Employee Update

Mapping Out a Vision with Strategic Thinking

Phase two, a three-day workshop, focused on team participation. Team leader John Carroll *(standing)* shares his team's thoughts with the group. Seated *(from left)* is Larry Cecchini and Barbara Lindauer.

Nearly thirty Falls Church employees from across all organizations participated in intense, strategic thinking process sessions on May 13–15. The strategic sessions, coordinated by Business Development and facilitated by Decision Process International, focused on what Raytheon E-Systems Falls Church is, where we would like to be and the steps that need to be taken to implement this vision.

The meetings were phase two of a three-part program on the strategic thinking process. The strategic thinking process is built on the belief that rational or critical thinking is essential to the survival and growth of every enterprise.

"The strategic thinking process is designed to help the management team better understand what is currently driving our business decisions and what should be driving those decisions in the future," said Vice President and General Manager Walt Havenstein. "The recent meetings have highlighted issues that need to be considered in developing our five-year plan and make the investment decisions much less contentious."

The first session on April 29 consisted of an introductory briefing and process orientation. All participants were asked to complete a Strategic Analysis Input Survey from a total organization perspective. The results of this survey were the cornerstone used in the phase two strategic thinking session.

Phase two, a three-day workshop, centered around developing a clear, future strategic profile for Falls Church. Additionally, participants determined what is the driving force that makes our business work. Consensus was obtained on all the important elements of the internal and external environmental factors facing Falls Church. In addition, a list of critical issues was generated that proved to be instrumental in developing a company-wide vision statement.

The management team and consultants reconvened on June 6 to fine tune the action plan and designate assignments to resolve the list of critical issues. Over the next few months, more information will be disseminated regarding the results of these sessions.   ❑

Staffing Department Working to Meet Demand

Vice President and General Manager Walt Havenstein recently announced that our employment opportunities are soaring. So far this year, the number of new employees joining Raytheon E-Systems exceeds the number that joined throughout 1996. New hires have increased from 15 per month in 1996 to 40 per month at present. "We should hire more new employees this year than at any time since 1988," said Walt.

Behind these numbers is an extremely busy professional staffing team led by Staffing Supervisor Trish Meade. A ten-year veteran of the company, Trish returned to E-Systems in February following a year-and-a-half absence. Joining Trish are Coleen McDermott, Ted Pippin, Kirsten Moore, Janice Mash and summer intern Courtney Christein.

"This is really a team effort," said Trish. "The logistics of interviewing so many people places a lot of demand upon the entire enterprise including the medical department, which has been required to do more physicals and drug tests. We have also had excellent support from Director of Reconnaissance Systems Bruce Dautrich and the Software Hiring Team. They are making it possible to generate employment offers within two business days of a job interview."

This of course increases the demand for more applicants. To generate more applicants, the Referral Bonus Program was revamped and increased, and nearly all local area job fairs will be attended this year. Additionally, agreements were recently signed with two local area firms to supplement the department's efforts to meet technical staffing needs. As a
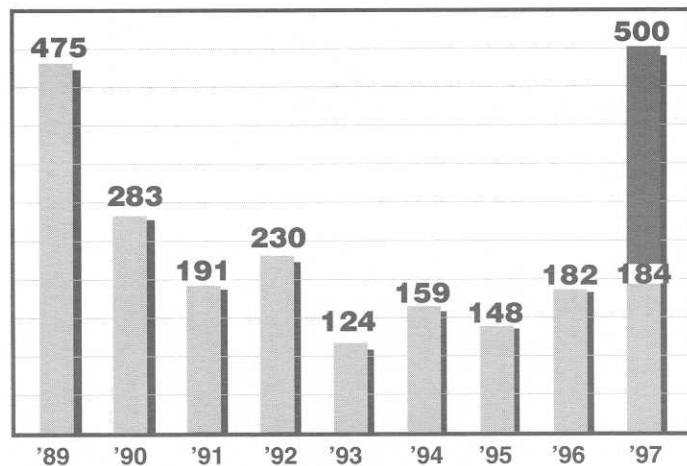
STAFFING DEPT. *Continued from page 1*

result of these efforts, Trish expects to see an increase in technical new hires this month.

