

Employees' Family Fun Day to be Held at Paramount Ranch



The Company has announced that the 1986 Librascope Employees' Family Fun Day will be held at Paramount Ranch on Saturday, June 21. Paramount Ranch is located at the base of Sugarloaf Peak, immediately adjacent to the site of the annual Renaissance Pleasure Faire in Agoura, approximately 35 miles from Librascope directly off the Ventura Freeway.

"This location has just been made available for company picnics and we are anxious to try it this year," said Frank Yapp, Vice President, Personnel and Organization.

Currently maintained by the National Park Service, the ranch centers around an old western town



constructed by Paramount Studios for filming movies. The site is still used by TV and motion picture studios.

The picturesque location will offer employees and their families a spacious area for picnicking, softball, volleyball, games, pony rides, swimming and country western dancing. In addition, there will be a barbecue with hamburgers, hot dogs, salads, ice cream and soft drinks.

Tickets are only \$4 per person for employees and their dependent children. Guest tickets will cost \$11 for adults and \$6 for children under 12. Ticket order forms and full picnic details will be mailed to all employees early in May.

Business Briefs...

The U. S. Army, in reviewing its programs for communications terminals and systems has decided to utilize the present TCT and the extended version TCT with bubble memory to meet present deployment schedules. In keeping with this decision, the Army has decided not to deploy the TCS, and on March 10, our contract for TCS systems was partially terminated for the convenience of the Government.

Librascope is currently negotiating with the Army to provide an additional 103 TCT's. A contract award is expected sometime in mid-year.

In addition, presently proposed and soon to be negotiated is a multi-year contract with the U. S. Navy for additional Mk 117, Mk 118, and Mk 113/9 equipment for possible award by year-end.

Manufacturing Customer Service Department Moves to Logistics

To improve customer support and liaison, the Manufacturing Customer Service Department now reports to the Logistics Department under Carl Krohn, Vice President, Logistics.

The group is responsible for, 1) the fabrication of spares and OrdAlt kits, and 2) the repair, modification and refurbishment of customer-returned material.

"The move will provide closer reporting ties with other elements of Logistics, which interface daily with Librascope customers worldwide," said Krohn.

The department will remain in its present location in Building 17.

Gasoline Sales to Employees Discontinued

Since gasoline is now readily available, Carl Krohn, Vice President, Logistics announced that the sale of gasoline to employees was discontinued on Monday, April 14.

"The gasoline facility was installed at Librascope during the gasoline shortage of the late 1970's to provide gasoline to employees," said Krohn. "Now that gasoline is plentiful, the decision was made to discontinue gasoline sales at Librascope."

The gasoline pump and tanks will be kept operational to service Company vehicles only, and in the event of a change in the availability of gasoline, the facility will again be opened for

WANTED



Paul Russell, February Winner



Marcia Steely, March winner

Russell and Steely Contest Winners

The newest members of the Dirty Harry '44 Magnum' club are Paul Russell, winner of the February 'wanted' poster contest, and Marcia Steely, winner of the March poster contest. Paul and Marcia each received a check for \$100 along with the '44 Magnum' award for their winning entries in the on-going 'wanted' poster contest for employees. The 'wanted' posters depict cartoon characters in various acts of irresponsible behavior while at work. Employees can name these notorious characters each month and if their name is selected, win \$100.

Paul named his 'character', "Otto B. Dunn", a simpleminded, apathetic character who always has lots of work to do, but never ever gets anything done. Watch out for Otto, for he is the constant source of cost and scheduling problems on every job he is assigned.

Not one to associate with the likes of the character he named, Paul Russell has been a most productive employee at

Librascope for over thirty years. He is currently a Set-Up Person on specialized production machines in the Circuit Board and Plating Department in Bldg. 18.

Marcia, a Packager in the Shipping/Receiving/Transportation Department, won with her entry of "Ben N. Breakit" for the March poster character. "Ben N. Breakit" reworks and makes scrap of every job he can get his hands on. Reworking is like an aerobic exercise to this character.

The April 'wanted' poster is now on display on bulletin boards throughout the Company. This poster has three characters to be named by employees. These three goof-offs are ALWAYS late to work. They are NEVER there when the workday begins. Instead of being at work they are still at home dreaming up their excuses for being late. This contest ends April 30. Contest details can be found on the 'wanted' posters.

