

# Falls Church Division Employee Update

## Training Team Recognized



Among those participating in a recent Training Team recognition meeting were: (front row, from left) Lucy Murphy, Nancy Gober, Dorian Witcher, Alice Ross, Ed Brandmark, Q.T. Nguyen, Helmi Banegas and Dominique Huff; (middle row) Ricki Ohl, Barbara Quantrille, Laura Howland, Mike Cianciosi, Dalida Nigro, Phelicia Boone, Celeste Peterson, Ellen Kaminsky, Ron Stanton and Emery Hampton; (back row) John Scott, Billy Edmondson, Ken Ogden, John Cerio, John Masiyowski, David Pohlman, Bob Leidig, Tom Fioretti and Dave Meyer.

The Falls Church Training Team was recognized at a breakfast meeting on August 22 for its efforts in revitalizing the Division's in-house training programs. Participants of the recognition meeting included Training Advisory Board (TAB) members, instructors, Human Resources staff, catering personnel and equipment technicians.

Outgoing TAB chair Nancy Gober praised the group's energy and commitment. "What you do for training goes far beyond your regular job responsibilities," she said. "Your accomplishments are especially gratifying because we know that training is not your day job." Director of Employee Relations Pat

Flanagan praised the link between technical groups and the Human Resources staff.

Team members discussed their training successes as well as some of the obstacles they had faced. Several instructors offered ideas for enhancing the quality of classes. The consensus among in-house trainers was that it is essential to know the audience in order to structure the class and foster interaction.

Performance Race posters now on display throughout the Falls Church facilities feature the efforts of the Training Team and call attention to this month's performance empowerment theme: "Empower E-Teamers so they have ownership in projects and programs." □

## September Bookings Strong

Senior Year program awards made September a strong booking month at Falls Church. The announcement of the annual Dogwood contract renewal, valued at almost \$50 million, marks the twenty-seventh consecutive year that the customer has renewed its contract. According to Vice President and Assistant General Manager Vic Sellier, "This award is a tribute to the long-term commitment Raytheon E-Systems has shown over the years toward its customer, but more immediately it's a tribute to the program team and all the support groups that have worked to put this contract in place."

Negotiations have also been finalized on the next two installments of the R&M program (known by its in-house name, "Breaker"). The two Breaker installments total approximately \$12 million and cover the design efforts for the U2 sensor and its support equipment. The R&M project is backed by strong Air Force and congressional support and is expected to be fully funded at \$200 million over the next five years.

Vic also announced the acceptance test completion by the DGIF-2 ground station team at Beale AFB, Calif. The successful field acceptance is the result of a 30-month effort by over 400 Falls Church employees. □

## DGIF-1 Celebrates Anniversary

The DGIF-1 team was hailed last month by Site Lead Timothy Garney on the occasion of its one-year anniversary. During the past year, the DGIF-1 team supported 131 operations following its short-notice deployment to Beale AFB, Calif.

*Continued on page 5*



## Bonus Program Revamped

As part of its continuing efforts to recruit software and systems engineers to Falls Church, the Human Resources Professional Staffing Department has extended the Referral Bonus Program and incorporated the following changes:

- The amount of the bonus for employees who successfully refer a candidate for employment has been increased to \$2,000.
- Eligibility has been expanded to include all employees up through the managerial level. Human Resources Department personnel are not eligible for a referral bonus.
- Employees who successfully refer former Raytheon E-System employees are eligible for a referral bonus.

Positions are limited to software and systems engineers with a minimum of a BSCS/EE degree and one year of professional experience. Resumes of candidates who were previously referred but not interviewed should be resubmitted for credit in the Referral Bonus Program. 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.

Resumes should be submitted to the Professional Staffing Department and should include the referring employee's name and extension. □

## Falls Church Career Fair Slated

The Staffing Department will host Falls Church Division's first internal Career Opportunities Fair for all Division employees on Tuesday, October 15, from 4:00 to 6:00 p.m. in the cafeteria. This event is designed to increase employee awareness about other programs and technologies within the Division as well as potential career opportunities that exist in these areas.

