

## SFCS Mk 1 Mod 15I Successfully Completes Sea Trials



Sea trials for the Submarine Fire Control System Mk 1 Mod 15I have been successfully completed aboard the two new Indian Navy submarines, the I.N.S. "SHISHUMAR" and the I.N.S. "SHANKUSH". The extensive sea trial tests were conducted in the Baltic and North Seas.

This completes the installation and final testing of two out of four SFCS Mk 1 Mod 15I systems built by Librascope for the Indian Navy, under a sub-contract received by the Company in 1982, from Howaldts-werke-Deutsche Werft (HDW), a shipbuilding firm in Kiel, West Germany.

The two remaining SFCS Mk 1 Mod 15I systems have been delivered to HDW and will be installed on board the German 209-class submarines being built by the Indian Navy in Bombay, India.

Librascope engineering personnel supported the sea trial tests, which were conducted by HDW. The SHISHUMAR and the SHANKUSH are the largest 209-class submarines built by HDW.

Sea trials for the third and fourth submarines are scheduled to be conducted in Indian waters, again with Librascope support.

The sea trials lasted over six months for both submarines. Severe weather conditions made the passing of the stringent acceptance criteria for the SFCS Mk 1 Mod 15I even more difficult. Librascope has been commended by HDW for "the most successful fire control system sea trials program in the HDW's history."

Dr. Walter Picker, Librascope President, stated that the success of the SFCS Mk 1 Mod 15I program can be attributed to the hard work and dedication by all those employees involved with the program from the beginning.

Later contracts are anticipated for additional systems as India adds more submarines to its fleet.

The I.N.S. SHISHUMAR and the I.N.S. SHANKUSH were both commissioned at ceremonies held at the end of 1986 in Kiel, West Germany.

Government dignitaries from Germany and India attended the September commissioning ceremony for the I.N.S. SHISHUMAR, along with representatives from Librascope, including Maurice Center, President (Retired); A.J. Pankratz, Program Manager; Ernest Pool, Vice President, Marketing; Jerry Beushausen, Vice President, Contracts and Administration;

and Bill Stewart, Manager, International Marketing.

Representatives of Librascope at the November commissioning ceremony for the I.N.S. SHANKUSH included Dr. Walter Picker, President; Dr. Harold Klein, Manager, System Development; and Bill Stewart, Manager, International Marketing.

## \$42M Contract Awarded for OMNIBUS

Librascope has received a multiyear, OMNIBUS, production contract for the fabrication of new equipments, ORDALT kits, installation kits, and spares for use on Fast Attack Trident submarines. The contract was awarded by the Naval Sea Systems Command (NAVSEA).

This contract will require hardware deliveries starting in mid 1987 and continuing through 1989.

The equipments include Attack Control Console Mk 92's, Weapon Monitor Panel Mk 19/3's, Weapon Simulator Mk 22/3's, Attack Console Mk 78's, and Digital Interface Box Mk 9's.

## Employees Contribute \$113,000 to United Way

Librascope employees gave a record \$113,000 to the United Way in 1986. In addition, under The Singer Company's matching gift program, the United Way of Los Angeles received \$63,612 on behalf of Librascope employees, making a total of \$176,612 from the Company last year.

The United Way of Los Angeles has over 350 human care service agencies and programs, in addition to fourteen chapters of the American Red Cross, and fourteen major health organizations, including the American Cancer Society, American Heart Association, the City of Hope, American Lung Association, and the American Diabetes Association.

Approximately 88 cents of every dollar collected goes to support United Way programs. One such United Way program is INFO LINE, a 24-hour referral hotline for help - from alcohol abuse to legal assistance, and every problem in between. INFO LINE can refer callers to over 6,000 public and private agencies in Los Angeles County. The telephone numbers are: Los Angeles (213-686-0950); San Fernando Valley (818-501-4447); Burbank/Glendale (818-956-1100); San Gabriel Valley (818-350-6833); West Los Angeles (213-551-2929); South Bay/Long Beach (213-603-8962); and other L. A. County areas.

A complete directory of United Agency agencies and programs is available by calling the Employee Services Office, X-1210.



