January 12, 1995

LORAL DATA SYSTEMS WEEKLY NEWS BULLETIN

Number 208

9/80 EDITION

The regular edition of the Bulletin is being superceded this week to provide everyone with fuller information on the 9/80 work week proposal.

Please see the attached memorandum and the proposed calendar which shows exactly how 9/80 would work in this calendar year.

A meeting to discuss 9/80 was held on Thursday for the Operations work force. On Friday at 1:00, a second meeting will be held in the back of the Cafeteria for everyone else.

LORAL

Data Systems

Memorandum

DATE: **January** 12, 1995

TO: Distribution

FROM: Marie Keeney

SUBJECT: SECOND DRAFT: REV B

Recommendation on 9/80, 1995 **Holiday Schedule and Essential Personal Absence**

SUGGESTED REVISIONS FROM DRAFT 1 are shown in *italics*: two key changes are to begin 9/80 after new Fiscal Year when overtime is lower, and to retain the 10 Essential Personal Absence days, but recognize that a lot of personal business can be done on OFF Fridays.

The actual work schedule for the 9 hour days needs to be determined and should take into account childcare responsibilities. Flexibility would be important for some people and certain business areas, such as marketing and sales. An initial suggestion for the manufacturing work force would be hours from 7:00 to 4:30 for the 9 hour days and 7:00 to 3:30 for the 8 hour ON Friday. The engineering work forces might schedule their 9 hours between 7:00 and 6:00 pm. Most overtime would be handled by using the OFF Friday as overtime, rather than making 9 hour days into 10 or 11 hours.

The following changes would be made to take advantage of OFF Fridays while maintaining a reasonable work and Holiday schedule:

1. Keep our existing 9 Holidays, but adjust to fit 9/80 schedule (9 holidays is about the minimum of all divisions)

- 2. Go to 9/80 effective April 14 as first OFF day
- 3. Have just 2 required vacation days (last year we required 6)
- 4. Reduce paid Essential Personal Absence from 10 days to 7.

5. No changes to pension or other benefit accruals or overtime after 40 hours.
6. Scheduled 9 hour days will paid as 9 hours when taken as a holiday, a vacation day, or a full day of Essential Personal Absence. ON Fridays will be paid

as 8 hour days for holiday, vacation or EPA.

PROPOSED 1995 CALENDAR YEAR SCHEDULE:

Hol 1 New Year's Monday, January 2, 1995

Traditional Good Friday (April 14) would be an OFF Friday

Memorial Day Weekend-4 days Friday, 5/26 OFF Sat-Sun: Weekend Hol 2 Monday, 5/29: Holiday

July 4--Long Weekend

- Hol 3 Monday, 7/3: use Good Friday Holiday Hol 4 Tuesday, 7/4: Holiday Wednesday and Thursday open for work (but not in shop schedule) Friday, 7/7: OFF
- Labor Day Weekend-4 days Friday, 9/1: OFF Sat/Sun: weekend Hol 5 Monday, 9/4: Holiday

Thanksgiving

Mon-Tues-Wed: regular work Thursday: Holiday Friday: OFF

Christmas-New Year's Week Shutdown Friday, 12/22: OFF

- Hol 7 Monday, 12/25: Holiday
- Hol 8 Tuesday, 12/26: Holiday
- Hol 9 Wednesday, 12/27: Holiday (from day after Thanksgiving) Thursday, 12/28: Required Vacation Friday, 12/29: Required Vacation

1996:

Hol 6

Hol 1 Monday, 1/1: Holiday Tuesday through *Thursday, regular work Friday: OFF*

John Kerwin has produced a draft calendar, showing shipping days, which is attached.

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1995 - 9/80 Schedule

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Data Systems

1995 - 9/80 Schedule

JULY – FY96						
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20	19	18	17	16	15	14
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		154	153	152	151	150

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	1	30	29	28	27	26	25
				175	174	173	172

18)

January 23, 1995

LORAL DATA SYSTEMS

WEEKLY NEWS BULLETIN

Number 210 (Issued Friday, January 20)

9/80 OKAYED BY JOE!