## Management Thanks Employees



Recent hires and Referral Bonus Program awardees were congratulated by management recently. Those on hand include (from left) Mark Patten, Dang Nguyen, Terry Collins, Patricia Dufrois, Sandra Banaszak, Harold Shultz, Mark Flickinger, Jerry Aschenbrenner, Hector Munk, Richard Radcliffe, Harold (Chip) Edwards and Vic Sellier.

### Staffing Names in the News

The Staffing Department has awarded cash bonuses to a number of employees who successfully referred individuals for software and systems engineering positions. Recipients of the Referral Bonus Program awards and their candidates are:

#### Referral Bonus Awardees

Jerry Aschenbrenner  
Harold Edwards  
Timothy Glahn  
Mike Loomis  
Hector Munk  
Andrew Riviears  
Sherri Winnik

#### Candidates Referred

Harold Schultz  
Thomas Kennedy  
Sandra Banaszak  
Scott Miller  
Robert O'Brien  
Willie Harley  
Patricia Dufrois

The following employees are recent hires who have worked at Falls Church in the past:

Vicki Bryant	Mark Patten
Mark Flickinger	Richard Radcliffe
Laura Howland	Harold Schultz
Daniel Matcic	Charles Smirardo
Dang Nguyen	Dawn Sutto

Thank you and congratulations to all bonus award recipients. Welcome aboard to all new employees and welcome back to all returning employees. See article at left ("Bonus Program Revamped") for more information on participating in the Referral Bonus Program.

Since the career fair will serve as an information-gathering opportunity for employees, potential transfers resulting from this event will still need to be handled in the same manner as any internal transfer. Employees who are interested in opportunities within other departments will still need to follow the Staffing Department's self-nomination process. As with any other internal trans-

fer, these transfers will still be subject to a realistic transition plan (i.e., a replacement may need to be found before a transfer can take place).

Contact Katie Fagan in the Staffing Department at ext. 2424 or [kfagan@fc](mailto:kfagan@fc) for information about the fair. □



## What Drives Staffing Needs?

*Editor's note: In a recent memo, Vice President and General Manager Terry Collins urged all employees to participate in the Division's aggressive recruiting campaign in order to satisfy our current and near-term contract requirements. The following article offers a sampling of specific hiring needs in various technical areas.*

**Senior Year:** Staffing needs in the Senior Year program are tied to the recently booked Dogwood contract renewal as well as the award of the next two installments of the Breaker collection of contracts and the

*"These successes have resulted in staff being moved around to accommodate immediate needs."*

DGIF-2 contract, according to Director of Engineering Bruce Dautrich. "These successes have resulted in staff being moved around to accommodate immediate needs," said Bruce, "but there is still a need for 50 additional engineering personnel. Specifically, we are looking for digital signal processing software engineers, embedded real-time software engineers and workstation software personnel."

**Electronic Systems:** Within the Electronic Systems group, job openings have been posted for several experienced as well as entry-level software personnel. Software Development Manager Bob Tamaru notes that four software engineers and two systems administrators are needed to staff several programs including Cluster Sentinel II. Positions require experience in Windows, Windows NT and UNIX. "We also have

an opening for a signal process support service employee with a clearance to work at our customer's lab in Reston, Va.," said Bob.

Software Development Supervisor JoAn Ferguson is looking for someone with a solid understanding of a UNIX-based operating system to staff one of the system administrator positions in Electronic Systems. "We need someone to administer a mid-sized site of (mostly) Sun workstations," said JoAn. "Responsibilities include administering the software development network and designing system administration concepts for

deploying UNIX processors into operational environments."

