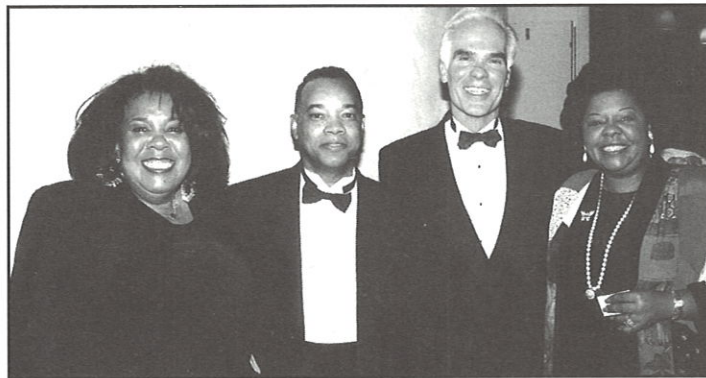


Community Involvement: SES Lends Support to GLAAAC



Raytheon-SES, along with several other corporate sponsors, lent their support to the 6th Annual Greater Los Angeles African-American Chamber of Commerce (GLAAAC) awards dinner. Held in April at the Hyatt Regency Hotel in downtown Los Angeles, the keynote speaker was The Honorable Alexis Herman, U.S. Secretary of Labor. Shown above are Fran James, Helen Westmoreland, Los Angeles Mayor Riordan, Nancy Jo Flint, and Floyd Buchanan. Pictured below with Helen, Floyd, and Nancy Jo is Los Angeles District Attorney Gil Garcetti, who also attended the event.

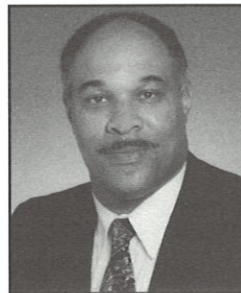


Five Principles:

sharing freely with others the things that have worked well, as well as those things that haven't. This relentless pursuit of continuous improvement allows us to outpace our competition and respond to our customers' ever-increasing demands. Our competition is always striving to beat us, and our customers will always demand more. We must continue to push ourselves to be the best in every area of our business.

These five principles guide the organization, content, and methodologies for R6σ and set the stage for a successful R6σ process to drive productivity and savings. Adhering to these principles will make SES more competitive and will focus/align us to provide better value to our customers. ■

Johnson Joins UCLA and Credit Union Boards

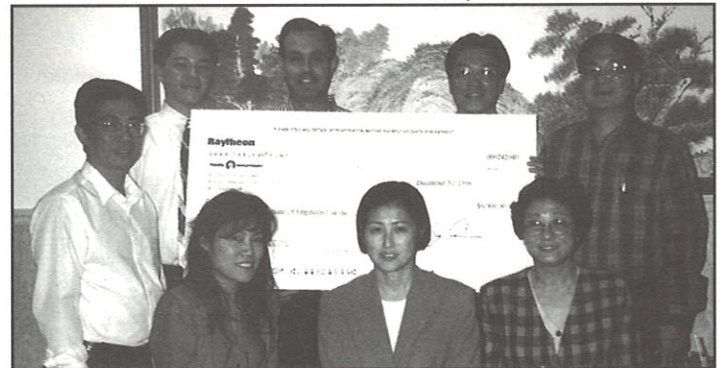


who have demonstrated an outstanding commitment to the University and who will serve as liaisons between the professional schools, the college, and the Foundation.

Johnson has also been appointed by the Board of Directors of the Hughes Aircraft Employees Federal Credit Union (HAEFCU) to serve on the Supervisory Committee. HAEFCU is one of the largest credit unions in the United States. ■

Enterprise Services Director Darryl Johnson has been elected to serve on the University of California, Los Angeles (UCLA) Foundation Board of Governors. The Board of Governors consists of leaders

Raytheon Diversity Initiative Team Supports LAMP Program



Helping to establish the LAMP Program in the Dallas/Fort Worth area are (front row) Doris Wong (Raytheon), Yi Li (EDS), and Amy Ling (Nortel); (second row) Gary Lo (TI), Robert Revelle (Raytheon), Edcar Johnson (Raytheon), Mitch Tseng (Nortel), and Nelson Yeh (Alcatel).