Employee Relives the Battle of the Alamo. . .



Jerry Laing (left) with Ellen Bowie, descendant of Alamo defender James Bowie, and Mike Waters, President of the Alamo Lore And Myth Organization, who portrayed Col. James Bowie during the reenactment.

Jerry Laing, Systems and Procedures Analyst, is a Texas history buff and is a member of the San Antonio-based Alamo Lore and Myth Organization (A.L.A.M.O.), and the New Jersey-based Alamo International. Jerry recently spent three weeks in Texas and was joined by fellow Alamo enthusiasts from all across the U.S. and from Canada, England, and Denmark. The occasion was for a reenactment and living history presentation of the battle of the Alamo for the 1986 Texas Sesquicentennial celebration.

Jerry wore authentic 1830's period clothing and was judged as having the "most authentic period men's civilian" costume. Similar awards were presented for Mexican Army uniforms, and for women's period costumes. Jerry's outfit was constructed in part by Librascope employee Jamile Imboden, Data Processing department.

The reenactment / living history program was presented the first week of March near Brackettville, Texas (the site of John Wayne's massive movie set for his 1960 epic production *The Alamo*). The reenactment was sanctioned by the Texas Sesquicentennial Commission, and commemorated 150 years since the fall of the Alamo on March 6, 1836.

Are You Missing Anything?

The Librascope Security Department is in possession of many items that have been turned in as found property. Items that have been turned in include jewelry, glasses, clothing, and keys. "It is a Security Department policy to dispose of all unclaimed items 30 days after they have been turned in, if not claimed," stated Herb Bock, Security Manager.

So, if you're missing your favorite pair of sunglasses, or whatever, call the Security Department, X-1415. Also, anything found by employees should be turned in to the Security Office in Bldg. 3. or at any

**Daylight Saving Time
begins
Sunday, April 27**



***Be sure to
set your clocks ahead
one hour.***

Ombudsman Program Restated

The Company has long had a program of encouraging employees to communicate with department management and the Personnel Department on issues which may be of concern to them regarding their work activities. "Due to the importance of this subject, we are reaffirming our position by reminding employees that they are encouraged to communicate on issues or complaints relative to their working situation," said Maurice Center, President. "To the issues of working conditions, treatment by supervision or other employees, and matters of this type, recent emphasis in industry has been concern about theft, fraud, waste, or other improper, unethical or dishonest behavior."

"The fair and proper treatment of employees and the practice of ethical behavior is a key element in the Company value system", said Center. Relationships both within and outside the Company, including those with fellow employees, customers, and superiors must embody the highest standards of fairness and integrity."

Employees are encouraged to discuss issues of all types with their supervisor or department

manager. If it is judged by the employee that the matter has not been dealt with fairly or to the employee's satisfaction, or if the matter is too sensitive or confidential to discuss with the department manager, he or she should contact or write the Division Ombudsman, Frank Yapp. He can be contacted by phone at X-1255 or by writing to M/S 305.

The employee should provide the following information when making his or her initial contact; the nature of the action, the names of people involved, the location, time, and date of the incident, and the names of others that are aware of the incident. Any information provided will be impartially and confidentially investigated and the reporting employee will not be subject to any form of retaliation or harassment. Results of investigations will be reported to the Division President.

If the subject is considered too sensitive for contact at the Division level, the Company Ombudsman, Harry P. Hancock, can be contacted by phoning him collect at (203) 356-4306, or by writing the Singer Company, P.O. Box 10151, 8 Stamford Forum, Stamford, CT 06904-2151.

Awareness is the Key

"Someone is going to be seriously injured while walking to and from the buildings at Librascope if we don't change our driving habits," said Safety and Environmental Engineer, Bob Sands. "Several near misses have already been reported, and from what I have observed in the parking lot and thoroughfares at Librascope, it is only a matter of time before someone is injured."

The photos shown below were

not staged. They show pedestrians attempting to cross in crosswalks with cars completely ignoring them.

"Drivers must adhere to marked speed limits and stop signs on the Company premises and stop for pedestrians at all times," reminded Sands. In addition, and for their own personal safety, employees are asked to watch for vehicles whenever crossing thoroughfares.



