

# PROGRESS



**FAIRCHILD WESTON  
SYSTEMS INC.**



FAIRCHILD WESTON SYSTEMS INC.  
DATA SYSTEMS DIVISION  
P.O. BOX 3041  
SARASOTA, FL 34230

**CELEBRATING OUR 31st YEAR  
OF PROGRESS IN SARASOTA**

VOLUME X, NO. 12

DECEMBER, 1988



## TO ALL EMPLOYEES:

As year-end approaches, we pause to send holiday greetings to you and your family. My Staff joins me in wishing you and yours a happy holiday season and a wonderful new year.

In reviewing our business picture for 1988, we can take pride in some notable successes. Revenues were above budget for Data Systems Division, and include an outstanding year for Aviation Recorders (42% over budget). Orders were slightly above budget and include excellent performances by Aviation Recorders and Instrumentation Recorders. We will start 1989 with a backlog equal to six months of work. Our disappointment is that Telemetry and SPS orders were below plan. We are continuing to make heavy investments for the future, and I am confident the business will continue to prosper.

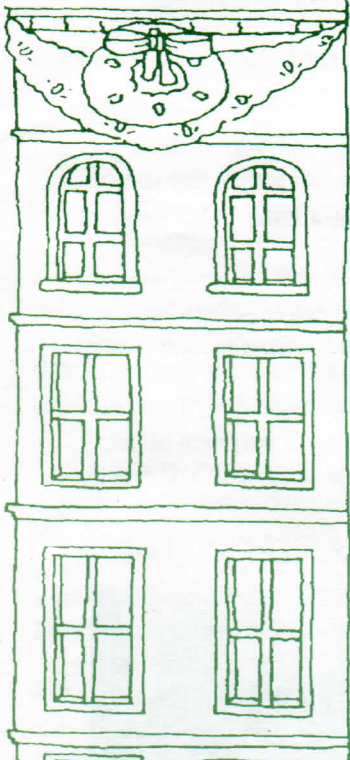
We are forecasting slower growth in 1989. Our hiring will continue to be cautious, and along with everyone else, we will be carefully observing the economy and political climate in Washington.

To all the employees who have joined us in 1988, we extend a warm welcome. You will be contributing to our future successes, and we are pleased to have you on the team.

I would like to express my personal appreciation to all employees for your efforts and your loyal support. My Staff and I will continue to count on you to join us in building our Division's success.

Enjoy a relaxing holiday season, and come back ready to tackle the challenges and opportunities we will face in 1989.

*Carl L. Schleicher*  
Carl L. Schleicher, General Manager







## J. KEVIN KELLY Joins Data Systems Division

J. Kevin Kelly joined Data Systems Division in Sarasota in September, as Director of SPS. Mr. Kelly comes to Sarasota from HRB Singer where he was involved with Electrical/Electronics Engineering.

Mr. Kelly has known since the ninth grade that he wanted to be an Electrical Engineer. His interest was founded in radio and the novelty of wireless broad band transmission. He earned his first degree in Electric Engineering Science majoring in Electronics and minoring in Mathematics from Pennsylvania State University. He achieved his Masters degree at State College in Pennsylvania. His first job was with Curtis Wright Research Division in Quehanna, Pennsylvania. Later, he worked for Westinghouse Electric Corporation in Baltimore, Maryland,

Mr. Kelly is very proud of his family. Now that the boys are grown, his wife, **Donna**, is studying Real Estate and taking some clerical courses. His eldest son, **Brandon**, works for the City of Altoona, Pennsylvania. His second and third sons live in Washington, DC. **Christopher** is studying law and **Douglas** works for Stanford Telecommunications as an "E.E. just like me." His youngest son, **Patrick**, has plans for a career in landscape architecture.

Mr. Kelly enjoys competitive sports and until recently, has played basketball and baseball with three teams concurrently. He believes that competitive sports "prepare one for other areas of life where competitiveness is a definite requirement." He also enjoys reading spy novels, particularly those by Tom Clancy, Frederick Forsythe and John LeCarre. He is actively involved with IEEE and was twice the Chairman of the Central Pennsylvania Chapter.

He is impressed with the quality of the people he has met at Data Systems Division, on both sides of the plant. He said "The breadth and depth is here, but we need to organize ourselves in such a manner as to present the 'Total Company' image within the customer community."

