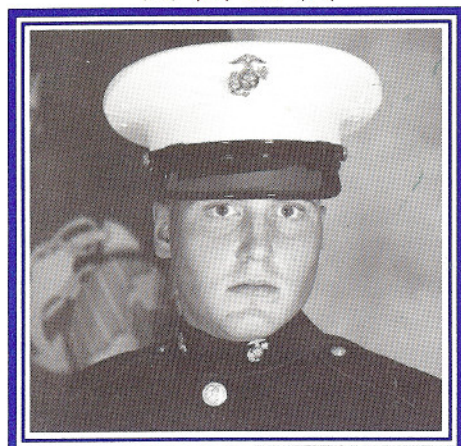


Librascope Corporation, Glendale, California

## WE SALUTE . . .

## Librascope Families Serving In the Gulf



Marine Lance Cpl. James Commons

Son of Barry Commons, Logistics Engineering.

James is a cartographer serving in Saudia Arabia with the 1st Intelligence Company, Topography Platoon, 1st Surveillance, Reconnaissance and Intelligence Group. He was selected to be one of the marines to have Thanksgiving Dinner with the President in Saudi Arabia.



HN E3 Robert J. Fernandez

Son of Cesar Fernandez, Military Graphics Department.

Robert is a Navy reservist serving as a paramedic attached with the 3rd Marine Division in Saudi Arabia.

When not on active duty, Robert is a policeman with the L. A. Police Department.



Capt. Keith Arrol, USAF Reserve

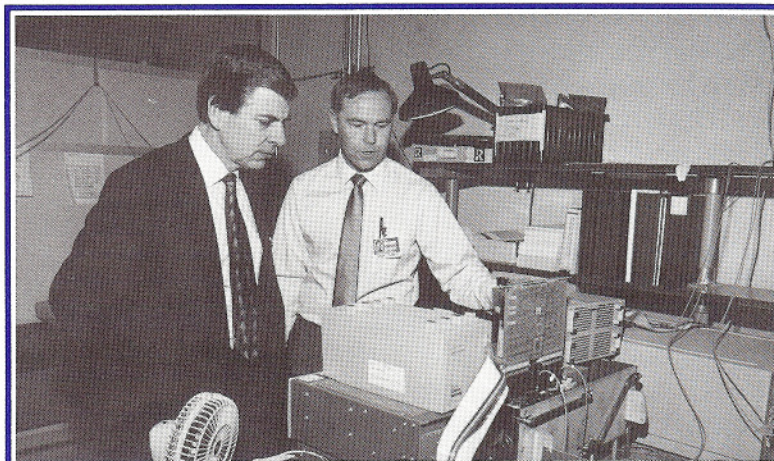
Called to active duty in the Gulf, Keith is with the 730 Military Airlift Squadron, Norton AFB. Pictured with Keith is wife, Nancy Gray, an engineering writer at Librascope. Nancy is a Captain in the USAF Reserve, 50th Aerial Port Squadron, Norton AFB. An air transportation officer, Nancy was not called to active duty during the Gulf War.

## BSY-2 UPDATE

### VDI Drop 1.5 Software Transferred to GE

*March 4* – The AN/BSY-2 team achieved another significant milestone with the successful test and transfer of Drop 1.5 of the Virtual Device Interface (VDI) software. This Drop of the VDI includes the functionality required by the Acoustics developers in Syracuse to meet their objectives in support of the upcoming System Response Test (SRT) Critical Item Test scheduled for later this year.

This transfer was achieved through the hard work and cooperative team effort of the Navy, General Electric and Librascope. ■

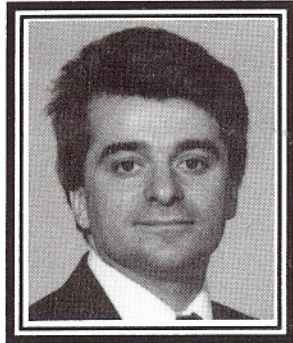


Robert Barrett, AN/BSY-2 Combat System Display Console (CSDC) Firmware Lead Engineer, describes the recently completed High Speed Serial Interface (HSSI) test to Tom Corcoran, Vice President and General Manager, Ocean and Radar Systems Division, General Electric. Mr. Corcoran toured the ANBSY-2 related facilities on March 6 as part of an executive review.