Supervisory Training Programs Held at Librascope



Jackie Jones, Manager, EEO and Training, conducts Librascope Supervisory Training Class.

The first in a series of ongoing supervisory training programs has just been completed. Four consecutive classes were held over a six week period, attended by approximately 80 supervisory personnel. The

classes covered basic supervisory principles and specific areas associated with Personnel and Employment. Additional meetings will be held to address specific departmental subjects.

Subjects covered in the classes for supervisors included: basic supervisory principles, the new hire interview and setting job standards, improving employee performance and follow-up, performance appraisals, disciplinary problems, averting discrimination, and handling employee complaints.

The classes are conducted by Jackie Jones, Manager, EEO and Training, along with representatives from the Personnel and Legal departments.

Employees' Suggestion Programs Vital to the Company. . . .

• P.E.P., Production Enrichment Program, is the name of the new manufacturing employee suggestion program announced by Herb Meyer, Vice President, Quality Assurance and Systems Effectiveness. P.E.P. was initiated to encourage and reward suggestions that lead to better quality, more efficient methods, better tools, improved techniques, etc., throughout manufacturing.

"The human resources available to us offer a great potential for quality/cost/operational improvements," said Meyer. "The environment in our industry has grown more competitive and it is becoming more difficult to meet customer requirements within limited funds."

"We want to continue to be a leader in our fields of weapon control and communication equipment. We need to be constantly alert to improve our quality, reduce costs, and meet our commitments."

The P.E.P. program is coordi-

nated by Ruby Goodrich, Manager, Production Project, in Operations. Employee's suggestions are carefully reviewed and considered by the individuals ultimately responsible for their potential implementation. Gift certificates are awarded to those employees whose suggestions are accepted. P.E.P. suggestion forms are located at bulletin boards in all manufacturing areas.

• E.S.P., Employee Suggestion Program, is the Company's program for all non-manufacturing suggestions. The E.S.P. program is coordinated by Jackie Jones, Manager, EEO and Training. Over 120 employees' suggestions have been accepted and implemented over the past two years through the E.S.P. program. As in the P.E.P. program, gift certificates are awarded for suggestions accepted for implementation. E.S.P. forms are available at bulletin boards in all non-manufacturing areas.

Savings Bond Drive June, 2-6

Have you heard about the major improvement in U.S. Savings Bonds?

Bonds now offer a variable interest rate. Series EE Bonds earn 85 percent of market rates, when held at least five years. The rate is adjusted every May and November to reflect changes in the market. If market rates rise, Savings Bonds interest keeps pace. If market rates drop sharply, bonds have the added

minimum return of 7.5 percent, when held at least five years.

If you've considered joining the payroll savings plan for Savings Bonds before but hesitated because of the interest rate, it's time to reconsider and take another look at bonds. You can sign up anytime through the Payroll Department, or during the annual Librascope Savings Bond Drive to be held the week of June 2-6. It's a smart way to



Libravets



Donald Barnes
35 Years
Finance



Roy Bartlome
30 Years
Executive Office



Jack Kelley
30 Years
Maintenance
Engineering



Ronald Maas
25 Years
Operations



Cesar Fernandez
25 Years
Product Design

MORE LIBRAVETS:

20 YEARS: Raymond Hand, Colene Fido, Dorothy Marvin

15 YEARS: Ruby Williams, Susan Petrique

10 YEARS: Robert Barrett, Gary Mellor, Keith Weideman, Commodore Bullard, Chris Gill

5 YEARS: Jimmy Smith, Carol Bickel, Lance Duggins, Edwin Dumaguin, Shirley Edwards, Yolanda Hutchins, Susan Kim, Elfriede Kollar, Elvira Lambarr, Carolyn Paul, Janice Gilmore, Osie Rogers, Israel Rubinstein, Elizabeth Sheehan, Bobbie Temple, Edward Bushman, Martha Grandes, Gustavo Montes, Robert Moreno, Allen Kuszewski, Craig Caris, Paul Orton, Christopher Wrigley, Gary Boyer, David Bullock, Gary Davis, Stephanie Fuller, Palmira Gomez, Colleen Griffin, Zeinab Mahmoud, Anne McMahan, Kenneth Pendry, Rhonda Riley, Florence Sacapano, Robin Smiley, William Wieser, Lisa Beindorff, John Davis, Thomas Faragher, Thomas Fedora, John Freeman, Norman Lucas, Jesse Machuca, Jose Alatorre, Joe Borja, Cynthia Cheatham, Timothy Dudley, Roxanna Harper, Michael Pelatt, Mary Trujillo, Edward Voll, Paul Denzer, Gilbert Gann, Shephard Girion, Carolyn Richardson, Goody Katigbak, Armando Arriola, Jackie Jones, Michael Kierce, Phillip Moon, Gordon Nash, Mark Seamands, Stephen Wallace

promotions

Barry Commons, from Installation Engineer to Supervisor, System Integration; Iris Delling, from Customer Services Administrator to Contract Administrator; Robert Johansen, from Sr. Engineer to Supervisor, Reliability Assurance; Simon Lieu, from E & M Instrument Technician to Supervisor, Adjusting; Eileen Schuster, from Engineering Aide to Combat Systems Analyst, Associate; David Sertich, from Electronic Technician to Sr. Electronic Technician; Bob Temple, from Manufacturing Engineer to Sr. Manufacturing Engineer; Robert Vega, from Photo Lab Technician to Photographer; Wanda Belsheim, from Accountant Associate to Accountant; Robert Szanter, from Accountant Associate to Accountant; Jill Amidon, from Administrative Secretary to Executive Secretary; Thomas Daly, from Sr. Electronic Technician to Electronic Engineering Associate; Wayne Finch, from Field Service Engineer to Sr. Field Service Engineer; Raymond Freemer, from Combat Systems Analyst to Sr. Combat Systems Analyst; Jack Kelley, from

to Mgr., Maintenance Engineering; Candace Miller, from Planning Engineer to Project Administrator; Karen Peterson, from General Clerk to Data Entry Operator; Victor Vennari, from Mail & Records Clerk to Property Coordinator Trainee; Lynette Ryan, from Department Clerk to Group Leader; Maria Valosay, from Sr. Accounts Clerk to Accountant Associate; Michael Abernethy, from Engineering Aide to Electronic Technician Trainee; Christopher Chandler, from Installation Engineer to Sr. Installation Engineer; Stephen Cotton, from Engineer to Sr. Engineer; Alex Difuntorum, from Customer Training Instructor to Customer Training Engineer; Jolly Emrey, from Department Clerk to Engineering Aide; Shephard Girion, from Engineer to Sr. Engineer; Lawrence Lopez, from Office Supplies Clerk to Reproduction Equipment Operator; Diane Patrick, from Department Clerk to Engineering Release Coordinator; Perle Robison, from Combat Systems Analyst to Sr. Combat Systems Analyst; Robert Smith, from

retirements



MARK FERRY, 28 years, (right), Engineering Administration, is congratulated by Jerry Deitz, Vice President, Engineering.



GINNY RAPA, 29 years, Scheduling and Records Control



MADELYNN FREDSTI, 27 years, Final Assembly and Test Inspection, shown with Manuel Gil, Supervisor, Inspection.



DAVID JOHNSON, (right), 17 years, Maintenance Engineering, with his wife, Doris, and Bill Tilden, Mgr., Maintenance Engineering.



J.D. BROWN, 13 years, Plant Engineering, flanked by Harold Linnartz and Ernestine Menephee.



KENT PATEY, 18 years, Product Design, Navy Programs.



MICKIE STEARLEY, 27 years, Production Control



CHESTER LINSOTT, 10 years, Quality Engineering, with (from left) Herb Meyer, Vice President, Product Assurance and Systems Effectiveness, Robert Pelletier, Supervisor, Quality Engineering, and Larry Knowles, Manager, Quality Assurance.



CURT BULLARD, 28 years, Functional Test, with wife, Winnie.



BILL BROWN, 22 years Marketing, with (from left), Debbie Andolina, Lorene Burrows and Mary Brown.



SOPHIE CHRISTOPHER, 27 years, Final Assembly.



EMMA SCHWAB, 27 years, Adjusting Magnetics, with Supervisor Stan Matistic.