



**FAIRCHILD WESTON
SYSTEMS INC.**



FAIRCHILD WESTON SYSTEMS, INC.
DATA SYSTEMS DIVISION
P.O. BOX 3041
SARASOTA, FLORIDA 33578



*Happy
Holidays*

VOL. VIII, NO. 12

DECEMBER, 1986



TO ALL EMPLOYEES:

Once again my staff and I pause at year-end to send holiday greetings to you and your family. At this festive time of year, we wish you and yours a joyous holiday season and a happy, healthy new year.

1986 was a good year but we did not meet all of our financial objectives. Sales fell short of budget because orders were slow during the 4th quarter of 1985. The good news is that orders did pick up and we will exceed our orders budget for 1986. Profit was somewhat below budget because of the reduced sales and, more importantly, because we continued our heavy investments for the future. I am confident these investments will allow us to continue our growth mode. Over the past four years, Data Systems Division has grown at a compounded rate of 13.5% per year. This is an impressive record for which you should all be proud.

We are forecasting an 11% growth in 1987. We start the year with a comfortable backlog and new orders are continuing at a brisk pace. We will cautiously hire new employees and reduce expenses with watchful eyes on the economy and the political climate in Washington.

New personnel have joined us in just about all Departments. We extend a warm welcome to these new employees who will be contributing to our success in the future. Our ongoing Quality Circles program continues to become more sophisticated and demonstrates the significant value of involved, committed employees participating in shaping business decisions.

In 1987 our Division will celebrate 30 years of operation in Sarasota. We will be recognizing both the occasion and the employees who have made us a success throughout the years.

I would like to express my personal appreciation to all employees for your support and your efforts. My staff and I will continue to depend on you to make our Division the success we all want it to be.

Have a relaxing, happy holiday season. Come back safe, refreshed, and ready to meet the challenges that lie ahead in 1987.

**R. J. Keller
General Manager**

December, 1986



AN EQUAL OPPORTUNITY EMPLOYER M/F/H/V

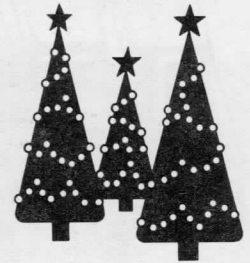


FROM OUR TEAM TO YOURS...

HAVE A VERY SAFE AND HAPPY HOLIDAY

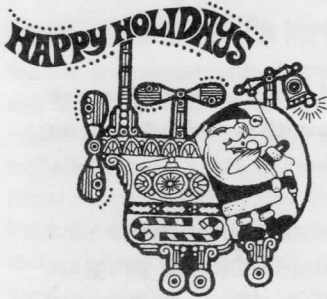
AND A

PROSPEROUS & PRODUCTIVE NEW YEAR!



THESE WISHES GO TO ALL FWSI EMPLOYEES AND FAMILIES FROM -

WAREHOUSE WIZARDS, FINE LINERS, WRITERS BLOCK, WORD WRANGLERS, GREAT EXPECTATIONS, REEL PROBLEMS, INNOVATORS, MS. WITS, SPCA, TASK MASTERS, TAPE ENGINEERING, P.C. CHARGERS, CLOSE TOLERANCE, NEW IMAGE, TGIF CREW, BIT BY BIT, PRINTED CIRCUITEERS, AVIATION FLYERS, THURSDAY NOON LIVE, & LEVEL TWO CREW.



These greetings are from the more than 200 employees involved in our Circles Program -- Employee Involvement Teams helping all of us to "make it better."



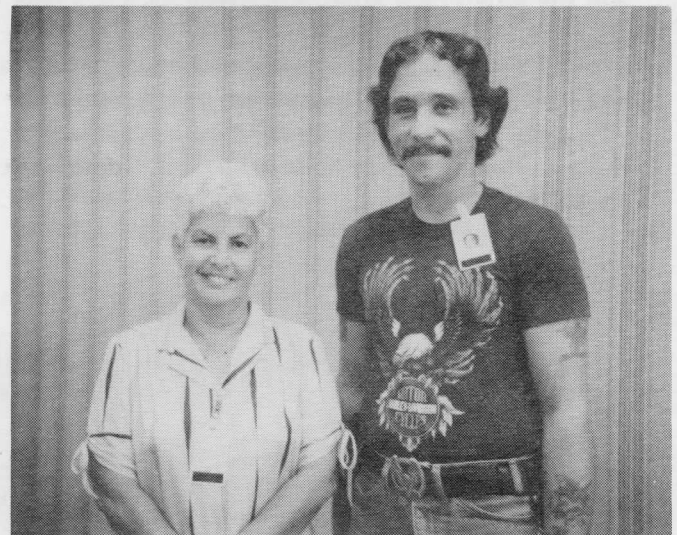
TWO NEW USA CITIZENS EARN CONGRATULATIONS

Eva Perez (Telemetry Assembly) and Ralph Krueger (Machine Shop) recently became citizens of the U. S. A., after completing the required study program and examinations. They are very proud of their new citizenship status.

