

**FOR 1989:
WISHING YOU
A SAFE AND
HAPPY
NEW YEAR**

✓m



JANUARY 1989

LLOYD H. SCOTT — LEGACY OF SUCCESS



Lloyd H. Scott (1913–1988): SBRC President from 1959 to 1976

With the passing of Lloyd H. Scott on December 16, 1988, it is appropriate to reflect on both his successful life and the history of our Company under his leadership. Mr. Scott, who was President of SBRC from 1959 to his retirement in 1976, had a career in engineering and management spanning almost half a century, 26 years of which was with Hughes Aircraft Company.

Born in Afton, New York in 1913, Lloyd Scott earned degrees in mechanical and electrical engineering from Kansas State University in 1934. From his college days through World War II he worked for several companies, achieving notable success in engineering. At Bendix Aviation he helped to start the connector Division. At The Eisemann Corporation he served as Vice President, Engineering, and simultaneously ran his own business, L. H. Scott Laboratory, supplying aircraft

ignition system test instrumentation to the U.S. Army Air Materiel Command. He subsequently worked for Jack and Heintz, Inc. in Ohio as Chief Engineer.

In 1950 Mr. Scott joined Hughes Aircraft Company in El Segundo as head of Missile Product Engineering. He later served HAC in various senior engineering and administrative positions, including Product Operations and Engineering Change Management. On December 7, 1959 Pat Hyland, then President of Hughes Aircraft Company, asked him if he would be interested in managing the Santa Barbara Research Center, a subsidiary employing 100 people which had been acquired by Hughes in 1956. In Lloyd's own words: "Pat Hyland called me into his office at 10:00 that morning and wanted to know if I would consider coming up to Santa Barbara to help him solve a problem. Dave Hill (then President of SBRC) was being moved down to take charge of the Semiconductor Division at Newport Beach and Hyland needed somebody to take over SBRC. My instructions were to go up there to see what could be done with this little renegade outfit. It was strictly a temporary assignment; in fact, he suggested maybe the best thing to do was to sell the place...."

By 1:00 p.m. that day, Lloyd Scott was at SBRC, then located in dilapidated old Marine buildings at the Santa Barbara Airport, where he was introduced to the *continued, page 3*

Inside...

1988: The Year in Review *page 4*

THANK YOU

Thanks to the generosity of SBRC employees, many needy families in the local area were able to enjoy the holiday season.

In addition to the generous donation of food, toys and other gift items donated to the Council of Christmas Cheer, \$295 in cash, and 30 Christmas gift certificates were contributed by employees. Sincere appreciation to the SBRC Employees' Association, specifically, Jackie Wheeler, vice-president, who along with the help of Jeff Mora, SBRC Transportation Department, coordinated and carried out the effort □

ATTENTION SOUTH COAST ALUMNI...

We are developing a network of local high school graduates for possible speaker/topic presentations for our Adopt-A-School connection and/or other school support activities. This is an opportunity to share your expertise and knowledge in a worthwhile and exciting endeavor. If you are interested, drop me a note or give me a call. Please indicate your class graduation year. Thank you.

Margaret Finlay, ext. 7010
B27/76

NEW HIRES: FROM NOVEMBER

Casler, Corrine B., Research Tech B, Detector Division
Popek, Rosemary A., Secretary Admv, Manufacturing Division
Schultz, David A., Laboratory Prsr Sr, Manufacturing Division

FROM DECEMBER

McIntire, Paul S., Computer Operator Sr, Administration
Stulac, Robert M., Envmtl H&S Engr, Administration

UNIT VALUES IN EFFECT AS OF NOVEMBER 30, 1988

EQUITY FUND: 4.6188678196
4.6189

FIXED FUND: 3.7445657306
3.7446



Dr. Peter MacDougall (right), President of Santa Barbara City College, accepting check for SBCC from SBRC President Dr. Robert Talley.

SB CITY COLLEGE RECEIVES GIFT FROM SBRC

Dr. Talley recently presented a check for \$5,000 to Dr. Peter MacDougall, President of Santa Barbara City College (SBCC). This check was presented as an unrestricted gift to be used to enhance academic programs or facilities as deemed appropriate by the Administration.

SBRC and its employees have a long association with SBCC. One hundred and fifteen current SBRC employees have earned AA or AS degrees from the college □

SBRC FELLOWSHIP/ SCHOLARSHIP AWARDS

The SBRC Fellowship/Scholarship Awards Program assists qualified and deserving employees as they start or continue their formal education in specific fields which will benefit both the employee and the Company.

Employees may participate in the program as either full-time or part-time students. Part-time students work between 20 and 36 hours each week while full-time students may continue to work up to eight hours a week.

Awards are designed to cover educational expenses (tuition, books, etc.) as well as to provide an additional stipend to assist with normal living expenses associated with obtaining the degree.

Applicants are evaluated on previous academic achievement, applicability of the degree to the future needs of SBRC, recommendations of management, employment record, and career objectives.

Last year, 11 recipients were awarded over \$80,000 to further their education at six educational institutions.