Terry Schloessman, Development Coordinator of Childrens Hospital of Los Angeles, is shown receiving a check for the United Way from Dr. Walter Picker, President of Librascope. A record \$113,000 was contributed to the United Way by Librascope employees during 1986. Childrens Hospital is one of 350 member United Way agencies.

## New W-4 Tax Law Requirement



The new tax law requires each employee to fill out a revised W-4 form to adjust withholding from paychecks. The deadline for filing the new W-4 forms is October 1, 1987. It is to your advantage to file sooner to provide for adequate withholding since the new tax law applies a 10% penalty surcharge on taxes owed if they exceed the amount withheld by more than 10%. The new W-4's are available in the Payroll and Personnel offices in Building 3 or the Reception desks in Building 8. Fill out completely, sign, and return to Payroll, M/S 308.





**Congressman Visits Librascope.** Congressman Robert Roe from New Jersey, center, recently visited Librascope for a "familiarization" tour of the Company, its experience, and its capabilities. Congressman Roe is Chairman of the House Science and Technology Committee, responsible for all NASA and civilian research related to astronaut and nautical research and development projects. Pictured with Congressman Roe is, left, Austin Watson, Vice President, Government Relations, The Singer Company, and Ernest Pool, Vice President, Marketing.

## New Minimum Savings Bonds Rate

The Department of the Treasury has set the current minimum rate for new purchases of Series EE United States Savings Bonds held five years or longer at 6.0 percent. The current minimum rate, replacing the 7.5 percent minimum rate in effect from November 1, 1982 through October 31, 1986, affects all EE Bonds purchased on and after November 1, 1986, until such time as market conditions again may require a change in the current minimum rate. Older bonds will retain their previously-guaranteed rates until the end of their original or current extended maturity period.

The change in the current minimum rate reflects the decline in market interest rates during the past year. Periodic changes up or down in the current minimum rate are likely in the future as market interest rates continue to fluctuate.

### Questions and Answers About U. S. Savings Bonds

**What is the market-based interest formula for Savings Bonds?**  
The market-based rate formula sets interest yields on Series EE and outstanding Series E Bonds (issued after October 1947) and U.S. Savings Notes (Freedom Shares) held five years or longer after November 1982. Market-based rates are set semiannually, in May and November, and Bonds held five years or longer receive the average of semiannual rates, rounded to the nearest quarter percent and compounded semiannually, in effect during the holding period. For Bonds issued since November 1, 1986, and held five years or longer, there is a minimum rate of 6 percent; these bonds reach maturity in 12 years — the time it takes the bond to reach face value at the minimum rate.

#### How is the market-based rate set?

Each May 1 and November 1, the Treasury computes the average daily market yield on five-year Treasury marketable securities during the preceding six months. The Savings Bonds rate is set at 85 percent of the market average. At the end of five years, the average of the 10 semiannual rates, rounded to the nearest quarter percent and compounded on a semiannual basis, determines a bond's five-year yield. If a bond is held for six years, 12 semiannual rates are averaged, and so on. Bonds held less than five years earn interest on a fixed, graduated scale.

**I hold bonds purchased before November 1986. Do they now get the 6 percent minimum rate?**

In most cases, no. All Bonds with minimum rates higher than 6 percent continue to receive those rates as their minimum to the end of their original—or current extended—maturity period. As bonds enter new extension periods, they will begin to receive the new minimum. Under current market conditions, persons holding bonds with higher guaranteed rates have every incentive to retain them.

#### Where can I get more information on Savings Bonds?

Current rate information can be obtained toll-free by calling 1-800-US Bonds (in metropolitan Washington, DC, USA-8888). Other information can be obtained from the Savings Bonds Division District Office in Los Angeles, 213-209-6580. Information on replacing lost or stolen Bonds, or reissuing existing securities, can be obtained by writing to the Bureau of the Public Debt, Parkersburg, WV 26106-1328.

## FICA - SDI Tax Bite Bigger...

The tax base for FICA (Social Security) has increased for 1987. In addition, the tax rate for SDI (State Disability Insurance) has also increased.

Barbara Parker, Supervisor, Payroll, said that the new rate and bases were reflected in the first checks issued to employees in January.

The 1987 FICA taxable wage base for 1987 is \$43,800, an increase of \$1,800 over the 1986 base of \$42,000. Tax rates for an employee's wages for 1987 will be 7.15% for the employee and 7.15% for the employer.

