E-Systems
A Raytheon Company

EMPLOYEE UPDATE

Volume 2, Number 2 | E-Systems, Inc. Falls Church Division | February 1996

Enhanced TRACKWOLF– Going the Extra Mile

Steve Gerke *(seated)* checks the Enhanced TRACKWOLF satellite communications module while Tom Robinson installs cables prior to a recent customer demonstration.

One sure sign of a satisfied customer is repeat business. And that's exactly what the Falls Church Division can look forward to now that the basic Enhanced TRACKWOLF contract is drawing to a close. The U.S. Army has asked for extensions to the existing Enhanced TRACKWOLF system and is purchasing a second system—bringing the total contract value to approximately $40M.

How did the Enhanced TRACKWOLF team ensure a satisfied customer? According to Program Manager Steve Gerke, "The main indication of customer satisfaction with Enhanced TRACKWOLF is the achievement of all three major contract milestones with full award fee."

Last fall's customer demo at Vint Hill illustrates how the Enhanced TRACKWOLF team went the extra mile for its customer. "Although it was dry when we set up, the weather changed pretty rapidly," recalled Steve. Freezing rain and snow pelted the tent which housed the system while 40-mph winds roared outside. Because of a drainage problem, several inches of water flowed through the tent. Despite such conditions, the system performed flawlessly.

The Enhanced TRACKWOLF system provides state-of-the-art, high-frequency (HF) collection and direction finding (DF) capabilities against conventional and modern signals, including advanced modems, packet radio and other low probability of detection signals. Enhanced TRACKWOLF's full spectrum delay captures the entire signal of interest, including its turn-on, and provides high accuracy DF. The high-performance hardware provides the

Continued on page 2

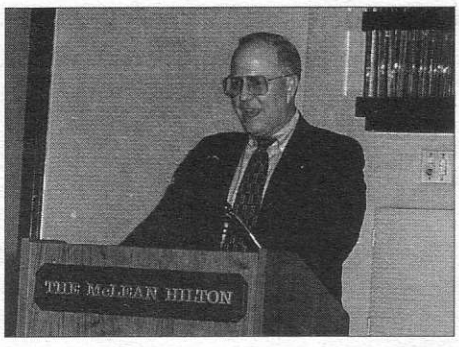
Lawson Recaps Year of Transition

E-Systems Executive Vice-President and CEO Lowell Lawson presented a detailed business overview at a meeting of Falls Church Division management on February 12. Citing last year's merger with Raytheon and various acquisitions and consolidations, Lawson referred to 1995 as "one of the most historic years at E-Systems since we were spun out as a public company."

Lawson described activities within each of Raytheon's major business areas before recapping last year's business performance statistics at E-Systems. "Winning new business continues to be a challenge," said Lawson. "I'm proud of our capabilities, but I'm even more excited by our possibilities."

In laying out business challenges for 1996, Lawson urged management to pursue opportunities for synergy and growth. "We need to capitalize on our strengths and expertise," he said. "We need to improve capture rates and profit margins, achieve business base expansion and develop an international business strategy."

Lawson also pointed to the company's core business as the basis for all growth within E-Systems. "All of our technology comes from this base," he said. "It's important to perform well for current customers. We must never take them for granted and become complacent." ❑

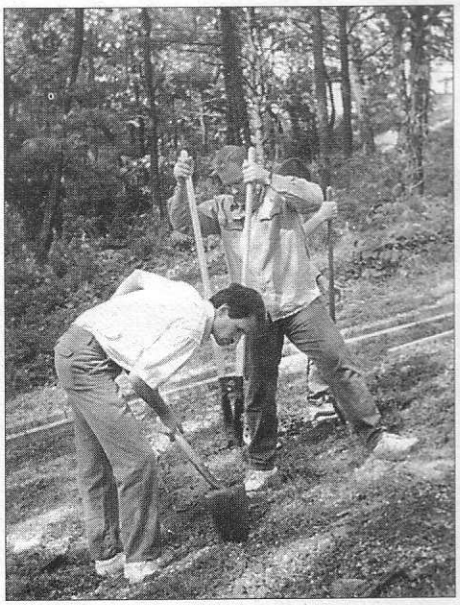


"We're committed to continue to be a top-tier defense contractor," E-Systems Executive Vice-President and CEO Lowell Lawson told Falls Church management recently.

