



## Major Win for Librascope!

### Librascope to Host "Start of Work" Meeting April 27-29

**March 26**—The U.S. Army Chemical and Biological Defense Agency (CBDA) awarded Librascope with a \$28.4 million engineering and manufacturing development contract to provide an integrated nuclear, biological and chemical detection warning system for battlefield equipment and personnel.

The 48-month contract calls for Librascope to complete advanced developmental design, produce test units and support formal government testing of the Army's multipurpose integrated chemical agent alarm (MICAD) system.

Librascope will design four new system configurations to provide combat, armored and tactical vehicles with MICAD detection systems, as well as vans and shelters already

equipped with positive pressure collective protection equipment.

The Company is teamed with Loral Conic, Brunswick Defense, Calspan, FMC and Computer Sciences Corporation.

A "Start of Work" meeting is scheduled to be held at Librascope, April 27-29, and will include personnel from the U.S. Army CBDA, and the subcontracting companies.

Bob Lang has been named Program Manager; John Gustafson, Technical Director; and Shep Girion, Deputy Program Manager.

"Congratulations to all who worked so hard in achieving this major award for Librascope," said Jay Wilcox, President. "We are proud of you who had a part in this major achievement."



# First Complete BSY-2 Weapons System Delivered to GE

Librascope delivered the first complete Weapons System during the first quarter of this year. This system consisted of six Weapon Converters (WCs), two Weapon Auxiliary Converters (WACs), eight Weapon Status Monitors (WSMs), a Command Launch Console (CLC), and a Weapon Launch Display. In addition, the Maintenance Trainer system consisting of four WCs, one WAC, four WSMs and one WLD were shipped.

Our subcontractors also chipped in—Interstate Electronics Corporation (IEC) delivered the two Full Scale Development (FSD) Tactical Situation Monitors (TSMs) and MagnaTek completed Factory Acceptance Test (FAT) of the FSD Frequency Converter.

These deliveries, combined with the delivery of the software for the first four weapons—the Advanced Capability MK 48 torpedo (ADCAP), the Harpoon missile, the Mk 48 torpedo and the Tomahawk Land Attack Missile (TLAM)—enable GE to start integration of the tactical hardware and software.

One additional ship's set of displays was also delivered during the quarter. This set consists of twelve Combat System Display Consoles (CSDCs) and two Command Display (CDs)—the second complete set has been delivered. Integration of the two