BUSINESS BRIEFS

Loral Corporation announced that it was among the Top 10 NASA contractors for 1994 and first among contractors providing training systems and services to the Naval Air Warfare Center in Orlando. Total Loral contracts with NASA were \$274 million; Loral's Navy training contracts totaled \$193 million, including Federal Systems.

GLOBALSTAR STOCK OFFERING

The prospectus on Globalstar is now available in Jean Henry's office, along with Bernard Schwartz's letter describing this offering to Loral employees and the required paperwork for filing a request to purchase this stock. The deadline is January 25.

JOE SAYS "GO WITH 9/80"

After reviewing employee concerns and apparent widespread support for 9/80, LDS Division President R. J. Keller has approved the changeover to a 9 days/80 hour work schedule. The effective date will be April 1, the start of FY 96, with the first OFF FRIDAY scheduled for April 14. This will put LDS on the same schedule as the rest of the Bennett group's 9/80 divisions and the majority of Loral divisions which have gone to 9/80.

This change is intended as an employee benefit. All product line managers have pledged that there will be flexibility for individuals with specific scheduling problems and that work related issues can be resolved.

Human Resources is responsible for overall implementation, with major responsibilities for revisions to the payroll/timecard system being handled by MIS. Specific work issues such as shipping, sales and marketing, financial reporting, etc. will be resolved within the organizations.

LTIS has not made a decision on 9/80 for Sarasota; LDS will do

what is necessary to meet their needs if they remain on the current work schedule.

About 25 individuals have contacted HR for assistance in resolving specific scheduling problems. Anyone who has not yet done so should give us a call to make HR aware of specific needs. Any help we can provide in locating child care alternatives, etc. we'll be happy to do.

New calendars will be issued, showing the placement of the holidays for Calendar Year 1995. Copies of the *Bulletin* which described 9/80 in detail are available in Jean Henry's office for anyone who missed the original explanation.

AFTERSCHOOL OR SUMMER CAMP IDEAS?

Anyone interested in exploring group solutions to afterschool care, school holiday programs, or summer recreation programs please contact Marie at 5525. Who knows what we might be able to cook up?

By the way, yer Family Friendly HR Department maintains a supply of books, crayons, games and puzzles, so let us know if you've got an emergency which could be solved by having a little visitor show up here for an hour or two. And don't forget that LDS pays for using KIDS UNDER THE WEATHER at Sarasota Memorial Hospital or the program in your local area. See Debbie Graham for details.

WELCOME

LDS welcomes Mike Dunford who joined CAD as a contractor on January 17. Mike's from rainy Seattle; he and his wife are still looking for the perfect spot in Sarasota.

LTIS's newest person is Kathie Geraghty, who is working as secretary to Gary Schumacher.

SIGN UP TIME FOR MAKING STRIDES AGAINST CANCER

Terry Schleicher, Loral team leader for the annual American Cancer Society fundraiser, Making Strides Against Cancer, writes:

This unique "move-along-athon" is for anyone who has been touched by cancer: survivors, family, and friends; and spotlights the strides that have been made against cancer. Anyone can participate by walking, running, skating (roller blading!) or strolling along a one to four mile course. The event is noncompetitive, but participants can receive terrific prizes by raising pledges.

This is the fourth year that Loral will enter a team in the Making Strides event. The response has been strong so far--I'm predicting that Loral will be a top-ten team again this year. There's still time to sign up--if you'd like to participate, please contact me at 5212 or stop by. Thanks. February 27, 1995

LORAL DATA SYSTEMS

WEEKLY NEWS BULLETIN

Number 213

BUSINESS BRIEFS

Three CPS-100 switches with frame relay and ATM capability are now in MCI's lab undergoing testing, probably for several months. MCI has been very complimentary to date.

LDS ALL HANDS MEETING REPORT

Joe announced that LDS will shrink somewhat to serve a smaller business which will consist of Aviation, Instrument Recorders, Medical, and SPS. Telecommunications will continue to be a part of LDS, but will be structured to be ready for a possible sale as a stand-alone business. As of April 1, LTIS engineering and manufacturing will be completely on its own, but will still be in the building with us. LTIS will be taking over responsibilities for its own telemetry manufacturing, quality, and related services. People working in the group now known as Engineering Services will be divided among the LDS and Telecommunications product lines or made available to LTIS to hire. There will be a reduction in force when this is all sorted out.