**Advanced Communications Systems:** Two areas of Advanced Communications Systems are in need of software engineering personnel to

work and grow in the group's commercial product line, Precision Spectrum Products™. The Smart Antenna group is looking for a software engineer experienced in C language and digital signal processing. The ideal candidate will have experience in Sharc 21xxx, beamforming algorithms and/or wireless telecom protocols with an interest in developing smart antenna appliques for current and future generation cellular standards.

The Geolocation group of Advanced Communications Systems has openings for two software engineers to create C language command and control software using the pSOS real-time operating system. The candidates should have three-plus years of experience in UNIX and a real-time OS. Experience with wireless telecom, HDLC and LAPD protocols is a plus.

**Technology Development:** Software engineers are needed in a new emerging product area, according to Director of Technology Development Bill Rinard. "Raytheon E-Systems is currently developing lightweight, wearable electronic modules which provide the next-generation soldier with advance enemy target information," said Bill. "This system challenges the engineering team by merging low-power miniature electronics, real-time adaptive digital signal processing and very efficient software coding."

*The Smart Antenna group is looking for a software engineer experienced in C language and digital signal processing.*

*"Raytheon E-Systems is currently developing lightweight, wearable electronic modules which provide the next-generation soldier with advance enemy target information."*

**Information Services (IS):** According to Software Supervisor Yvonne Resnick, there are two areas of software hiring needs within IS. The Application Software Development arm of IS is seeking candidates who can analyze systems and perform system interface between packages. "In addition to our current COTS packages, including PeopleSoft and Deltek," said Yvonne, "we have several homegrown travel and fixed assets programs such as the manufacturing and time accounting systems. We are in need of individuals to understand and maintain these systems." Candidates should be proficient in COBOL and C languages and should have an understanding of relational databases, UNIX and large system integration.

The IS Technical Support group is seeking a system administrator/programmer and a senior system administrator/programmer. Candidates should be experienced in HP UNIX. Experience in

Oracle database, SCO UNIX, IBM AIX, VAX VMS and HP MPE is a plus. Personnel would join a small team of administrators who maintain the company internal business systems. According to Database Supervisor Bob Pletcher, "Individuals must possess good debugging skills and demonstrate the ability to work with operations and application programmers in solving problems. Primary responsibility is to ensure system availability, efficiency and integrity." Bob notes that UNIX and Oracle upgrades are expected in the next year. "Ongoing projects include developing systems and creating applications which can be moved to the Technical Support production machines," said Bob. "An example of a project we might assign is creating a utility that would allow a user of one of our COTS packages to run financial reports."

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## APTI Team Recognized

Raytheon Company announced on September 24 that a two-member team of engineers from the APTI office of Falls Church Division has been awarded the prestigious Thomas L. Phillips Excellence

in Technology Award. David MacEnany and Thomas Wallace were honored for their work in developing a new diagnostic technique to detect underground objects through low-frequency electromagnetic signals. This newly developed detection technique has many important applications in reconnaissance and surveillance systems used in the intelligence and counter-proliferation communities.

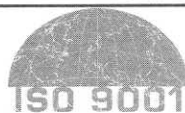
Named for former Raytheon board member and chairman Thomas L. Phillips, the award recognizes the technical achievements of Raytheon's individual contributors and project team members among the company's approximately 76,000 employees worldwide.

"We are delighted to honor the hardworking men and women of Raytheon whose engineering and scientific capabilities have contributed to the company's success," said Raytheon Chairman and Chief Executive Officer Dennis J. Picard. "The efforts of thousands of Raytheon engineers and scientists have helped the company grow, evolve and prosper throughout the years."

□



Thomas Wallace.



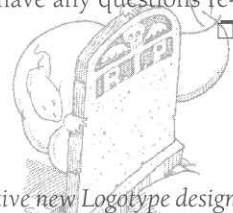
## ISO Update by Tom Fioretti

During the recent ISO pre-assessment, the assessment team identified only 30 minor noncompliances and nine observations as a result of interviewing Falls Church personnel about our practices. To put this in perspective, there are three categories of noncompliance: Major, Minor and Observation. In a typical company the size of Falls Church, assessment teams would expect to find a few majors and 40-50 minors. So, I think we did very well, and you are to be congratulated.

