

LORAL Librascope, Glendale, California

- Ed Arnold Named President -



Jay Wilcox, left, congratulates new president, Ed Arnold.

To All Employees:

First, I would like to acknowledge the excellent job Jay Wilcox has done during his tenure at Librascope. He stepped in at a time of significant change and led us to a period of stability. He has charted a course for new opportunities and growth. On behalf of all of us at Librascope—a sincere “Thank You” and much success in the future!

Secondly, during the five years that I have been at Librascope, there have been some very significant changes. During that time, we have successfully defined and implemented the necessary changes that allowed us to remain a viable business entity. Our challenge today and for the future is to continue to adjust to the changing business environment.

For the next few months we do not anticipate any major organizational or operational changes. We will be making the necessary and prudent decisions that will assure we track to our operating plan. Our challenge and our goal is to bring follow-on and new business bookings into the division while maintaining an on-going profitable business base. I am very “bullish” on our future.

As I am personally committed and motivated to contribute and support the continuing success and growth of our division, I am requesting each of you to do the same. I will be communicating with members of the Librascope team, both on an individual and/or group basis, to solicit your thoughts and comments. I am looking forward to working with you to achieve our objectives. —Ed Arnold, President

In November, 1992, Jay Wilcox, vice president for antisubmarine warfare and undersea systems at Loral Defense Systems-Akron, Ohio, was sent to Southern California to be president of Loral Librascope. With his mission “successfully” completed, Jay now returns to LDS-Akron. Following is his farewell letter to Librascope employees:

Dear Librascope Friends:

What a difference a few months can make! When I first arrived in Glendale, I didn't expect a warm welcome. But you gave me one anyway. I certainly didn't think I'd find an upbeat defense company in 1992 Southern California. But you showed me one, anyway. Most of all, I didn't expect to get to know so many highly qualified, dedicated, and just plain friendly people. I sure have been wrong a lot in the last nine months!

Despite the separation from old friends and family, my assignment at Librascope has been one of the most enjoyable things I've ever done. I now know the pure pleasure of conducting an “orchestra” of master musicians. And though I've always known the day would come, passing on the orchestra baton and leaving this strong company rank among my most difficult chores.

Yes, Librascope is a strong company. And strong companies survive through the lean times. By meeting commitments on programs like BSY-2, by winning programs like MICAD and SPADE, you've proven that Librascope is a real winner. And though there are probably some difficult passages ahead, the orchestra you've built, playing under Ed Arnold's capable baton, won't miss a note. *Just ignore the naysayers and keep doing what you've been doing!*

While I'll miss being with you every day, I look forward to seeing all of you on future visits to your beautiful state. Thanks for welcoming me so warmly, for supporting me so fully, and thanks for making me an honorary Southern Californian!

May God bless each of you.


Jay Wilcox

Segreto Joins Librascope As Vice President Business Development . . .



Anthony J. Segreto

Anthony "Tony" Segreto joined Librascope in May, as Vice President of Business Development. With Ernie Pool as Librascope's Vice President for International Programs, the addition of Tony places two senior executives at the forefront of the division's number one priority—the acquisition of new business.

Prior to joining Librascope, Tony headed business development at Teledyne Systems. His business and program development career in high technology engineering includes experience with Bell Laboratories, Ultrasystems Defense, and 17 years with TRW.

Tony attended Columbia University, where he received a master's degree in engineering. He holds a bachelor's degree in engineering from Fairleigh Dickinson University, in New Jersey. ■

**FOR ALL
EMERGENCIES
DIAL 1111**

Safety News . . .

- Evacuation Drill Held -

Employees practiced an emergency evacuation in preparation for a "real life" evacuation in the event of a large-scale earthquake, a fire, power outage, or other emergency situation necessitating an evacuation of the buildings.

In response to an evacuation announcement via the company's emergency paging system, employees vacated all buildings and reported to designated meeting areas in the parking lot for roll call by their supervisors.