VOLUNTARY TERMINATION WINDOW MADE AVAILABLE

Between now and March 17, LDS employees in certain work groups may volunteer to terminate their employment and receive the following benefits in exchange for a severance agreement:

one week of pay for each year of service, up to 26 weeks three months of health insurance, paid by the company

Volunteers will be accepted if their departure assists with the reduction in force which is expected to affect all organizations in LDS except Telecommunications. Volunteers may leave as early as February 28, with approval of their managers.

For more details, and a copy of the severance agreement, please contact Marie, Phil or Jean in HR.

PURDOM FILES THREE PATENTS

Aviation's Greg Purdom recently received Loral Data Systems Patent Incentive Awards for three very significant patents related to the Aviation Recorder products. The titles are:

Flight Crash Survivable Storage Unit with Aquarium Container for Flight Recorder.

Flight Crash Survivable Storage Unit with Boiler for Flight Recorder.

Thermal Activated Self Releasing Seal for Boiler.

Although these may sound like they have something to do with tropical fish or a lobster dinner, Bill Waggener, Sr. assures us that these patents are extremely important for commercial products such as the flight recorders and we are all very proud of Greg's accomplishment.

LOST--PLEASE FIND

Al Orr has misplaced a black Cross pen with gold trim that has great sentimental value as an APICS award. If you find it, he'd be ever so pleased to have it back. Give him a call at 5614.

TO SERVE YOU BETTER

We're pleased to report that Jean Henry has taken on the duties of Human Resources Representative. This means she is now available for assistance with employee relations issues, compensation questions, promotion and classification, as well as all that vital health insurance stuff she's been handling all along.

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Between now and March I7, 105 employees in certain work groups may volunteer to terminate their employment and receive the following benefits in exchange for a severance agreement.

one week of pay for each year of service, up to 16 weeks three motths of health insurance, paid by the company

Volunteers will be accepted if their departure assists with the reduction in force which is expected to affect all organizations in LDS except Talecommunications. Volunteers may leave as parly as February 28, with approval of their managers.

For more devails, and a copy of the severance agreement, please contact Maria, Full or Jean in HR.

BENETAR SERVIC BELIE HOODIG

Aviation's Greg Furdom recently received Loral Data Systems Patent Incentive Awards for three very significant patents related

May 22, 1995

LORAL DATA SYSTEMS

WEEKLY NEWS BULLETIN

Number 219

BUSINESS BRIEFS

The County Commissioners voted Tuesday morning to enter into negotiations with Loral about the purchase of our site.

Joe reports that this will include working with the County either to lease back a portion of this facility for our own use, or arrangements to use an existing county facility, most likely on Cattlemen Road.

Attached to this week's Bulletin is a letter from Joe that responds to questions you may have arising from last week's newspaper article about our site.

MISSING A REQ?

Alert reader Dave Walker has discovered that requisitions requiring Deanna Turpin's signature may be lost in the ether due to her departure. He suggests that you may want to check to see if you're missing anything and reenter it so it can move along as expected.

BIKE WEEK PROVES HOT AND SOMEWHAT POPULAR

Jean Henry gave out several T-Shirts to alternative riders last week, but she has a few left. So ride on in and pick one up. My bike ride on Monday was somewhat uninspiring: I passed only two bikers, one carrying an empty gas can and the other cruising along with a beer in one hand and a cigarette dangling out of his mouth, so I guess these guys weren't riding for their health. But Ed Domrzalski, Ra O'Brien, Paula Baker, and Joyce Baker (who gets the credit for my second ride in to work) all got shirts.

AFFORDABLE HOUSING INFORMATION

The wonderful folks from the Community Housing Corporation want to meet some future homeowners and tell them how they can help. You can see a presentation and get some questions answered on Wednesday, May 24 from 11:15 to 12:30 in the cafeteria. Please stop by.