"I enjoy all of the activity," said Trish. "We could reach 500 new hires this year, making this our best hiring year since 1988."

The College Front. Hiring for the future is another one of the Staffing Department's focuses. "The department is committed to recruiting top students out of top schools that will make a difference in the future of the company," said Recruiter Coleen McDermott. One way to find eligible college students is through the co-op program that she manages. The program allows college students to exchange work time for school credits. Coleen also hires business analysts, information systems professionals, manufacturing/quality assurance professionals, interns and recent college graduates for software and hardware positions.

This year will be the first time that Raytheon, Raytheon E-Systems and Falls Church will be combining forces and traveling to universities nationwide to recruit the most qualified candidates out of the top schools. Some of the stops on the Staffing Department's schedule include Penn State, University of Virginia, Virginia Tech, Purdue and University of Michigan. Locally, the staff will visit

1997 Employment Opportunities Soar!

Bar chart showing employment figures by year:
- '89: 475
- '90: 283
- '91: 191
- '92: 230
- '93: 124
- '94: 159
- '95: 148
- '96: 182
- '97: 184 and 500

George Mason University and the University of Maryland.

Critical Skills. Filling available systems and hardware engineering positions is a top priority for the department. Finding people who possess these critical skills is the primary focus of Senior Staffer Ted Pippin.

"Our hardware design and systems engineering positions provide a variety of career oriented alternatives for talented engineers," said Ted. "Most of my candidates are turned on by the state-of-the-art technology and the opportunity

to be part of a team of seasoned professionals in their disciplines. We build our teams by finding new engineers who have skill sets that will complement our current staff and round out the base of expertise for our customers."

***Logistics and Support.*** To keep on top of the stacks of resumes, the recruiters rely on Staffing Assistants Kirsten Moore and Janice Mash. Interview and benefits packets are put together and shipped nightly to prospective employees. Coordinating interviews and administratively processing all applicants and new hires are among their many responsibilities. New hires learn about the company and its benefits on their first day of employment in the training seminars that Janice and Kirsten organize and present.

Advertising. Overhauling and expanding its advertising efforts nationwide is one of the Professional Staffing Department's major accomplishments this year. Engineering magazines and articles, on-campus papers, the Virginia Employment Commission and nationally recognized newspapers are some of the new venues the department is using to find qualified employees. Additionally, the department is continuing its work and participation in the On-line Career Center (OCC), a worldwide web employment database.

Welcome Back E-Teamers. "We also welcome former employees to return," said Trish. "Just like in my case, I knew Raytheon E-Systems was a good company, and it is great to be back. We have had a number of former employees reapply and we encourage their return." ❏

The Professional Staffing Department stops for a picture during a staff meeting. *Pictured from left:* Janice Mash, Coleen McDermott, Ted Pippin, Trish Meade and Kirsten Moore. *Not pictured:* Courtney Christein.
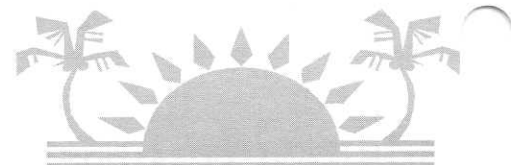
Referral Bonus Program Restructured

The Professional Staffing Department is continuing its search for software, systems, hardware engineers and program managers. Already this year, the department placed over 75 new hires in these positions, but it is still seeking qualified candidates to fill more openings. As we all know, people possessing these skills are in high demand in the Washington metropolitan area. In order to expedite this hiring process, the Professional Staffing Department has once again revamped the Referral Bonus Program to give employees a greater incentive to participate in the search for qualified candidates.