## New CNC Lathe - Another Employee Involvement Success

What began as an idea in the minds of a small group of employees has now become a reality. The two-year epic started in January 1986 when the **Close Tolerance** Employee Involvement Team of the machine shop identified a problem of quality and reliability caused by aging machinery. The solution, better efficiency through more updated equipment.

For 18 months the group researched, ran time tests, evaluated new machinery, and ended with a presentation to management which was approved. The remaining six months the team waited on the budget process to run its course.

Close Tolerance developed a grading system consisting of 35 individual points to evaluate different lathe manufacturers and their machines. Eight requirements, which the new lathe must meet, were also determined.

Included in their conclusions were the following savings:

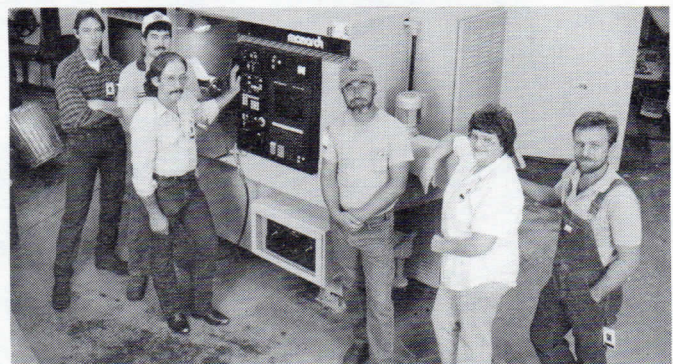
Run time savings = 2,110 hours per year  
Rework savings = \$4,362  
Scrap savings = \$1,506  
Three year savings = \$33,000, \$40,997, \$43,055,

as well as, 14 additional ways the new lathe would improve output.

The Close Tolerance team would like to acknowledge and thank former employee **Freddie Masse** for her encouragement during the 18 months of research and evaluation.

**Dave Clouse**, Manufacturing Engineering Department Manager, praised the group for the smoothness with which the entire operation transpired.

Reported by: **Phil Luquette**



**Close Tolerance E.I. Team from L-R:** Jeff Morrow, Brad Jones, Ralph Krueger, Bill Fincher, Helen Duthe, & Fred Krase. Not pictured: Kathy Ling.





# HEALTH HAPPENINGS...by Debbie Graham, R.N., C.O.H.N.

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## HOLIDAY STRESS

At this time of the year, our hearts are filled with joy and expectation. We excitedly look forward to sharing our love and plans with family and friends, and are reminded of our many blessings, and how good life is for us. The stress of hurried shopping, planning parties, getting the last minute details finished is a large part of the holiday hustle and bustle. This stress is normally accepted as part of the holiday season, and most of us cheerfully put up with the rush and inconveniences.

But there is another side to holiday stress which may be helpful for us all to think about. Perhaps someone has lost a loved one during this time of the year, or just recently, and their memories are saddened. Perhaps, money is just a little bit short and the tree may be bare of presents, if indeed a tree is affordable. Those precious memories of when we were kids and everything was great, are magnified and can cast a pall over the season if things aren't fine in our world now. Recent divorce, loss of a job, a recent move into a new neighborhood, sick children or sick aged parents. Problems within the family, missing loved ones who are far away, can add burdens to the normal stress of the holiday, and can lead to depression.

The holiday blues can be handled if you recognize that this particular time of the year is temporary, and that it is quite natural to have these feelings. Depression is common, and dealing with the symptoms helps to overcome them.

Plan your time carefully, and try to avoid fatigue. Plan activities so that you are not alone, and share your holidays with others if possible. Don't spend money that you cannot afford because this places a greater burden on you and can contribute to the blues. Bring to mind all the good and wonderful memories and dwell on the positive ones.

Be prudent when drinking alcohol. Alcohol is a depressant and can contribute to your feeling blue. Do something for someone else. The joy you can feel in extending a helping hand is like no other boost in the world.

Protect your health, and stick to any program of health care that you follow. Even minor illness can magnify stress. Share with good friends or family any feelings you may have, because talking it out helps a great deal. Remember, our EAP is always available to you 24 hours a day when you need a friend. Have a blessed holiday, and enjoy this very special time of the year.

## DID YOU GET SOMETHING FOR CHRISTMAS THAT YOU DIDN'T WANT?

One of those wonderful things about the season's joy is allowing ourselves to indulge in all those great foods, candies, cookies and sumptuous meals. Party-going snacks high in calories, plus "liquid cheer", all add up to extra CALORIES, and for weight conscious people, quite possibly extra pounds. A "Christmas bonus" none of us want.