## Writing Incentive Program

### Employee Publishes Two Articles



**Rick Rabinovich**, Staff Engineer, has published two articles in the EDN magazine under the Librascope Writing Incentive Program. The first article published in the January 21, 1991 issue was a design idea titled, "SR Flip-Flop Responds to Edges." The second article was published in the February 4, 1991 issue, titled, "State-Machine Design Curbs Illegal States and Transitions," covering some areas of digital state-machine design that are obscure in most of the technical literature.

Rick joined Librascope in March, 1988. Since then, he has been a team member of the hardware design group responsible for the Combat System Display Console (CSDC) for the BSY-2 program. He has also contributed in the development of the Engineering Test Software that is being used to checkout the CSDC and demonstrate the console. Presently, he is supporting the CSDC Performance/Monitoring/Fault Localization effort.

Prior to coming to Librascope Rick worked for the Norton Company, Calcomp, and Northrop.

Rick received his degree as an Electronic Engineer at Buenos Aires University and attended postgraduate courses in computer design at Cal-State Los Angeles, and UC Irvine. He also completed an Engineering Management Pro-

gram given by the California Institute of Technology in Pasadena.

Rick received \$100 for each article published under the Librascope Writing Incentive Program. An additional \$200 is given if the article is presented live by the writer at an engineering symposium.

For more information on the Writing Incentive Program, contact Dick Kennerknecht, Mgr., Public Relations and Advertising, X-1196. ■

## SMOKING POLICY CHANGED

Effective May 1, smoking will no longer be allowed in any Company building.

This is an expansion of a smoking policy implemented by the Company in 1987, which did not include closed office spaces or eating areas.

"In view of continuing reports and studies concerning environmental tobacco smoke or side stream smoke and its impact on the atmosphere in the work environment, the Company feels it is essential to change its smoking policy," said Frank Yapp, Vice President, Human Resources.

"We have a deep concern for providing a safe and healthful work environment for all employees.

"The success of this policy depends upon the thoughtfulness and consideration of everyone.

"Your voluntary compliance will insure its success. It must be noted, however, to smoke in any of the Company buildings is a policy violation and subject to disciplinary action."

This policy is applicable to all employees, job shoppers, and consultants who are regularly assigned to the Glendale facility.

Customers and government representatives are to be advised of

the policy and requested to voluntarily comply.

All employees are reminded that break periods are limited to one 10 minute break approximately half way through the morning and one 10 minute break approximately halfway through the afternoon. ■

## Security Awareness Increased

The outbreak of war in the Persian Gulf has heightened the need for increased security precautions on the part of employees and increased security measures by the Company.

"We have increased our package inspection program in lobbies and at security checkpoints, and will continue to monitor all vehicles at entry points," said Jack Dyer, Security Manager.

According to Dyer, the Company has taken the steps in view of the increased potential for terrorist activities against U.S. Government contractors.

"These checks are not new and will continue even after the Desert Storm Operation is completely over."

Employees are asked to cooperate with all package inspections, and are reminded that security badges must be visible and worn at all times. ■

**All employees are reminded that "work product" resulting from employment with Librascope is the property of Librascope.**

**This includes, but is not limited to reports, notes, memos, technical data and computer software. ■**



# TQM

## TOTAL QUALITY MANAGEMENT

By Paul White

Quality Assurance TQM Facilitator

A quick look at the parking lot reveals a wide range of vehicles. You can tell which ones are dependable and well maintained — their owners tend to proudly glance back at them as they walk away! You can also tell which vehicles are not so well off — their owners walk away briskly and never look back for fear they may be blinded by the explosion!

Unfortunately, without proper care and maintenance, even the best cars can become unreliable. Even though our cars did get us to work today, we all know that the day will come when we will be forced to make some changes. Whether our current cars are new or old is not the issue — when it comes to maintenance, it's simply a matter of time.

The same problem affects the business world, only it's the ideas, the techniques, the processes, the attitudes, and the philosophies that must be continually upgraded and maintained. No matter how fast and shiny a company once was, some new competitor will slowly crawl up in the rear view mirror. Hopefully, a push on the gas will result in the needed acceleration to stay ahead rather than the realization that it's time to pull over and relinquish the fast lane.

Today's employees and employers all need an attitude that eagerly accepts change. Employees must continually be developed into a work force that can be relied upon to make good decisions. Management must relinquish the type of control that restricts the

limits of team involvement and thinking. Innovation cannot survive when met with statements like, "But we've always done it this way!"