The Referral Bonus Program allows employees to receive $1,000, $2,000 or $3,000 when they successfully refer a candidate for employment. Employees who refer former Raytheon E-Systems employees who are rehired are also eligible for a referral bonus.

Not only must a candidate be a software, systems, hardware engineer or Program Manager, but also must possess a BSCS/EE or other qualifying degree. Additionally, the Referral Bonus Program has been restructured to reflect a successful candidate's years of experience, making it a greater incentive to refer a candidate with more years of work experience. The program has been restructured as follows:

- 0-2 years experience, the referring employee receives $1,000;
- 2-3 years experience, the referring employee receives $2,000; and
- 3+ years experience, the referring employee receives $3,000.

Resumes of candidates who were previously referred but not interviewed may be resubmitted for consideration 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.

Please submit all resumes and/or applications to the Professional Staffing Department. Remember to include the referring employee's name and phone extension. ❑

Science and Engineering Fair Honorees Awarded Savings Bonds

Science Fair coordinators Charlie Kohnstam and Sam Alexander pictured with award recipients after the Falls Church luncheon. *Back row, from left:* Charlie Kohnstam, Konstantin Kakaes, Andrew Jones, Johann Schleier-Smith, Brian Silverstein, Chris Agee, Tony Jones, Awfa Alhaimus and Sam Alexander. *Front row, from left:* Michael Balazs, Nithin Dhananjayn, Jennifer Chow, Leigh Cullen, Ranee Gambhir, Christine Meranda, Joanie Clark and Adam Loverro. *Not pictured:* Walter Drabik.

From solar cells to sound insulators, the exhibits at the 1997 Fairfax County Regional Science and Engineering Fair were outstanding. Raytheon E-Systems judges were hard-pressed to choose the 15 most impressive projects, out of over 70 possible candidates, in the categories of math, engineering and computer science. The young masterminds behind these winning projects were invited to attend an awards luncheon held in their honor at the Falls Church cafeteria on May 29. The students, along with their parents, teachers and E-Team judges, gathered to applaud the hard work and creative thinking behind each project. Every student was awarded either a $200 or $500 U.S. Savings Bond and a framed certificate.

"You are one of my favorite groups of people," said Vice President and General Manager Walt Havenstein in his opening remarks, "talented people with talented parents who had wonderful teachers mentoring them through this process." Falls Church actively participates in the fair because "it gives us the opportunity to re-energize our engineers and to see the creativity that comes out of young people," continued Walt. Praising the students for their hard work, he explained how relevant their projects were to Raytheon E-Systems business.

Bond recipient Brian Silverstein, a senior at Lake Braddock Secondary School, received a first place award in the regional fair and second in the statewide competition for his project, "Output Evaluation of Random and Pseudorandom Number Generators." Brian will be a freshman at Cornell University next year and is planning to study electrical engineering.

With his project, "A New Look at Bifurcation," Nithin Dhananjayan, a Thomas Jefferson High School student, amazed E-Team mathematicians with his complex thinking and sophistication. Christine Meranda and Awfa Alhaimus, students at George C. Marshall High School, were awarded bonds for their team computer science project, "Is Java Dangerous?" Some other honorees were Thomas Jefferson High School's Johann Schleier-Smith for his "Evaluation of Acoustic Levitation Apparatus," Hayfield Secondary School's Adam Loverro for "The Effect of a Magnetic Field on a Ferro Fluid" and West Potomac High School's Chris Agee for "The Amount of Drag Created by Varying the Keel Shape of Sailboat Model."

Charlie Kohnstam and Sam Alexander, two of the E-Team judges, coordinated the luncheon with the local high schools and teachers. During the awards presentation,

Goose News

Bill Watson attempts to rescue mother goose and one of her goslings.

Mother Goose and her goslings shortly after hatching.