In ceremonies that took place in Tampa, Eva was sworn in on November 21, and Ralph Krueger took the oath on December 5. Eva's husband Evilio also became a citizen on September 26.

Eva and her husband and three children came to Miami from Cuba in 1965. She lived in Chicago for a number of years before the family relocated to Sarasota. Eva joined our company in 1976.

Ralph Krueger's parents brought him to this country from Germany when he was a very young child. They lived in New Jersey, and Ralph first joined our Division in 1980. Ralph's wife Sharon is employed in Telemetry Assembly.



Eva Perez and Ralph Krueger are new U. S. citizens.

BOEING SELECTS OUR SYSTEM FOR AIR FORCE IUS CONTRACT

Boeing Aerospace Company, Seattle, Wash., has selected Fairchild Weston's Data Systems Division to provide a new state-of-the-art telemetry processing system to support the Air Force's inertial upper stage (IUS) missions. Authority to proceed on the first segment of work on this system was received from Boeing on December 15, 1986. The total fixed price of the contract award is over \$6,200,000.

This real time telemetry, analysis, diagnostic and distribution system (RTTADDS) will be used by Air Force personnel at the Satellite Control Facility (SCF) in Sunnyvale, California, to monitor telemetry during all of their IUS missions.

Our system will allow Boeing and the Air Force to control and evaluate the performance of the IUS during development and testing in pre-launch and launch phases of the IUS program.

The decision to locate the RTTADDS at the Satellite Control Facility was based on Telemetry Systems' ability to demonstrate that we could supply a cost-effective, off-the-shelf system that could meet SCF requirements.

The proposed RTTADDS consists of three basic parts: 1) A set of hardware and software called the "front end" system that accepts and processes incoming telemetry; 2) Main computers called "hosts" that accept the output of the front end system, further process the data, and provide outputs to the third system component; and 3) User workstations that allow the mission support personnel to display any of the data in ways that will meet their individual needs.

Thirteen candidate suppliers indicated an intent to respond to Boeing's request for proposal. Of those, only three accepted the challenge of performing the hands-on demonstration. Following the proposal submission, in order to provide this hands-on demonstration of an off-the-shelf system, a team of volunteers was assembled here at Data Systems Division for a dedicated two-week effort.

Proposal and Demonstration Team members consisted of Ken Slezak, Bob Buell, Kevin Lewis, Gary Schumacher, Gary Snyder, Jud Strock, Vince Supple, Len Zeiler and Tom Pittet. Larry Edwards provided West Coast Sales support.

Our demonstration was successful and was the determining factor in Boeing's selection of Fairchild Weston Systems Inc., for this contract. Data Systems Division's standard hardware and software products were also a significant factor in Boeing's selection of our proposed system. Everyone who has contributed to the development of these products helped us to win this job, Tom Pittet said.

The Program Team will consist of Principal Applications Engineer Ken Slezak, Bob Buell as Software Applications Consultant, Mike Messit as Hardware Engineer, Dale Roedger as Software Engineer and Program Manager Tom Pittet.

It is anticipated that the Air Force will request additional effort under this contract and that in the future at least one more system will be required.

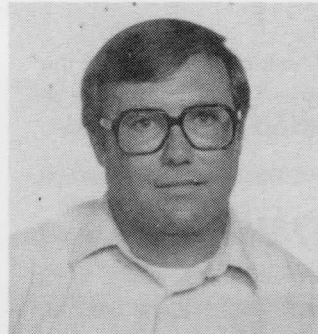
EMPLOYEES CELEBRATING SERVICE ANNIVERSARIES

Special anniversary greetings to two long-time employees who are celebrating 20 years and 25 years of service with our company during December. Marlin Beer (Customer Support, Lancaster, Calif.) marked his 20th service milestone, and Bob Wallace (Recorders Manufacturing) rounded out a quarter of a century of service on December 5. Both men were among the employees who came from Springfield, Illinois, when the Sangamo Data Recorders group moved to Sarasota in 1978.