Accordingly, the maximum amount of social security tax payable by an employee in 1987 is \$3,131.70. The maximum tax payable by an employer on one employee's wages is \$3,131.70. This amounts to an increase over the 1986 maximums of \$128.70 for employees and \$128.70 for employers.

For SDI purposes, the tax base remains at \$21,900 in 1987. The new SDI rate is 1.2% as compared to .9% for 1986. The maximum amount of SDI tax payable by an employee is \$262.80. This is \$65.70 more than the \$197.10 maximum paid in 1986.

## Need Help On A Work-Related Problem?

Employees are reminded to feel free to discuss work-related problems with their supervisor or higher levels of supervision within their department. All known or suspected violations of Company policy or cases of fraud, theft, waste, dishonesty, unethical behavior, or unfair treatment should be reported.

The Division Ombudsman, Frank Yapp, and the Corporate Ombudsman, Harry P. Hancock, are also available for assistance.

"We often receive anonymous complaints, or descriptions of problems. To effectively resolve these issues, the Company needs the identity of the employee submitting the report, in order to fully investigate the complaint. No harassment or retaliation will result from filing a complaint," said Yapp.

According to Yapp, efforts are made to investigate anonymous complaints or reports of problems, but the results are often not resolved in a satisfactory manner.

Frank Yapp can be contacted at X-1255 or Mailstop 305. Harry P. Hancock is located at The Singer Company, Stamford Forum, Stamford, CT 06904, or call collect, (203) 356-4306.

### Glendale Association for the Retarded

Hamilton House  
789 West Glenoaks Blvd.  
Glendale, California 91202  
(818) 502-9188

Self-Aid Workshop  
1544 West Glenoaks Blvd.  
Glendale, California 91201  
(818) 242-2434

January 21, 1987

Dear Librascope Employees:

Many thanks to you and all the employees who contributed to the Annual Christmas Charity Drive for a total gift of \$1,183.69.

1986 was an exciting year for us, and we appreciate your employees sharing in this success. You are very special friends to us welcoming us each year at a lovely Christmas party that is dazzling. We look forward to this event, and it is truly a highlight of the Christmas season for both our clients, as well as their parents.\*\*

Thru your generosity, we have purchased needed equipment for our workshop and an automobile for our home. Now your gift will be used to repair our home's roof and build shelves and closets in a hallway area of the home. We already have a bid of \$500 on the roofing work.

Thank you is such a simple word, but it was never more sincere than now. All of us send loving thanks and thoughts for all you've done and continue to do. You help make us feel good about ourselves and make the world a nicer place to be.

Best wishes for healthy, happy and blessed New Year!

Sincerely,

Carole Jourouan  
Executive Director

*Handwritten signatures:*  
Rete & John Jan  
David Genu... 542117  
Richard DOUNGHAN  
JOHN ELLIOTT  
DANNY CANNON  
Kathy Barbara ANA KATHY S. Martha E.  
cherie spivia  
Mary Ann JIM VICKI W 34  
ELIZABETH seda Christopher ROXANNE F.  
Linda Carolyn  
Victor D H H H  
Tony D H H H  
Kathleen Anita cecilia  
Tracey Joseph Acelta

\*\* Members of the Workshop are invited to attend the annual Librascope Children's Christmas party each year.



## Librascope Blood Drive...

A total of 76 life-saving pints of blood were collected at the year-end blood drive held at Librascope. "Each pint of blood will be used to help several patients, so you should be proud of the contribution to our community blood supply," said Gil Patlan, Field Representative, American Red Cross. The next Company blood drive is scheduled for Friday, May 15. Blood donor cards will be distributed before the drive to all employees.



## Are Your Records Current?

Employees who have recently married or made some other change in their status that would make it necessary to change the dependent coverage on their health insurance, life insurance, or for the pension program should update that information.

"It is most important that employees keep their group insurance dependent coverage correctly listed," reminded Frank Yapp, Vice President, Personnel and Organization.

"It is particularly important to have the correct beneficiary listed under your life insurance benefits, as well as the correct beneficiary listed under your pension program benefits."

To update health insurance beneficiary information, contact the Nurse's Office, Building 17, X-1240.

To update life insurance and pension program beneficiary information, contact the Compensation and Benefits Department, Building 3, X-1223.

