

# Librazette

April, 1994

LORAL Librascope, Glendale, California

## “50 Years On The Leading Edge”





# "Let's Think Success - Let's Make It Happen!"

For more than 50 years, Librascope has been a major designer of tactical electronic systems for the U.S. Navy, the U.S. Army, other government services in the United States, and friendly foreign navies. From the company's first product introduced in 1937, the "Librascope," to producing the latest, most advanced combat control system technology available today—we are moving ahead. With our entry into the nuclear biological and chemical (NBC) arena we are committed to continue our posture as innovators.

In the face of industry-wide defense cutbacks, we continue to make appropriate cost-cutting and organizational adjustments when and where necessary; however, our biggest challenge this year is in the pursuit of new business opportunities. In that area we must all focus our individual talents on the future growth and success of our company.

On April 1, 1994, we implemented a new organization structure that addresses our on-going business, but mainly focuses on front-end-of-the-business elements (FEOTB); e.g., new business pursuits. In that endeavor, we have reorganized the Operations, Engineering and Business Development departments.

To focus on the management of our operating functions, we have established an Executive Vice President position, responsible for Programs Management, Engineering and Operations. Henry Pinczower has been named to this new position. Reporting to Henry will be Robert Lang as Director, Programs Management, Tom Cuda as Director, Engineering, and Ralph Simon, Vice President, Operations. Ralph will also initiate a new business element within the Operations Department for the identification and pursuit of second source/build-to-print/dual use opportunities.

By expanding the Business Development department charter and populating the department with a finite number of key technical people, we will select and fund only those opportunities that offer us a high probability of success.

In that endeavor, we have established a FEOTB council to formalize the IR&D/B&P process for the

pursuit and funding of new business. Tony Segreto, Vice President, Business Development, will chair the council, composed of Ralph Simon, Henry Pinczower, Larry Anderson, and myself. Tony will also be directing the International Marketing activities upon Ernie Pool's retirement this summer. To support Tony in this expanded role, Larry Anderson will be reporting to Tony, fulfilling a dual role as Technical Director, Business Development and Director, Advanced Systems.

Carl Sorensen will retain his present position and organizational structure. Carl will also assume the responsibility for all division security matters.

From the consolidation of Building 17 to Building 8, to the reorganization of our infrastructure, and in the pursuit of new business opportunities, we will need the continued support and cooperation of all employees.

We are focused and ready to move upward. Together—working as a team—we will remain a viable business entity. Let's think success! Let's make it happen! ■



**Librascope Management Team** - from left, **Ralph Simon**, Vice President, Operations; **Robert Lang**, Director, Programs; **Carl Sorensen**, Vice President, Quality & Resource Management; **Peter Chang**, Vice President, Finance & Administration; **Ed Arnold**, President; **Ernest Pool**, Vice President, International Program Development; **Anthony Segreto**, Vice President, Business Development; **Larry Anderson**, Technical Director, Business Development and Director, Advanced Systems; **Henry Pinczower**, Executive Vice President, Engineering and Operations; **Tom Cuda**, Director, Engineering.



## Peter Chang Joins Librascope As New Vice President, Finance & Administration



□ Peter Chang has joined Librascope as Vice President, Finance & Administration.

Peter has had a distinguished 19 year financial management career. Prior to joining Librascope, he was Controller at NavCom Defense Electronics, Inc., located in El Monte.

He holds a Bachelor of Arts degree in Accounting from National Taiwan University, Taiwan; a Master of Arts in Economics from State University of New York; a MBA from J. L. Kellogg Graduate School of Management, Northwestern University, Evanston, Illinois; and he has completed the Executive Management Program at the Peter Drucker Graduate Management Center, Claremont Graduate School.

Peter resides in Arcadia with his wife, Ling-Chu, and their three children. ■

### Briefs

#### Compressed Work Week for Librascope ...

Monday, April 4, was the start of the 9/80 work schedule for all Glendale-based Librascope employees. Employees voted overwhelmingly for the new 9/80 program, which allows for alternating Fridays off.

Under the 9/80 program, employees work 9 hours Monday through Thursday every week and 8 hours every other Friday.