Application forms for SBRC Fellowship/Scholarship Awards for the school year beginning with the Fall term of 1989 will be available on January 16, 1989. For additional information, contact Personnel Department at 7010 □

SERVICE PIN AWARDS

The following SBRC employees received pins during the month of November:

NOVEMBER 1988

5-YEAR PINS

Don G. Stein MCS-2 Business Information Services	Noralyn Natividad Assembler Sr Manufacturing Division
Kenneth D. Daniels Facilities Prj Egr Sr Facilities	Felicitation Valmores Assembler B Manufacturing Division
Yvette S. Anaya Mfg Engrg Planner I Manufacturing Division	Mary A. Ohlrogge Assembler B Manufacturing division
Evelyn T. Betita Production Prsr A Manufacturing Division	Linda L. Alexander Program Ctls Analyst Detector Division
Teri E. Amador Secretary Admv Manufacturing Division	Khanh C. Nguyen Research Tech A Detector Division
Charles E. Weston Process Engineer I Manufacturing Division	Lloyd D. Ingle MTS-Mechanical Detector Division
Toshiko Douglas Assembler A Manufacturing Division	Dana T. Price MTS-Physical Science Detector Division
Elisa A. Guerrero Assembler B Manufacturing Division	Lorraine A. Leake Relb Engrg Ast I Systems Division

10-YEAR PINS

Donald F. Bates HD Evnmtl Hlth & Safety Human Resources	Sandra L. Herrera Inspector Sr Ld Product Assurance
Robert A. Krauss Materiel Proj Admr 2 Materiel	Ina F. Terrill Inspector Sr Product Assurance
Paulina G. Baggao Assembler Sr Manufacturing Division	Brian S. Montgomery MTS-Physical Science Detector Division
Francis T. Crowe Mfg Engin eer 2 Manufacturing Division	Roger L. Hoelter Systems Engineer Sr Systems Division
Betty J. Villegas Sup Production I Manufacturing Division	Greg R. Krueger HD Graphic Svcs Systems Division
Victoria A. Cotton Manufacturing Division	Roselies M. Vergara Assembler C Manufacturing Division

Theresa Gonzalez
Laboratory Prsr Sr
Manufacturing Division

15-YEAR PIN

Harvey R. Persh
Mgr Project
Systems Division

20-YEAR PIN

Marion Shillinglaw
Quality Assur Egr I
Systems Division

30-YEAR PINS

John B. Watson
Mgr Config/Data Mgmt
Systems Division

Charles D. Matteson
Sr Staff Engineer
Systems Division

ETHICS QUESTIONS?

Call SBRC Ethics Administrator Jack Murray, on the SBRC confidential telephone line, 562-4900, or the Corporate Ethics Office at (800) 423-6010. If you would prefer to write to the SBRC Ethics Office, mail to:

P.O. Box 6133
Santa Barbara, CA 93160

We encourage employees to submit articles of general interest for the newsletter. If your article is printed, you will be given credit in a byline.

*Submit articles to:
Gage Ricard
B31, MSI*

The SBRC News — published in the interest of the employees of
SANTA BARBARA RESEARCH CENTER
A SUBSIDIARY OF HUGHES AIRCRAFT COMPANY

Editor — Thomas R. Ball
Writer — Gage Ricard

STAFF

Sarah Wingren • Maureen Doyle • Paula Morris
Tom Sullivan • Steve Walker • Greg Krueger
Advisor: John Bowen

17. The State Department of Rehabilitation recognized SBRC as the "1988 Employer of the Year...in recognition of outstanding public service in the employment of people with disabilities."

18. Receiving the Superior supplier Award from SBRC President Robert M. Talley is Hibshman Corporation's President Robert Hogrefe (left). SBRC selected Hibshman for this award due to Hibshman's superior product quality and on-time delivery of optical hardware.

19. Senior photographer Matt Weinberg's "Santa Fe Circuitry" won first place in Industrial Photography magazine's national competition. Matt also received Honorable Mention for his photo "Focal Planes for Tomorrow."

20. The Santa Maria Personnel Association named SBRC's Jim Weston as 1988 Human Resources Professional of the Year.

21 & 22. Members of the SBRC GOES/VAS Meteorological Satellite Project Team who received NASA's Group Achievement Award were (from left to right): Richard Truiz, Steve Bailey, Mike Pavlov, Roger Thomsen, Gary Barnett, Rick Shadforth, Bob Jensen, Dave Rogers, and George Cannon. Standing in front of the cake served by Barbara Shilling and Arleen Euring are team members Frank Saucier, Ordy Sanchez and Stan Benda □



17



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21

The National Aeronautics and Space Administration
Presents the
GROUP ACHIEVEMENT AWARD
to
Santa Barbara Research Company
GOES/VAS Program
Meteorological Satellite Project Team
GODDARD SPACE FLIGHT CENTER

22

Lloyd Scott, from page 1



Original SBRC facilities at the Santa Barbara airport.

assembled employees by Dave Hill as their new President. Mr. Scott was far from impressed by the poor facilities and makeshift equipment but after talking with the people, he decided that they "...looked as though they might have some potential to do some interesting things."

From 1959 to 1976, SBRC grew to over 600 people and achieved world-wide recognition in electro-optical space instrumentation and infrared technology. From early meteorological satellite instruments flown on NIMBUS and later TIROS spacecraft, through the successful development of imaging instruments for Mars Mariner and Jupiter Pioneer missions, SBRC's reputation grew in the 1960s and early 1970s. The development of Visible Infrared Spin-Scan Radiometers (VISSR) for the Synchronous Meteorological Satellites (SMS) and GOES series of weather satellites further enhanced SBRC's national recognition. Other major developments in infrared components and optical fuzing laid the foundation during this period for the significant growth of SBRC's manufacturing capability in the late 1970s. During Mr. Scott's tenure, SBRC pioneered in the application of long wavelength infrared detectors in the first operational FLIR, the B52 Navigation FLIR, and for a series of low background space radiometers which were precursors of the SDI program. Lead salt detectors were produced for the Redeye Missile, S71N search track sensor and the Mark 90 fuze.