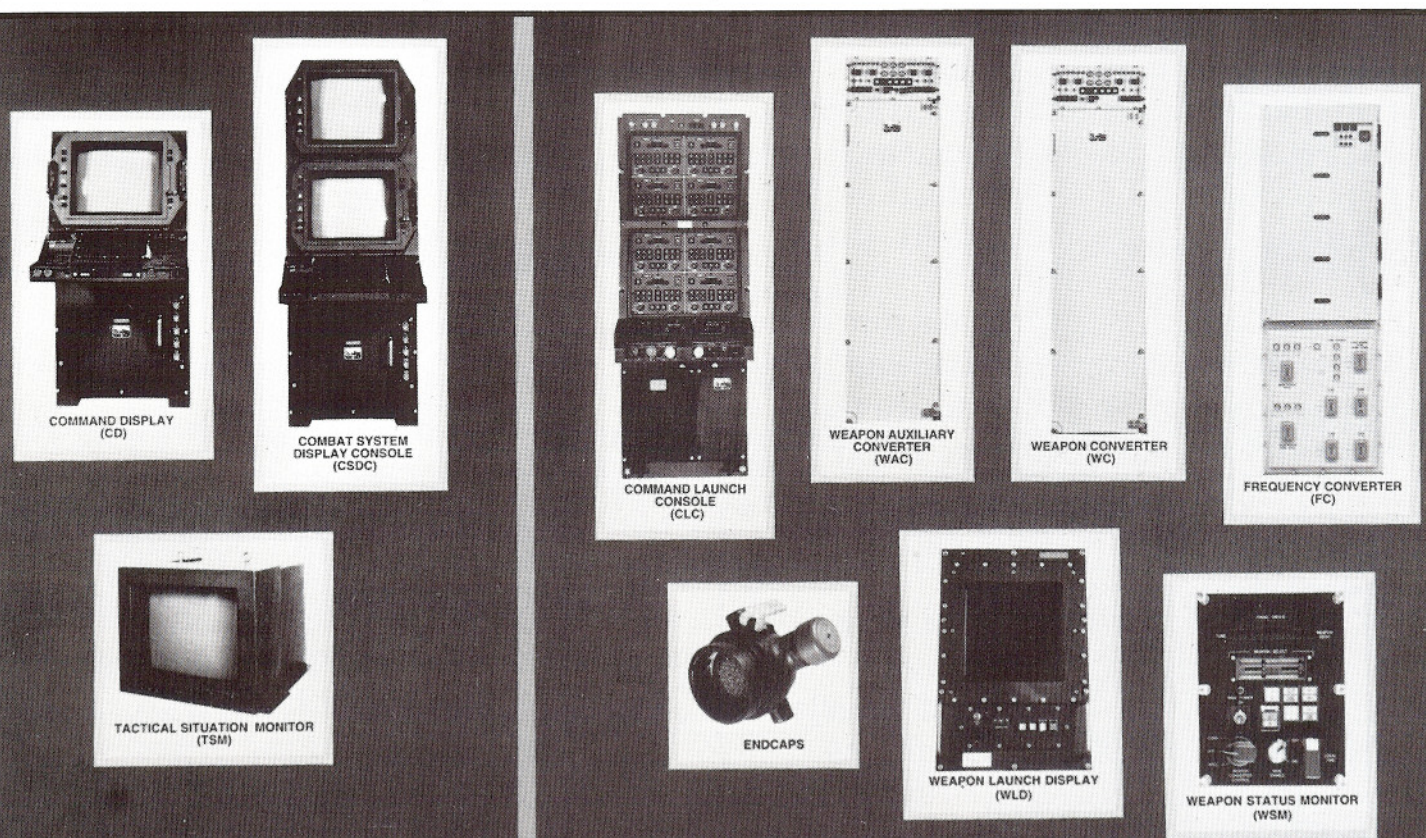
Seawolf Combat Control Systems is proceeding in GE's test bay in Syracuse, and an impressive number of Librascope equipments have already been installed. High level Navy and Congressional personnel are taken through this facility on a regular basis and their reaction of our equipments has been very positive.

## FOLLOW ON BUSINESS—

In March, Librascope was awarded a \$4 million change to the BSY-2 contract to modify several weapon interfaces. This work started in April and represents approximately 15 months worth of effort.

Negotiations for additional software work were also completed in March, resulting in the addition of the Tomahawk Anti-Ship Missile (TASM) to our work scope, with a funding increase of more than \$1 million.

"These awards were made to Librascope as a direct result of the quality of the products we have delivered and our responsiveness to our customer's needs," said Ed Arnold, VP of Engineering. "There is more follow on business available. If we continue to perform as we have in the past, we should be able to acquire a significant portion of this follow on business." ■



Above photo shows AN/BSY-2 units designed and built by Librascope. Each Seawolf Combat Control System consists of: 2 CDs; 10 CSDCs; 4 WCs; 2 FCs; 8 WSMs; 16 Endcaps; and one (1) each of the remaining equipments shown above.



### \$377K VE Award Received From SPAWAR and NSPCC



A Value Engineering award was presented to Steve Wallace, Sr. Contracts Administrator, for his efforts in collecting \$377,184 of additional RD-433A VECP royalties. The total received to date is \$1,004,481—with more royalties expected. Steve Wallace, Sr. Contracts Administrator, is shown with the VE award he received along with, from left—Don Barton, Program Manager; Ken Burton, Director of Contracts; and Carl Sorensen, VP of QA and Resource Management.

Steve Wallace, Sr. Contracts Administrator, was recently presented a Value Engineering (VE) award for his diligence in helping to collect \$122,184 from the Department of the Navy, Space and Naval Warfare Systems Command (SPAWAR), and \$255,000 from NSPCC for the RD-433A/SSH VECP that was first approved by SPAWAR in March, 1988. Twenty RD-433/SSH VE award plaques have now been given to the various key individuals and organizations that contributed toward the success of this large and complex VECP.