On May 29 at 12:17 p.m., Mother Goose's eggs hatched and five healthy goslings entered the world. Ron Angelelli, Dane Hughes, Peggy Mayhugh, Herbert Morris, Bob O'Connor and Bill Watson lowered the goslings and their mother off the roof. Afterwards, the E-Teamers followed the mother and her goslings to the pond by the tennis courts where the family found a new home. ❑
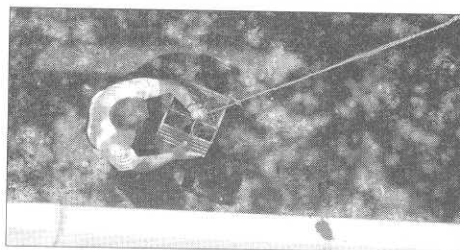
Ron Angelelli catches the birds as they are lowered off the roof.

Corporate Connection

Contracts Awarded

Award for Command and Control Product Lines (CCPL). Raytheon was awarded a $500 million indefinite delivery/indefinite quantity prime contract for the CCPL Program. The award was made by the Air Force Electronic Systems Center (ESC) at Hanscom Air Force Base, Mass.

CCPL is an Electronic Systems Center acquisition streamlining initiative to reduce the overall development time and costs associated with acquiring software-intensive command and control systems. Under the five-year contract, the Raytheon CCPL team will participate in developing command and control systems that reuse commercial off-the-shelf hardware and software, or that reuse software developed by the government for previous applications.

The Raytheon CCPL team is comprised of Raytheon E-Systems, Raytheon Electronic Systems, Science Applications International Corporation, Computer Sciences Corporation, GDE Systems, Arca

Systems and System Technology Associates, with further support provided by nearly 20 affiliate companies. There are three Integrated Product Teams (IPTs) that develop products under the CCPL. Raytheon E-Systems Falls Church is the IPT lead for Data Fusion and Analysis Domain.

Railroad Crossing Warning System Pilot Study. In a movement to improve public safety at highway-railroad intersections, the Illinois Department of Transportation ITS Program Office has selected a team led by Raytheon E-Systems to conduct a pilot study of Advisory On-Board Vehicle Warning Systems at Railroad Grade Crossings. This public/private partnership, aimed at averting traffic accidents at railroad crossings, will focus on human factors, such as evaluating the reaction of drivers to an in-vehicle warning systems for railroad crossings.

In support of this study, Raytheon E-Systems, with its partners Cobra Elec-

Ethics Corner
by Larry Buel

I am pleased to inaugurate this monthly column on business ethics and compliance for our *Employee Update*. I take this opportunity to remind you that annual, mandatory business ethics training for all company employees is proceeding in earnest, with the feedback so far being very positive. Vice President and General Manager Walt Havenstein has charged the Falls Church chain of leadership with the task of presenting this year's training. The purpose of this "cascading down" format is to ensure that all employees recognize the company's commitment of the leadership to ethical, best business practices, and that it is the responsibility of management to create the conditions that will encourage employees to do the right thing when rules are unclear or when there are no rules.

To this end, your business area leader or department director will devote a portion of this year's training to a discussion of the company's seven core business values: integrity, compliance, respect, teamwork, quality, innovation and customer satisfaction. I encourage you to engage in ongoing discussions with your supervisor and fellow employees on the practical application of these values in the workplace. If you have not already done so, please read Chairman and Chief Executive Officer Dennis J. Picard's letter introducing the company's 1996 Annual Report. His discussion of the company's core values on pages six and seven of the report is important for each of us.

Our 1997 ethics awareness training must be completed by the first of August. In addition to this all-employee training, some of you will participate in select compliance training courses to be presented this summer. I will be presenting courses on compliance topics for cost accounting, environmental ethics, revolving door and the hiring of former government employees and the Truth-in-Negotiations Act (TINA). You will be notified by your supervisor if your job responsibilities require that you attend one or more of these courses.