"The evacuation practice went very smooth," said organizer, Heidi Fowers, Environmental, Health & Safety Office. In addition

to the drill, employees were given instructions on earthquake procedures, building exit locations, location of nearest fire extinguishers, and the use of fire extinguishers.

As part of the company's Injury Prevention Program, disaster teams have been established to perform special functions in the event of an emergency; i.e., first aid, emergency communications, earthquake sweep and rescue, resources and personnel tracking. The teams are made up of volunteers. Anyone interested in being on a disaster team can contact Heidi Fowers at X-1052. ■



Disaster Team Member, Diane Howe, hands out Emergency Survival Kit lists to employees after the evacuation drill. Diane serves as the company's Emergency Medical Technician for all emergencies. Survival Kit lists are available by calling X-1052.

What is Librascope doing to diversify into the nondefense market?

Librascope Goes After Defense Conversion Grants

In an effort to enhance its position in nondefense markets, Librascope is participating in the U.S. government's new "defense conversion initiatives" program started to help companies convert existing programs to nondefense business.

Under this new government program—named the Technology Reinvestment Project (TRP)—the U.S. Congress is funding companies, on a shared basis, with "seed money," or grants, to develop defense technology into commercial applications.

Launched in March, 1993, the TRP is a major new program combining the efforts of five federal agencies to stimulate the transition to a growing, integrated, national industrial capability which provides the most advanced, affordable military systems and the most competitive commercial products.

The TRP emphasizes funding for Technology Development (\$193M in FY 1993), Technology Deployment (\$224M), and Education and Training (\$48M).

Planning and management of the program is handled by an interagency Defense Technology Conversion Council (DTCC) headed by the director of the Defense Department's Advanced Research Projects Agency (ARPA).

Members of the DTCC include high-level representatives of the Commerce Department's National Institute of Standards and Technology, the Department of Energy/Defense Programs, the National Science Foundation, and the National Aeronautics and Space Administration. ■

Librascope Enters Competition for Dual-Use Technology Reinvestment Project (TRP) . . .

As a result of a series of employee "brainstorming" sessions held between February and April of this year, the decision was made to seek a grant for the development of a commercial version of our MICAD system to assist hazardous material (HAZMAT) units in handling hazardous chemical and gas problems. The brainstorming sessions were headed by Ralph Simon, Vice President, Operations.

The Glendale Fire Department's Hazardous Materials (HAZMAT) unit was invited to attend one of the company's brainstorming sessions. "Their response to our proposed proposal concept was readily accepted," said Ralph Simon. "And, they were extremely instrumental in providing support for the proposal effort."

On July 23, Librascope delivered a Technical and Cost Proposal to the Advanced Research Projects Agency (ARPA) Technology Reinvestment Project, detailing a commercial version of the MICAD system technology.

This dual-use technology proposal was a team effort. Librascope teamed with Brunswick Defense Systems in Florida, California State Polytechnic University in Pomona, the Glendale City Fire Department, and the U.S. Army Edgewood/Research Development and Engineering Center (ERDEC) in Arlington, VA.

The primary role of each team member is as follows:

○ **Loral Librascope** -
Prime—Systems Engineer and Integration Software

- **Brunswick Defense** -
M21 IR Spectrometer Remote Sensing Device
- **California Polytechnic University** -
Concept Studies, Chemical Identifications
- **City of Glendale Fire Department - HAZMAT** -
Expertise, Testing and Demos
- **U.S. Army Edgewood Research, Development and Engineering Center** -
Hazardous Material Technical Advice and Assistance

"The proposal offers to provide a Multipurpose Environmental Remote Hazardous Agent Monitoring System (MERHAMS) for remote monitoring, detection and early warning of hazardous materials situations."

One of the largest concerns facing our society today is the impact that our daily activities have on the environment. From everyday environmental issues, like landfills, air quality, and disasters (hazardous spills to nuclear incidents), we face a constant and seemingly never ending series of problems and crises. We have empowered a wide range of public agencies at every level of government to deal with various specific aspects of the problem. We expect these people to do a great job at minimum cost and even, in many cases, to risk their lives in doing so.