The \$122,184 represented the balance that SPAWAR owed Librascope for two previously negotiated contracts. Carl Sorensen, VP, QA and Resource Management (formerly Director, Military Products), stated that, "The \$255,000 from NSPCC, however, is especially significant because it represents the first definitization of a third party RD-433A royalty. There are four other third parties that owe us royalty payments, and it will now be Steve's next assignment to pursue those payments."

The RD-433A VE award payments received from SPAWAR now total \$749,481, which, when combined with the \$255,000 from NSPCC, brings the current total award to \$1,004,481.

The RD-433A/SSH VECP was first reported on in the December '91 issue of the Librazette. The Navy had determined at that time that they would save more than \$10 million over a ten year period as a

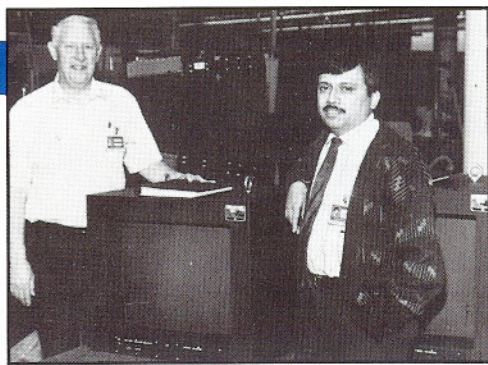
result of a Value Engineering Change Proposal (VECP) that Librascope's Military Products Group had initiated in 1987. This entitled Librascope to a share of the savings, in accordance with the Federal Acquisition Regulations (FAR's) that govern the sharing of value engineering savings between the Government and its contractor(s). ■

### Librascope Awarded \$4.3 Million Contract for Surface Ship Combat Artificial Intelligence System

The Company has been awarded a \$4.3 million contract by the Naval Surface Warfare Center, Dahlgren, to develop an advanced technology demonstration of an Artificial Intelligence-based system to automate ship self-defense planning. Irina Vainshtein has been named the Program Manager.

SPADE (Shipboard Planning for All Defensive Engagements) is a 36 month contract for a system that will anticipate future attacks and recommend near optimal courses of action. "The development will emphasize AAW self defense, however, ASW and ASUW considerations will be taken into account during development for a comprehensive approach to multi-warfare ship defense," said Irina.

Once development is complete, the SPADE technology could be integrated with other command and control systems under development or already deployed by the U.S. Navy. Examples include the Navy's planned Ship Self Defense System (SSDS), or the combat proven Aegis AAW system, which could incorporate SPADE as part of an evolutionary upgrade to enhance or replace the existing Aegis doctrine capability. ■



### BSY-2 FSD Monitors Accepted

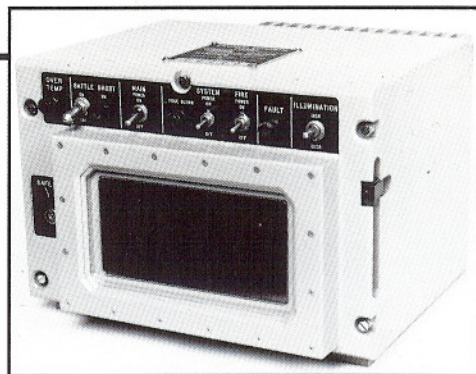
Lamar Poulson, left, QC Engineer, and Satish Bondale, Supvr., Systems Design, accept the first two Full Scale Development (FSD) 25" Tactical Situation Monitors (TSMs) from Librascope's display subcontractor—Interstate Electronics Corporation. ■



## \$1.5M CSA Mk 2 Award . . .

Librascope has received the fourth production contract from Naval Sea Systems Command (NAVSEA) to build eight additional systems and spares of Countermeasure Set Acoustic (CSA) Mk 2. This new order will be delivered by August 1994 and is funded for \$1.5 million dollars. An initial contract for seventeen systems was received from NAVSEA in 1989. Seven additional systems were ordered in 1991, and six in 1992. A total of twenty-four systems have been delivered. Six are currently in production. Elliot Malet is the Program Manager.