Darrel Forrest, of Customer Support, Rocklin, Calif., completed ten years of service with our company on December 6.



Happy anniversary to Mary Gayle Wright (5 years), Bob Wallace (25 years) and Sherri Wilkinson (5 years).



Tom Tonkin, of Customer Support, Las Cruces, N.M., observed his tenth service anniversary on November 15.

TOM TONKIN

DIVISION CELEBRATING 30 YEARS IN SARASOTA

It was 30 years ago that Electro-Mechanical Research, Inc., began the move from Ridgefield, Conn., to Sarasota, Fla. The small electronics company selected Sarasota as the site for its new plant and the base for its future growth.

And grow it did -- from a few hundred employees in 1957 to a multimillion dollar high tech industry, known today as the Data Systems Division of Fairchild Weston Systems, Inc.

In December, 1956, temporary quarters had been set up in store fronts in the Sun Haven Shopping Center on Clark Road in Sarasota. There new employees were interviewed, Assemblers were trained, and the company's Sarasota operations started to grow.

Classes were conducted in cooperation with Sarasota Vo-Tech to train electronics assemblers in soldering and other skills needed to build the Subcarrier Discriminators and ancillary equipment which formed the backbone of the company's business 30 years ago. Some of the new Assemblers were officially placed on the company payroll in January, 1957.

One of those Sarasota Pioneers was Dorothy Bennett (Engineering Services ECO Manager) who celebrates her 30th service anniversary with our company on January 7, 1987. Some employees who started with the company in Connecticut are still part of our operations.

Meanwhile, during early 1957, a new facility was being built in Fruitville on the 90-acre site selected for the company's factory and for its planned future expansion. Later in 1957, some Ridgefield personnel transferred to Sarasota, and the Production Building was occupied. As the business grew, our facility expanded.

Today, Data Systems Division occupies a huge 290,000 square foot facility which produces EMR telemetry products and systems, Instrumentation Data Recorders, Aviation Recorders, and Signal Processing equipment for our customers around the world.

In future issues of PULSE we will feature stories about the people and the business that evolved since that move to Sarasota in 1957, as we celebrate 30 years of progress.

Happy 30th anniversary in Sarasota, Data Systems Division!

CONGRATULATIONS!

JANICE MAUS (Customer Support) and her husband Mark announce the arrival of their daughter, Megan Lee, on December 13, Megan weighed in at 6 lb. 3 oz.

LINDA ALTICE (Receiving Inspection) and her husband Ron welcomed their new baby boy on December 15, 1986. He weighed 10 lb. 12 oz. at birth, and is named Brandon Nathaniel.

1986 COMPANY CONTRIBUTION TO SAVINGS PLAN ANNOUNCED

General Manager R. J. Keller announced this month that the company contribution to the Data Systems Savings Plan (formerly known as the Schlumberger Contributory Investment Growth Plan) will be 65¢ for each admissible dollar contributed by employees during 1986.

The 65¢ matching contribution equals the highest contribution level in the Division's history. Similar company contributions of 65¢ were made in 1984 and 1985. In 1983 the contribution was 35¢.

Company contributions to the Savings Plan are made directly out of Division profits. Generally, good years yield larger contributory amounts than lesser years for the Division. Mr. Keller pointed out that he and his staff felt that 1986 was a good year despite the fact that the Division did not meet all of its financial objectives.

Under the terms of our 401(k) Plan, which is part of the Data Systems Division Savings Plan, eligible employees may contribute up to 10% of their base pay into the Savings Plan. The company contributes 1% of each participant's admissible compensation for 1986, regardless of the employee's contribution. The company also contributes a minimum of 25¢ matching contribution for each dollar the employee contributes (up to 6%).

A statement showing your year-end account balance is included in our annual Personal Statement of Employee Benefits (Benefacts). These statements are usually distributed in April.

CREDIT UNION ANNOUNCES 4TH QUARTER DIVIDENDS

Based on excellent financial results for the final quarter of 1986, the Fairchild Sarasota Credit Union Board of Directors announces that the dividend for the fourth quarter will be 7% (A.P.R.). When combined with the dividend paid for the other three quarters of 1986, the effective annual dividend rate is 6.25% for 1986.

The amount of total dividends credited to Credit Union members' accounts for 1986 will be \$34,450, according to Treasurer Ed Annaratone.

"The actual results of our performance each quarter determine what the Credit Union dividend will be," Ed explained. "The Board is pleased to be able to declare this increased dividend, but members should understand that we cannot predict exactly what the next quarter's dividend will be."