The military has faced a similar problem on the battlefield for many years in the form of the chemical and biological warfare,

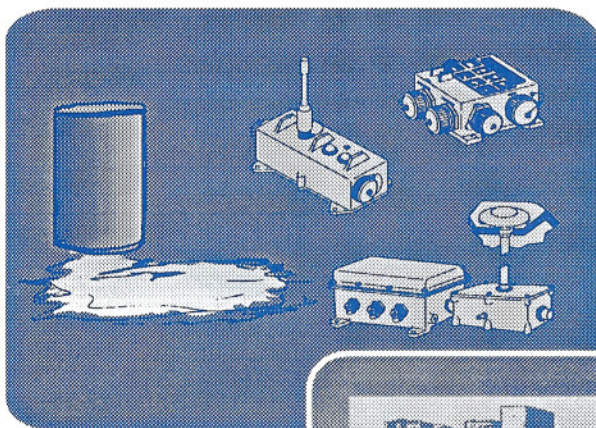
where the environment is intentionally disrupted with the introduction of gaseous agents meant to kill or incapacitate troops. One of their primary defenses in recent years is based on the introduction of chemical detector systems to

The anticipated result is applicable to many other areas of the environmental monitoring problem; eg., the local fire department Hazardous Material (HAZMAT) teams, the Federal Emergency Management Agency (FEMA), the

Environmental Protection Agency (EPA), the Air Quality Management District (AQMD), agricultural pesticides, industrial plants storing or processing hazardous chemicals, nuclear power plants and other nuclear

commercial product providing remote hazardous atmosphere scene monitoring, and, 2) The utilization of commercial sensor technologies to enhance military sensor production. ■

“The MERHAMS architecture can support applications in many other areas. The total market potential in these areas is significantly larger.”



monitor the environment and alert the local units in the event of a chemical attack. These chemical detection and warning systems allow for initiation of protective measures, as well as alerting higher echelons of command and other field units to permit informed decision making regarding deployment of units and courses of action.

Librascope proposed to apply the MICAD monitoring and alarm technology and Librascope's proprietary technology, including artificial intelligence technology, to help environmental/safety professionals do their jobs more efficiently, more economically, and more safely.



Proposed Method: Multipurpose Environmental Remote Hazardous Agent Monitoring System (MERHAMS) for Fire Department Hazardous Materials Units.

weapons plants and research sites, and monitoring nuclear cleanup in such places as the Commonwealth of Independent States and third world countries.

In this proposal, Librascope proposed two primary objectives for the program: 1) The application of MICAD Battlefield Chemical Defense Technology to the Hazardous Environment Scene Monitoring Problem, to develop a



Existing Method: Firemen in Hazardous Materials Gear

Key participants in this proposal effort were Ralph Simon, Hank Pinczower, Gary Jasper, John Gustafson, Dick Kennerknecht, and all of the support groups.

SECURITY BRIEFS . . .

The Security Department has recently obtained a new "high security" document shredder for company use. The shredder has been approved by the Government Defense Investigative Service for use to properly destroy classified materials.

While the shredder is primarily intended to be utilized for the destruction of classified material, it will also be utilized to destroy any sensitive company information that should not be released outside the company.

If you have any material that needs to be destroyed by shredding, take it to the Security Office.

All metal (staples, fasteners, etc.) must be removed before the material can be put through the shredder. ■

- Security Reminder -

The following are just a few of the **continuing** individual reporting responsibilities for all "government cleared" personnel at Librascope:

You must report to the Facility Security Officer, if —

- You have any change in your name, employment status—leave of absence, etc., or citizenship status.

- You have knowledge of any improper handling or disclosure of classified information—to include any suspected espionage.