The CSA Mk 2 system consists of a Launch Control Panel (LCP) Mk 421 Mod 0 and two junction boxes (pictured on right). The system can currently launch up to a combination of 16 Acoustic Device Countermeasures (ADC) Mk 1, ADC Mk 3, and ADC Mk 4 countermeasure devices—for purposes of defending the submarine from enemy torpedoes and/or sonar detection. The CSA is adaptable to all class of submarines, and has provisions for on board training. The LCP selects, programs, continuously monitors and displays the status of each launcher. ■



CSA Mk2 Launch Control Panel



CSA Mk2 Junction Box



## "CLEAN AIR WEEK" MAY 3-7

The week of May 3-7 has been designated "Clean Air Week" by The American Lung Association.

Librascope will honor that week with a special promotion for employees who carpool, van-pool, ride the bus, use Metrolink, bicycle, or walk to work May 3-7.

Employees who participate in the rideshare program will be given a coupon each day they participate during that week. The coupons will be entered into a drawing to be held on Friday, May 7. Prizes will include ten sets of tickets to Disneyland in May, and a grand prize of a \$100 gift certificate to be used at any one of over 75 stores in the new

Burbank Media Shopping Center. The more coupons entered, the more chances of winning!

Employees who need help in finding a rideshare partner for "Clean Air Week," can contact Nancy Laughlin, Employee Transportation Coordinator, X-1225, to obtain a list of employees in their zip code area.

There are current openings in all three Librascope 12-passenger vans from Simi/Thousand Oaks, Palmdale/Canyon Country, and Lancaster—ride free for the week!

Metrolink and bus schedules are available in the Employee Services Office, or call X-1225. ■

## \$63,384 Royalty Payment From GE Aerospace for Trident IRR RAMDisk VECP

Don Barton, Program Manager, reports that GE Aerospace (now Martin Marietta) has ordered an additional RAMDisk for the TRIDENT IRR Program sponsored by the Department of the Navy, Space and Naval Warfare Systems Command (SPAWAR).

According to the terms of the IRR RAMDisk VECP, which was negotiated in December 1991, Librascope is entitled to a \$63,384 royalty payment for every unit ordered during the three year sharing period. This new award brings the total received on this VECP to \$366,267. ■



# Company Policy Reminder

## Sexual Harassment is Forbidden By Law

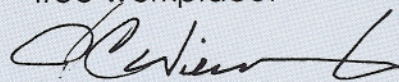
To All Librascope Associates:

Loral Librascope is committed to a workplace free of harassment of any kind, including sexual harassment.

From time to time, we believe it is beneficial to remind ourselves of this important policy. For that reason, we will soon be sending each of you a copy of our Company policy regarding harassment as a reminder to follow this policy to the very best of your ability. In addition, California has developed a pamphlet explaining certain aspects of California law regarding sexual harassment. The pamphlet is available in the Human Resources Department.

If any of you believe that you have been subjected to sexual harassment or an offensive working environment because of your sex, I urge you to bring that belief to the attention of the Human Resources Department, so that corrective and preventive actions can be taken promptly.

By bringing any such concerns promptly and directly to our attention, you can help us assure an harassment free workplace.

  
Jay Wilcox

**Librascope employees have donated a total of \$55,000 to the United Way since April 1992!**



**United Way**

**YOUR HELP GIVES OTHERS HOPE-THANK YOU!**

## Holiday Schedule - Revised -

In the continuing effort to reduce costs and to move toward consistency throughout Loral, our holiday schedule has been changed from twelve (12) to ten (10) holidays per year.

The holidays to be deleted are Presidents' Day in February, and one floating holiday used during the year-end plant shutdown.

The remaining holidays for 1993 are:

• Memorial Day Observed	May 31
• Independence Day Observed	July 4
• Labor Day	September 6
• Thanksgiving Holiday	November 25 & 26
• Christmas Holiday	December 23 & 24
• Floating Holiday	December 27
• Plant Shutdown	December 28 thru 30
• New Year's Day Observed	December 31

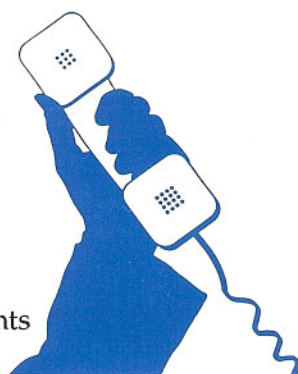
## Benefits Office News ...