FIRST AID/CPR STARTS TUESDAY

If you're one of the ten wonderful folks who are in Debbie

Graham's First Aid Course, don't forget to show up at the Red Cross building from 1-5 Tuesday and Thursday.

FAMOUS FIDELITY COMMUNICATIONS SKILLS MAKE HEADLINES

If you got a Fidelity letter that sounded like they've changed your investments, look around for the **Don't Panic** memo posted on bulletin boards. Fidelity really didn't do anything behind your back. And if you didn't get a letter, be grateful.

AREA CODE REMINDER

941...941....941....941....941....941....941....941....941....941....941

Please reprogram everything and make the change when you order new stuff, but you do have a year during which either number will work. That's no excuse to procrastinate, however, according to Chief Telephone Guru, Debbie Berry. You can start using 941 on May 28.

Attamned to this veek's Bulletin is a letter from Joe that responds to questions you may have arising from last week's mewasant article about our site

KIDBING A BRIGER

Alert reader Dava Waiker has discovered that requisitions requiring Deamna Turpin's signature may be lost in the ether due to ber departure. He suggests that you may want to check to see if you're classing anything and reenter it so it can move along as expected

BLAD VERS PROVES HOR AND JOHNNERT POPULAR

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NEFONSOTEL SELECTED INFORMATION

The Wonderrul folks from the Community Housing Corporation want to meet some future homeowners and toll them how they can help. You can see a presentation and get some questions answered on Wednesday, May 34 from 11415 to 12:30 in the cafeteria. Please stop by:

YAGESDY STREEPS STOLEN TERIN

if you're one of the ten wonderful folks who are in Dabbie

Dear Loral Data Systems Employees,

You're probably tired of being asked if you glow in the dark. Last Friday's Herald Tribune headline made for some interesting conversations over the weekend with many of our friends and family. Today's decision by the county commissioners to move forward on purchasing our site won't make the same kind of news, but it proves that what we're doing is correct. The Commission's own site report says there are no serious pollution problems here and that we're on the safe and responsible track.

Reports from Loral Corporation and the county's environmental consultant both say that there are no risks to workers or the community from either groundwater or soil contamination. The shallow groundwater contamination is primarily chlorinated solvents, including trichloroethane (TCE). This does not affect our drinking water, which comes from 200 feet deep wells, and the trace amounts could not produce airborne levels exceeding OSHA standards. We have installed nearly 100 monitoring wells and we're dealing with the groundwater contaminants using air spray stripping and spray field distribution. You can see this process in operation in the pine tree forest on the north side of the plant.

At the County Commission meeting, the question was asked, "If this stuff isn't dangerous, why is it so important to clean it up?" The answer is simple: we are part of a nationwide effort to remove pollutants from our environment. Today's cleanup efforts insure that we aren't contributing to larger problems in the future.

It's hard to predict what message the public will hear. You all know people who are sure we are closing down and moving to San Diego. It's tough when friends and neighbors, the guy at the gas station, and the grocery store checkout lady are all sure the furture is bleak for LDS.

The fact is that, excluding Telemetry and Telecommunications, we're still a \$40 million dollar business with hundreds of valued, dedicated employees, good wages and benefits, loyal customers, and profitable products. Few companies in Sarasota reach our level of excellence. We also have one more thing: a commitment to remaining in Sarasota. Whatever the outcome of the county's interest in our property, I am committed to our business and our people working in this community for many years to come.

So there's light at the end of the tunnel--but we're still in the tunnel. All I can promise is to keep you informed as the situation develops and to work for the best possible outcome for all members of the Loral Data Systems family.

Hoe Keller

June 5, 1995

LORAL DATA SYSTEMS WEEKLY NEWS BULLETIN

Number 220

BUSINESS BRIEFS

Hugh Bennett was at LDS on Thursday. In response to Joe's reports about how concerned everyone here is about our future, Hugh offered to meet with all LDS employees to personally reaffirm Loral Corporation's commitment to keep Loral Data Systems in Sarasota. We expect that Hugh will be here around the end of the month.

Last week, Steve Jackson, Corporate Vice President for Administration, was in Sarasota and met with County Commission Chairman David Mills and County Administrator John Wesley White. He also affirmed the corporation's resolve to remain here. Steve Jackson's office is handling the sale of the property. Although this could result in a move for us to the County's Cattlemen Road Complex just down the street, we are also on the lookout for other possible locations.