We are now in the corrective action

phase of the process. The most significant action we have to address is the dissemination of our engineering practice procedures. The Software Engineering Process Group and J organization have taken the lead in this regard and are offering training seminars to reinforce the current documented process. I would encourage all involved in the development process to take advantage of this information sharing.

Please contact me at ext. 1671 or [tfioretti@fc](mailto:tfioretti@fc) if you have any questions regarding ISO.

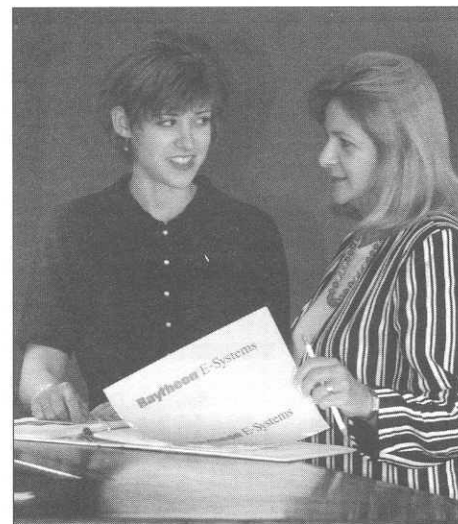


## Logo Changes Announced

*Editor's note: In keeping with the recent implementation of a distinctive new Logotype design for the Raytheon E-Systems name, Employee Update unveils its revamped banner with this issue. The Company-wide overhaul of all Raytheon E-Systems printed materials—ranging from stationery to magazine ads—is designed to present Raytheon's image attributes in a consistent and unified way. The following article addresses some of the other Corporate Identity changes that affect Falls Church Division.*

When Corporate Identity Program Representative Lois Wenzell delivered excerpts of the Raytheon E-Systems Identity Manual in August, the guidelines had an immediate effect on virtually every type of printed material released by Falls Church Division. According to Lois, the new Identity Manual provides direction for the creation of marketing brochures and proposal covers as well as more commonly used items such as letterhead, interoffice memoranda, fax cover sheets and Vu-graph masters.

"In reviewing the new Identity Manual," said Lois, "we see that Raytheon gives us strong guidance as to where, when, what size, etc. the Raytheon E-Systems name appears in association with the Falls Church Division name and how it all fits on the page. When a customer picks up a brochure, proposal or document, he or she should readily identify it as a Raytheon Company product."



(From left) Amy Behrman and Lois Wenzell discuss Corporate Identity Program.

Contact Lois at ext. 2274 or [lwenzell@fc](mailto:lwenzell@fc) for more information about corporate identity guidelines.

□

**Did You Know. . . ?** The proper name "E-Systems" should never be split between two lines along the hyphen. To prevent this error, always type the word "E-Systems" using a nonbreaking hyphen (control + shift + hyphen).

## AUVSI Taps Rose



AUVSI Trustee Ed Rose.

**D**irector of Engineering Ed Rose has been elected to serve on the Association for Unmanned Vehicle Systems International (AUVSI) National Board of Trustees. The appointment was announced in July during the AUVSI '96 Symposium and Exhibition held in Orlando, Fla.

One of six trustees elected by ballot prior to the association's annual meeting, Ed will serve a four-year term on the Board of Trustees.

Raytheon E-Systems holds a business membership in AUVSI, a nonprofit association of members of government, industry and academe which serves as an educational service to the Unmanned Vehicle Systems community and the general public in order to broaden understanding and appreciation of the potential beneficial uses of unmanned vehicles. □

## CIWG Awards Announced

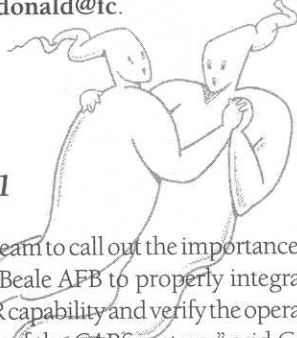
**S**everal Falls Church Division employees have been recognized by the Continuous Improvement Working Group (CIWG) for their suggestions to the committee. Dieter Billick was awarded a special parking spot for the month of September in appreciation of his proposal to post all forms on the Division's internal Web site.