Brochures and applications are now available for the mail order drug program for employees who are on a maintenance drug program under the new medical insurance plan to go into effect May 1.

Contact the Benefits Office, Ext. 2132.

## ETHICS HOTLINE ... 818-502-7641

Librascope's Ethics Hotline is available 24 hours a day for employees to report incidents of business impropriety; i.e., fraud, theft, waste, dishonesty, unfair treatment, unethical behavior. When calling the hotline, employees do not need to identify themselves. Employees can also report incidents to their supervisor or department manager. In addition, employees can call the Librascope Ombudsman, Carl Sorensen (X-1641), Loral's Sr. Corporate Vice President and Controller (1-212-697-1105), or an independent ombudsman, Robert Gregg (1-800-842-2651). ■





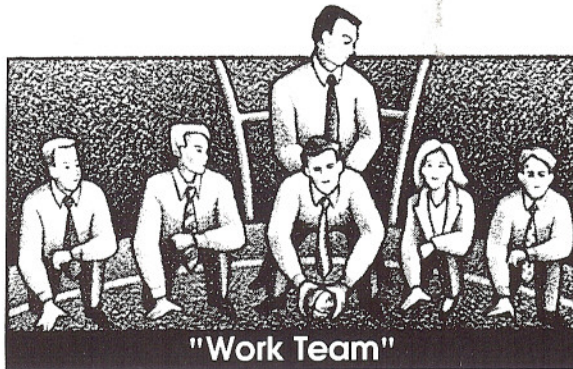
# "The Echo of Excuses"

by Paul White, Quality Assurance TQM Facilitator

Every football or basketball coach has a vision of leading the next "Dream Team," but very few coaches get the opportunity to have the first ten picks in the player draft. Pity the poor coach who is drafting his players from a diverse selection of a hundred 6th, 7th and 8th graders!

At 14 years old, many boys have already matured into tall, well coordinated young men who have long had their eye on excelling at athletics. At 12 years old, many boys are still small and awkward and, if it weren't for their fathers, they would probably be out having water fights and throwing mudballs.

When the player draft is over, each coach is left with players from both extremes and everything in between. Without proper guidance the more gifted players will soon become frustrated with losing games at the hands of their lesser-skilled teammates. Likewise, the not-so-gifted players will soon become discouraged by their lack of direction and accom-



plishment. It is the coach's task to mold these kids into a team. Billy may be too small to get a shot up to the rim, but explaining how much it helps the team for him to steal the ball from the opponents will give him the incentive to perform. With his team's encouragement, he will be totally focused upon getting that ball! Jason may not dribble or pass well, but his relentless defense may be all that is needed to keep that other team's superstar from getting off a decent shot. Charlie may be the heaviest and slowest kid on the team, but his presence at the center position fills up the lane. The opponents learn quickly that they can't drive

in on Charlie! Shaun spent the whole summer shooting in his backyard. If he tried to dribble, the ball would probably bounce off his foot. But if he gets a good pass, you can mark up two points. Every team, whether it's five boys playing basketball or a thousand people building refrigerators, has a diverse spectrum of tasks and personnel. The success of

any team corresponds directly with each participant's concept of his/her placement and importance within that team. The ultimate responsibility for establishing and maintaining the teamwork philosophy resides with the coach, and accordingly, each player must be kept continually aware of the importance of his/her particular contribution to the overall picture of quality, productivity, and success. Without teamwork, individual initiative is squelched, overall morale suffers, and effectiveness dies. When that happens, all that's left is an empty gym and the fading "echo of excuses" muttered in defeat. ■



## "Job Well Done"

Barry Phillips, on left, Contracts Manager, Rockwell Systems Australia (RSA), presents Librascope with a commendation plaque for a "Job Well Done" for the Company's participation on the Royal Australian New Construction Submarine Program (RAN). The Company received the RAN contract in 1987.

