

Librascope Corporation, Glendale, California

Tactical Communications Equipment Featured at European Conference . . .



Gerald Heigel, Sr. Engineer, demonstrates Librascope's latest product, a 24-inch plasma panel display.

to bring our current technology to the 7th Army troops in Europe was appreciated. They were very enthusiastic about the Laptop/PCIU MCS interface, as well as the 24" plasma panel display."

At the conclusion of the demonstrations in Germany, the equipment was shipped back to Washington, D.C. for the Armed Forces Communications Electronics Association exhibit.

Picker Named to Navy League Executive Committee



Librascope President, Dr. Walter Picker, has been selected to serve as a charter member of the Executive Committee of the Navy League

Industrial Executive Board.

The Executive Committee is comprised of thirteen executives, representing a broad range of industries, who are involved in making difficult choices regarding the investment of company funds in future technologies. The Executive Committee acts in an advisory capacity in determining future technological development for the Navy.

Dr. Picker will serve on the committee through December 31, 1991. Other selectees on the board include executive officers from General Dynamics, Allied-Signal, General Electric, Grumman, Martin Marietta, Newport News Shipbuilding, Raytheon, Rockwell International, Textron Marine Systems, United Technologies, Vitro and Bird-Johnson.

Librascope Family Health Fair September 16

The Company's second fitness and health fair for employees and their families will be held on Saturday, September 16, from 10 am to 2 pm in the California Room.

Medical and staff personnel from Glendale Memorial Hospital, St. Joseph's Medical Center, Glendale Adventist Hospital, the Glendale YMCA, American Lung Association, American Heart Association, American Red Cross, the City of Hope, and other organizations will be present to conduct health and fitness tests and answer questions.

Counselors will be available to discuss substance abuse, stress management and smoking. Dieticians will answer questions on diet and weight control, and the Red Cross will give out information on earthquake preparedness.

A cholesterol test will be available with results given on the spot, and no fasting required. Other tests available will include an audiometry test for hearing, a pulmonary test for the lungs, body composition test for body fat analysis, flexibility test, blood pressure test, colon-rectal test, and glaucoma and vision screening.

Door prizes will be given throughout the day, and will include 6 months of free aerobics classes at Librascope, 'Great Shape' t-shirts, first aid kits, jump ropes and digital thermometers. Fresh fruits and juices will be served.

For more information regarding the health fair, call Anita Hagan, Medical Department, X-1240.

Librascope recently attended the 1989 European Information Management Conference/Exhibit in Willingen, Germany. Equipment demonstrated at the conference included the Tactical Computer Terminal (TCT), Laptop Computer/PCIU Maneuver Control System Interface, and a new Librascope product, a 24-inch Tactical Plasma Display Panel.

The exhibit was attended by U.S. Armed Forces in Europe and DoD personnel. The conference was sponsored by Brigadier General Samuel A. Leffler, Deputy Chief of Staff, IM Seventh Army. Other notable attendees included General B. Harris, and Vice Admiral J. Tuttle. Librascope personnel included: Dick Kennerknecht, Manager Public Relations and Advertising, Chris Pearson, Manager Army Systems Marketing, Ray Nelson, Staff Engineer, Gerry Heigel, Senior Engineer and Carl Mander-nacht, Librascope Field Service Representative stationed in Germany.

After the conference the equipment went on the road, with demonstrations to the 8th Infantry Division, 3rd Armored Division, and 1st Armored Division in Germany. Chris Pearson reported, "Librascope was well received at all locations, and our efforts

Employee Spotlight



Edward J. Arnold

Ed joined Librascope in July 1988 as Director of Product Engineering. He directs approximately 160 professional and administrative personnel. His group consists of electrical design, product design and value/liaison engineering. Their major effort at this time is the design and development of the BSY-2 hardware. Ed's group is also working on IR&D projects and Army programs. The Value/Liaison engineering section provides support to the manufacturing area for all programs.

Ed has over 30 years experience working in the defense industry. He has a Bachelors degree in math/management and an MBA. Ed started his career at the Philco Corporation as a field engineer working on radar fire control systems. He spent seven years in this job working in such places as

Germany, Italy, and at various locations in the USA.

In 1965, Ed joined Emerson Electric in St. Louis, Missouri as a senior production engineer working on anti-submarine warfare (ASW) equipment. He advanced to project engineer, and in 1969 he moved into a marketing manager position. In 1972 he left Emerson to join Gould Electronics as a program manager at one of their ASW divisions located in Maryland.