By Robert Revelle

Several members of the Raytheon Diversity Initiative Team (DIVT) are working with the Dallas chapter of the Chinese Institute of Engineers (CIE) to form a leadership assessment and mentoring program (LAMP). Diversity Manager Edcar Johnson and representatives from the DIVT Asian Initiative, software engineers Doris Wong and Robert Breville, are actively involved in designing and developing the community program. Through

continued on page 17

Diversity Managers Share Best Practices at Quarterly Meeting



Members of the Texas Diversity Initiative Team

By Greg Moore and Edcar Johnson

On May 6 and 7, Dee Wood, RSC Diversity Manager, and the diversity managers from the five RSC segments, including Will Smith, SES Diversity Manager, met in McKinney for their quarterly meeting. Colin Schottlaender, Vice President of Tactical Systems Division, hosted the meeting and kicked off the proceedings. Members of the Texas Diversity Initiative Team (DIVT) helped plan and coordinate the meeting so that the managers could get the maximum benefit from their brief visit to Texas.

A key component of this meeting was a videoteleconference with Bill Swanson, RSC chairman and CEO. Bill has taken the Diversity Leadership role for the entire corporation, and he discussed with the diversity managers his planned approach to creating an "employer of choice" type of workplace.

The primary focus of the planned activities was to highlight and share best practices from among the five segments and elsewhere in the corporation. Daisy Jenkins, the Raytheon Diversity Manager, presented her strategic plans for positioning Raytheon as a leading employer for the next millennium and provided some preliminary metrics. Throughout the entire event, there were opportunities for network groups from Texas and the AIS Lexington, Kentucky, site to showcase their activities and accomplishments for the diversity managers. There were also opportunities for each diversity manager to share highlights with his or her peers in the other segments. The meeting concluded with a joint activity to determine the top two RSC diversity barriers and the required actions to dismantle those barriers. The third quarter meeting is planned for September in Boston. ■

RSC and CIE Host Asian Leadership and Mentoring Seminar

By Robert Brevelle

RSC and the Chinese Institute of Engineers' (CIE) Dallas chapter recently hosted the first in a series of leadership and mentoring seminars at the Southern Methodist University Legacy Campus in Plano, Texas. The seminar, "Leadership in America—Principles, Practices, and Politics," was presented through the Leadership Assessment and Mentoring Program (LAMP), a non-profit, community-based program sponsored by RSC, TI, and CIE. The Program's objective is to help working Asian professionals achieve their full potential by addressing the needs and opportunities for professional growth.

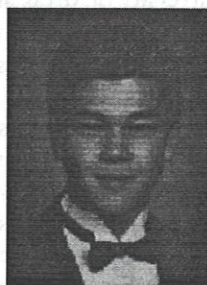
The June 5 seminar was presented by Dr. Robert E. Bradford of RHR International to an ambitious audience of engineers and graduate students. Companies such as Raytheon, TI, EDS, Alcatel, Nortel, SABRE, and ProACT were represented. In the 8-hour seminar, Dr. Bradford first described the fundamental assumptions of the U.S. business culture and how those cultural assumptions are expressed in leadership and management. He then presented a comparison of the potential discrepancies between cultural assumptions and practices. During the seminar, attendees completed the Myers-Briggs Type Indicator self-assessment and participated in a team game about making leadership decisions. Dr. Bradford concluded the seminar by summarizing the key points in being an effective leader.

RSC's Doris Wong and Robert Brevelle, members of the LAMP Committee, helped to organize the seminar. Special thanks go out to Edcar Johnson and the RSC Diversity Initiative for supporting professional growth and diversity. For more information about LAMP, visit the Web site <http://www.cie-dfw.org/> or send an e-mail request to LAMP@cie-dfw.org. ■



Panelists

Robert
Brevelle



Robert Kim Brevelle graduated summa cum laude from Illinois Institute of Technology (IIT) with a B.S. degree in Computer Science. More recently, he graduated IIT with an M.S. degree in Computer Science with Emphasis in Software Engineering.

Robert recently moved to Dallas from Chicago. He currently works as a Software Design Engineer II in the Airborne Electro-Optics group at Raytheon Systems Company, where he serves as an asian representative for the Diversity Initiative Team and is a member of the College Recruiting Team. He has received awards from the International Who's Who of Information Technology and National Dean's List. He is active in the Dallas community through his involvement with PA2, IEEE, and Living Stone Korean/English Baptist Church.

Darren
Hutchinson



A native of Gainesville, Florida, Southern Methodist University Assistant Professor of Law Darren Hutchinson graduated cum laude from the University of Pennsylvania with B.A. degrees in Economics and Political Science. Recognized on the Dean's list, he received an award for "departmental honors" for his thesis on African political-economic theory.

Darren earned a Juris Doctor degree at Yale University, where he served as an editor on the *Yale Law and Policy Review* and co-chair of the Black Law Students Association. He also represented inmates with civil rights claims in Yale's Prison Legal Services clinic.