I have been on the job as your Ethics and Compliance Director since December 1995. It is a privilege to work with our leadership and each of you in ensuring that we continue to cultivate our ethical business environment

Breaker Completes Major Project Milestone

by John F. Masiyowski

Pictured are members of the first DBR team. *First row, from left:* Tariq Islam, Harold Schultz ,Jim Merritt and John Masiyowski. *Standing, from left:* Grace Jenkins, Sharlene Pemberton, Tom Parker, Alex Tanes, Chuck Colwell, Bob Kurtz and Gus DiPierro. *Not pictured:* Dave Gervasio, Mike Cianciosi, Lori Smith and Tony Zinicola.

Earlier this month, a major project milestone was successfully accomplished ahead of schedule on the Breaker project. As a primary objective not only for the project but also for the Reconnaissance Systems organization and the division, this milestone was momentous.

The milestone was the first of three Demonstration Based Reviews (DBRs). A DBR is different from a more traditional review, such as a Critical Design Review (CDR), because actual demonstrations of deliverable components (both hardware and software) are provided to the customer. Thus, the customer obtains a more visible and tangible perspective of current project progress with a DBR. The Breaker customer was impressed and pleased by the amount of progress that was accomplished since the project's turn-on only a few months ago. The customer did not expect this level of progress, since the type of project development methodology was not utilized in previous projects.

Breaker is employing a modified spiral development model with multiple cycles. The spiral consists of repeated iterations (or cycles) of the sequence of requirements review, detailed design, code and test. After each iteration of the spiral, a software release will be produced and a DBR will be conducted. This success was extremely important because the use of a new development methodology was proved. Additionally, a number of new technologies and processes were adopted on Breaker in order to meet the aggressive project delivery schedule.

The outstanding efforts of the DBR software team were pivotal in creating the first successful DBR. Team members in Reconnaissance Systems and support organizations, such as material, publications, training, metrology and others, were also instrumental in producing this accomplishment. Additionally, this success is attributed to the dedication and vigor of the entire Breaker project team from the project's beginning in early fall 1996. ❏

E-Teamers at the customer DBR briefing on May 22 in the Gettysburg Room. *Sitting, from left:* Cindy Wallace, Program Manager; Dave Roberts, Software Lead; Paul Kuttner, Software Manager and Jerry Aschenbrenner, Software Lead. *Standing, from left:* Chris Bulinkis, Software Lead; Paul Gardner, Software Lead; John Masiyowski, Software Lead; Carmen Benitez, Project Director; Jim Merritt, Software Lead; Larry Conroy, Systems Engineer; Sharlene Pemberton, Software Lead; Tom Thompson, Systems Engineer; and Alex Tanes, Software Lead.
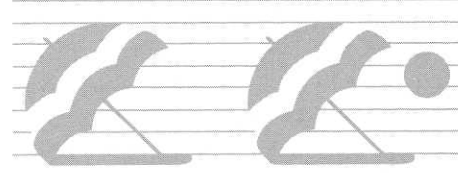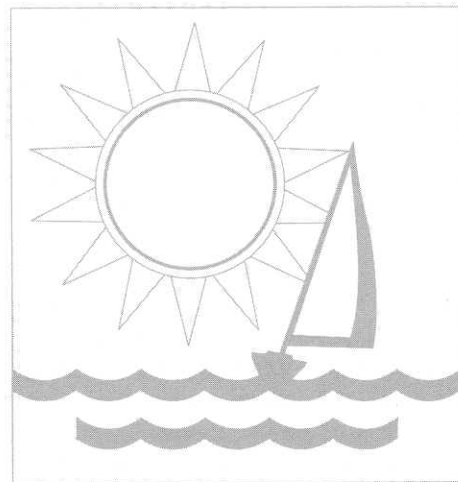
General Manager's Message

Walt Havenstein

There are just a couple of items I will cover this month: new business, staffing turnover and the upcoming five-year planning process. May was indeed a good month for new business. We won new work on the Small Unit Operations (SUO) Situation Awareness System for DARPA; we were part of the winning Motorola-led team on Tactical Common Data Link, also for DARPA; and we were part of the winning Boeing-led team for the Australian HF/DF program. Each of these wins is significant and reaffirms our ability to capture new business.