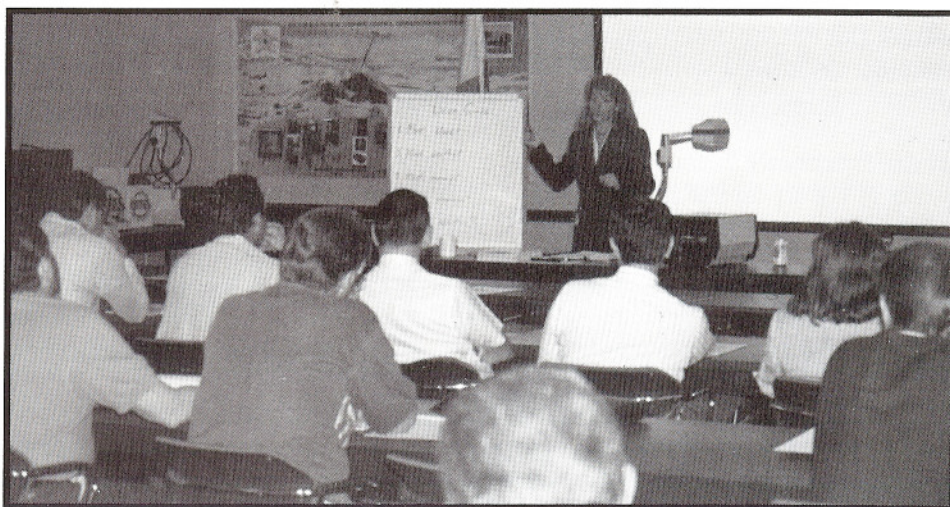
- You are aware of any unauthorized transfer of U.S. technology to a foreign source.

- Any job assignment that requires one to be abroad in excess of 90 consecutive days.

- Any travel, whether for business or personal reasons, wherein a visit or pass through a **designated country** will be made.

"Remember— just because the Cold War is over, don't believe that no one is trying to steal our classified and/or technology secrets!"

"The Company is committed in its effort to maintain a work environment free from the effects of alcohol and drug abuse."



Librascope management personnel recently attended a meeting on drug awareness and education conducted by the National Employee Assistance Services, Inc. It is the policy of Loral Librascope to maintain safe, healthful and efficient working conditions for employees in an environment free of the effects of drug and alcohol abuse. Drug or alcohol abuse, either on or off the job, will not be condoned, particularly when it affects job performance or could affect safety. For information and/or help, call the Employee Assistance Program, 1-800-634-6433. Your call is strictly confidential and can be anonymous. ■

Recycling Program to Begin in August

Librascope will begin a all-new desktop paper recycling program later this month. According to Kim Jones, Manager, Facilities, each employee will receive a "collection box" for the daily collection of specific types of office waste-paper. Employees will be asked to place the collection boxes in their offices and place any white office wastepaper into the box instead of the wastepaper basket.

"The program is a win-win situation for all participants involved," said Kim. "It provides a simple, almost effortless means of recycling in our work environment, and the company benefits with lower disposal costs."

Collection boxes will be located throughout the buildings to collect the wastepaper at the end of each workday. ■

GOLFER'S CORNER

The Librascope Golf Club invites all employees to participate in the club's annual September two-day golf tournament at the San Luis Bay Resort in San Luis Obispo, September 25-26, with lodging available at the Embassy Suites in San Luis Obispo at a special group rate.

"This course is both beautiful and challenging," said club president Barry Commons.

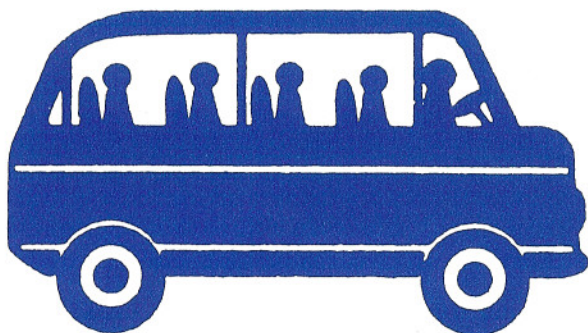
"The front nine is nestled in a oak-lined canyon bisected by a gentle flowing creek—the back nine traverses back and forth across San Luis Creek and a tidal lagoon. This is a great two-day retreat, and truly one of our best golf tournaments."

Reservations are still open. Call Barry Commons, X-1218.