In a 1970s interview with the Hughesnews, Mr. Scott attributed the success of SBRC to four factors: sound business organization, planning, market choice, and above all, people of the highest caliber. "It's awfully hard to succeed (in our business) when you have anything less than first-rate people across the board," said Mr. Scott. As we look to the future, it is well to remember these words and the contributions of Lloyd Scott to the development and success of the Company □

B50 GO CLUB SPONSORS DINNER FOR HOMELESS

With the help of the B50 GO Club board members, SBRC employees provided meals for forty homeless people on December 7 at the Good Samaritan Shelter in Santa Maria. The idea was the brainchild of Joe Humphrey (GO Club President). He became aware that the many local church organizations that support the Shelter were being spread too thin in their efforts to help provide meals for the 40 to 50 homeless people at the Shelter each evening. When he presented the idea to the GO Club board they agreed to see if employees would be willing to make a donation of food or help serve the meal. The response was overwhelming. Over 30 employees provided enough food to feed the Shelter residents not just for one night, but two nights!

The menu consisted of tri-tip, baked potatoes, scalloped potatoes, candied carrots, green salads, macaroni salads, jello salads, bread, salsa, milk, pies and brownies. Shirley Langlois, GO Club Secretary, said that the people couldn't believe their eyes when they saw the variety of food. "They were so used to macaroni and cheese or spaghetti each night that they were thrilled to see the food the employees had prepared and donated. It was such a good feeling to be there helping them."

Due to the success of the dinner and employees' response, Joe Humphrey has already scheduled to help with another meal Tuesday, January 24. Employees who would like to help with the service or preparation of this meal can contact Joe directly, or speak with their GO Club representative for more information □

SAVINGS PLAN UPDATE

Effective December 1, 1988, the "Balanced Fund" became the fourth option available to employees who are enrolled in the Thrift & Savings Plan. All employees were mailed an information package that contained a letter from Malcolm Currie announcing the new option; a brochure highlighting the various features of the Balanced Fund; a General Motors Prospectus; and a Summary Plan Description of the Thrift & Savings Plan. Should you have any questions or wish to enroll or make changes in your Savings Plan election, come in or call the Benefits Department □

1988 THE YEAR IN REVIEW

JANUARY

1. The GM Sunraycer made tracks to capture the Inaugural World Solar Championship Challenge in Australia. The Sunraycer could be seen at Delco across the street during its exhibition tour.

2. SBRC was one of four California employers honored for providing outstanding employment services to veterans. In Sacramento, Jack Weber (left) accepts the Governor's Award of Excellence on behalf of SBRC from Kay Kiddoo, State Director, Employment Development Department.

3. Constance Steel, a Santa Maria facility employee, won fourth place in the Cityscape/Architecture category of the Hughes Images '87 Contest.

FEBRUARY

4. Cold Spring School, Montecito, and Montecito Landscape were brought together for this Adopt-A-School Project by coordinator Margaret Finlay.

MARCH

5-8. March 8 was the day four of our employees took time out of their busy schedules to take part in Career Day at Santa Barbara High School. Paul Norton (5), Greg Krueger (6), Steve Propst (7), and Al Soenke (8) participated as speakers in this program.

APRIL

9. On April 22, SBRC participated in Crane School's "Spectacular Science Day." SBRC set up its Landsat/UKIRT display for more than 600 students, teachers and educators to view. By far the most popular exhibit was the Hurricane Allan picture viewed through special 3-D red/blue glasses.



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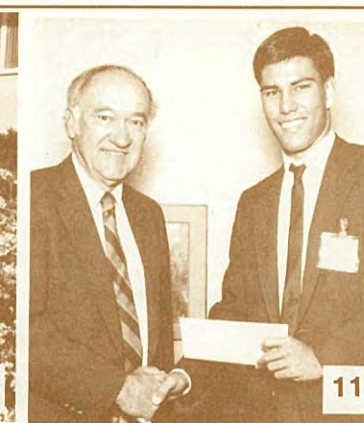
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MAY

10. SBRC received an award from Goleta Beautiful for our lovely landscaping, which is due to the efforts of SBRC gardeners Carlos Nuno Rocha (left) and Gerry Emerson.

JUNE

11. Alan Peyrat, a 4.45 GPA Dos Pueblos student, got a financial boost for college education from SBRC. Dr. Talley presented Alan with a check on June 2.

AUGUST

12. Five Detector Division scientists coauthored a paper that was selected as the best technical paper given at the 1987 Meeting of the IRIS Specialty Group on IR Detectors. The paper, entitled "High Yield p-on-n LWIR Photovoltaic Detector Process by LPE," was prepared by (from left to right) Libby Patten, Scott Johnson, Murray Kalisher, Tom Koch and principal author Bill Radford.

13, 14 & 15. Tuesday, August 23, 1988 saw the long-awaited dedication ceremony for Hollister Business Park. Congressman Robert J. Lagomarsino joined Hughes executives, representatives from area business, key customers and SBRC employees to help celebrate the occasion. Also present were local dignitaries, including UCSB Chancellor Barbara Uehling and County Supervisors Dewayne Holmdahl, Tom Rogers and David Yager.

OCTOBER

16. SBRC President Dr. Robert Talley received the Reuben J. Irvin Award for his lifetime contribution to business and education. Alberto Pizano, President of the Santa Barbara Industry Council, presented the award.