Giving Back to the Community

It's not unusual for E-Teamers to get involved in community service projects. For one Falls Church Division employee, the community is half a world away. Electrical Engineer Tom Bridgeman, on duty at Osan AFB in Songtan, Korea, joined other volunteers on the base last year to build a recreation center for high school-age dependents of American military and civilian personnel.

The volunteers gutted and refurbished the existing building and enlarged it by enclosing a patio, erecting walls and installing a drop ceiling, doors, windows and carpeting. Todd Mitchell, a Senior Systems Engineer from Falls Church, traveled to Korea for a two-week stint last May and spent some of his free time helping the crew of regulars work on the project. Todd arrived in time to help dig post holes for the center's deck.



Todd Mitchell *(left)* assists in community service project at Osan AFB in Songtan, Korea.

According to Tom, construction of the recreational oasis was the result of thousands of volunteer hours over four months. "On an average weekend, we had up to 30 people giving their time and energy to the project," he said.

The new facility is a popular hangout for the teenagers living on the base, according to Tom. Open after school and on weekends, it caters to about 80 regulars who enjoy such activities as arcade games, table tennis, foosball and pool. The center also sports a widescreen TV with built-in stereo, a snack bar and an outdoor picnic area.

Tom, assigned to the Osan site since 1993, is no stranger to community service. He also works with Boy Scouts and coaches youth football. "I enjoy being active and giving something back to the community," he said. ❑

E-Teamers Tour Hospital

Falls Church Division's contribution to the Children's Hospital Fund Drive was delivered by campaign volunteers earlier this month. On hand for the presentation and a tour of the hospital were *(from left)* Gracie Davis, Heather Hixson, Sharon Tate, Jane Smallwood, Carolyn Frye, Barbara Quantrille, Ethel Minnick, Children's Hospital Supervisor of Events and Promotions Cynthia Duncan, Nancy Lovell and Marlene Wolfe.

Ten E-Teamers and a larger-than-life check for $7,622 were ferried over to Children's Hospital in Washington, DC, on February 7, marking the conclusion of the 1995 Children's Hospital fund drive. After presenting the check to Cynthia Duncan, Supervisor of Events and Promotions, the group toured several wings of the hospital as well as the emergency room and the rooftop helipad.

Program Coordinator Thie Mobley-Glymph and Writer and Artist-in-Residence Velle Waring briefed the E-Teamers on the hospital's cultural enrichment program, one of the priority areas to which E-Systems donations will be directed. After viewing the artwork and poems produced by the hospital's resident children, campaign canvasser Heather Hixson noted, "It's easy to see the positive effect this program has on the children."

Campaign coordinator Barbara Quantrille expressed thanks to all E-Teamers who helped make the Division's twenty-first annual Children's Hospital fund drive a success. ❑

TRACKWOLF
Continued from page 1

maximum achievable dynamic range, ensuring the ability to operate in the dense HF signal environment.

Military operators from the 201st Military Intelligence Battalion at Fort Gordon, Georgia, have begun Enhanced TRACKWOLF training at Falls Church in preparation for next April's critical system testing. E-Systems will provide general maintenance support during the testing which is scheduled to last about a month. ❑

Falls Church Division
ETHICS HOTLINE

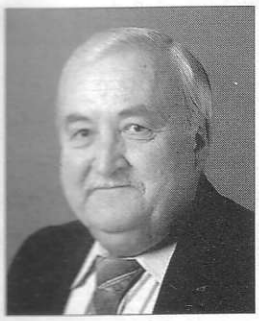
703-849-1577

Corporate Hotline
1-800-971-4888
TOLL-FREE

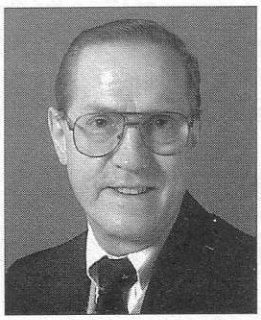
Raytheon Ethics Hotline
1-800-423-0210 TOLL-FREE

Identities of callers will be held in strictest confidence. Anonymous calls will be accepted.