Promotions

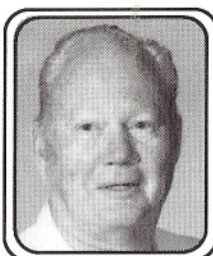
Diane Howe from CAD/CAM Mfg. Technician, to Manufacturing Planner; **Dana Thompson** from Sr. Word Processor Operator to Manufacturing Planner; **Claudia Becker** from Associate Engineer to Engineer; **Ivan Chan** from Programming Research Specialist to Sr. Staff Engineer; **Robert Gray** from Sr. Engineer to Staff Engineer; **Stacy Lavender** from Word Processor Operator to Executive Secretary; **Philip Mayers** from Electronic Engineering Associate to Sr. Electronic Engineering Associate; **Eric Scherff** from Engineer to Sr. Engineer; **William Teragawa** from Programming Systems Specialist to Programming Research Specialist; **Perla Grgurevic** from Compensation Assistant to Benefits Coordinator; **Jane Lau** from Engineer to Sr. Engineer. ■

Vanpool Openings



Lancaster/Palmdale/Simi Valley/Thousand Oaks
Call the Employee Transportation Coordinator
Nancy Laughlin - X-1225

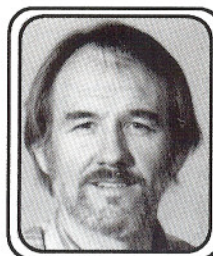
Libravets - May thru Aug



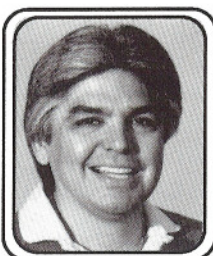
*Arnold Peters
35 Years
Programs*



*Don Sakamoto
30 Years
Management
Info. Systems*



*Bill VanAntwerp
25 Years
Graphics and
Publications Prod.*



*Chuck Salazar
25 Years
Management
Info. Systems*



*Claudette Kupresan
20 Years
Engineering
Services*



*Barbara Ellis
20 Years
Management
Info. Systems*

More Libravets ...

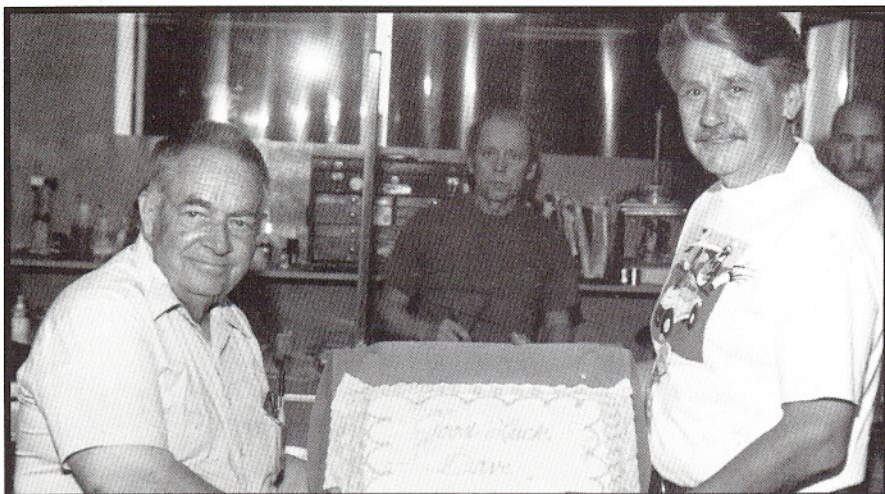
20 Years: Kenneth Kelley

15 Years: Ernest Pool, Sharon Neelands

10 Years: Ray Cammilleri, Richard Escobedo, Gregory Arguzon, Paul Bazan, Art Thomson

5 Years: Phil Kibby, Francis Kalina, Michael Harvey, Sheida Barstad, Irina Vainshtein, Ed Arnold, Jane Lau, Diane Windell, Larry Anderson, Paul Eccles

Retirements



Dave Conway, left, 43 years, Model Shop, with James Brantley.



Jim Holmes, 35 years, Production Control