Andrew Beck received a \$25 gift Pizza Hut certificate for his suggestion regarding a Division Support Group Web page. Marie Ferguson and Tom Sterling also received \$25 Pizza Hut gift certificates after collaborating on an idea for an employee bonus program designed to recognize employees

who go the extra mile for a program.

Carolyn Andrukonis submitted two award-winning suggestions—one calling for direct deposit of SEEA disbursements into paychecks and another proposing up-to-date notices of the current value of U.S. Savings Bonds. Carolyn received two \$25 gift certificates, one from Egghead and one from Pizza Hut, for her submissions.

For information on how to submit cost avoidance/reduction suggestions to the CIWG, contact Liz MacDonald at ext. 4023 or [emacdonald@fc](mailto:emacdonald@fc). □



## DGIF-1 CELEBRATES *continued from page 1*

In a congratulatory letter, Garney hailed the DGIF-1 team's performance and dedication. "During the year the team has performed exceptionally well under extremely stressful conditions," wrote Garney. "With the uncertainty of the first six months, long hours, family separation and constant mid-shifts, it has taken a lot of dedication by each member to bring about the excellent support provided."

According to Garney, the DGIF-1 team completed system assembly within five days of deployment. "It was the foresight of the

DGIF-1 team to call out the importance of the move to Beale AFB to properly integrate the MOBSTR capability and verify the operational readiness of the CARS system," said Garney. "This enabled DGIF-1 to successfully operate when called upon in support of overseas operations by the Air Force."

In-plant personnel were also praised for their support of DGIF-1. Garney singled out the Field Service group for "the support they have provided throughout the year to make our job easier and successful." □

## TAB Addresses Tuition Assistance

**I**n a recent Training Advisory Board (TAB) meeting, members discussed tuition assistance options available to Falls Church Division employees, particularly those desiring to take classes outside the parameters of a degree program. The Division's Tuition Assistance Program reimburses the tuition of employees enrolled in degree programs. While non-degree-seeking employees are not currently eligible for reimbursement through the Tuition Assistance Program, they may be able to take advantage of assistance through other avenues.

If non-degree courses are necessary for maintaining or improving job performance, employees may be eligible for reimbursement from the overhead budgets of their organizations or from the Division's training budget. Employees should consult with their supervisors to request reimbursement through an organization's overhead budget. If a request cannot be accommodated due to budget constraints, employees may seek reimbursement from the training budget by contacting their TAB representative (see box below).

As with the Tuition Assistance Program, funds to support the training and overhead budgets are dependent on the Division's financial condition. Employees are advised to receive approval for reimbursement before enrolling in a course to ensure that funds are available. Employees may request advanced payment, as with the Tuition Assistance Program. If employees voluntarily drop a course or do not meet minimum grade requirements, they will be responsible for repaying the advance. □

### The Division's strategic training organizations and their TAB representatives include:

Business Software	Laura Howland
Hardware Engineering	Andre Tarro
Leadership/Management	Larry Buel
Manufacturing	Jon Sampson
New Business Development	Vacant
Office Automation	Larry Buel
Program Management	Laura Howland
Purchasing/Finance	Larry Buel
SEI	Bruce Dautrich
Software Engineering	Bruce Dautrich
System Engineering	Joe Carlin

## Corporate Connection

**Support Contract Awarded.** The Defense Information Systems Agency has awarded a \$193 million computer systems support contract to Raytheon E-Systems, Garland Division. The contract, which runs for a one-year base period and includes four additional one-year options, calls for hardware, software and technical support for the Global Command and Control System, as well as for three Worldwide Military Command and Control systems.