SANTA MARIA GO CLUB PROMOTES COMMUNITY INVOLVEMENT

The 1989 Give Once Club board members at Santa Maria have truly promoted the spirit of community involvement. The board members organize a monthly dinner at the Good Samaritan Shelter for the homeless. The shelter has no cooking facilities and relies on the community to provide food for the homeless. At each monthly GO Club meeting the agenda includes the planning of the next month's dinner. A "theme" is selected and a coordinator is chosen to organize the event. SBRC employees prepare and donate the food, which is also served during the evening by a group of 6-8 volunteers from SBRC. The response from employees has been so overwhelming that enough food is left over from the SBRC dinners each month to provide another meal for the homeless. Also, there is a waiting list of volunteers to serve, because so many are eager to participate.

Some of the meals provided by SBRC employees have been: Santa Maria Barbecue (Tri-Tip, beans, potatoes, salads, french bread), Fiesta Night (enchiladas, beans, rice, tortillas, salsa), and Easter Dinner (baked ham, candied yams, scalloped potatoes, rolls, assorted salads and, for the children, Easter baskets lovingly prepared by SBRC employees). Unlike most meals served at the shelter, SBRC's dinners always include assorted desserts (a special treat) and gallons of fresh milk, which is truly a treat for adults and children.

The board members take their responsibilities very seriously. Some members have visited many of

the local agencies who request funds to see first hand how donated monies are spent. Also, occasionally guest speakers from these agencies are invited to the monthly meetings to outline the services they provide. Thorough review of the organizations is conducted by the board members prior to allocating the money from the general fund.

Even the monthly meetings result in community outreach as they are catered by the Vocational Training Center for the mentally disabled.

The SBRC Santa Maria GO Club extends thanks to our advisor, Chris Mangini (who has also been actively involved in our community projects), for his dedication, guidance and encouragement in our quest to serve the community.

1989 SANTA MARIA GO CLUB COMMITTEE MEMBERS

President: Joseph Humphrey
Vice President: Sonie Miller
Secretary: Shirley Langlois
Treasurer: Jean Jacobs
Members: Eleanor Lomeli
Debbie Delgado
Carol Jones
Bob Dela Vega
Management Advisor: Christopher Mangini



Santa Maria 1989 EA Officers: (from left to right, back row) Brenda Sniderhan, Beryl Barker, Charlotte Blankenship, Laurie Lee Petermann, Cathy Delgado, Sally Maestas, Denise Bedolla; (front row) Yvette Anaya, Rosita Dela Rosa, Delfina Murillo, and Laura Ayonayon.



Santa Maria 1989 GO Club Officers: (from left to right, back row) Joe Humphrey, President; Shirley Langlois, Secretary; Sonie Miller, Vice President; Bob Dela Vega; Jean Jacobs, Treasurer; (front row) Carol Jones, Debbie Delgado, and Eleanor Lomeli

GO CLUB THANK YOUs FROM THE YOUNG FOLKS

By Barry Abshire

One of the great things about the SBRC GO Club is the tremendous diversity of community organizations we are able to provide with direct financial support. Many of these organizations provide support and care for families and children in the South Coast area.

Within this broad field, several groups provide vital social services—CALM, Family Service Agency, Klein Bottle Social Advocates for Youth (Big Brothers/Sisters), Children's Home Society, Children's Health and Prevention, Cornerstone House, and Santa Barbara Birth Resource Center.

Other youth organizations are oriented more toward the "activity" end of the spectrum. These include Girl's and Boy's Clubs, YMCA, Girl and Boy Scouts, Isla Vista Youth Project, St. Vincent Special Olympics, and Blue Jacket's Teenage Club.

Finally, there are those organizations that might be designated as youth "resources"—Youth Symphony, Friends of the Goleta Library, and Science Discovery Center.

The SBRC GO Club is proud to be able to make a contribution to the youth of our community. Public funds for many of these organizations have been severely curtailed. Yet the needs do not seem to diminish. We recognize that not only do our donations help the child today, but also make a strong contribution toward the betterment of our community in the not too distant future.

June 15, 1989

Dear Go Club Members,

Once again I am writing to thank you for your continued generosity to CALM. We can't thank you enough for your support.

CALM has been going through many changes. In particular, we are working on renovating our program and administrative office to provide a more welcoming atmosphere to clients. We feel it is important to provide an environment which offers a respite from the torn and tattered lives that are often led by the children we serve.

Additionally, CALM has begun a youth and family therapy program aimed at those in the Latino Community. We feel fortunate to have received support for this, and already we are helping many families come together.

Without help from individuals and corporations such as yours, CALM could not provide these critical community services.

Thank you again for your help.

Yours Sincerely,

Cheryl Simmen
Director, CALM

February 22, 1989

Dear Mr. Krauss,

On behalf of the Boards of Directors of the Goleta Boys Club and the Santa Barbara Boys Club, I wish to thank you and the many members of the GO Club who designate the Boys Clubs for their charitable contributions. Your help is always appreciated and the knowledge that we have many friends in your organization who wish to support our mission with the youth of the community is heart-warming indeed.

Our many young members join us in thanking the members of the GO Club for their support.

Sincerely,

George T. Chelini
Executive Director, BOYS CLUB

June 6, 1989

Dear Mr. Krauss:

Thank you very much for forwarding on to us a Give Once Club check that represents employee-designated contributions during the past quarter. We are grateful for the Club's help, and would be pleased to write directly to that or those employee(s) if we had their names.

It would seem that the Club operates as a "mini-United Way" with the designated non-profit organizations being the bigger winners because the entire gift amount goes to the organization!