Darren worked with the international law firm Cleary, Gottlieb, Steen & Hamilton in litigation practice, addressing matters such as intellectual property, securities, bankruptcy, and pro bono civil rights litigation. He served a clerkship with the Honorable Mary Johnson Lowe, a United States District Judge in New York. He currently teaches and writes in the areas of Critical Race Theory and Constitutional Law.

Nina
La



Nina La was born in Vientiane, Laos. Her family came to the United States in 1978, when they made Texas their home. At Southern Methodist University she studied Political Science and Psychology. Based on her psychology background, she accepted a position at CIGNA Group Insurance (the nation's second largest Long Term Disability Carrier) as a Case Manager. Currently she is a Technical Recruiter at ROMAC International, one of the nation's largest and oldest technical recruiting firms.

Nina enjoys her work which requires extensive traveling around the country, and meeting talented people and learning their skill set. Other hobbies include spending time with her family, getting involved in the community, and networking with as many people as possible.

SES Six Sigma News

Six-Step Process Model:

perspective? How much will it cost to implement process improvements and what are the expected benefits?

Improve—Design and implement improvements

Now that we have set the stage for a successful improvement effort, we're finally ready to begin maximizing value in the project's value stream, by designing and implementing integrated improvements and control systems using our R6 σ tools and techniques.

Some questions to ask: What barriers prevent implementation of the improvement? How do we know we've improved? What are our metrics? What controls do we need to maintain and build on the improvement?

Achieve—Celebrate achievements, build for tomorrow

This final step of one project is also the beginning of the next improvement cycle. In the *Achieve* step, we deliver measurable results that change the way people think and act. By creating knowledge and building momentum for continuous improvement, we can be sure that the R6 σ principles will carry us to our next project. When we celebrate success and generate excitement about the effectiveness of the R6 σ process, people will be enthusiastic about repeating it.

Some questions to ask: How are results measured, monitored, documented, and shared? Do the results align with team and corporate goals? Have we adequately transferred knowledge to the team who will maintain/improve the value streams? How did we reward and recognize those involved? What are the next steps in our continuous improvement quest?

A number of examples of using the six-step model are found today across SES. Specifically, baseline assessments are being performed in key target areas, which involves executing the first three steps of the six-step model: *Visualize, Commit, and Prioritize*. The planning and execution of the projects identified by the baseline process cover the last three steps of the model: *Characterize, Improve, and Achieve*.

The R6 σ six-step process gives us a framework and methodology to substantially improve all areas of our business. It involves the customer, emphasizes the value stream, applies the various R6 σ tools, and calls for measurable results. *The process can be used today by anyone, for any level of improvement project.* I urge you to begin using the six-step process to change your work world. ■

Editor's Note: Rich Karm is SES's Director of Raytheon Six Sigma

SES Diversity News

SES Employees Attend "Aspire'99" Conference



Pictured, L to R: Robert Brevelle (SES), Steve Park (Actor), Doris Wong (RSC), Dustin Nguyen (Actor), Victor Limary (Hewlett-Packard), and Fonda Wu (SES).

By Robert Brevelle

Several SES employees spent the recent Memorial Day weekend in San Francisco, participating in "Aspire'99," a 4-day conference on leadership, management, and diversity in the workplace. The conference was hosted by M Society West, an affiliate of the National Association of Asian American Professionals. The focus of Aspire'99 was on promoting crosscultural education and leadership development for professionals in industries such as engineering, medicine, law, business, entertainment, public service, and academia. Some notable guest speakers were John Chen, Chairman, CEO, and President of Sybase Inc.; Chong Moon Lee, founder of Diamond Multimedia; Mayor Willie Brown of San Francisco; David Chu, CEO and founder of Nautica International; and California Supreme Court Justice Ming Chin.

There were more than 800 conference attendees, ranging from graduate students to CEOs, with some traveling from as far away as Canada and Taiwan.

Asian Initiative Co-Chairs from the RSC Diversity Team in Dallas, Robert Brevelle and Doris Wong, met with Asian Initiative Vice President from El Segundo, Fonda Wu, at the conference to promote relations between the sister sites. As they discussed diversity activities, they agreed that valuing diversity in the workplace facilitates better business practices and products, as well as increases Raytheon's name recognition as an employer of choice.