"We wish to thank everyone for their cooperation in the changeover to this new work schedule," said Carl. ■

#### Air Conditioning Upgrade...

Air conditioning problems on the Building 8 second floor, south area, are currently being corrected. The project will take approximately 3 weeks to complete. ■

#### Energy Efficient Lighting for Building 8 ...

As part of an ongoing energy conservation program at Librascope, plans are underway to further reduce utility costs by changing the ballasts and fluorescent tubes in Building 8 to a new electronic type of lighting.

Also, lighting sensors will be installed in some offices to automatically turn lights off when no one is in the room. ■

#### Consolidation Plans ...

Employees who will be affected by the moves necessary in the consolidation of Building 17 to Building 8 will receive "move packets" with complete instructions prior to their moves.

#### Disaster Supplies ...

The Disaster Supplies Program started in 1992 continues. Supplies such as food, water, generators, first aid equipment, etc., are in place at Librascope. ■



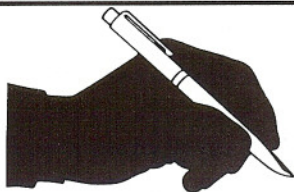
### News Update

March 31, 1994, ended Loral Librascope's physical year (LFY) '94. According to company president, Ed Arnold, "We are pleased to report that we met or exceeded our operating plan in all areas except sales where we had less than a 5% shortfall."

"We presented our LFY '95 Operating Plan to Mr. Bernard Schwartz, Loral Chairman and Chief Executive Officer, and his staff on March 31 in New York City. The plan was reviewed with minimum adjustments."

"Our challenge this year is to meet or exceed our new objectives. We will be counting on our employees' continuing support throughout the year." ■





# Librascope and DCMAO Sign PROCAS 'Teaming Agreement'

Librascope and the Defense Contract Management Administration Office (DCMAO) have teamed together by signing an agreement for Process Oriented Contract Administration Service (PROCAS).

Under this "teaming agreement," Librascope and DCMAO are committed "To work together toward common goals in an environment of trust and mutual respect with the following principles . . ."

## ★ Critical Processes -

Together, we will identify key manufacturing and business processes of mutual concern based upon product, system, and process maturity,

as well as risk to the successful completion of contract requirements and impact on customer satisfaction.

## ★ Decision Basis -

Management Team decisions will be made upon mutually agreeable metrics.

## ★ Management Analysis Process -

The selected process teams will validate and support the key processes with the objective to reduce process, product, and system variation, thereby reducing the need for oversight.

## ★ Culture Change -

Together, we will promote

and support the ongoing transition to a prevention focused management process.

## ★ Written Corrective Actions -

We recognize that written corrective actions may be detrimental to good team relationships, and we will work together to minimize their use as we manage through the cultural change required to move from the traditional approach of inspection, detection, and correction of unacceptable events, actions and results, to a preventative approach to improving the quality of systems and products. ■



**PROCAS Team Members** - seated, left, **Captain M. M. Oudekerk**, U.S.N. Commander, DCMAO, Van Nuys, and **Ed Arnold**, President; -standing, from left, **Allen Wolff**, Manager, Quality Assurance; **Bob Gibson**, Chief, DCMO, Glendale; **Ralph Simon**, Vice President, Operations; **Hank Pinczower**, Executive Vice President, Engineering & Operations; **Richard Martin**, Deputy Commander, DCMAO, Van Nuys; **Carl Sorensen**, Vice President, Quality & Resource Management; **Anthony Segreto**, Vice President, Business Development.



## Emergency Information Number Can Assist Employees . . .

In the event of an earthquake or other crisis, employees can obtain plant operation information, or leave a message, by calling the Librascope main number: **818-244-6541**

If Librascope phone lines are down, call: **415-852-6666**

The off-site number has been set up for Librascope by Space Systems Loral in Palo Alto, CA. for **emergency use only**. When calling this number, employees will receive a recorded message regarding Librascope plant operations, and instructions. ■

*Note: When phone lines are down, pay phones are generally still in operation.*



## - Earthquake Procedures -

### FIRST!!

Remain calm and follow proper earthquake procedures:

- **INDOORS** - Quickly get under a desk or table protecting your head. Move away from windows and objects that could fall. Stay under a desk or table until the shaking stops.
- **OUTDOORS** - Move away from buildings, utility poles and vehicles. Avoid all downed wires or electrical lines.
- **IN VEHICLE** - Stop in a safe location away from power lines, overpasses or large buildings. Stay in your vehicle.
- **DO NOT** exit any building until all shaking has stopped and the possibility of falling glass is minimal.
- **BE PREPARED** for immediate aftershocks.
- **DO NOT USE TELEPHONE** or radio unless making an emergency call for assistance.
- **ASSIST ANY INJURED** with first aid treatment and evacuation.
- **SHUT DOWN MACHINERY** and equipment to minimize potential injury and property damage. Sun terminals should be left on.
- **REPORT TO YOUR MEETING AREA** for roll call. Stay out from between cars. If you do not know where your meeting area is, ask your supervisor, or call Heidi Fowers, X-1052.

## Safety News

**M**ost back pain originates from stress and strain on the system of muscles that protects your spine.

Following are some guidelines for bending and lifting to avoid muscle strain . . .

\* **Keep good posture when standing, sitting, and bending. Always keep the "low curve back."**

\* **Use your other leg as a counterweight when bending from a standing position.**



\* **Use a dolly or other material handling aid when possible.**

\* **Bring the object as close to the body as possible before lifting.**

\* **Separate feet and put one slightly in front of the other.**

\* **Bend knees to a comfortable degree. (Since leg muscles are stronger than back muscles, it is better to bend and push up from the knees than from the waist.)**

\* **Lift object straight up slowly, in a continuous fashion, avoiding jerky movements.**

\* **Avoid twisting your body while carrying a heavy load.**

\* **Setting the object down is as important as picking it up. Using the leg and back muscles, comfortably lower the object by bending the knees.**

\* **Always make sure the object is balanced and even.**

\* **Never lift or carry an object above your head or on the side of your body.**

\* **Get help when necessary. Don't strain!**





# Librascope Radio Club Plays Key Role In Emergency Preparedness

In the event of a major disaster such as an earthquake, fire, storm, etc., the Librascope Amateur Radio Club is prepared to help. The club maintains a radio station, currently located in Building 17, along with personal hand held and car radios that can be used to provide in-plant communications, area traffic information, and health and welfare status messages for Librascope employees to family members.

The radio equipment has backup storage batteries in the event of a power failure. And, in the event of severe damage to the radio room itself, club member's car radios will be used to communicate to the outside.

According to club spokesman, Allen Wolff, "The club is made up of FCC licensed amateur radio operators (hams) who have the skills, the equipment, and the desire to provide emergency services to Librascope."

Currently, the club has the

capability of communicating directly with other amateur radio operators throughout the U. S. directly—without the need for a telephone. Once communication is established, information can be received as well as passed on to other ham operators, who in turn can relay emergency messages for employees.

Messages can also be sent digitally via "Packet Radio"—similar to teletype—which sends text using a computer and a radio modem. This is similar to telephone Bulletin Board Systems (but uses radio rather than the telephone line), and is interconnected through an elaborate worldwide radio network.

The Librascope club works closely with Disney Emergency Amateur Radio Service (DEARS) at Disney Imagineering, located one block from Librascope. The two clubs meet monthly to exchange information and establish emergency preparedness procedures. In the event of

an emergency, the two companies can provide mutual health and welfare aid.

In the event Librascope phone lines are down, the club will be able to assist employees in contacting family members to relay emergency messages. Preferably this would be via a prearranged phone number established by the employee and his/her family to a friend or relative living in another city or state who can be contacted by the club to receive and give emergency information between family members.

Additionally, if an employee has an friend or relative who is an amateur radio operator, his/her call letters, radio contact frequency, and time schedule could be used by the club to send a message for the employee.

Employees can contact Allen Wolff, X-1555, to register an outside emergency number which will be kept on file for the employee, to be used if needed in an emergency. ■



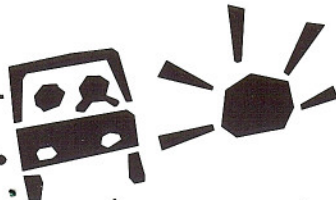
**Librascope Radio Club** members joined Disney Emergency Amateur Radio Service (D.E.A.R.S.) on a visit to the Glendale Emergency Operations Center (EOC) in the basement of the Glendale City Hall. Gerald Shamburg, Emergency Services Coordinator for the City of Glendale led the tour and described the operation of the EOC and the "lessons learned" after the Northridge earthquake.