Early in the year we identified technical staffing as one of the critical chal-lenges facing us. We have hired more than 75 technical personnel already this year and expect to add more than 150 more. Aiding us in this effort are two agencies we have retained to provide qualified candidates for our consider-ation. We have also expanded our refer-ral bonus program. It is encouraging to note that several former employees have returned to the Falls Church operation within the last sixty days. Please do your part in welcoming all of our new and returning employees.

We are beginning the initial stages of our next five-year plan. In preparation for this task, nearly thirty members of the management team have been un-dergoing a strategic thinking process during the last six weeks. From that process we have derived our future stra-tegic profile and critical issues that will drive our development of the next five-year plan. We will review some of the results of the strategic thinking process and mid-year results at the All-Hands Meeting on June 30.

Finally, I am pleased to report that I know of no serious injuries resulting from the company picnic. We had a beautiful, cool day, and nearly 1,600 current and former employees and fam-ily members attended. The executive staff managed to win two games of vol-leyball without a single injury — amaz-ing! Thanks go to Pat Flanagan and the picnic committee and to Lucy Murphy for her wonderful pictures capturing the many participants and events.

—Walt Havenstein

CORPORATE CONNECTION
Continued from page 6

tronics, Metro Transportation Group and Calspan SRL Corporation, will leverage existing technology to provide a simple, reliable and cost-effective system that will increase driver awareness of approaching trains. To accomplish this in the demon-stration phase, roadside transmitters will be installed at five grade crossings within the Chicago metropolitan area, and Cobra Electronics' Safety Alert™ vehicle warning systems will be installed in 300 test ve-hicles. Raytheon E-Systems will integrate these components with the existing grade controller and a Remote Monitoring Sys-tem, which will collect all data associated with the system's performance.

Small Unit Operations. The Small Unit Operations (SUO) program is a multiyear DARPA effort to develop and demonstrate systems and technologies aimed at warfighting as envisioned in the Department of Defense Joint Vision 2010. Raytheon E-Systems Falls Church was recently awarded a Phase I con-cept definition contract from DARPA for the SUO Situation Awareness System (SAS). The SUO SAS, which is the cornerstone of the SUO program aimed at providing warfighters with dominant battlefield information, in-cludes equipment and software integration and demonstrations for both individual warfighters and battalion headquarters.

As prime contractor on this project, Ray-theon E-Systems Falls Church put together an impressive team that includes Raytheon E-Systems St. Petersburg and Raytheon Elec-tronic Systems in Marlborough. Other team members are Lucent Technologies, Fantastic Data, Hughes Research Labs, McDonnell Dou-glas, Penn State University, Rutgers Univer-sity and George Mason University.

Multiple concept definition awards were made for this six-month study. The Phase II effort will involve another competitive selection process, with a downselection for the follow-on Phase III integration and demonstration activities. The concept defi-nition phase is valued at $900,000 over six months, while the total program is planned for four years at over $60 million.

Tactical Common Data Link. The Tac-tical Common Data Link (TCDL) is another recent strategic contract win for Falls Church. As part of a team that includes Motorola and Cubic Defense Systems, Falls Church will lead the development of the new sensor interfaces for the TCDL Phase I contract.