Anyone interested in learning more about the Asian Initiative may send e-mail to Doris Wong at d-wong2@raytheon.com or to Robert Brevelle at brevelle@raytheon.com. For more information on the Raytheon Diversity Initiative Team (DIVT), contact Greg Moore at d-moore1@raytheon.com. ■

Brevelle Receives PM Certification

Robert Brevelle, a Program Manager for RC-135 Programs in TRS at Greenville, recently received the Project Management Professional (PMP) certification administered by the Project Management Institute (PMI).


The PMI is project management's leading professional association, and it administers the only globally accepted and recognized project management professional certification program. The PMP exam consists of 200 questions covering nine key knowledge areas in four hours. Only 60 percent of those who take the exam pass and become certified.

Minimum eligibility criteria to register for the exam is 4,500 hours of project management experience, baccalaureate degree, and 35 contact hours of project management training.

The arduous recertification process occurs every three years and is based upon accrual of professional development units (PDU). PDUs may be earned by authoring articles in a refereed journal, authoring a textbook, completing academic and professional courses, work experience, and other defined project

management activities that enhance the ongoing professional development of PMPs.

Brevelle will earn his PDUs and maintain certification by teaching graduate business courses, PM work experience at L-3, and participation in local PMI chapters. He has been an Adjunct Professor for three years teaching graduate courses in business and engineering. Brevelle earned a B.S. (summa cum laude) and M.S. in Computer Science from the Illinois Institute of Technology and an MBA in Operations Management from the University of Texas at Dallas. He is in the final stages of his Ph.D. program.

The PMP Program maintains ISO 9001 certification, and the Project Management Body of Knowledge textbook is an ANSI standard. 



Robert Brevelle


New Home PC Central Website Provides Helpful Tips To Employees

How do I protect my home computer against viruses and worms? Does L-3 offer a computer discount program? What do I need to look for when I am buying a new computer?

Over the years, the IT Help Desk has received countless questions regarding home PC's. In response to this demand for information, a Home Computing web site has been created for your use. This web site has been created by IT professionals and features:

- Valuable information to help you select the right equipment;
- Tips and information on Microsoft products;
- Answers on day-to-day questions and problems;
- Discounts available through corporate agreements;
- How to protect your home computer

Visit the new site at:

http://ishome.gvl.l-3com.com/one_ais/help/homepc/homepcpr.html. 

L-3 IN THE COMMUNITY




Pictured from left to right: Ron Campbell, Lt. Col. Nigel Simpson, Melissa Hinds, Maj. Ron Trosclair, Det 2, whose parents live near New Orleans, and TSgt Paul Steward of Det 2.

Det 2 donates to disaster relief efforts

USAF Detachment 2, Big Safari Systems Group located in Greenville donated \$500 to the local Salvation Army for the Hurricane Katrina Disaster Relief Fund. Det 2 Commander Lt. Col. Nigel Simpson presented the donation to Melissa Hinds of the Salvation Army in early September. The donation was part of the proceeds collected during the annual Det 2 Charity Garage Sale hosted in Greenville in June.

For the past 10 years, Det 2 has collected donations from throughout Northeast Texas and sold them to the community as part of their annual charity garage sale.

"The employees at L-3/IS are the biggest contributors to the garage sale and they are the ones that make it successful by both giving and buying," said Ron Campbell, Security manager for Det 2 and organizer of the garage sale. "The generosity of those who donate items allow the Air Force to help the community in times of need." 

Secure Communications and ISR



NETWORK COMMUNICATIONS

L-3 remains committed to US efforts to fully realize the promise of network-centric warfare, providing solutions that deliver real-time, executable battlefield information from multiple platforms and sources to the warfighter. L-3 ComConcept is the prime contractor for the Network-Centric Collaborative Targeting (NCCT) Advanced Concept Technology Demonstration (ACTD). NCCT provides machine-to-machine communications across multiple platforms for automatic threat identification, characterization and location purposes. At the Joint Expeditionary Force Experiment 2004 (JEFX-04), NCCT successfully correlated data from an RC-135 aircraft, a U-2 aircraft, an E-8 aircraft, a surrogate unmanned aerial vehicle with a signals intelligence payload and other national assets. This demonstration was the first time multiple sensors on multiple platforms were networked in real time and it resulted in NCCT's selection as the Secretary of Defense's 2004 ACTD Team of the Year.

L-3 also completed a successful Critical Design Review for its third-generation Multi-Role Tactical Common Data Link (MR-TCDL) product from Communication Systems-West, which forms the foundation for communications on the Army's Aerial Common Sensor (ACS). Additionally, four L-3 businesses – Communication Systems-West and -East, Integrated Systems and PacOrd – will provide secure, networked communications solutions for the Airborne, Maritime Fixed/Station (AMF) Joint Tactical Radio System (JTRS), which will enable interoperable communication in the joint battlespace environment.