**On tour at the Glendale Emergency Operations Center-** kneeling, on left, Frank Coffey and Richard Martin; standing, from left, Jim Gilliam, Jerry Mundy, Allen Wolff, Don Barton. Other radio club members include Ron Brualdi, Gary Rever, Shirl Schniebler and Bob Sharp.



## RIDESHARE NEWS . . .



### **Clean Air Week, May 2-6 —**

Clean Air Week 1994 marks the 22nd year the American Lung Association has turned the nation's attention to the problems of air pollution.

Librascope will be participating in the promotion by honoring employees who carpool, vanpool, bicycle, walk, or use transit (Metrolink or bus) during the week of May 2-6.

All employees who participate in the weekly rideshare event will be given a coupon each day they participate. The coupons will be entered into a drawing to be held on Friday, May 6, for gift certificates for \$100, \$75, and \$50 for the Burbank Media Shopping Center; ten sets of tickets to Disneyland; free lunch coupons; and more!

The more coupons entered, the more chances of winning!

Employees who need help in finding a rideshare partner for "Clean Air Week," can call the Employee Transportation Coordinator, X-1225. ■

### **Vanpool Rebate —**

Vanpool riders can receive a one-time \$125 rebate; plus an additional one-time \$100 child care rebate by joining a vanpool and participating for three months. This special offer is retroactive from January 1, 1994, to March 30, 1996.

To qualify, commuters must travel either to or from the Santa Clarita and Antelope valleys or to Sylmar, San Fernando, North Hollywood, Studio City, Universal City, Van Nuys, Sherman Oaks, Hollywood, West Hollywood, Beverly Hills, Westwood, Santa Monica, Culver City and Century City. The child care bonus will be paid

to anyone who qualifies for the rider rebate and has a child in a licensed day-care center.

There are openings in all three Librascope vans -from Lancaster, Simi/Thousand Oaks, and Palmdale/Canyon Country. *First week is free!* ■

### **Metrolink Update —**

☼ Effective April 1 through June 30, 1994, for monthly passes only *-to and from Lancaster, Palmdale, and Vincent Grade/Acton stations-* passes are discounted 50% (approx.), and *-to and from Santa Clarita and Princessa stations-* passes are discounted 25% (approx.).

☼ Fares to the Burbank Metrolink station from stations to the west and north have been decreased one zone for all ticket types. This includes stations on both the Santa Clarita Line and Ventura Line. The fare zone adjustment is indefinite, and represents a big reduction in cost.

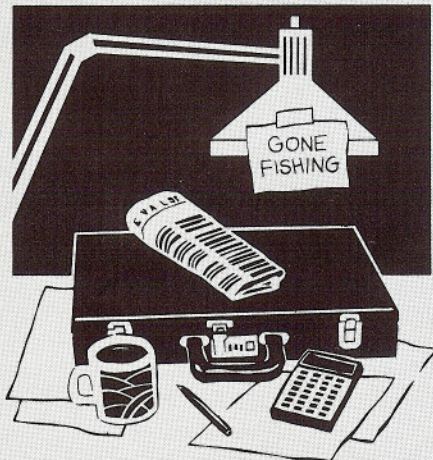
☼ The Orange County Line opened on March 28 with service between Oceanside and Los Angeles Union Station.

☼ The Company will subsidize a maximum of \$60 towards a monthly pass, or 50% of the cost of the pass, whichever is less.

☼ Shuttle service is provided by the Company from the Burbank station.

☼ Metrolink tickets are sold in the Employee Services Office—schedules are also available. ■

*For an individualized transit itinerary, tax credit information, rideshare matching, Metrolink or bus schedules, call X-1225. Additional information can be found on the new Commuter Bulletin Board in the back lobby of Building 8. ■*