## 'Wanted' Poster Contest Winners



Robert Schmied, Sr. Engineer named one of the 'inappropriately' dressed characters (shown above), "Miss Suited". Robert received \$100 for this winning entry.



Mark Grosvenor, Sr. Engineer, named the two characters in the poster above, "Rob Gear," and "Nita Pass". Mark is shown with his \$100 and the '44 Magnum award.



Barbara Forconi, Department Clerk, is shown with a check for \$100 for her entry of "N. Appropriate".

The "wanted" posters depict cartoon characters in various acts of irresponsible behavior of style while at work.

Employees are invited to make up names for these notorious characters. If their name or names are selected, they win \$100 and the '44 Magnum award.

The next "wanted" poster contest is scheduled for February. 'Wanted' posters and contest information will be on display throughout the Company.

## ...Sexual Harassment...

The Equal Employment Opportunity Commission (EEOC) guidelines impose an affirmative duty on the Company to maintain a workforce free of sexual harassment.

Sexual harassment is unacceptable conduct that can take various forms, from deliberate or repeated unsolicited verbal comments and questions to physical contact of an intimate sexual nature which is unwelcome to the recipient. It can also take the form of the displaying of sexually oriented posters, calendars, pictures, or cartoons, and the telling of jokes. It may even include office flirtation done in a seemingly kidding manner.

Sexual harassment violates Title VII of the 1964 Civil Rights Act, when:

- (1) Submission to such conduct is explicitly or implicitly a term of condition of an individual's employment.
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

"Employees are to report all incidents in which they feel they have been a victim of sexual harassment," said Frank Yapp, Vice President, Personnel and Organization. "In such instances, a prompt, confidential investigation will be conducted. If results support the allegation of sexual harassment, prompt and certain disciplinary actions, up to and including discharge, will be administered."

All sexual harassment complaints are to be reported to Jackie Jones, Manager, EEO and Training, Building 3, M/S 302, X-1177.



Jackie Jones, Manager EEO and Training, receives a speaker's gift for her lecture on "Sexual Harassment in the Workplace - Causes and Conditions," given at a meeting of the San Fernando Valley Chapter of the National Contract Management Association in Northridge. Presenting the award to Jackie is Victor Riehl, Librascope Division Counsel, and Chapter President of NCMA.





# CHILDREN'S HOLIDAY PARTY 1986









## Racquetball Club Holds Membership Drive

The Librascope Racquetball Club is currently holding a membership drive for new members. The cost for membership is \$15 a month for full facility use, and \$10 a month for health club use only, at the Laurel Canyon Fitness Center in North Hollywood. Full facility use entitles members to unlimited racquetball, aerobics, and nautilus equipment. Health Club use entitles members to unlimited aerobics and nautilus equipment only.

The club offers new members individual lessons. Each new racquetball player is placed in a league with players of comparable skills.

"We are still a young club and growing fast," said Barry Commons, Club President. "Be a part of it. This is a great way to get in shape."

The club will be holding racquetball league play starting in February. Categories for the league play will be "C" Top Division, "Novice," "Novice-Beginner," and "Beginner."



"Autumn Showdown" Racquetball Tournament Winners - from left, back row - Art Meier (3rd place "C" Top Division); Jack Truschel (1st place "Novice"); Joe Krieter (2nd place "Novice"); Paul Perillard (1st place "C" Top Division); and Jesse Commons (2nd place "C" Top Division). From left, front row - Linda Mass (3rd place "Novice"); Pat Dousette (3rd place "Beginner"); and Gina Commons (1st place "Beginner"). Not pictured - Don Belcher (2nd place "Beginner").

## Librascope Golf Club "Takes" Trophy Away From Kearfott



The Librascope Golf Club regained possession of the "traveling" trophy between Librascope and Kearfott at the annual Librascope/Kearfott tournament held in December at the San Clemente Golf Course. The Librascope team accumulated 16.5 points to Kearfott's 5 points during match play between the two clubs. Pictured above is the winning Librascope team - front row, from left, Jack Standridge, Club Vice President and Tournament Chairman; Dick Rozewicz, Club Treasurer - second row, from left, Marty Lindusky, Club Membership Chairman; Bill Chandler, Howard Metzler, Carl Culver - top row, from left, Keith Weideman, Club President; Tim Cooke, Flight Play Chairman; Sal Molina, Al Peppi, Tim Wheeler, Bill Dunaway. Not pictured - Pat Granger, Charlie Gilkey, Bob Swanson, Pete Malinowicz, Duane Vennes, and Ron Maas.