Sincerely yours,

Barbara B. Greene
Director of Development, GIRLS CLUB

June 15, 1989

Dear Mr. Krauss,

On behalf of the over 22,000 young people and families served by KBSAY, I want to thank you for your recent donation. It means a great deal to our clients who are in crisis, victims of child abuse, pregnant teenagers, drug and alcohol abusers, single parent families, and the like, to know that we are there to serve their needs. And it means a great deal to us, the staff and Board of Directors at KBSAY, to know that you are here to help us help the communities we serve.

Your donation goes a long way to help us maintain a multitude of services available to our communities including:

- Shelters for runaway and homeless youth;
- Drop-out and drug prevention programs in our local schools;
- Community counseling for drug and alcohol abusers and victims of child abuse;
- Big Brothers/Big Sisters for single-parent youth and;
- Services to pregnant teens and teenage parents.

Rest assured that your donation will be used in the most needy areas of our communities.

Thank you again for your generosity.

Sincerely,

David Edelman
Executive Director, KSBY

STANDARD ITEM PROCUREMENT SYSTEM

SIPS

Last month we informed you of the upcoming implementation of SIPS, our stockless inventory system for stationery supplies, which we expect to go into effect in October of this year. We are now in the process of evaluating bids for lab supplies and chemicals to be implemented on the same program. The awarded suppliers will deliver supplies to the requestor's lobby. But, if a package weighs more than 25 pounds, the package will be delivered to the requestor's office or lab location. Chemicals will still be managed by Chemical Stores; however, they will utilize the SIPS supplier for all chemical procurements.

We will be working very closely with the awarded suppliers to ensure that they carry sufficient quantities of those items that were normally stocked by Stationery/MRO Stores. High usage items, and those flagged as critical to everyday operations, will be closely monitored to ensure prompt and efficient service. In addition, you will be able to acquire from the SIPS suppliers all items listed in their catalogs, via the SIPS system. This will eliminate the need to process purchase requests, cash purchase orders, and petty cash purchases. With the implementation of this system we expect to realize a substantial annual cost savings, and a more prompt and efficient service to SBRC. In these days and times it is in SBRC's best interests to implement new and innovative ways of doing business so that we can better utilize our resources. The future is now!

If you have any questions, comments or concerns, please call one of the SIPS working group members listed below. As we draw closer to the implementation date, more detailed information will be provided. Keep reading your SBRC newsletter for further updates.

SIPS working group members.

Rich Munoz, Garth Phillips, Nancy Galvin, Jeff Houk, Otto Schleich



At his retirement party, Don Bruner (center) poses with loyal fans (back row, left to right) Leanna Bell, Yvonne Wright-Scott, Kathy Cremeen, Jim George, (front row) Theresa Calvin and Ellie Borges.

RETIREES

The following employees retired effective 1 June 1989:

Name	Years of Service	Organization	Last Day Worked
Breen, James	11	Product Assurance	5/31/89
Bruner, Donald	33	Systems Division	5/31/89

The following employees retired effective 1 July 1989:

Myers, Willis	12	Detector Division	6/23/89
Monk, Jessie	21	Administration	8/13/85

UNIT VALUES IN EFFECT AS OF JUNE 30, 1989:

EQUITY FUND: 5.4419074608
5.4419

FIXED FUND: 3.9448669817
3.9449

BALANCED FUND: 4.5230011629
4.5230

The SBRC News — published in the interest of the employees of
SANTA BARBARA RESEARCH CENTER
A SUBSIDIARY OF HUGHES AIRCRAFT COMPANY

Editor — Thomas R. Ball
Writer — Gage Ricard

STAFF

Sarah Wingren • Maureen Doyle • Paula Morris
Tom Sullivan • Steve Walker • Greg Krueger
Advisor: John Bowen

NEWS

SANTA BARBARA RESEARCH CENTER

AUGUST 1989

SBRC GRADUATING SUPERVISORS

On June 16, nineteen supervisors and section heads were recognized for their successful completion of the company "Supervising at SBRC" supervisory training program. These individuals participated in three different sets of programs, which focused on: (1) administering human resources policies; (2) leadership skills; and (3) interpersonal skills. At a recognition luncheon, SBRC President Dr. Fletcher Phillips presented plaques and shared his thoughts regarding the role SBRC supervisors must play in today's rapidly changing environment.

Upcoming supervisory training courses are scheduled to begin in the fall.



From left to right (front row): Don Bates, Bill Stoltz, Maxine Escobar, Chuck McKenney, Sherry Grace, Pat Bellinger, Kim McKinnon (Instructor), Ed Schultz; (back row): Ed Dilley, Jeff Guenther, Jeff Hanson, Paul Krier, Jim McCann, Tim Beystrum, Deborah Van Dyke, Anna Currie, Al Noel. Not shown are Gene Coling, Jim George and Roger Holcombe.

CONTINUOUS MEASURABLE IMPROVEMENT UPDATES...

- The automated system to eliminate manual coding of purchase requisitions has been implemented for DSU-19, DSU-21 and Maverick. The estimated savings is 5 to 10 minutes per requisition processed.
- "Count and Identify" inspections are being transferred to receiving personnel to eliminate unnecessary handling and cycle time. We anticipate a savings of approximately 100 hours a month inspection time and one day per receipt cycle time.
- Improvement tasks are continuing with the introduction of process control charts in Common Module coldfinger operations, welding tool modifications to facilitate manufacturing, and assembly drawing tolerance studies to highlight critical manufacturing operations as part of the scrap reduction program.
- Inspection criteria has been shifted from quality procedures to manufacturing planning for the Common Module programs. A quality monitor/AQL procedure to sample manufacturing operations is being implemented.
- An operator training plan has been prepared on Common Module programs to indoctrinate assembly personnel in equipment usage and methods to effectively begin transferring quality in-process inspections to manufacturing.
- Consistent with Continuous Measurable Improvement (CMI), a design of an experiment project is being evaluated to define process capability for implementation of statistical process control on the Common Module program transition to coldfinger



MEET DAVID ROOT OUR NEW EMPLOYEE COUNSELOR

Mr. Root is a licensed MFCC (Marriage, Family and Child Counselor), in private practice in North County. He has been in private practice for some 15 years.