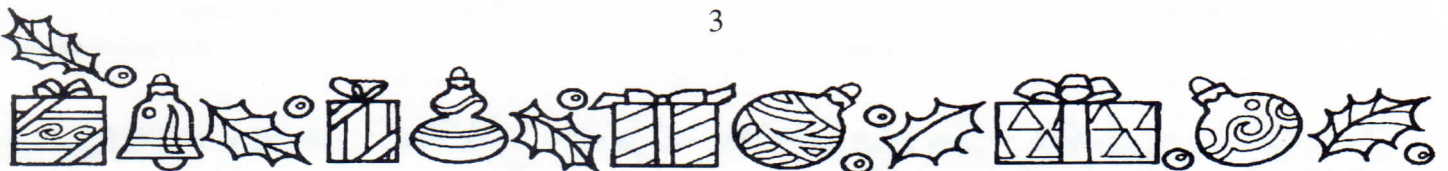
*Weight Watchers At Work* is a 10-week program that was successful for many FWSI employees when we last held it at the plant. It might be just what the doctor ordered to start 1989. Make a New Year's resolution to fight the battle of the bulge and win. The Weight Watcher counselor comes to the plant and the group meets at lunchtime. Costs can be arranged on an easy pay basis via payroll deduction, but 25 participants are required to get a class going. Please contact the nurse at X-5559 if you are interested. Remember, obesity is a major health problem and leads to premature deaths and causes complications in many otherwise minor illnesses. Let's think THIN for 1989!

## WELLNESS - HEALTH PROMOTION

These two terms are being talked about so frequently today that we should question ourselves as to why they seem to be the buzz words of the 80's. Some historical perspective may put us on the right track to understanding why health professionals are emphasizing these "keys" to a longer, healthier life.

Back in the early 1900's people died prematurely of diseases caused by bacteria or viruses. Antibiotics had not been discovered and diagnostic techniques were crude and early discovery of disease was not possible. In the mid 1900's antibiotics were discovered, and pharmaceuticals became a major weapon against diseases. In the latter 1900's, sophisticated diagnostic techniques had given us an early start in diagnosing disease, but the premature deaths continued, this time due to LIFESTYLES. Today we ride, we don't walk. We sit in front of the T.V. instead of being outdoors and exercising. We eat ready-made and fast serve foods laden with saturated fats. We use too much salt and eat too much sugar, and forget about the values of fresh fruit and vegetables.

(Continued on page 4)





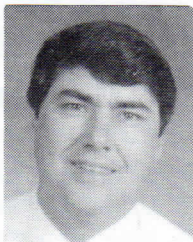
(WELLNESS, cont'd. from pg. 3)

We are so busy trying to succeed that we don't take time to relax and enjoy our lives. We are a "stressed-out" generation. We rely on chemicals to "feel good". Cigarettes, alcohol, tranquilizers, and "pigging out", have replaced the old values.

Wellness in place of illness and premature death is the major thrust of health promotion. Replacing bad health habits with new, good health habits means getting educated, and most importantly, accepting responsibility for one's own health.

In 1989, we will be offering many health programs to our employees. It would be helpful if you have any good ideas to share them with the health nurse. A walking program has been suggested, another "Weight Watchers at Work" has been requested, and several health screening programs are being researched. Next month I will publish a Health Risk Analysis for you to take home and fill out. This will give us all a good idea of where we need to improve our lifestyles and give me a good idea of what programs are needed the most.

## MIKE EISENBISE EARNS CERTIFIED PLANT ENGINEER (CPE) STATUS



**Mike Eisenbise**, Facilities Manager, has attained the status of Certified Plant Engineer (CPE). The distinction was granted by the Certification Board of the **American Institute of Plant Engineers (AIPE)**. Mike is a member of AIPE's Sun Coast Chapter No. 81.

AIPE Certification was established in 1975 and quickly became a standard of excellence for the plant engineering profession. The initial process of certification requires either a combination of engineering education and experience or a passing grade on a comprehensive seven-hour written examination. Once certified, successful applicants may use the CPE (Certified Plant Engineer) designation after their names. To date, more than 1,700 plant engineers in the U.S. and abroad have been certified.

AIPE, with more than 8,000 members across the U.S. and Canada, is America's only association dedicated exclusively to the plant engineering profession.