MAY BRINGS KUDOS TO LDS

TOOTHPICK BRIDGE BUILDING CONTEST

Those wonderful engineers who sponsor the annual Toothpick Bridge Building Contest sent over a thank you for our contribution. Over 300 students from 16 area schools participated this year in this event geared to encouraging future engineers. The winning Middle School student, J. T. Stewart, was listed as having a bridge which weighed 30 (grams? oz?) and bore a load of 138.67, for a ratio of 2138.99. Sounds like a lot of toothpicks.

SARASOTA SCIENCE FAIR

LDS and LTIS people who have judged the Science Fair know that the students put tremendous effort into their projects. Thanks to Loral's financial support, this year we found out just how good our kids are. Two students went to the International Science Fair in Hamilton, Ontario and both came back winners. One of the two, a sophomore named Mana Golzari, won a \$5,000 scholarship First Place Grand Award for Global Change, and a Marine Corps \$8,000 scholarship, and First Place from the U.S. Patent and Trademark office, and a \$250 Grand Award in Environmental Science. She is doing an ongoing study of the effects of pollution on plankton.

The Science Fair itself, not to mention funding for trips to the International, would be entirely impossible without Loral's annual support, since the School Board is no longer able to fund such activities.

SEVEN LIFESAVERS

Eight wonderful folks took Debbie Graham's CPR and First Aid course at the Red Cross and are now certified. Those completing both parts are

Paul Dean Terry Romine Mike Matthews Dennis Potoka Phil Luquette Teresa Fannin

In addition, Mike Mace is certified in CPR and Alan Davis in First Aid.

Thanks a bunch. Debbie is willing to give this two-part course again in August or September--call Phil to sign up.

FOUND

Eagle-eyed Frank Doran spotted a gold and white bracelet near the fishpond this week. It's awaiting its owner at the HR administrator's desk (that's the empty spot outside Marie's office.)

SAVE MORE NOW

June 15 is the deadline to raise (or lower) your 401(k) Loral Savings deduction for the upcoming July-September quarter. See Alma for a form authorizing the change.

108 and LATE people who have judged the Science Fair induthat the statents put transmous effort into their projects. Theses to borel's financial support, this year we found out just for good our cide are. Swo students went to the interactional octance Fair in Hamilton, Ostario and both case beck winners. One of the two, a sophemore named mass Goldatt, wen a S5,000 science forme blace Grand Aware for Global Change, and a science forme to scholarship, and Fisch Place from the V.S. June 19, 1995

LORAL DATA SYSTEMS

WEEKLY NEWS BULLETIN

Number 221

BUSINESS BRIEFS

Hugh Bennett's visit to LDS has been postponed due to urgent business in New York. He has rescheduled his visit to Thursday, June 29. A meeting schedule will be posted next week when we know his arrival and departure times.

Discussions with the County about purchasing the building continue. Last week, a corporate representative came in from New York to meet with LDS and County people.

GREAT NEWS FROM AVIATION

Bill Hardman has been advised by the FAA regional office that LDS is receiving approval, called a Technical Standard Order, for Aviation's new 2-hour cockpit voice recorder. According to Bill, "We have over 200 orders already, Manufacturing has been building them, and we can begin shipping by the end of the week. We believe we are the first manufacturer to receive approval for a 2-hour recorder." To celebrate and say thanks, Aviation invites everyone to a party Thursday morning in the cafeteria--come on down and join the festivities.

EAP HERE TUESDAY

The Employee Assistance Program counselor will be in plant this Tuesday, starting at 8:30. You can call EAP at 953-1240 or the local extension, 5596. Please consider using this free, confidential service for yourself or family members for anything from stress to substance abuse, financial problems, family counseling, etc.

