron Brualdi, Mgr., Product Test at Librascope, shows students and instructor, Don Ney (extreme left), how rotating memory heads are fabricated. Twenty students toured the manufacturing and electronics departments at Librascope. (Brualdi is also an instructor in the evenings at L.A. City College in Electronics and Computer Technology.)

Army Unit Honors Bill Chin

Bill Chin, Librascope Senior Field Service Engineer, recently received a plaque and letter of commendation from the U.S. Army for his support of the European Maneuver Control Field Office "Operation Crested Eagle." Presenting the award, below, is Officer in Charge Major James Morris. Shown, left to right, are Major Morris; Rick Huffman, Librascope Programmer; John Turkiw, Librascope Field Service; Bill Chin; Jim Smith, Librascope Field Service; Lt. Michael Hammer, Executive Officer; Jess Macaulay, Librascope Field Service; and Sgt. Stacey Search, Computer Programmer.



Robert Maas



Michael Tucker



George Aluzzi

Three Earn Degrees

Continuing your education by going to night school is hard work, but for three Librascope employees the struggle has paid off. They recently earned degrees from local educational institutions.

Robert Maas, received a B.S. Degree in Industrial Engineering from California State University at Northridge.

Michael Tucker, earned an Associate of Science Degree from the Don Bosco Technical Institute.

George Aluzzi, earned an Associate of Science Degree from the Don Bosco Technical Institute.

Congratulations!

The Company offers a Tuition Refund Program to all full-time employees enrolled in any college-level course leading to a certificate or a degree. The course must first be approved by filing an Application for Tuition form, at least ten days prior to the start of the course. Forms are available in the Employment and Training Department, Bldg. 3.

promotions



Keith Weideman



Rudy Nunez



Julia Simmons



Robert Barrett



William Jewell



Jack Ramsey



Sheila Gustafson



Tony Noriega



Malinda Boyd



Donna Fekety



Gordon Pickell



Robert Maas



Neil Ferguson



Gregory Gill



Iva Stewart



Harold Klein



David Johnson



Karl Fetterhoff



Robert Wentworth



Jerome Benoit



Michael Green



Susan Smith

Denise Jette, from Engineering Aide to Combat Systems Analyst Assoc.

Keith Weideman, from Sr. Industrial Engineer to Supervisor, Manufacturing Engineering.

Rudy Nunez, from Sr. Tech. Illustrator to Group Leader.

Julia Simmons, from Engineering Assistant to Engineer Associate.

Robert Barrett, from Sr. Electronic Engineering Associate to Engineer.

William Jewell, from Photographer to Group Leader.

Jack Ramsey, from Sr. Installation Engineer to Supervisor, In-Service Engineering.

Sheila Gustafson, from Dept. Clerk to Material Order Processor.

Tony Noriega, from Operations Customer Serv. Coordinator to Group Leader.

Malinda Boyd, from Methods Analyst Elec. to Supervisor, Assembly Planning.

Donna Fekety, from Systems & Procedures Coordinator to Standards Analyst, Assoc.

Gordon Pickell, from Machinist, Maintenance to Facilities & Area Planning Asst.

Robert Maas, from Draftsman, Plant Layout to Engineer, Industrial.

Neil Ferguson, from Component Tech to Writer, Technical.

Gregory Gill, from Supervisor Assembly to General Supervisor Assembly.

Iva Stewart, from C & E Wirer

Lead to Methods Analyst Elec.

Harold Klein, from Supervisor Systems Concepts Development to Mgr., Advanced Concepts Development.

David Johnson, from Sr. Installation Engineer to Supervisor, System Integration.

Karl Fetterhoff, from ATE Applications Engineer to Supervisor, ATE.

Robert Wentworth, from ATE Applications Engineer to Supervisor, ATE.

Jerry Benoit, from Group Leader to Supervisor, Reproduction Service.

Michael Green, from Group Leader to Supervisor, Art Services.

Susan Smith, from Production Editor to Supervisor, Production Editing.

Loetta Friedemann, from Parts Lister to Sr. Parts Lister.

Nicholas Thomas, from Drafter Engineering Trainee to Drafter Design.

Maria Vega, from Accounts Payable Clerk to Sr. Accounts Payable Clerk.

Robert Lovejoy, from Electronic Engr. Assoc. to Sr. Electronic Engineer.

John Hoelzer, from Customer Training Instructor to Customer Training Engineer.

Richard Martin, from Q.C. Engineer to Sr. Q.C. Engineer.

Bruce O'Reilly, from Technical Programmer to Programming Systems Specialist.

Deborah Zimmer, from Engineer, Assoc. to Engineer.

Richard Tilden, from Staff Accountant to Finance EDP Coordinator.

Timothy Dudley, from Installation Engineer to Sr. Installation Engineer.

Janet Brazil, from Electronic Tech. to Sr. Electronic Tech.

James McKay, from Engineering Aide to Associate Engineer.

Bobby Robbins, from Plant Engineering Asst. to Supervisor Assembly.

Amy Hazeltine, from Asst. Tech. Illustrator Trainee to Tech. Illustrator.

Royal Jackson, from Electronic Engr. Assoc. to Sr. Electronic Engr. Assoc.

Eloy Barrios, from Mgr., Government Contracts Property to Mgr. Government Property & Facilities.

L. M. Brown, from Accountant to Labor Collection Analyst.

James Mandernacht, from Customer Training Instructor to

Customer Training Engr.

Judy Resh, from Engineering Storekeeper to Engineering Aide.

Ruth Skaggs, from Designer to Sr. Designer.

Gregory Firth, from Component Tech. to Sr. Electronic Tech.

Herb Jacks, from Staff Engineer to Sr. Staff Engineer.

James Doll, from Sr. Methods Analyst Elect. to Sr. Designer.

Robert Curran, from Production Project Coordinator to Mgr., Production Project.

Robert Geno, from Production Project Coord. to Mgr., Production Project.

Robert Riley, from Production Project Coord. to Mgr., Production Project.

Gerald Henshaw, from General Supervisor Assembly to Mgr., Production Project.

Lance Duggins, from Parts Mover to Manufacturing Cust. Serv. Coordinator.

Arthur Olmeda, from Dept. Clerk to Computer Console Operator.

Employee Services Office Moves

The Employee Services Office has moved to a new location, directly next to the California Room (in the former Credit Union building).

The office is open from 7:15 am until 4:30 pm, and is also open during the lunch hour for ticket sales, and the purchase of 'Librascope' t-shirts and other Company products.