SATELLITE COMMUNICATIONS

L-3 delivers comprehensive ground-to-satellite, real-time global communications capability through a family of transportable field terminals used to communicate with commercial, military and international satellites. These terminals, including the Tri-band Transportable Medium Earth Terminal (TMET) and the Tri-band SATCOM Subsystem (TSS), provide remote personnel with constant and effective communications links to distant forces, while minimizing long-term satellite lease costs. In addition, L-3 provides the design, engineering development, fabrication and test of upgraded Data Distribution Systems (DDS) for the United States Marine Corps Tactical Data Network (TDN). This network provides its subscribers with basic data transfer, switching services and access to joint strategic tactical data networks.



L-3/IS and QinetiQ Sign MoU for ISTAR, ISR Program Collaboration

In early November, L-3/IS signed a Memorandum of Understanding (MoU) to pursue a Strategic Alliance Agreement with QinetiQ LTD of Farnborough, England and QinetiQ Inc., of Arlington, Virginia, to collaborate on technology development for Intelligence, Surveillance, Target Acquisition and Reconnaissance (ISTAR) and Intelligence, Surveillance and Reconnaissance (ISR) programs.


"L-3's experience in technology planning, mission system integration and platform integration, combined with QinetiQ's expertise in developing advanced defense technology products

represents a formidable team in the ISTAR and ISR marketplace," said Bob Drewes. "We look forward to our efforts bringing substantial capability benefits to our mutual customers in the critical ISTAR/ISR mission area."

"QinetiQ brings planning and development of technology products for knowledge and information systems and sensors to the partnership," said Steven Brittan, managing director of QinetiQ's Spectrum Solutions Division. "This MoU will enable both parties to offer customers significant value in advancing ISTAR and ISR capabilities for the defense departments of the United States and

the United Kingdom, as well as other countries."


QinetiQ's experience lies in developing advanced defense technology products such as electronic sensors and knowledge and information systems which support ISTAR and ISR.

L-3/IS brings its experience in the planning and insertion of advanced technologies for ISTAR and ISR programs. This includes providing operational domain expertise, systems engineering, integration of advanced technology sensors and mission systems and platform integration for ISTAR and ISR capabilities. 

Greenville Hosts Flight Test Activities for U.S. Navy Trident Warrior 05 Exercise

The Network Centric Collaborative Targeting (NCCT) Program used L-3 Integrated Systems, Greenville, as a key development, integration, and test node for flight test and execution activities prior to and during the U.S. Navy Trident Warrior 05 exercise.

In 2004, NCCT test events prior to the U.S. Air Force Joint Expeditionary Forces Experiment (JEFX) 04 brought over 100 people and an E-3 AWACS to L-3/IS for integration activity. The 2004 integration effort was successful, and led in part to selection of Greenville for 2005 integration activities.

To prepare for Trident Warrior 2005, more than 140 people came to L-3/IS specifically for the NCCT Project. In addition to these guests, Greenville hosted a Nimrod and E-3D AWACS from the United Kingdom, a Senior Scout Equipped USAF C-130 from Salt Lake City, UT, and two U.S. Army Guardrail aircraft. All of these aircraft plus a JSTARS flew coordinated sorties over the local area in October and November as part of testing. During the exercise, L-3/IS hosted one of the principal nodes used by the NCCT network. 

Can you identify this aircraft?



Forty two years... October 24, 1963 to be exact. The date the very first commercial Sabreliner (Model 40, S/N 282-002, hull nick name "Tin Cow") was delivered to Pet Milk Co. for a selling price of \$989,982. That first-delivered aircraft is still in active service after 42 years, converted to a U.S. Navy T-39N #04, NFO/CSO radar trainer (B/N 165512) with the VT-86 Sabrehawks squadron at NAS Pensacola, Fla.

L-3 Vertex Aerospace provides both contractor logistics support and contract pilot services for the "Tin Cow" and other T-39N and T-39G aircraft supporting Undergraduate Military Flight Officer training with TRAWING Six. In the photo are Vertex mechanics Ken Misenheimer (sitting) and Bob Prime.

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Communications Management System

Greenville hosts flight test activities in preparation for U.S. Navy Trident Warrior 05 exercise

Summary: The Network Centric Collaborative Targeting (NCCT) Program is using L-3 Integrated Systems, Greenville, as a key development, integration, and test node for flight test and execution activities prior to and during the U.S. Navy Trident Warrior 05 exercise.

Full Text:

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