One of today's foremost Quality practitioners, Ernest Huge, opened a new book with this thought: "Because {Total Quality} is a new standard for running a business, companies do not have a choice of whether or not to adopt a new philosophy; they only have varying degrees of time, depending on the competition." ■

### Video Library

## **"ON FIRE— A FAMILY GUIDE TO FIRE SAFETY"**

A new video has been added to the videos now available for loan to employees — "On Fire—A Family Guide to Fire Safety." The 60 minute video was prepared by the Los Angeles City Fire Department for the KCET Community Outreach Program. The video shows how by safeguarding your home, taking precautions while traveling, knowing emergency procedures at work, and teaching family members to protect themselves, can do more to improve your chances than you might realize.

Other videos available for check-out include: "Surviving the Big One—How to Survive a Major Earthquake," "The Stanford Health & Exercise Program," "Smart Heart—Simple Steps to a Healthy Heart," "Taking Control—Cancer Prevention" and "Librascope—Tomorrow's Technology Today."

A complete listing of videos available for loan to employees is posted on bulletin boards.

These videos can be checked out free of charge in the Employee Services Office. ■

## **CURE- ALL for what ails you**

Depressed?  
Lonely? Bored?  
Angry? Frustrated? Tired?

Slip on a pair of comfortable shoes and take a 30-minute brisk, arm-swinging walk. Even though you really don't want to.

You'll return from your jaunt with a new perspective and a feeling of general well-being.

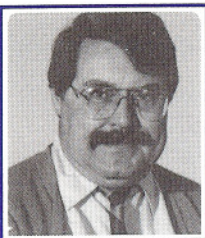
Guaranteed! □

**Open a Credit Union  
checking account during  
March and get 50 free checks  
and an ATM card free for  
one year!**

**Credit Union checking  
accounts have no monthly  
service charges, no per-check  
fees and earn dividends.  
For details call X-1242.**



## Libravets thru March



**Ray Hand**  
25 years  
Systems  
Engineering

**20 Years** — Ruby Williams

**15 Years** — Robert Barrett, Gary Mellor, Keith Weideman

**10 Years** — Jimmy Smith, Osie Rogers, Elfriede Kollar, Susan Kim, Shirley Edwards, Carolyn Paul, Elvira Lambarri, Janice Gilmore, Martha Grandes, Ed Bushman, Paul Orton, Anne McMahan, Kenneth Pendry, William Wieser, Reginald Wilder, Gary Davis, Gary Boyer, Palmira Gomez, Florence Sacapano, Colleen Griffith, Rhonda Riley, Stephanie Fuller, Norman Lucas, John Freeman, Thomas Faragher

**5 Years** — Barbara Callan, Norma Rydgi, Jose Macias

## Promotions

Debra Andolina, from Secretary to Executive Secretary  
Valerie Edwards, from Library Asst. to Assistant Librarian

## New Employees

Evelyn Matzat, Supervisor, Technical Information Center

## Retirements



Beatrice Angelo, 32 years, Masking & Potting

## Calendar thru April

For information and tickets for the events listed below, contact the Employee Services Office, X-1210.

**MAR**

**1-31**

**Magic Mtn.  
Company Days**  
Tickets \$11.95  
(Reg. \$23.95)

**23**

**Librascope Golf  
Club Tournament**  
Anaheim Hills  
Call X-1218

**25-28**

**Easter Candy Sale**  
See's Candy and  
Jim Terry's Fudge  
Employee Services  
Office 11:30 -12:30

**29**

**Company  
Holiday**  
Good  
Friday



**APR**

**1-30**

**Universal Studios  
Company Days**  
Tickets - \$13.50  
(Reg. \$22.)

**6**

**Librascope Golf  
Club Tournament**  
Shandin Hills  
Call X-1218

**14**

**Kenny Rogers  
Amphitheatre**  
Tickets \$27.50

**20**

**"Day at the Races"  
at Santa Anita Park**  
\$27 per person  
Includes -  
private bus, "all you can  
eat" buffet, reserved  
seating in the Club Court

**20**

**Renaissance  
Pleasure Faire**  
Apr. 20 thru June 9  
Tickets \$9  
(Reg. \$14.50)

**24**

**Country Music  
Awards**  
Amphitheatre  
Tickets \$32