**DGPS Landing System Selected.** Raytheon Aircraft Montek Company has signed an agreement with the Norwegian Civil Aviation Administration to provide a new technology Differential Global Position System (DGPS) Category 1 precision approach and landing system. DGPS is the leading technology to replace the 1940s vintage instrument landing systems now installed at more than 2,500 runways worldwide.

**Army Research Lab Upgrade Announced.** The Garland Division has been awarded a contract valued at approximately \$170 million to develop and maintain a high performance computing system project for the Army Research Laboratory at Aberdeen Proving Ground in Maryland.

This is the fourth contract award in the DoD Modernization series which will link high-speed computers to serve government researchers across the country.

**High-Performance Library Solutions Offered.** Colorado-based Spectra Logic has announced support of the EMASS Automated Mixed-Media Libraries product line via its Alexandria Backup Librarian Software. The product-software combination will provide unattended backup and archiving for Very Large Databases, Data Warehouses and centralized backups of large UNIX file systems and networks.

**Quarterly Dividend Declared.** Raytheon Company's Board of Directors has declared a regular quarterly dividend of 20 cents per share, payable on October 28, 1996, to shareholders of record as of October 7, 1996.

**Air Force and Navy Contracts Awarded.** The Goleta Division of Raytheon E-Systems has earned a \$6 million contract for 120 AN/ALE-50 decoy assemblies for the U.S. Air Force and 200 mass models for the U.S. Navy and Air Force.

For details on these and other Raytheon business stories, visit the Raytheon Company home page and related Web links at <http://www.raytheon.com>. □

## Worth Noting

**Author! Author!** Senior Software Analyst Van Meredith co-authored an article in a recent issue of *Journal of Geophysical Research*. Software Engineering Supervisor Mike Krawczyk has posted a copy of "Retrieving Atmospheric Temperature Parameters from DMSP SSM/T-1 Data with a Neural Network" outside his office in the Reconnaissance Systems area. According to Mike, "Even though the article was the result of work done for a former employer [Physical Sciences Incorporated], I think it shows the caliber of the employees here within Recon Systems and Raytheon E-Systems as a whole."

**Heavy Medal.** Business Development Manager Cliff Thomas is quite the proud father these days after witnessing son Iwan's silver medal finish in the Atlanta Olympics this summer. Iwan, touted in the UK press as "the next superstar of British athletics," earned his medal as part of the British 4x400-meter relay team.

**Arterial Motive.** Fairfax Hospital will conduct a blood drive from 8:30 a.m. to 1:30 p.m. in the cafeteria on October 17. Contact Health Center Coordinator Rosalie Georgeadis at ext. 4505 or [rgeorgeadis@fc](mailto:rgeorgeadis@fc) to schedule a time for your donation. The goal for this drive is 92 units.

**Par Excellence.** Ivan Mills invites Division golfers to sign up for the upcoming Falls Church Fall Golf Classic. The event is scheduled for October 29 at the Shenandoah Golf Club in Shenandoah, Va. For information about fees and registration, contact Ivan at ext. 1613 or [imills@fc](mailto:imills@fc).

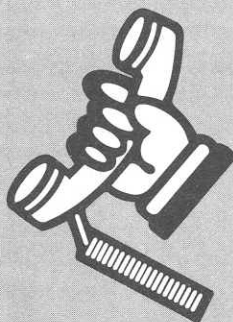
**Snips and Snails, etc.** Congratulations to Robin Jones on the birth of son Tyler Brendan who arrived September 6. Tyler weighed in at 9 lb., 9 oz., and measured 20.5 inches long. □

### Falls Church Division ETHICS HOTLINE

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.



### Employee Update

Send news items to [aross@fc](mailto:aross@fc)  
or call 703-560-5000 ext. 4124.

Editor: Alice Ross  
Photographers: Lucy Murphy, Joe Baran  
Production: Mary Wohlford  
Printing: Doug Dreibelbis,  
Kevin Droney

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