Reported by: AIPE

## CONTINUING TO GROW WITH DALE CARNEGIE

To strive toward our goal of efficiency at work the **New Image Employee Involvement Team** decided further training would build better employees, therefore contribute to Fairchild's productivity.

Backed by the support of Management, we chose a series of **Dale Carnegie** courses. There were 15 classes in all, and 39 clerical/customer support employees attended this seminar after working hours. The courses taught were:

1. A More Effective Memory
2. Understanding Ourselves Better
3. Attitudes Toward Others and Our Jobs
4. Expressing Approval Through Constructive Praise
5. Becoming a More Appreciative Person
6. Effective First Impressions
7. Responding to a Person who Has a Complaint
8. Communication Basics
9. Participating More Effectively in Meetings
10. Managing Time
11. Managing Stress
12. Helping Each other at Work
13. Motivating Myself
14. Goals and Enthusiasm
15. How to Live and Work with others Effectively

Dale Carnegie (1888-1955) once a Missouri farm boy became an author and educator through his insight into human nature and effective use of communicator skills. He authored many books, particularly, "*How to Win Friends and Influence People*". He's become a pioneer in the human potential movement and reminds us we never stop growing and learning.

Highlights of the course were ideas that build positive attitudes and therefore produce better results, WHEN PRACTICED. Some popular ones were:

- Take a positive risk to be better.
- In order to succeed at something you must first WANT TO.
- Don't let problems or complaints take up more than 10 minutes in your life.
- Maximize the "learning approach" and minimize the "mistake approach" toward past events.
- Be yourself; but be the BEST you can be.
- "The me I see is the me I'll be".
- "Aim for the moon, if you fail at least you'll fall among the stars".
- "Do the hard jobs first. The easy jobs will take care of themselves".

(Continued on page 5)



(CARNEGIE, cont'd. from pg. 4)

Although we do not have the opportunity to have Dale Carnegie courses taught here on a continual basis, there is another way to get hooked into these behavior-changing messages. Read, read, read and then **practice** it! His books are available at the Public Library.

**Phil Luquette**, our plant Employee Involvement Coordinator, has a collection of these self-help types of books to borrow. Please feel free to contact him for help in your quest for self-development.

Reported by: **Deborah Stilley**

### DALE CARNEGIE COURSE PARTICIPANTS



*From L-R:* Julie Soderquist, Judy Brewer, Peggy Creadon, Chris Govaars, Debbie Sutor, Terry Cori, Rita Keen, Harriett Fincher and Berenice Henderson. *Not Pictured:* Ernestine Anderson, Ruth Erlandson, and Alma Sanger.



*From L-R:* Delores Martinez, Donna Roth, Janet Cave, Elaine Ellis, Carolyn Kleist, Debra Walker, Cindy Mathews, Cynthia Cole, Judy Mewes and Karen Peterson.



*From L-R:* Sandy Rogers, Shirley Buerge, Baba Marrero, Karen Critchlow, Deborah Stilley, Becky Morrison, Chris Lawson, Cinda Whaley, Nancy DuPlantier, Louise Ream, Verna Lee Frye, Ann Mongillo and Mary Lou Carter.

The following is a letter submitted to *PULSE* by employee **Joan Stabenow** in the spirit of the holidays:

## THE GIFTS OF LIFE

My purpose for writing this letter is that I needed help to get through a very trying crisis in my life this past year and I want to recognize and thank some of the caring people in the community in which we live and work.

On September 6th of this year, my twin sister, **Jean**, was hospitalized and diagnosed as having acute leukemia. Upon hearing this and being many miles apart, she in Illinois and I here in Sarasota, I instantly related leukemia to "Death". It was not easy getting my thoughts together.

The first person I sought out was **Debbie Graham**, our industrial nurse here at Fairchild Weston. That was really a step in the right direction. We sat down together and talked about this blood disease. Debbie was very helpful and patient in answering my questions and most reassuring with my deepest fears.

I had to call on Debbie again a few days later, asking her about "platelets" in the blood (this is the cell that allows healing to take place in our bodies). Jean was not doing well at this time as she was having adverse reactions to donors' platelets. Her doctors were now requesting my help to donate platelets to my sister. With Debbie's help, we made a few phone calls to the **West Coast Blood Bank**. Arrangements were made and I then started to donate my platelets every other day for a week. This is about a two hour process.

The platelets were then sent directly to Jean within 24 hours of having been taken from me. A great deal of thanks goes to the director of WCBB, **Linda Peel**, and her staff for all the help and support I received from this group.