## Librascope Holds First Health Fair

The Company's first fitness and health fair was held in November, with over 300 employees and their families attending the daylong event. Attendees participated in a variety of health and fitness tests, conducted by medical and staff personnel from the Glendale Memorial Hospital, St. Joseph's Medical Center, and the Glendale Y.M.C.A.

Health and fitness tests available to employees and their families included: blood pressure test, pulmonary function test, glaucoma and vision screening, body composition test, blood chemistry test, and a colon-rectal test.

In addition, counselors were available from the participating hospitals to answer questions on substance abuse, stress management, smoking, weight control, women's health issues, CPR, and AIDS.

Other participants at the health fair included the American Red Cross, the American Lung Association, the American Cancer Society, and the American Heart Association.

First aid kits, jump ropes, and digital thermometers were given away as door prizes, and fresh fruits and juices were served.

## Freedom From Smoking...

How would you like to breathe a little easier? You can when you stop smoking.

**Did you realize that when you quit smoking you will start receiving health benefits almost immediately.**

Did you know that:

\*In 9 hours your blood pressure will begin to return to normal. Nicotine is a major contributor to higher blood pressure.

\*In 12 hours, levels of nicotine and carbon monoxide in your blood will fall and your heart and lungs will begin to heal and cleanse themselves.

\*Within a couple of days you will regain your impaired senses of taste and smell, and breathe more easily and feel stronger and more energetic.

\*Fifteen years after quitting, the chance of dying from a smoking-related illness is no greater than that of a non-smoker, no matter how many years the person had smoked, and the lungs regenerate to normal within ten years after you quit.

\*Healthier, non-smoking employees save dollars for their employers in reduced absenteeism, fewer workers' compensation claims, lower maintenance and repair expenses, fewer accidents, and lower insurance rates.

\*Maintenance costs are less in non-smoking offices -- no burns, or film on windows, equipment, and furniture, no ashtrays to empty. Routine cleaning costs can be reduced by as much as 60%.

If you want to stop smoking but can't, try enrolling in the next Company-sponsored smoker's clinic scheduled to start on Tuesday, February 24. The eight-week class is conducted by the Company Nurse, Anita Hagan, from 4 to 6 pm, at Librascope. The cost is only \$12, with the \$12 refunded by the Company to those who are not smoking two weeks after the class has ended. In addition, the money remaining from those who did not stop smoking after two weeks is divided up among those who are still not smoking five weeks after the class.

Reservations for the class can be made by calling Anita Hagan, X-1240.

P.S.: Eight Librascope employees quit smoking after attending the last Company-sponsored smoker's clinic, and they are still smoke-free.