Mr. Root is Regional Manager for Employee Support Systems Company and has done employee counseling for 6 years.

The SBRC Employee Counseling Program is available to all employees and their dependents. The program is to help you during those times when personal problems have gotten too big. The Employee Counselor will help you sort through the problem and find appropriate help and/or solutions. These problems may be legal, financial, marital, family, medical, chemical dependency — in yourself or a family member.

Mr. Root will be on site in both Santa Maria and Goleta (one day a week). Also, his offices in Santa Maria and Vandenberg Village are available for appointments for those who live close enough.

Call the following 24-hour number: (805) 733-1916. Help is only a call away!

**GM/H STOCK VALUES IN EFFECT
AS OF MAY 31, 1989**
AVERAGE PURCHASE PRICE:
27.5376239086
MONTH END PRICE:
26.750

Continuous Measurable Improvement Updates. . . (continued from page 1)

laser welding. The goal is to improve yield and reduce scrap by approximately \$40,000 annually for this operation.

- Shifting of inspection operations to Manufacturing has started with the Bradley Program. Training is continuing for all operations and will extend into M1 as operations are phased across.
- A team consisting of Quality, Manufacturing, Engineering, Purchasing and Program Office has been formed to establish plans for implementation of CMI in the IDEA Program.

FAMILY SERVICE AGENCY RECEIVES DONATION FROM SBRC



On June 28, Dr. Fletcher Phillips (above left) presented a check for \$2,000 from SBRC to Norman Gillespie, a board member of the Family Service Agency.

The contribution will go toward the agency's first capital/endowment campaign in its ninety-year history — a multiphased, \$3 million endeavor to complete the purchase, renovation, and refurbishment of a new facility located at the former "Talk of the Town" restaurant and to ensure future financial stability by increasing the organization's endowment.

Since 1899, the Family Service Agency has been providing essential services to South County residents in cost effective and caring ways. Throughout its history, the agency has continually adapted to serve local families through such programs as Child Guidance Clinic, Family and Individual Counseling, Senior Outreach, Care Line, and the Homemaker Program. These programs provide counseling, information and referral, case management, parenting skills, social support, light housekeeping, home repairs and safety modifications.

ETHICS QUESTIONS?

Call SBRC Ethics Administrator Jack Murray, on the SBRC confidential telephone line, 562-4900, or the Corporate Ethics Office at (800) 423-6010. If you would prefer to write to the SBRC Ethics Office, mail to:

P.O. Box 6133
Santa Barbara, CA 93160

SERVICE PIN AWARDS

The following SBRC employees received pins during the month of May and June:

MAY 1989

5-YEAR PINS

Bonnie L. Brooks Ast Sup Computer Prsg Information Services	Emy S. Gonzales Assembler B Manufacturing Division
Theresa A. Burrell Assembler B Manufacturing Division	Annette M. Kuhaneck Program Ctls Analyst Product Assurance

Tom H. McWaid
MTS-Mechanical
Detector Division

10-YEAR PINS

Dianna J. Hall Info Systems Spec Information Services	Robert L. Decker Property Ctls Coord Manufacturing Division
Frank D. Hernandez MCS-2 Business Finance	Ronald B. Bengs Sup Industrial Engrg Manufacturing Division
Jacqueline L. Wheeler Secretary Admv Senior Human Resources	Jean Erling Info Processing Sr Ld Product Assurance
Summer M. Harps Opns Ctl Analyst Manufacturing	Linda M. Tyler Sup Prog Controls Detector Division
Howard T. Yee Devmtl Machinist Manufacturing Division	Florence M. Twomey Laboratory Prsr Sr Detector Division
Richard D. Tatum Sup Production 2 Manufacturing Division	Theresa M. Calvin Config/Data Mgt Adm Systems Division

15-YEAR PINS

John E. Harper Mfg Engineer Manufacturing Division	Julia R. Martinez Production Tech B Manufacturing Division
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Christie L. Ontjes
Admin Ctls Splst
Systems Division

20-YEAR PIN

Richard D. Ruiz
Mgr Program
Systems Division

* * SPORTS FLASH * *



VULTURES defeat PENGUINS to sweep playoff series in the SBRC slow-pitch softball league capturing league championship. Details next issue.

AND THE WINNER IS . . .

Roy Buckley, Detector Division. At the conclusion of the SBRC 1989 U.S. Savings Bond Drive, Roy's name was drawn as the winner of the \$500 Savings Bond.

The campaign ended with 45% employee participation. Congratulations to Systems Division and Corporate Staff, who were presented award plaques for the organizations with the greatest employee participation at the conclusion of the Drive.

Thanks to all SBRC employees who participated in the Savings Bond Program. By purchasing U.S. Savings Bonds, you are building your and your family's future, as well as investing in the future of America!



Roy Buckley (left) gets a \$500 Savings Bond, while Lloyd Candell (below, right) accepts plaque from John Bowen for the Systems Division win.