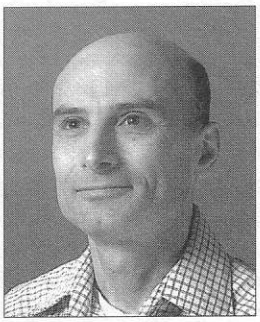
1996 Service Awards January/February



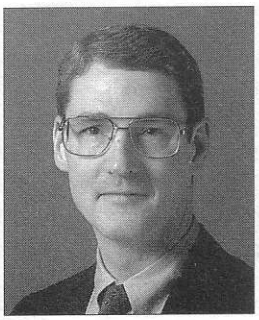
Michael Dumal
Forty Years



Roy D. Bailey
Thirty Years



Michael D. D'Orto
Twenty-five Years



Eugene E. Jacob
Twenty-five Years

Ethel G. Minnick
Twenty-five Years

Twenty Years
Dennis E. Nickle

Fifteen Years
Eston B. Bonner, Jr.
Regina S. Bonner
Deborah E. Greenstreet
Steve R. Lovewell
Frederick L. Wahl
Joseph J. Yavulla, Jr.

Ten Years
Charles T. Abshire, Jr.
Maurice T. Bell
Robert J. Bohannon
Donna G. Cafarella
Julie H. Edstrom
Mary J. Fatula
Edencio A. Fernandez
Charles R. George
Edward F. Hagen
Grace A. Jenkins
Jack W. Jenkins
Fredrick M. Kaufman
Terence S. Kennedy
Bill J. Kyker
Michael S. Logan
Nancy D. McFall
Gary J. Meyers
Sandra M. Olson
John A. Tanes
Glenn T. Welch

Five Years
Gary E. Andrus
Eli J. Benarieh
Edward B. Brandmark
Charles A. Colwell
Daniel F. DeBold
Richard M. Dellinger
Joan L. Ferguson
Andrew G. Herman
Criss Hyde
Bonnie L. Inskeep
Mervyn E. Levy
Thomas W. Pike
Susan H. Ramirez
Tamela E. Shillingburg
Daniel E. Sigrist
Michael J. Sullivan

Movers and Shakers

	Promoted From	Promoted to
Cathy A. Boleyn	Jr. Business Analyst	Business Admin. Specialist
Larry V. Buel	Lead Procedures Analyst	Mgr., Ethics & Procedures
Richard C. Coogan	Accounting Supervisor	Accounting Manager
Cheryl A. Engel	Secretary	Jr. Design Engineer
Thomas V. Farewell	Sr. Business Analyst	Proposal Administrator
Danny Hill	Human Resources Assist.	Admin. Specialist
Warren S. Lang	Sr. Accountant	Accounting Supervisor
James O. Lewis, Jr.	Material Pricing Estimator	Associate Business Analyst
Marc E. McCracken	Supv., Human Resources	Mgr., Human Resources
Benjamin M. McQuay	Purchasing Clerk	Material Pricing Estimator
Mary E. Parker	Sr. Electrical Engineer	Principal Engineer
Natalie J. Ramsey	Secretary	Executive Secretary
Rebecca L. Testa	Accounting Specialist	Sr. Accounting Specialist
Peter Wald	Technical Aid	Network Analyst
Eric H. Wolf	Sr. Software Analyst	Principal Systems Engineer

Staffing Notice

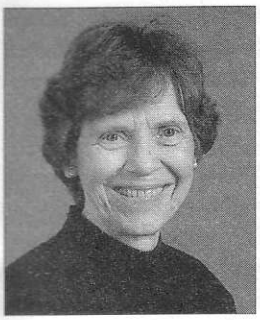
According to the Staffing Department, employees who successfully refer certain software and technical personnel for positions at the Falls Church Division are eligible for a $1500 referral bonus. Referrals must meet the following criteria:

(1) Positions are limited to software and systems engineers with a minimum of a BSCS/EE degree and one year of professional experience.
(2) Candidates must be referred between February 29 and May 31, 1996. Resumes of candidates previously referred and not interviewed should be resubmitted for credit in the referral bonus program.
(3) Resumes must be submitted to Deedee Fales in Professional Staffing (Mail Code M117) and should include the employee's name and extension at the top.
(4) An employee's referral must be the impetus for the hire. If a candidate is referred from multiple sources (i.e., advertisement, job fair and employee referral), credit will be given based on the source prompting the hire.

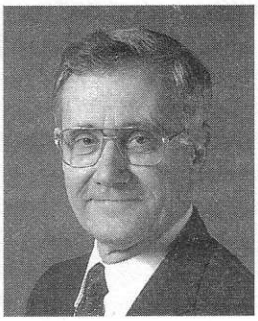
There is an immediate need for UNIX and C real-time programmers with TS/SCI clearances at the Division's Columbia, Maryland, office. Employees filling these positions will receive a 15-percent pay differential.