### 1987 Holiday Schedule

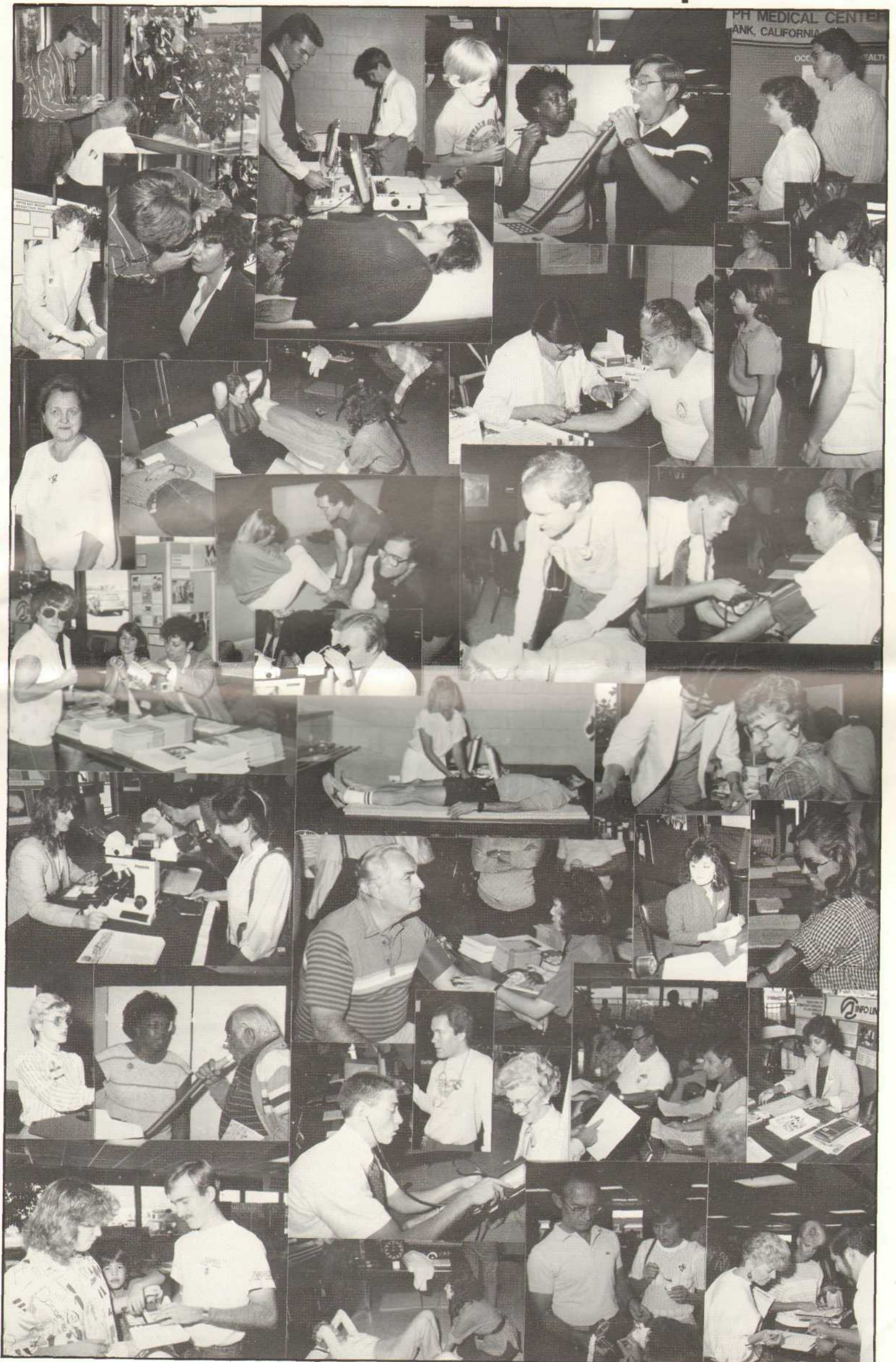


New Year's Day Observed — Thurs., & Fri., January 1 & 2, 1987  
Washington's Birthday Observed — Mon., February 16  
Good Friday — Fri., April 17  
Memorial Day Observed — Mon., May 25  
Independence Day Observed — Fri., July 3  
Labor Day — Mon., September 7  
Thanksgiving Holiday — Thurs. & Fri., November 26 & 27  
Christmas Holiday — Thurs. & Fri., December 24 & 25  
Floating Holiday — Mon., December 28  
Plant Shutdown — Tues., Wed., & Thurs., December 29, 30 & 31  
New Year's Holiday 1988 — Fri., January 1





# Health Fair at Librascope





# retirements



Maurice Center, 20 years, President, Executive Office.



Adeline Golden, 26 years, Adjusting Magnetics, receives orchid from supervisor, Stan Matistic.



Fred Walcott, Systems Design, Navy Programs



John Amatuzzo, 11 years, Machining, right, with well-wisher, Art Lawson.



Art Donofrio, right, 28 years, Stores, with Conrad Valenzuela



## Ralph Was The Winner!



Ralph Olivarez, Production Editor, was the winner of the Christmas bear, in a drawing held at the Childrens' Christmas Party. Ralph had brought his two twin great-granddaughters to the party. Now Ralph has to decide how to divide the bear up between the two!