Pictured from left—Tom Chance, RSA, Subcontracts Manager, and from Librascope: Carole Kuruma, Software Manager; Gary Jasper, Technical Director; Arnold Peters, Program Manager; Jay Wilcox, President; and Barry Phillips, RSA.

Librascope is currently providing engineering support of the integration of our software at the land-based test site in Sidney, Australia. ■



# SECURITY NEWS . . .

## *New Procedure for Document Custodians—*

The Department of Defense has recently made a significant change to the Industrial Security Manual regarding the "end-of-day security container checks." The new procedure has been formalized into a written "double-check" performed by two cleared employees. This security check will apply to all security containers and storage areas which have been opened during the day.

A detailed letter outlining the new procedure will soon be distributed to all document custodians. ■

## *Vehicle Inspections—*

"The recent implementation of the vehicle and package inspection program has been well received overall by both employees and visitors," said Jack Dyer, Manager, Security.

These inspections serve a dual purpose: 1) we are fulfilling our requirement mandated by the government, and, 2) we are protecting our employees and company by looking for restricted/dangerous items, and the improper removal of company property; i.e., equipment and information." ■

## *Security Reminders—*

Recording devices are not allowed on the premises without prior approval from the Security Department. "Player only" devices are allowed, but only with supervisor's approval. ■

**Parking lot and driveway  
speed limits are**

**10 MPH ONLY!**

**For everyone's safety—keep  
vehicle speed at 10 MPH.**

## Loral Code of Ethics

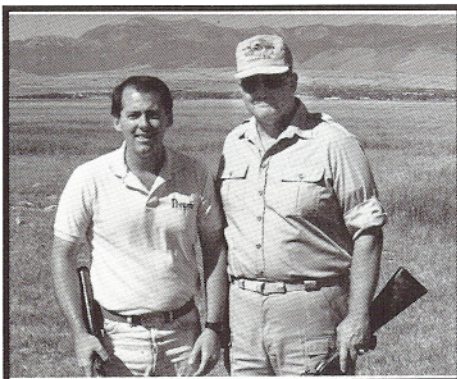
### Reporting Labor Charges . . .

The accurate reporting of labor at Loral Librascope is both essential and mandatory because it is the source for the charging of labor and the distribution of overhead cost to a contract. This is accomplished by either completing a time card or time sheet.

When reporting your time, here are some do's to help you follow proper labor charging practices:

- 1) Prepare your own time card.
- 2) Make your entries to the time card daily, legibly and in ink.
- 3) Direct employees—obtain job numbers for your work from your immediate supervisor via work authorizations.
- 4) Record time for only the job(s) you are working on.
- 5) Sign your own time card.
- 6) If you need to make a correction to an entry, draw a line through the error and write the proper entry on the next line. You and your supervisor must initial each correction. ■

### "KK" and the "General"



Rick "KK" Kennerknecht, son of Richard Kennerknecht, (aka "KK"), Manager, Marketing Support, recently teamed with General Norman Schwarzkopf in the Ducks Unlimited Sporting Clays tournament held at Sage Hill Gun Club in Reno, Nevada.

A three time all-American and World Class "Sporting Clays" competitor, Rick has competed all over Europe, and is an acclaimed Exhibition Shooter. He was high overall champion at the Schwarzkopf Sporting Clays Tournament cup held in Tampa.

General Schwarzkopf is an avid sporting clays shooter, and has competed with "KK" on several occasions. Asked how he'd unwind after the Gulf War, he said "shoot clays and go fishing, my two favorite pastimes!" ■

## GOLFER'S CORNER

### ATTENTION ALL GOLFERS—

The Librascope Golf Club has plenty of tournaments to play this year, and they want you to join in on the fun and become part of the club. Membership is open to all employees and their family. Each member automatically becomes a member of the Southern California Golf Association (SCGA).