Within a few weeks, Jean's leukemia went into remission. However, the remission would not last long without a Bone Marrow Transplant (BMT). This is where I would really come into an even more active participation in my sister's fight for life.

My spirits were high to think that I would be a perfect match and be Jean's Bone Marrow Donor. Jean never needed to ask for my help. The bond between twins is very special and inseparable. By this time, I am really getting educated on leukemia, platelets, and now, bone marrow.

By October 10, the talking stage of BMT had progressed to a reality. I was having blood samples sent to the University of Minnesota Hospital for testing. This is where the transplant would take place. On November 7th, I was on my way to Minnesota.

(Continued on page 7)



# BENEFITS BULLETIN

The week of November 28th was an eventful one for the employees of Data Systems Division. This was the week when all employees were invited to Benefits Meetings presented by Personnel Director, **Art Rogers**, to find out the details of the new Schlumberger benefits program. The new benefits program will allow easier administration between other Schlumberger facilities, help keep employee costs to a minimum, and allow for an easier transition for those employees who may one-day transfer to another Schlumberger facility.

Behind the scenes, **Alma Sanger**, Benefits Administrator, did an excellent job of coordinating the meetings, organizing the materials, and answering thousands of questions asked by employees. In an attempt to help answer some of the most frequently asked questions, Alma has put together a list of some of them for you to review.

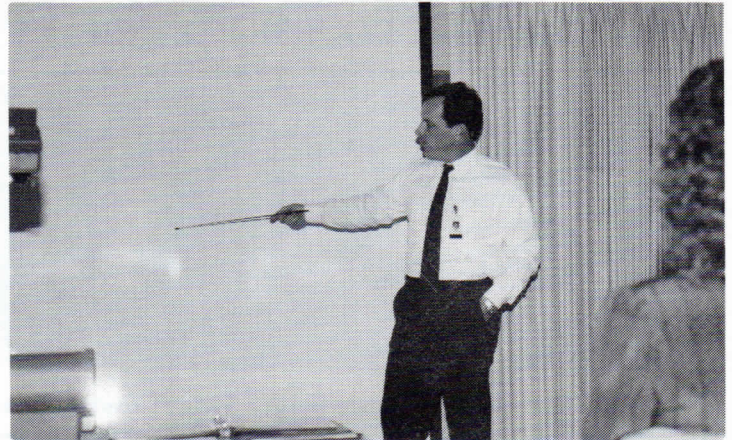
## QUESTIONS AND ANSWERS FROM BENEFITS MEETINGS

- Q.** If my spouse is over 65, can he/she be enrolled in the medical and dental plan during this open enrollment period.
- A.** Yes, your spouse over 65 may be enrolled and Connecticut General would be primary insurance for his/her medical coverage before Medicare.
- Q.** Under our preventative care, are regular monthly check-ups for well-baby care covered?
- A.** Yes, monthly check-ups are covered up to the dollar maximum listed in the brochure on page 9.
- Q.** If I am covered by CHAMPUS through the U. S. Government, which insurance company will be primary?
- A.** Connecticut General would be primary and then CHAMPUS.
- Q.** Does the medical lifetime maximum reinstate each year?
- A.** There is no yearly reinstatement of the lifetime maximum. However, the new lifetime maximum is \$1.2 million.

*(Continued on page 7)*



The Personnel Department + 1, assemble the mounds of paperwork associated with the new benefit program to be given to the DSD employees. Pictured from L-R are: Cynthia Cole, Mike Salone, Debbie Graham, Marie Keeney, Julie Soderquist, Delores Martinez, Alma Sanger, and Art Rogers.



**Art Rogers**, Personnel Director, conducts one of the many benefit meetings. Art also flew to California to give a benefits presentation to the FWSI employees located there.

## BENEFITS ANNOUNCEMENT

DATA SYSTEMS SAVINGS PLAN - 401(k)  
 QUARTER ENDING SEPTEMBER 30, 1988  
 (UNAUDITED)

### FUND PERFORMANCE

<u>QTR.</u>	<u>ENDING</u>	<u>FUND A</u>	<u>FUND B/ GENERAL FUND</u>	<u>FUND C</u>
March 31, 1988		2.3%	5.8%	22.2%
June 30, 1988		2.2%	5.4%	-1.6%
Sept. 30, 1988		2.2%	1.8%	1.6%
<b>YEAR TO DATE:</b>		<b>6.9%</b>	<b>13.5%</b>	<b>22.2%</b>

FUND A - Fixed Income Investment Fund  
 FUND B - General Fund  
 FUND C - Schlumberger Common Stock Fund





(LIFE, cont'd. from pg. 5 )

The first week involved out-patient testing for me. Jean was then hospitalized and started radiation and chemotherapy treatments. The day of the transplant would be Monday, November 14th.