The TCDL program requires the devel-opment of a lightweight digital data link for use with imagery sensors and other intelligence sensors aboard small Un-manned Aerial Vehicles (UAVs). Since it is essential that this system interface with today's networks and standards while main-taining interoperability with legacy sys-tems, a significant challenge for the TCDL will be the design of an open architecture sensor interface unit that is flexible enough to handle new standards while accommo-dating existing systems. ❏

ETHICS
Continued from page 6

here at Raytheon E-Systems Falls Church. I intend to use this monthly column to keep you abreast of key developments in the regu-latory environment that might impact our company's compliance posture. If you have questions or concerns that you would like to see addressed in this column, please contact me at extension 4465 or by electronic mail at **lbuel@fc.** ❏

June 1997 Service Awards

Mary E. White
*Thirty-five Years*
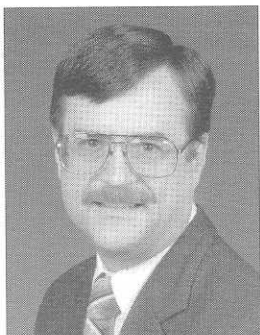
Robert B. Buxton
Thirty Years

Twenty Years
Phillip K. Ethridge
Dennis D. Husch

Fifteen Years
George T. Aschenbrenner
Alvin L. Brewer
Gary W. Burroughs
William A. Engel
Brian D. English
Margaret H. Kwadrat
Susan M. Mishou
Hieu H. Nguyen
David C. Patty
Sharlene F. Pemberton
Allen D. Prentice

Ten Years
John C. Moore
John B. Scott
Sherry E. Ward

Five Years
John D. Barela
Russell C. Barnhart, Jr.
Martin J. Bashore
Andrew E. Beck
Mary S. Byrd
Glenn K. Crouse
James E. Dickson
Catherine T. Frank
Jon C. Grega
Tamera L. Gregory
Thomas F. Grill
Michael G. Guydish
Nancy J. Lang
Christina M. McDonald
Michael G. Powell
Lynn G. Reid
Eric S. Smith
Rex B. Vaughn
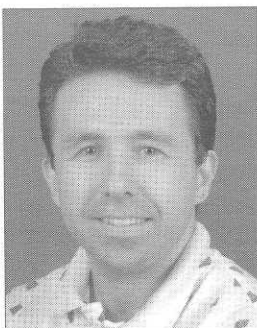David E. Williams

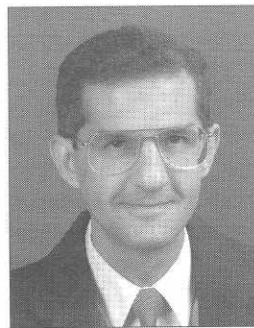## Retiree
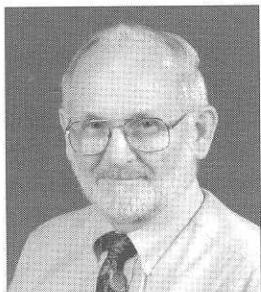
Clifford S. Dalseide
Thirty-seven Years

Movers and Shakers

| Name	Promoted From	Promoted To
Steven J. Sesit	Prin. Functional Analyst	User Services Manager
Mark A. Trbovich	Prin. Test Engineer	Test Supervisor
Carolyn Vincent	Training Spec.	Prin. Training Spec.

Academic Applause

Dave Conti
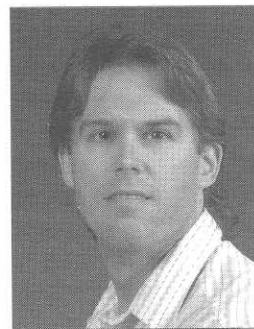M.S., Sys. Engineering
Virginia Tech

Deepak M. Daryanani
M.S., Elec. Engineering
Virginia Tech

Margaret M. Mayhugh
M.A., HR Mgmt.
Marymount University
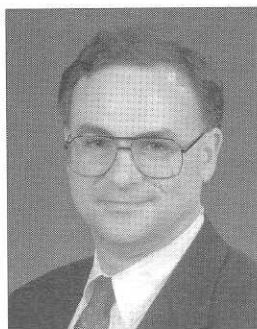
David S. Roberts
M.S., Software Sys. Engr.
George Mason Univ.