### *The remaining tournaments are:*

Shandon Hills	May 8
Indian Hills	June 19
San Dimas	July 10
Lake Elizabeth	August 14
San Luis Bay	September 18/19
Simi Hills	October 16
Elkins Ranch	November 20
San Dimas	December 11

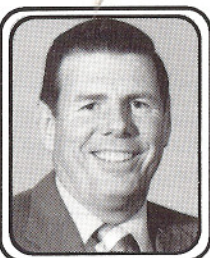


**For Golf Club  
Information . . .**

**Call X-1028**



# Libravets January thru April ...



**Jim Gilliam**  
35 Years  
Production



**Nelda Arata**  
35 Years  
Assembly



**Delia Albert**  
35 Years  
Assembly

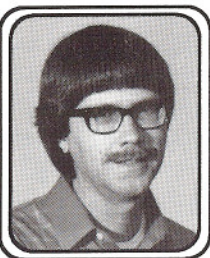
## More Libravets ...

### 10 Years:

Dorothy Moulton, Kevin Kofler, Chris Chandler, Robert Perry, Cecelia Egerton, Dan Schache, Bob Shelton, Gary Bremer, Sally Craig, Alan Mori, Richard Beckler, Terry Miyamoto. (Dec. '92: Madeline Arel, Mitch Varner, Butch Kempinski).

### 5 Years:

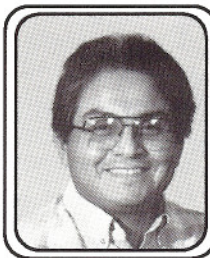
Darlene Chin, Andy Diep. (Dec. '92: Lora Keleman)



**Bill Dunaway**  
25 Years  
Office Supplies



**John Gustafson**  
20 Years  
Systems Engr.

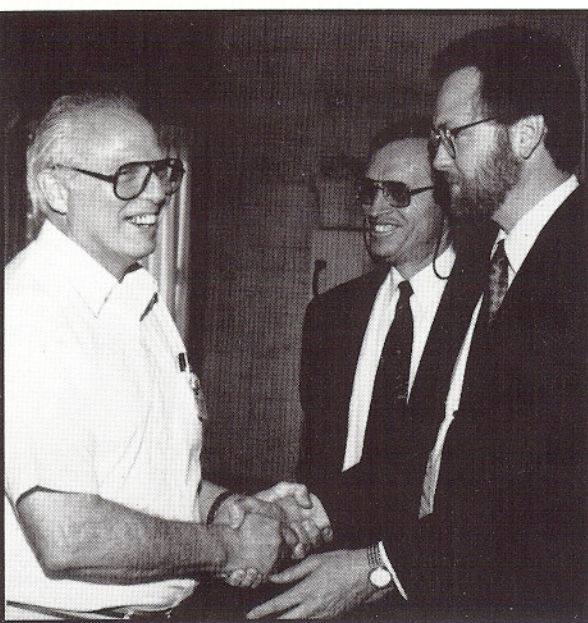


**James Burrue**  
20 Years  
Model Shop

*Not pictured:*

**Ron Bush**  
25 Years  
Field Engineering

## Retirements



**Gerry Henshaw**, left, 39 years, Production Management and Control, is congratulated by Shep Girion, right, MICAD Deputy Program Manager, and Ralph Simon, Vice President, Operations.

## CPR/FIRST-AID Trained Personnel

The following personnel have been recertified or trained in CPR and first-aid procedures as of March 23, 1993:

All currently assigned Security Officers (8), plus the following:

### Bldg. 1—

Art Thomson	X-3684
Tom Wilder *	X-1193

### Bldg. 8—

Jerry Mundy	X-1586
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### Bldg. 17—

Ralph Anderson	X-1024
Jack Dyer	X-1465
Linda Elias	X-1416
Heidi Fowers	X-1052
Diane Howe	X-1522
Sal Molina	X-2080
Bob Sharp *	X-2010
Rosemary Smith	X-1031

\* Indicates CPR Training only.

## Other Retirees (January thru April):

Helen Perez, Marjorie Kelleher, Bill Brockway, George Webb, Don Tubbs, Charlotte Olmstead, Stanley Bucklein, Colene Fido, Davie Henshaw, William Miller, Richard King, Bob Douglas, Ron Hoover, Earl Valdez, William Bowen, Alan Mohill, Walter Jaynes, Ron Norton, Sam Elfgen, Patricia Reveles, Francis Pitz, Domenic Vennari, Yolanda Butera.

**FOR ALL  
EMERGENCIES  
DIAL 1111**