MCINTOSH HONORS LORAL

Sometimes you don't mind getting a letter from the Principal. Robert Hagemann of McIntosh Middle School has sent us a certificate honoring Loral Data Systems as their Outstanding School Volunteer for 1995. We've been honored in other years for helping with their school Science Fair. This year, we really helped. As a result of work of several wonderful Loralers, McIntosh won a highly competitive state Retrofit for Technology Grant worth \$225,000. The team of Dale Dennis, Mike Mace, Phil Decker and Greg Brooks surveyed the school facility, laid out a network and wrote up the project which enabled McIntosh to apply for this grant. The money will enable them to buy new computers and network them together as well as give the kids access to the Internet.

BIKE SHIRTS

We've got one shirt left--it goes to the next person to ride his or her bike to work. Jean is the person to see if you've done your part to reduce pollution. And did you know that the county has a Bicycle Pedestrian Committee? And that the National Rails to Trails conference will be in nearby St. Pete next November? And that we've got some prime rail and canal paths that would make great bike paths?

THE CAP AND GOWN SET HAVE DONE THEIR THING

So it's time to turn in a picture of your proud graduate (or self) to Jean Henry. The graduation issue of the *Pulse* is a keepsake.

IF YOU NEED SOME CASH

Alma reports the interest rate for loans from Loral Savings Plan will be 10%. That's 10% you'll be paying to yourself if you borrow from your 401(k), rather than to Visa or whatever.

ANOTHER DEADLINE

If you want to change your savings rate in your Loral Savings Plan, see Alma for the proper form and get it back to her by **Friday**, **June 23**. June 27, 1995

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LORAL DATA SYSTEMS

WEEKLY NEWS BULLETIN

Number 222

BUSINESS BRIEFS

Group Vice President Hugh Bennett has had to postpone his visit until a later date. The good news is that Joe will hold All Employee meetings on Thursday, June 29. The meeting schedule is attached.

Aviation engineering and marketing folks had a beautiful day for their luncheon cruise to celebrate the TSO award, after thanking Manufacturing for their support at last week's party. Aviation is doing a great job of keeping us in business!

HOLIDAY WEEK COMING UP

A lot of people are bridging the gap between the Monday Tuesday holiday and the Off Friday next week with a couple of vacation days on Tuesday and Wednesday. Have a great week and we'll hold the fort until you get back!

Cathy Houle, our payroll guru, wants you to **SIGN YOUR TIMECARDS** by 8 am Friday, June 30. Timecards for the following week (when you're not here) can be entered in advance: your department administrative assistant has the steps to follow. Any guestions, call Cathy at 5372.

And our accounts payable guru, Carolyn Kleist, wants you to know that all expense reports and check requests to be paid by July 6 are due by Thursday, June 29 at 4 pm. So if you want your money, Thursday's the deadline.

LTIS NEWS FLASH

The ever resourceful Victoria Fortner has instituted a bulletin for LTIS folks with a snappy name: NEWS FLASH. It's full of newsy items to keep people up to date. One item I picked up from it is that Phil Potts and Wiley Dunn are both relocating to San Diego. We wish these two long time Sarasota folks well. And congratulations to Victoria on her communications coup. LORAL

Data Systems

TO: All Regular LDS Employees and Contractors

FROM: Marie Keeney, Human Resources

DATE: June 27, 1995

SUBJECT: ALL EMPLOYEE MEETINGS

On Thursday morning, June 29, Joe Kelller will be holding allemployee meetings in the cafeteria. Due to space limitations, please attend the meeting for which your group has been scheduled.

Thursday, June 29 - MEETING #1 - 9:30 A.M.

TELECOMMUNICATIONS

AVIATION, INST. RECORDERS, MEDICAL (ENGINEERING & MARKETING) FINANCE, HUMAN RESOURCES, PRESIDENT'S OFFICE

SPS, SECURITY

Thursday, June 29 - MEETING #2 - 10:30 A.M.

MANUFACTURING, QUALITY ASSURANCE (ALL OPERATIONS)

网络水泥石 动物的地名日本尔尔

The ever resourceful Victoria Fortner has instituted a buildtin for LATS tolks with a snappy name; NEWS FLAGE. It's full of newsy items to keep people up to date. One item 1 picked up itom it is that Phil Forts and Wiley Junn are both relocating to San Diego. We wish these two long time Saradota folks well. And congrescilations to Victoria on her communications coup.