# Libravets



Bob McFarlin  
40 Years  
Mfg. Data Systems



Harvey Goodwin  
35 Years  
Provisioning Technology



Carl Krohn  
30 Years  
Logistics



Martin Rudolph  
30 Years  
Naval Systems



Carl Thompson  
25 Years  
Field Service

### NOT PICTURED:

30 Years -  
Charlotte Olmstead

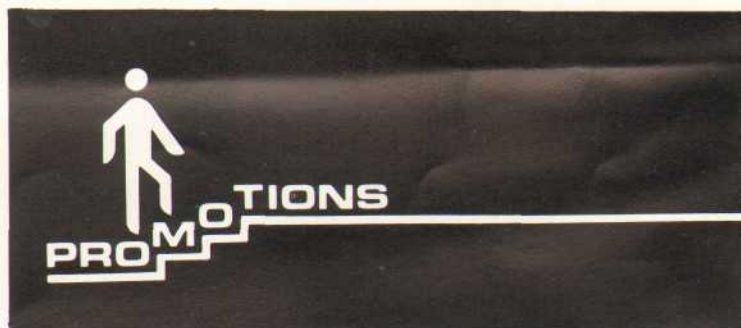
25 Years -  
Donna Goode  
Lorene Burrows  
Helen Esposito  
Betty Cardona

### MORE LIBRAVETS -

20 Years - Charlotte Ashby, Charles Nelson, Stanley Bucklein, Fern Skillman, John Filkins, Thelma Lauerman, Judith MacFarlane, Susumu Nagamine, Ralph Gross, Arthur Villa, Mary Anne Maloney, Charles Lisner, Robert Swanson, Seymour Klein, Terry Wahlberg

15 Years - Leslie Urban, Allan Paul, William Ketzbeck, Hank Pinczower, Richard King, Barry Commons, Oscar Jimenez, Yolanda Butera

10 Years - Gail Newcomer, Sue Mandeville, Charles Devine



George Aluzzi, from Electronic Engineering Associate to Engineer; Michael Bean, from Electronic Technician to Sr. Electronic Technician; Allen Nelson, from Production Project Coordinator to Mgr., Production Project; Mai Quach, from Component Technician to Sr. Electronic Technician; Michael Tucker, from Sr. Electronic Technician to Electronic Engineering Associate; Diane Thompson, from Support Analyst to Support Engineer; Charlotte Ashby, from Installation Engineer Associate to Installation Engineer; Johnny Cruz, from Photographic Laboratory Technician Trainee to Photographic Laboratory Technician; Carl Johnson, from Engineer to Sr. Engineer; Shirley Lang, from Group Leader to Supervisor, Purchasing Services; Jeffrey Ow, from Engineer to Sr. Engineer; Eugenia Ribic, from Accounts Payable Clerk to System Support Coordinator; Julia Simmons, from Engineer to Sr. Engineer; Jack Standridge, from Installation Engineer to Sr. Installation Engineer; O. J. Young, from Inspector - Instrument to Quality Control Engineer; Leonard Malone, from Final Assembly Lead to Supervisor, Assembly; David J. Ramos, from Methods Analyst - Mechanical to Supervisor, Assembly; Robert Ziegler, from Production Control Follow-Up to Group Leader; Michael Dickerson, from Liaison Engineer to Sr. Liaison Engineer; Barbara Fimple, from Mfg. Planner Trainee to Mfg. Planner; Jeanne Padgett, from Department Clerk to Materiel Order Processor; McKinley Taylor, from Engineering Drafter to Design Drafter; Angel Rodriguez, from Group Leader to Supervisor, Assembly; Delia Albert, from Installation Technician to Installation Engineer; Kevin Buie, from Engineer to Sr. Engineer; Jonathan Currie, from Q.C. Engineer to Sr. Liaison Engineer; Larry Hatch, from Staff Engineer to Sr. Staff Engineer; Steven Klemme, from Inspector - Surface Plate to Q.C. Technician; Mary Lou Lopez, from General Clerk to Parts Lister; Howard Metzler, from Data Base Coordinator to Supervisor, Document Status Control; Noel Mickelson, from Customer Training Instructor to Customer Training Engineer; Charles Lehr, from Sr. Mfg. Engineer, to Supervisor, Machine Shop Support; Melesio Velasquez, from Dispatcher, Lead to Production Control Follow-Up; Judy Resh, from Procurement Follow-Up to Group Leader; Gregory Olsen, from Mfg. Engineer to Supervisor, Mfg. Planning