COMMUNITY PROGRAMS TO HELP YOU STOP SMOKING

Notes from the Nurse, Irene Lewis

There are many opportunities offered in our community for those people interested in a smoking cessation program. Below is a list for your reference. Please call the numbers provided for information about fees, type of program offered, and schedules.

LUNG ASSOCIATION

Santa Barbara
1510 San Andres St.
963-1426, Debra Crandell

Santa Maria
104 E. Boone
928-3233, Patti Prisbrey

SANTA BARBARA MEDICAL FOUNDATION CLINIC

Santa Barbara
215 Pesetas Lane
964-6211, Martha Allen

Santa Maria
2801 Santa Maria Way
934-2491, Yvonne Gibson

GOLETA VALLEY HOSPITAL

Santa Barbara
Smoke Stoppers
967-3411, ext. 340, Steve Maldonado
Held at Goleta Valley Community Center,
Hollister Ave.

MARIAN HOSPITAL

Santa Maria
1400 E. Church St.
922-5811, ext. 155, Diane Royce

AMERICAN CANCER SOCIETY

Santa Barbara
914 Anacapa St.
963-1576, Paula Michael

Santa Maria
102 N. McClelland
922-2354, Frieda Sumpter

SEVENTH DAY ADVENTIST CHURCH

Santa Barbara
425 Arroyo Road
967-9615

SANTA BARBARA CITY COLLEGE ADULT EDUCATION

300 N. Turnpike Rd.
964-6853, Fall program to be announced

SBRC SUPPORTS CITY COLLEGE BUILDING FUND



The SBRC Library and Learning Center, scheduled to open mid-September, forms the backdrop to the check presentation, as Dr. MacDougall, SBCC president, accepts check from SBRC president, Dr. Phillips.

On May 2, Dr. Fletcher Phillips presented a check for \$10,000 from Hughes Aircraft Company to Dr. Peter MacDougall, president of Santa Barbara City College (SBCC). The contribution is the second installment on \$30,000, which the company has committed toward the construction of the new City College Library and Learning Center. The Library and Learning Center are scheduled for completion in mid-September 1989. The new library conference room will bear the name of SBRC, in recognition of the Company's support.

The \$11,000,000 building program, which includes three buildings, is financed by contributions and state monies. Ten percent of the total has to be raised in contributions for the state to fund the balance. To date, the City College Foundation has met this requirement, raising 1.2 million dollars, which includes approximately \$250,000 in corporate gifts. In addition to Hughes/SBRC, other corporate contributors include Delco Systems Operations, Raytheon, Santa Barbara Bank and Trust, and City Commerce Bank.

SBRC's affiliation with City College goes back many years. Currently, 88 employees have earned AA degrees and 28 have earned AS degrees from SBCC; 18 employees are now enrolled at City College pursuing course work or degree-directed studies.

WHITE RIVER RAFTING

by Lorry Mylly

Twenty-eight employees from SBRC had a fantastic two days rafting on the South Fork of the American River over the 4th of July weekend (sponsored by the Employees Association). We camped near the river and our guides cooked us hearty breakfasts, lunches, and dinners. There were many thrills, spills, and water fights. Watch for the SBRC EA Newsletter for more events of this nature coming up. We need your support and your input as to the kinds of trips you would be interested in.



Ellie Borges, Kathy Cremeen, Lorry Mylly, Otto Schleich, Cathy Martinez, Rosee Mechrina and Jan Rosendahl are poised and ready for action.

Then... ACTION!



SBRC PARTICIPATES IN OUTREACH PROGRAM



Sal P. Barone, Socioeconomic Programs Administrator for SBRC, spearheaded a unique outreach program for the tri-counties of Santa Barbara, Ventura, and San Luis Obispo counties.

The Tri-counties Purchasing Outreach Network (TCPON) was formed in 1985 by fifteen major corporations located in the tri-counties with Barone serving as President and Chairman of the first Trade Fair held in Santa Barbara in 1986.

This past June, a successful Trade Fair was held at the Ventura Fairgrounds, providing encouragement and expansion of opportunity for small, minority, and women-owned enterprises.

Over 50 major companies manned booths allowing several hundred local small businesses to learn how to do business with large corporations.

Hughes and Santa Barbara Research Center were well represented at this Trade Fair. Victor Moore of the Missile Systems Group attended as well as Barone and several of his key buyers, interviewing potential new suppliers in all commodities.

The Tri-Counties Purchasing Outreach Network is unique: any business in the area is eligible to become a member and there are no fees involved to belong.

If you reside in the tri-counties area and wish to have more information regarding TCPON, please contact Mr. Barone at ext. 7670.

SBRC PRESIDENT'S AWARD

By Margaret Finlay



Mark Globus, a 4.3 GPA DP student, gets financial boost for his college education from SBRC. Dr. Phillips presented Mark with a check on May 24.

On Wednesday, May 24, Dr. Phillips presented a check as part of the SBRC President's Award to Mark Globus, the outstanding Math/Science student at our adopted school, Dos Pueblos High School (DP). Each year a committee at Dos Pueblos selects the student best qualified to receive this award, as an aid to furthering the winner's college education.

An inscribed plaque was also presented to Mark in a school award ceremony at DP on June 7. Mark's name, along with the previous years' award winners, has been inscribed on a perpetual plaque, which is prominently displayed in the hallway of the school.

Mark's GPA in the last seven semesters has averaged 4.3. Students at DP can increase their GPA beyond 4.0 by taking advanced placement classes at UCSB.

SBRC RETIREE REUNIONS

By Daryl Errett

SBRC retirees and friends meet at the Sizzler (on Hollister) for informal luncheons on the first Tuesday of each month. These lunch-hour gatherings start between 11:30 and noon, with people coming and going as they please. Everyone is welcome.