Theron D. Carter
M.S., Elec. Engineering
GW University

Not Pictured:

Phillip W. Ragsdale, Jr.
B.S., Information Systems,
A.A., Accounting,
University of Maryland

Staffing Names in the News

Welcome back to the following rehires:
Thomas K. Baker
Ricardo A. Diggs
Garcia Morrow
Robert L. North
Lanny C. Robertson
Tri H. Tran

Winners of the 1997 Savings Bonds Campaign

Name	Bond Amount
Doris J. Grove (ISG)	$200.00
Michael Langlais (P6)	$200.00
Paul G. Kuttner (J2)	$100.00
Robert J. Raymond (Pensacola)	$100.00
Barbara L. Quantrille (K1)	$100.00
Sandra B. Gazdyszyn (Pensacola)	$100.00

Sports Corner . . . Runners Take Third in Annual Patriots' Race

The Falls Church team included: *(front row, from left)* Eldon Mack, Larry Dicerbo, Anita Hyink, Reid Earley; *(back row, from left)* Tony Stratton, Wiley Peck, Terry Kennedy and Glenn Schmottlach. *Not pictured:* John Rinn.

Nine Falls Church employees dashed to the finish line on May 4 to bring home a trophy from the Nineteenth Annual Patriots Cup Corporate Challenge. The E-Teamers finished third out of 16 coed teams participating in the 8K race. This was the third year in a row the Falls Church team placed in the top three.

Over 300 runners sprinted around the George Mason University Fairfax campus to support the programs of The Arc of Northern Virginia. The runners raised $14,000 to donate to the charity; this is double the amount of money that was raised in last year's race. The Arc of Northern Virginia is a nonprofit organization that cares about, supports and provides services to people with mental retardation and related disabilities.

The Falls Church team included Lawrence Dicerbo, Reid Earley, Anita Hyink (placed fifth in the women's category), Terry Kennedy, Eldon Mack (placed fifth in the overall race), Wiley Peck, John Rinn, Glenn Schmottlach and Tony Stratton. This was the second year in a row Anita Hyink and Eldon Mack individually placed in the race and won gift certificates from local sports stores.

For information on how to become involved in other company-organized races, please contact Wiley Peck at extension 2372. ❏

SCIENCE FAIR
Continued from page 3

Charlie expressed how, "We are always very impressed with what the students are doing in the schools." He outlined the guidelines and criteria used in determining which students and projects would be recognized at the luncheon. The projects were judged on how they met the Fairfax County criteria, the innovation of the concept, the student's depth of understanding of the project's concept and the engineering method the student exhibited when formulating the project.

"The judges always have a hard time determining who are the best in each category, because there are so many outstanding students and innovative projects," said Charlie. "The engineers love to see these kids working so hard on difficult technical ideas because it reminds them of the fun part of engineering—the inquisitiveness about why things work the way they do. There is always one judge that comes away from these science fair exhibits saying 'wow' I wish I had thought of that." ❏

Employee Update

Send news items to
nrender@fallschurch.esys.com
or call 703-560-5000 ext. 2750

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FIRST CLASS

The Picnic...Food, Fun and Festivities

Volleyball, softball, velcro jumping, moon bouncing, merry-go-round rides and the dunk tank were just a few of the activities E-Teamers enjoyed at the company picnic held on Saturday, May 31. A cool and comfortable May day helped to make the picnic loads of fun for the nearly 1,600 E-Teamers and their families who came to join the festivities at J.R.'s Festival Lakes near Leesburg, VA. A delicious lunch of barbecue chicken, sirloin steak and hotdogs was the day's feast. After desserts of snowcones, watermelon and mouth-watering homemade cakes and cookies, employees along with their families and friends ventured off to places like the fishing hole, the putt-putt golf course and the horseshoe pit to finish the day. Thanks to all of the picnic committee members for their hard work in coordinating a fabulous day!