In other action the Board set Tuesday, February 3, 1987, as the date for the Credit Union annual meeting. Election of Board members and committee members will take place at the annual meeting.

Response to the offering of a Christmas Club has been very good, with more than 80 members signed up by early December.

FINANCIAL DATA TO HELP IN YOUR 1987 PLANNING

Under the Income Tax Reform Act of 1986, there will be many changes, including some changes in the 1987 withholding tax rates. Below is some information to help you with your financial planning for 1987. These 1987 changes will be reflected in your pay receipt of January 9, 1987.

TAX REFORM ACT OF 1986

TAXABLE INCOME

<u>Rates</u> <u>1987</u>	<u>Joint</u>	<u>Head of</u> <u>Household</u>	<u>Single</u>
11%	0-\$3,000	0-\$2,500	0-\$1,800
15%	3,000-28,000	2,500-23,000	1,800-16,800
28%	28,000-45,000	23,000-38,000	16,800-27,000
35%	45,000-90,000	38,000-80,000	27,000-54,000
38.5%	90,000 +	80,000 +	54,000+

1988

15%	0-\$29,750	0-\$23,900	0-\$17,850
28%	29,750 +	23,900 +	17,850 +

(Beginning in 1989, 28% rate bracket adjusted for inflation)

The benefit of the 15% rate is phased out between the following income levels:

	<u>Joint</u>	<u>Head of</u> <u>Household</u>	<u>Single</u>
5% Surtax	\$71,900-149,250	\$61,650-123,790	\$43,150-89,560

Standard Deduction

1987	3,760	2,480	2,480
1988	5,000	4,400	3,000

An additional \$600 deduction is provided for married blind or elderly individuals (\$1,200 for a married person who is blind and elderly.) An additional \$750 deduction is provided for single elderly or blind individuals (\$1,500 for an unmarried individual who is blind and elderly.)

Personal Exemption

1987	\$1,900
1988	\$1,950
1989	\$2,000

SOCIAL SECURITY (FICA) TAX BASE CHANGES IN 1987

Social Security Taxes paid by you and also by the company will continue at 7.15% for 1987 -- the same rate as 1986. However, the Tax Base will go up to \$43,800 for the year 1987.

1987 WITHHOLDING ADJUSTMENTS

Employees should consider filing a new Form W-4 to take effect in January, 1987. You may wish to increase or decrease your withholding to reflect the Tax Reform Act changes that take effect in 1987 in order to avoid the painful situation of being underwithheld.

The new Form W-4 is now available in Personnel and the Payroll Department. The forms will be distributed to employees by February, with instructions for mandatory refiling by October 1, 1987.

\$\$ INSURANCE TIPS \$\$

SOME REMINDERS TO HELP YOU WITH YOUR INSURANCE CLAIMS

As the new year approaches, there are some important things to remember about handling your insurance claims for 1987.

ANNUAL DEDUCTIBLE -- You will need to satisfy your annual deductible in 1987, before any payments will be made on your insurance claims. There is an ANNUAL deductible of \$100 for an individual or \$200 for the family.

NEW FORM -- Effective each new year a claim form must be completely filled out with your first claim for each person -- employee and dependents. Complete information includes the spouse's employer and any other coverage. Our medical forms have been revised to include the spouse's date of birth.

BIRTHDAY RULE -- The "Birthday Rule" will be effective on January 1, 1987. This rule states that if you have a dependent child who is covered by our plan and your spouse's plan, the parent whose day of birth falls earlier in the calendar year pays first. The plan of the parent whose day of birth falls later in the calendar year will pay second.

SPOUSE'S COVERAGE -- If your spouse is covered under our policy and the spouse works and also has coverage at the spouse's place of employment -- the claim on your spouse must first be submitted to their company. After the Explanation of Benefits is received from the other company, then the bills and the Explanation of Benefits should be submitted to our carrier.

PRE-CERTIFICATION -- Employees are responsible for pre-certification before hospital admissions (THIS IS NOT NECESSARY FOR OUT-PATIENT SURGERY.) Employees may call the pre-certification number directly, 1-800-633-9900, or have your doctor call, or obtain a form from the Benefits Office. The form should be submitted approximately two to three weeks before hospital admission. (BENEFITS ARE REDUCED IF PRE-CERTIFICATION IS NOT OBTAINED.)

SECOND OPINIONS -- Second opinions are required on certain surgeries. Forms are available from the Benefits Office. (BENEFITS ARE REDUCED IF SECOND OPINIONS ARE NOT OBTAINED.)