Ed spent the next seven years doing development work on one-of-a-kind ASW systems. His work required him to spend time in the Bahamas testing equipment aboard research vessels. In 1979, Gould moved Ed to California to become director of program management at its newly acquired Hoffman Electronics Company. In 1981 Ed was promoted to vice president of operations and applied engineering at the division that was called NAVCOM. The division developed and produced navigation and communications equipment for DoD. In 1985, the company was restructured and Ed was made the vice president of avionics products.

Ed left NAVCOM in 1986, to become president and Chief Operating Officer of an electronics company that produced solid state memory devices. Prior to joining Librascope Ed spent a short time at the Archive Corporation where he was director of program management.

Lebit New Senior Benefits Specialist



Steve Lebit has joined the Human Resources Staff as a Senior Benefits Specialist. He will be responsible for all elements of pension and group insurance

administration.

Lebit is a graduate of the City College of New York and has held positions with managerial consulting firms in New York and Los Angeles. In addition, he spent eight years at ITT's Corporate Office in New York.

Inspection Program to Begin in September . . .



In a 'dress rehearsal' of the Company's upcoming inspection program, Bob Chambers, Program Director, AN/BSY-2 Program has his briefcase searched by plant protection officer, Sgt. Ronald Dix. Looking on are Herb Bock, Librascope Security Manager, and officer Kevin Curtis.

Such will be the scene as employees will be subject to random inspections by plant protection officers beginning September 5. This is in compliance with a Department of Defense mandate that requires all defense contractors who store classified material to establish an inspection procedure to detect and deter the unauthorized removal of classified documents by employees from company premises.

Random inspections will be limited to briefcases, shoulder bags or handbags, luggage, athletic bags, packages and other containers which could be used to store classified material.

... Herb Bock Makes State Pistol Team ...



Security Manager Herb Bock's score in the California State Outdoor Pistol Championships held in Duarte, CA last April, qualified him for a place on the 4-man State pistol team. The team represented the State of California at the National Rifle and Pistol Matches held in Camp Perry, Ohio.

The State team is selected each year from the highest scoring competitors at the State pistol championships. The team is supported financially by the California Rifle and Pistol Association and the Office of the Director of Civilian Marksmanship, a component of the Department of the Army.

The National Matches are held each year by direction of the U.S. Congress, and draw over 3,000 rifle and pistol competitors.

Bock has been shooting competitively since 1961, and was California Indoor Pistol Champion in 1971. He competes in the Master class, and fires more than 8,000 rounds of ammunition a year in practice and competition, using .22 and .45 caliber semi-automatic pistols.

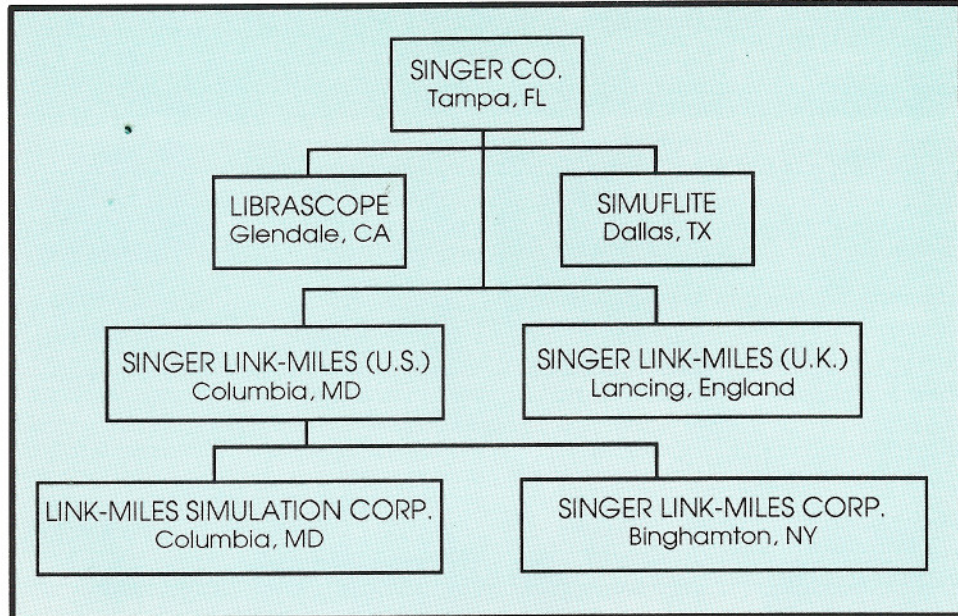
Singer Board Reorganized . . .

The Singer Company Board of Directors has been reorganized with three new members: Walter Drexel, Joseph Campanella, and David Redmond.