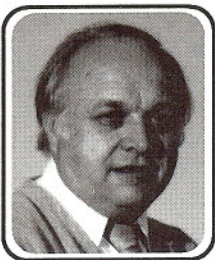


### **Remaining 1994 Holiday Schedule . . . .**

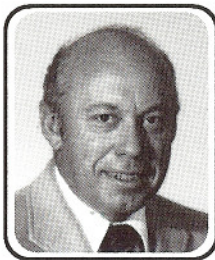
Memorial Day Observed	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Thanksgiving Holiday	Thursday, November 24
Christmas Holiday	Monday, December 26
Floating Holidays (Plant Shutdown)	Tues./Wed., December 27 & 28 (Thursday, December 29)
Floating Holiday	Friday, December 30
New Year's Day Observed	Monday, January 2, 1995



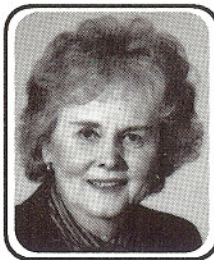
# Libravets - January thru April



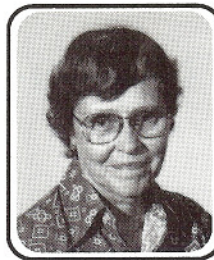
**Bert Younker**  
35 Years  
Test  
Support



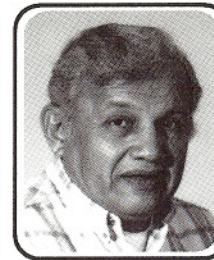
**Dick Kennerknecht**  
35 Years  
Business  
Development



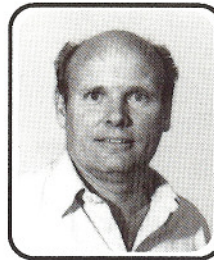
**Diana Kovinic**  
35 Years  
Facilities



**Charlotte Webberson**  
35 Years  
Assembly



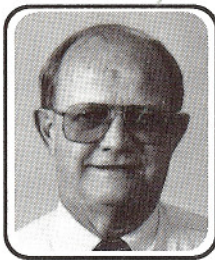
**John Resendez**  
35 Years  
Production  
Test



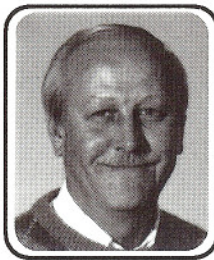
**Warren Douglass**  
35 Years  
Production  
Test



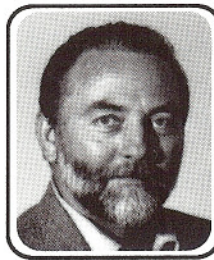
**Robert Kent**  
35 Years  
WIP  
Inspection



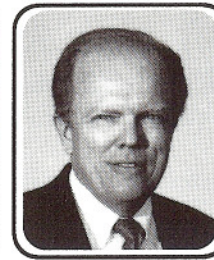
**Dan Englehardt**  
30 Years  
Business  
Development



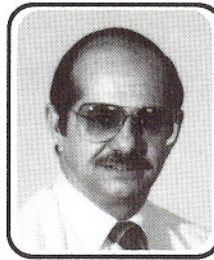
**Frank Getzewich**  
30 Yrs  
Configuration  
Management



**Larry Knowles**  
25 Years  
Engineering  
Services



**Carl Sorensen**  
25 Years  
Quality &  
Resource Mgmt.

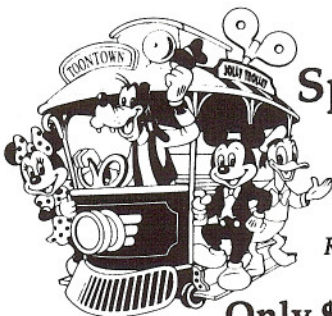


**Mike Green**  
25 Years  
Graphics &  
Publications

## More Libravets . . .

**10 Years:** Edward Wisniewski, Patricia Klohoker, Melesio Velasquez, Donald Chen, Frank Coffey.

**5 Years:** Henry Hotz, John Doppert.



## Spring "Toon Up" VIP Days at Disneyland

*Ride Roger Rabbit's Car Toon Spin!*

**Only \$19 per person**

**Any day from Sunday, April 24 thru  
Sunday, June 5, 1994.**

**That's over 35% off the regular price!**

**Tickets on sale in the  
Employee Services Office**

**Note:** Excluding May 28 & 29. Ticket price for adults and children. Children under 2 are free.

## Retirements . . .



**Maryann Hutnick, 29 yrs, Procurement, with Supor.,  
Terry Wahlberg.**