CHANGE OF STATUS -- Marriage, Births, etc. If you get married, divorced, have a baby, or have children who become 19 or older, please call our Benefits Office to discuss coverage. A new spouse, or baby, must be added to your coverage within 30 days. When other changes occur -- a divorce, or children reaching 19 or older -- please check with Alma Sanger, Ext. 5526, to verify details of insurance coverage.

QUESTIONS ABOUT YOUR CLAIM -- If you have any questions concerning your medical claim, you may contact our Benefit Analyst at Connecticut General directly. Call 1-800-527-2171 and speak with Barbara Banks.

EAP SUGGESTS SOME WAYS TO EASE HOLIDAY STRESS

Employee Assistance Program Counselors Holly Burcenski and Ken Kinzie know that many employees get caught up in the bustle of the holiday season. There are some things you can do to help ease holiday stress -- even at this late date:

- Eat balanced meals. Don't overdose on holiday goodies. Decrease sugar and alcohol intake.
- Try to get proper rest and exercise.
- Let friends help. Exchange chores with friends. Baby-sit the kids while a friend grocery shops. Have a gift-wrapping party or a tree-trimming party.
- Take some "me" time -- quiet time to take a nap, read a favorite book, walk on the beach, attend a favorite sporting event, a special concert, or spend a quiet evening at home.
- Streamline activities. Buy prepared foods instead of cooking for parties. Have your holiday party in January -- it'll help people cope with the post-holiday blues. Buy the same type of gift for everyone, or give each person the same gift every year -- e.g., magazine subscription.
- Assess holiday traditions. If you make plum pudding every year and no one eats it, stop.
- Give yourself permission to enjoy all aspects of the holiday season -- the decorations, the parties, the sharing and caring. Most important, have an ATTITUDE OF GRATITUDE. Sit down, relax and count your blessings.

Happy holidays from your EAP Counselors, Holly and Ken.

(To make an appointment to meet with our Employee Assistance Program Counselors, call 953-1240 daily -- or Ext. 5518 on Tuesday mornings, EXCEPT December 30.)

WARNER ROBINS AFB ORDERS TDARS UPDATE

Warner Robins Air Force Base, Ga., has awarded Data Systems Division a contract for the upgrade to an existing ground telemetry system which FWSI installed some years ago. The contract is valued at over \$500,000.

The system is called TDARS, which stands for Telemetry Data Acquisition and Reduction System. The upgrade consists of hardware, software, and manuals.

Personnel who were part of the effort to win this business over the years include Kathy Bossert, Dick Haase, Art Kelley, Herb Larrabee and Lenny Zeiler. Wyatt Bishop is the Salesman on this order, and Earl Studenwalt the Contract Administrator

AVIATION RECORDERS SCORE SOME FIRSTS

Our Aviation Recorders group has recently scored several important additions to their customer base.

Piedmont Airlines, Winston Salem, N.C., continues to select the Fairchild Weston Model F-800 Digital Flight Recorder (DFR) for their new aircraft -- the newest being the Boeing 767 aircraft. A significant breakthrough is that Boeing will perform the Recorder installation and hence certify our Recorder on this important new aircraft.

Piedmont has also specified our expanded parameter DFR - the second customer to order our expanded version which meets the proposed new FAA requirements. Ozark Airlines had previously selected this unit.

Another first is the selection by United Parcel Service (UPS), Louisville Ky., of our Model F-800 Digital Flight Recorder for their new Boeing 757FP aircraft. Again, this is important because UPS is the first customer for this new aircraft, and the certification of FWSI equipment on the Boeing 757FP allows future customers to select our Recorders without extra charges to obtain certification.

RENOVATION PROJECTS IMPROVING FACILITY

Several improvements are currently underway in the continuing effort to enhance our facility and improve work areas.

- Improved lighting is being installed at entrances and in parking lots.
- Remodeling the L Building and hallway is scheduled for completion by January 5, 1987. Configuration Data Management and the Engineering Document Center will move into this section.
- A portion of the west end of Telemetry Systems will soon be combined with our Signal Processing Systems (SPS) area. Some Telemetry Systems personnel will be moving into the areas currently occupied by Configuration Data Management and EDC, as fresh new modular offices are erected.
- As announced earlier, the new improved automatic wave soldering system is scheduled for installation during the year-end holiday period.
- Fresh paint has given the Cafeteria a face lift, and the Cafeteria windows will be caulked and repaired during the holiday shutdown.