For more information on referral bonuses or specific openings, contact Marc McCracken at extension 1685 or e-mail him at **mmccracken@fc**.

Retirees



Arleen I. Cain
Eight Years



Ronald L. Michael
Thirty-three Years

Training Meets Real Needs

With the 1996 training year well under way, employees are participating in a variety of programs ranging from management training to C++ programming. In the following article, Nancy Gober of the Training Department offers answers to employees' most frequently asked questions about training.

Who's Who in Training?

The Training Advisory Board (TAB) plays a key role in offering training and development programs that meet real needs. The 1996 Board consists of eight members who represent various disciplines or functions (see "Meet the TAB" box at right). Members represent a constituency of employees—not necessarily a department. The TAB philosophy looks at the needs of the entire organization rather than specific departments.

MEET THE TAB

TAB Member	Constituency
Larry Buel	Ethics, Purchasing, Mandatory Training, Leadership and Management
Joe Carlin	Systems Engineering
Bruce Dautrich	Software Engineering, Office Automation, Leadership and Management
Ann Donnelly	New Business Development
Nancy Gober	TAB Chair
Jon Sampson	Manufacturing
Andre Tarro	Hardware Engineering
Joe Truelove	Program Management, New Business Software

How are training courses developed?

Various methods are used to identify Falls Church training needs. A formal organization-wide Training Needs Assessment was prepared and distributed to all departments in late 1995. More informally, the assessment included course critiques from class participants. Comments solicited from employees and a review of 1995 training offerings were also part of the assessment. This information, coupled with the stated Division priorities, yielded a direction for training in 1996 and a set of priorities resulting in courses being offered to meet the most pressing needs.

How are courses offered?

There are various methods of offering training and courses. Due to tight timeframes and limited budgets, it is rare to see entire days devoted to internally offered training courses. Instead, we try to vary the delivery method with courses that take up only a portion of an employee's day—even if this means scheduling several class meetings. Options include lunchtime training sessions, half-day classes and half-day classes in which the time is shared equally by the company and the employee. The result of these training options is often better use of resources and greater learning.

Classes which offer hands-on opportunities are well-received, in both internal and external course offerings. In-class practice generally ensures that learning lasts longer. The same is true of on-the-job training in which the employee's supervisor acts as a coach during the learning process.

In addition to classes, the Training Department offers employees learning opportunities through materials in its lending library, including books, audiotapes and videotapes. The library is now catalogued and ready for lending. A catalogue describing course offerings is also available. For information on the lending library or course catalogue, call the Training Department at extension 1543.

What's ahead?

Over 1000 employees participated in more than 50 training activities last year. After reflecting on the lessons learned in 1995, we understand the challenges facing us in 1996 — particularly the challenge of trying to meet the needs of many with limited resources. The Training Department is committed to communicating with employees through various media on a regular basis in 1996. ❑

Sports Corner . . . Spikers Win Playoffs

A Falls Church Division-sponsored volleyball team, Barely Passing, came out on top in the Fairfax County Men's "BB" level divisional playoffs last fall. The team roster includes Greg Channel, Mike Guydish, Fred Kaufman, John Kudrle, Bill Kyker and Rob Sakmyster.

"Greg provided outstanding serving and back-line play, and our front line of Rob, Bill and Mike posted career-night performances in attacking and blocking," said Fred, the team spokesperson. "They really made it easy for me as the setter."

Because of their success in the playoffs, the team was required to move up a division for the winter season. The team has met with limited success during "A" level play, posting four wins against 11 losses. "The speed of the game and the overall skill level of the other teams have increased dramatically," said Fred. "We definitely need to raise our level of play by a few notches."

Adding to the team's woes this season is the loss of Mike, a middle blocker, to a broken wrist. "Mike is a good player," said Fred, "and we're still trying to adjust to playing without him." ❑

Employee UPDATE

Editor: Alice Ross

Photographers: Lucy Murphy, Joe Baran

Production: Mary Wohlford

Printing: Doug Dreibelbis, Kevin Droney

E-Systems, Inc. Falls Church Division
7700 Arlington Boulevard
Falls Church, Virginia 22046
Forwarding and Address Correction Requested

FIRST CLASS