Walter Drexel was most recently the Vice Chairman of Burlington Northern, Inc. Prior to that, Mr. Drexel was Chairman and Chief Executive Officer of Burlington Northern Railroad. Before joining Burlington Northern, he spent 23 years with Atlantic Richfield Company. Drexel will also serve as a consultant to Singer. Joseph Campanella recently resigned as President and Chief Operating Officer of Singer to take a position with another company. David Redmond currently serves as Senior Vice President and Chief Financial Officer of Singer.

The new Board will become effective as soon as the regulatory formalities can be completed. The former Board members, Alex Spanos, Arthur Cohen, and Anthony Liberati, have resigned. The Company stated that additional persons from the business community may be elected to the Board in the near future.

A Company spokesperson said,



The Singer Company. . . The organization chart above shows the current principal operations of the Singer Company. Librascope remains as the only defense operation under the Singer Company.

"The new Board of Directors has extensive management experience and should provide the professional management necessary for the Company to achieve its long-term goals. The new Board and management look forward to a continuing long-term relationship with the Company's customers, employees, shareholders, and other constituents."

After-Hours Badge Reader System for Building 8

Effective Saturday, August 26, employee access after-hours to Building 8 will be via a badge reader linked to a closed circuit TV system controlled by the Main Guard Station

Employees will be required to use the badge reader to gain access to Building 8, Monday through Friday between the hours of 6 pm to 6 am, and for a 24-hour period on Saturday, Sunday, and holidays.

The employee badge is inserted (face up) into the badge reader located at the rear entrance to Building 8. The system projects the employee's badge information to the Main Guard Station allowing the door to be opened by the officer on duty at the Main Gate.

An intercom is located next to the badge reader which allows the employee to communicate with the Main Guard Station in the event of any problems in using the system.

Inner hallway doors will be unlocked to allow access to office areas. To leave Bldg. 8, employees will notify the Main Gate via an intercom button.

Unless previously authorized, the movement of property during these hours will not be permitted.

"Smoking Policy to be Strictly Enforced"

It has been ten months since a smoking policy was started at Librascope. Though most employees have been most considerate in observing the policy, we continue to receive complaints about employees smoking in non-smoking areas. In some instances, employees have removed No Smoking signs in areas where they are to be posted.

Employees who continue to smoke in prohibited areas and/or remove No Smoking signs will be subject to disciplinary action.

Smoking is not allowed in the following areas:

- * Conference Rooms
- * Rest Rooms/Lounges
- * Hallways
- * Private offices or work stations separated by partitions only
- * Areas marked with "No Smoking" signs posted

- * Private offices/work stations with floor to ceiling walls, with a door, which have been designated by the occupant(s) as a no smoking area
- * Designated areas of the cafeteria (where posted)
- * Nurse's Office
- * Elevator in Bldg. 8
- * Lab Areas
- * Credit Union

In areas jointly shared by smokers and non-smokers, the non-smoker's interest will prevail. Conflicts arising in specific work locations should be discussed with the immediate supervisor.

This policy is applicable to all employees, job shoppers, consultants, and others who are regularly assigned to Librascope.

We are asking for everyone's cooperation in making this policy work.

Department of Defense Mandates Drug Free Work Place and Work Force

The DoD has recently directed defense contractors to implement programs for achieving a drug free work place and work force.

Frank Yapp, Vice President, Human Resources, announced that a Company policy on drug and alcohol abuse is being introduced, recognizing that drug or alcohol abuse in the work place is detrimental to employees' health and safety and to the design and manufacturing of quality products expected by our customers.

The policy includes means by which employees who may have a substance abuse problem can seek assistance. It also details the provisions of a drug testing program which will begin in September.

Prior to an offer of employment, successful applicants will be tested for drug abuse. In addition, current employees whose performance or activities provide objective reasons for suspecting the abuse of drugs or alcohol may also be tested.

A licensed substance abuse laboratory, in conjunction with the Librascope Medical Department, will perform the tests to determine if a person is under the influence of alcohol or non-prescription drugs.

The policy will be applicable to all employees and consultants or outside contract employees who may be on-site.

Further information on this program will be provided to all employees.

Want to Quit Smoking . . . Company Class to Begin September 26

No matter how convincing all the facts against smoking may be, it is not mere facts and statistics that you need, but rather a program to help you quit smoking.

The Company will be conducting a smoking cessation class starting Tuesday, September 26. The eight week program will be held every Tuesday, from 4 to 6 pm, in Conference Rm. 4, Bldg. 8. Employee's spouses and/or dependents can also sign up.