Special appreciation goes to those employees in Plant Maintenance -- and other Departments -- who will be working during the year-end period, while most employees are enjoying the holidays. Thank you for your efforts!

Also, first orders for Cockpit Voice Recorders and Digital Flight Recorders for the new Airbus Industrie A320 aircraft have been received from Air France. Air Inter and Lufthansa have also indicated they plan to install our Recorders on this new technology aircraft.

Gulfstream Aerospace advised that the Fairchild DFR has been selected as standard for the new G-IV aircraft. Our CVR has long been standard on Gulfstream aircraft.

OUR NEWEST RETIREE

Doris Joubert (Aviation Recorders Assembly) elected early retirement on December 5 after completing over ten years of service with our company.

Doris was born in Manhattan, and worked at Raytheon in Rhode Island prior to moving to Sarasota.

"There are lots of people I've enjoyed working with here," Doris said. "I especially liked working with the SWS group."

Doris and her husband Bill are taking off on a three-week trip to California and Las Vegas this month, and they are looking forward to doing more traveling.

Happy days, Doris!



Doris Joubert

BASKETBALL STARTING

It's basketball time. Time for some exercise to shape up after all those holiday goodies.

Beginning January 5, 1987, at 7 p.m., the Brookside Middle School Gymnasium will be open for Fairchild Weston employees and family members interested in playing basketball.

The Gym will be open from 7 to 9 p.m., every Monday until further notice. It is located on Shade near Bee Ridge Road. For more information, please call Ralph Portuondo at Ext. 5404.

THE SEASON FOR GIVING CONTINUES ALL YEAR

A phone call from Happiness House Rehabilitation Center -- an Easter Seals Agency for handicapped individuals-- alerted PULSE to "nice things some of your employees are doing for Happiness House clients."

Several Data Systems Division employees -- Larry Stewart and Don McCrea (Machine Repair) and Ron Snavelly (SPS) - - are participants in a non-profit charitable group called the West Coast Sherife Association, chartered in Sarasota and Manatee Counties. Founders Larry and Sally Stewart had been active in the Sherifes of West Tampa, which benefits the McDonald Training Center. They decided to organize a local chapter, and before long 30 members were active in the group, headed by Larry Stewart.

Sherife members meet monthly, socialize, and participate in a variety of events, such as the Tampa Gasparilla festival, Ybor City parade, St. Petersburg Festival of States, Clearwater Night Parade, Arcadia Rodeo, King Neptune Parade, DeSoto Pageant, and Bradenton Children's Day Parade. The men dress in western outfits, complete with six guns or shot guns, and the women wear early pioneer costumes, or antebellum gowns, and ride the Club's float in the festival parades.

"But the main function of the Sherife Association is to raise money and assist with charitable projects," Larry Stewart explains. "Through barbecues, yard sales and dances we raised over \$1,000 in 1985. We took that money and went to Belk Lindsay, Sears, Eckerd's, The Cookie Company, and other merchants, and told them we wanted to take a van load of gifts to the Happiness House adult Christmas Party in December, 1985. Through the merchants' generosity, our fund of over \$1,000 grew into many more gifts for the 120 adult Happiness House clients. At the Christmas party, each client who attended received seven to nine gifts." This year the group again provided gifts for the adult Christmas Party at Happiness House on December 19.

"Our payoff is the expression on the clients' faces at the party," Larry said.

Sherife members are also invited to participate in various charitable fund-raisers sponsored by organizations such as the Junior Women's League of Manatee County, Mental Health Association, and Rotary. They help with Special



Don McCrea (left) and Larry Stewart participate in the Sherife Association's community benefit activities. Missing from this photo is Ron Snavelly.

Olympics and plan to assist the "Special Riders" organization of Arcadia which aids some handicapped individuals by teaching horseback riding skills.

"All of our activities involve the whole family, and that appeals to me and my family. The kids enjoy it," said Don McCrea.

The Sherife men may look like tough, gun-toting cowboys - - but look again. There are some warm hearts under those vests!

SWS STUDY CONTRACT

The relationship between FWSI Data Systems Division and Schlumberger Well Services (SWS) continues with the signing of a contract for a study of a new and improved Digital Telemetry System.

Bill Waggener, Technical Director at Data Systems Division, has been working with the engineering and managerial staff at the Austin, Texas, facility for several years.

Jim Fillion will act as the Project Engineer on this project, with Bill Waggener as Project Consultant.

Holiday Greetings



Happy New Year!