I was hospitalized and the "harvesting" of my bone marrow took place. Jean then received my bone marrow within an hour after it was removed. Most patients have to be treated for a disease called "Graft Viruses Host". But due to the fact that we are identical twins and the match is perfect, this problem did not exist.

Jean is now doing as well as can be expected. Her hospital stay is expected to be two to three months. Her blood counts are starting to come up, hoping to rebuild her immune system. In the middle of December, she will have a Bone Marrow Biopsy. This test will tell a great deal about Jean's progress. We hope to see no cancer in the blood and my bone marrow working well in Jean's body.

We are going to get Jean well with God's help, because someday I may need a spare part! This Christmas will be a very joyous and blessed one for myself and our family.

I wish to thank all the SPECIAL people in this company and our community for the love and support I received from them.

My Sincerest Thanks,

*Joan Stabenow*  
Joan Stabenow

(BENEFITS, cont'd. from pg. 6)

- Q. If I want a second opinion for extraction of wisdom teeth, would this be covered?
  - A. There are no provisions for a second opinion under our dental coverage.
- Q. If orthodontia is required because of a medical problem, is this covered for adults?
  - A. There is no orthodontia coverage for adults. If there is an accident to sound teeth, this would be covered under the medical plan.
- Q. What is the maximum benefit payable on Company paid Basic Life and AD&D?
  - A. The maximum amount of life insurance is \$400,000 as stated on page 18 of the brochure.
- Q. How often may I change my election for voluntary AD&D?
  - A. There will be an open enrollment period each year at which time you may make a change in your coverage.
- Q. If I and my family already have a claim form on file, is it necessary to fill out a new one?
  - A. Yes. It is necessary to complete a new claim form for each family member each year.

**WANTED**

In an attempt to display all of the many achievements won by the employees of Fairchild Weston, we are asking anyone who has in their possession, either at home or at work, trophies, plaques, or other awards, to bring these items to **Mike Eisenbise** in the Maintenance Department if you wish them to be put on display. Once we have gathered these materials, a trophy case will be made to house them in a central location within the facility. **Come on**, wouldn't it be nice to be able to see the symbols of these accomplishments in one place!! If you have any questions, please contact **Marie Keeney** or **Mike Eisenbise**.





# CLASSIFIEDS

**FOR SALE:** 2 story, 3 bedroom home. 4yrs. old. Master bedroom & full bath downstairs 2 bedrooms & full-bath upstairs. Fully equip. kitchen. Central heat & air. Living room w/fireplace & half cathedral ceiling. (Dining room & living room connected). Pool, sundeck & screened porch. On 5 acres. 4-stall barn w/tach room, also 3 car (one side open) garage. Only 5 min. from FWSI off Fruitville Rd. Asking \$125,000.00. For info. Call Roy or Vickie after 6:00pm or Ext. 5359 after 3:30 & ask for Linda.

**FOR SALE:** 1982 Dodge Diplomat Station Wagon. Very clean. Power steering,

power brakes, a/c. Excellent condition! Only \$2,000.00 or best offer. Call 378-1650 after 5:00 pm.

**FOR SALE:** Micronta LCD Digital Multimeter. Measures AC/DC volts and ohms. 10 megohms input impedance. Automatic polarity, automatic zero adjust, low battery indication. AC/DC with case, leads, AC power supply. Excellent condition. Only \$39.00! For info. call Elizabeth Peters at Ext. 5147.

**FOR SALE:** 2 Bar Stools. Black/chrome with dark orange vinyl. \$20.00/pair. Call John Whitmire at Ext. 5258.

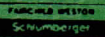
CLASSIFIED AD FORM

DUE INTO PULSE BY: JAN. 23, 1989

Employee's Name \_\_\_\_\_  
Do you want this posted by the cafeteria also? YES \_\_\_ NO \_\_\_

Telephone Ext. \_\_\_\_\_  
Mail to: PULSE, M/S 11 or call Ext. 6903

## FAIRCHILD WESTON SYSTEMS INC.



*Excellence in Defense Systems Technology... Worldwide*

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Address Correction Requested

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