The class is conducted by the Company Nurse, Anita Hagan, who was

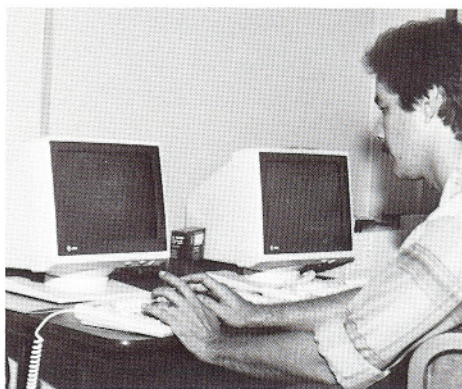
trained by the American Lung Association and uses a program designed by the Lung Association.

"Over 50% of the employees who have attended our classes actually quit smoking and are still not smoking," said Anita.

The cost for the class is \$12, with the \$12 refunded by the Company to those who are not smoking two weeks after the class. Reservations must be made for the class by calling Anita Hagan, X-1240.

Company Acquires New LEADS Computer System

A new computer system was recently acquired by Librascope which provides a faster and more cost efficient method of providing required reports for the Navy under MIL-STD-1388-2A. The new system, LEADS (Logistic Entry and Analysis Data System), is located in the Logistics Department, and contains a fully featured, interactive software package which stores and processes data required for logistic support. It also processes the data required for Logistic Support Analysis (LSA), and the LSA Record (LSAR), in accordance with MIL-STD-1388-2A.



Mark Chadwick, Installation Engineer, operates new LEADS system.

The system is a UNIX based V/386 system with a 300 megabyte hard disk, 1.2 megabyte floppy disk, and a 9-track tape drive, and is capable of supporting six users concurrently.

Custom report generation will be available Company-wide on the following topics:

- * Operation & Maintenance Requirements
- * Item Reliability & Maintainability
- * Failure Modes & Effects Analysis
- * Criticality & Maintainability Analysis
- * Operation & Maintenance Task Analysis
- * Personnel & Support Requirements
- * Support Items Identification

Future expansion includes networking via Ethernet to the Data General MV10000 and Sun Computer Systems at Librascope to facilitate data capture from in-house sources for such items as wire lists, parts lists and drawings.

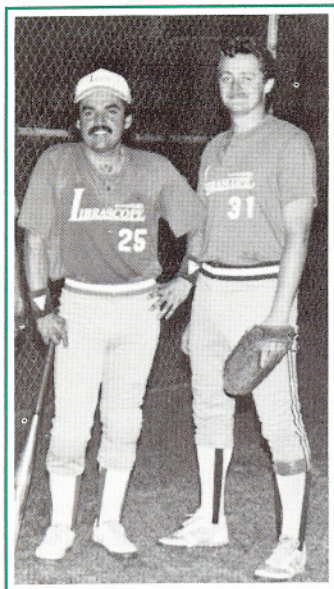
Rideshare News . . .

WANTED

Three More Persons
from the
Palmdale/Lancaster area.
to ride in a vanpool
Call Gary Darby
X-1415



Softball Teams "Sport" New Uniforms . . .



Modeling the Company's new softball uniforms are members of Librascope's "Bruise Brothers" team, "Mush" Velasquez, left and Rob Zeigler. The team colors are royal blue shirts and gray pants and hats. The Company sponsored two men's softball teams in the Glendale Men's Softball League that has just ended.

"The Bruise Brothers" team completed the season by winning the 'B' Division championship. Practice games for the Librascope co-ed softball team have started, with league play to begin in September. A schedule of the games will be posted on the bulletin boards.

Sign-ups for the Librascope Men's Slo-Pitch team are currently underway, with practice games to begin in September. For information, call Bill Dunaway, X-1511.

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 policies, should update that information with the Compensation and Benefits Dept., Bldg. 3, X-2132.

"It is most important that employees keep their group insurance dependent coverage correctly listed," reminded Walt Balabanow, Manager, Compensation and Benefits.

"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."

Credit Union News . . . No Waiting Period For Loans

The waiting period for new loans has been lifted, and Librascope Credit Union members can now apply immediately for a signature or car loan, as well as other types of loans. Members must maintain a \$100 balance in their savings account to be eligible for loans. Loan applications are available in the Credit Union, Monday through Friday, 10 am to 4 pm.

In addition, bonus IRA accounts are now available for 1 year at 8 1/2% guaranteed, 2 years at 9% guaranteed, and 3 years at 9 1/2% guaranteed, with dividends to be paid quarterly, compounded quarterly.

The Credit Union also offers full banking and ATM service.



Employees Complete Computer/Word Processing Training: (top row, from left) Eric Logan, James Berry, Johnnie Wagers, Jack Bertalot; (center row) Kathy Peet, Maria Colon, Lynn Docterman, Rudy Nunez; (front row) Jackie Jones, Librascope Manager, Employment, EEO & Training, Donna Boyer, Donnelle Hagan, Adriana Fletcher, Roger Hernandez, and Cathy Davis, Glendale College, Employment Training Panel Coordinator.

Twelve Librascope employees recently completed a special computer and word processing training class at Glendale Community College. The 18 week computer class was established by the State of California to train persons who require computer experience in order to maintain their jobs.

The program is funded by State unemployment insurance taxes paid

by employers, and is sponsored by Glendale College. Librascope has had over 60 employees graduate from the program, the highest number of graduates from any one employer throughout the local area.

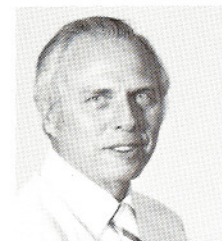
For enrollment information, call Cathy Davis at the Glendale College Adult Education Office, 818-241-0826. There is a minimal charge for the class.

★★★ FEEDBACK ★★★

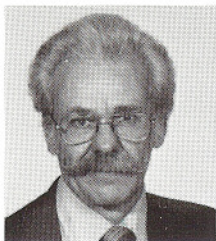
A DIRECT LINE TO THE PRESIDENT

Starting September 5, FEEDBACK forms will be available on all bulletin boards for employees to communicate direct to the company president. This new program will enable employees to ask questions about the company, submit suggestions, report concerns or complaints, and receive a direct answer back from the president on each issue. All letters will be kept strictly confidential by the president's office.

libravets thru August



Gerald Henshaw
35 Years
Program
Management



A. J. Pankratz
35 Years
Engineering
Administration



Clarence Kane
25 Years
System Design



Patricia Ha'o
30 Years
Finance

Ricardo Rabinovich from Senior Engineer to Staff Engineer; **David Sertich** from Electronic Technician to Electronic Engineering Associate; **Peter Houser** from Supervisor, System Design to Manager, System Design, San Diego; **John Scott** from Sr. Staff Engineer to Manager Advanced Programs; **Erina Gilerman** from Associate Accountant to Accountant; **Michael Stottko** from Sr. Electronic Technician to Electronic Engineering Associate; **Paul Talewsky** from Sr. Engineer to Staff Engineer; **Maria Pizarro** from Industrial Engineer to Sr. Industrial Engineer; **Robert Duggins** from Mfg. Engineer to Sr. Mfg. Engineer.

MORE LIBRAVETS...

20 Years — Walt Jaynes, Harold Gaither

10 Years — David Resh, Judy Resh, Arthur Olmeda, David Dyer, Elliott Malet, George Kallin, Maria Macias, Harley Edwards, Denise Amaral, Robert Skinner, Angel Rodriguez

5 Years — Regina Davis, Chet Urata, Guillermo Jimenez, Amy Baker, Sharon Ouellette, Ira Lehman, Mike Mitchell, Jim Carpenter, Blair Belsheim, Mark Chadwick, Thomas Griffiths, Robert Szanter, Howard Humphrey, Ron Lee, Duane Snyder, James Landis, Viola Ward

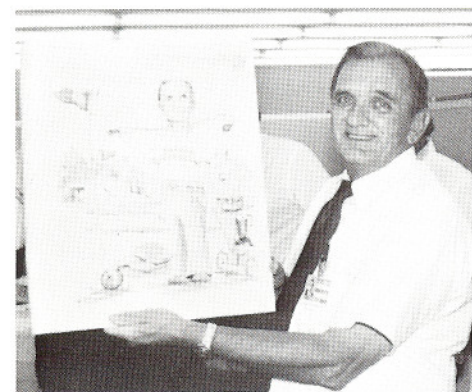


Olivia Ballesteros
30 Years
Manufacturing
Customer Service



Patrick Keegan
30 Years
Test Equipment
Design

retirements



Jack Bertalot, 31 years, Writing and Editing.



Walt Newcomer, 34 years, Plant Engineering, with wife Rodele, and Richard Vis.



Tony Noriega, center, 37 years, Program Management, with Jerry Smith, left, and Dom Vennari



Ray Youniacutt, center, 31 years, Machining, with fellow co-workers, from left, Paul Marin, Jose Feliciano, Richard Segura, and Dennis Caranza

**LIBRASCOPE
OPEN HOUSE
OCTOBER 7
10am - 2 pm**