Come one, come all. Enjoy getting together, renew old friendships and make new friends. See you at the Sizzler!

OPEN HOUSE AT SBRC

A Family Day Open House is scheduled at SBRC, Goleta Facility, Saturday, September 23 from 11:00 noon to 3:00 p.m. Arrangements will be made for technical demonstrations and special displays.

We hope you can take this opportunity to bring your family so they can become better acquainted with your work and SBRC's current business activities.

CAREER DAY – DOS PUEBLOS HIGH SCHOOL

By Margaret Finlay

On March 23, nine SBRC employees took time out of their busy schedules to take part in an important community educational event, Career Day. Sherry Caldwell, Lucy Thoms-Harrington, Tom Deering, Ed Gudgeon, Aram Mika, Paul Norton, Steve Propst, Al Soenke, and Matt Weinberg were speakers at Career Day, which is jointly presented by the Santa Barbara Industry Education Council (SBIEC) and the Office of the County Superintendent of Schools. Each year Career Day is held at a different local high school. This year it was held at Dos Pueblos High (our adopted school) and was designed to provide information on a variety of careers to approximately 1,300 students. Speakers discussed the training needed to enter a career field; entry-level positions open to new graduates; opportunities available for advancement; expected salary ranges; and the nature of the daily job routine. Each presentation featured four 35-minute sessions where students met with these local professionals who represented more than 80 career opportunities, ranging from accounting to welding. In all, over 120 business and industry participants took part in this effort to educate, strengthen, and thereby better secure the future of not only the students, but of the community itself. It's through this dedicated effort of time, energy, and caring that we all feel a certain satisfaction about playing a role towards helping these young students make important decisions that could ultimately affect the path their lives will take.

PERFORMANCE IMPROVEMENT/COST IMPROVEMENT PROGRAM (PI/CIP) (continued)

TOP CONTRIBUTORS SO FAR IN 1989:

PERFORMANCE IMPROVEMENT PROGRAM

NAME	DEPARTMENT	NO. OF PIPs APPROVED
Ernest Crook	Systems Div. (Santa Maria)	7
Donald Rich	Mfg. Op./Space Sys. (Santa Maria)	5
Robert Sweeney	Systems Div. (Santa Maria)	4
Donna Teteak	Product Assurance (Santa Maria)	4

Our top four contributors are all from Santa Maria. There were another twenty-two additional individuals who had two or three approved PIPs this year. Congratulations and keep those PIPs coming!

COST IMPROVEMENT PROGRAM

NAME	DEPARTMENT	NO. OF CIPs APPROVED
David Sutton	Detector Division (Santa Barbara)	3

There were an additional twelve people who had CIPs approved so far this year. Thank you for helping to reduce SBRC's costs.

Again, if you have any questions about the Program, do not hesitate to contact your coordinator or me. We will be happy to answer any of your questions. *Suzanne Rivers, PI/CIP Administrator, B23/MS 94, ext. 2760*

CAREER DAY – A FIRST FOR CARPINTERIA HIGH SCHOOL

By Margaret Finlay

Richard Ruiz and Matt Weinberg came to the rescue on short notice when a call was received for speakers in their particular category for Carpinteria High School's Career Day, which took place on April 27. About 120 professionals from companies in Carpinteria and Santa Barbara turned out for the event, covering a wide range of careers. In a move away from the long-established "Job Fair" approach they had in the past, this first "Career Day" at Carpinteria High proved popular indeed with all of the school's 700-plus students taking part in a positive step forward with genuine interest in their future.



Richard Ruiz was one of 120 speakers at Career Day, held at Carpinteria High School. He made a presentation and answered students' questions about careers in aerospace.

PERFORMANCE IMPROVEMENT/COST IMPROVEMENT PROGRAM
(PI/CIP)

By Suzanne Rivers

There will be many exciting changes coming to the Program in the next few months. Keep your eyes on this newsletter for what is going on.

SECOND QUARTER RESULTS:
PERFORMANCE IMPROVEMENT PROGRAM

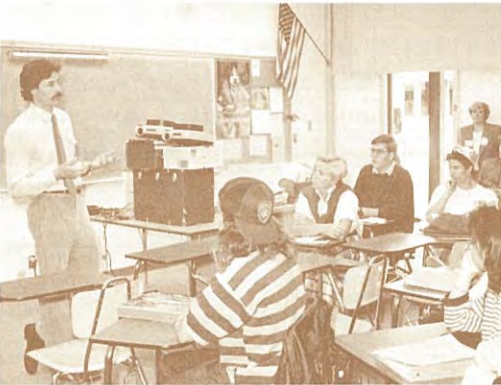
ORGANIZATION	NO. OF PIPs SUBMITTED	NO. OF PIPs APPROVED	% PARTICIPATION OF ORGANIZATION
Corporate/Mgmt.	3	3	4.00
Contracts & Pricing	1	0	2.22
Detector Division	6	3	1.37
Facilities	4	2	2.94
Finance	8	7	11.67
Human Resources	8	7	10.84
Information Systems	2	0	2.38
Materiel	3	2	4.55
Manufacturing			
• Ops/Space Systems	21	18	18.81
• Assembly	8	6	8.05
• DSU	3	2	8.11
• Microelectronics	7	6	4.44
• Technology/Eng.	5	4	6.25
Product Assurance	20	15	9.20
Systems Div.	18	12	1.94
TOTAL	114	84	

COST IMPROVEMENT PROGRAM

ORGANIZATION	NO. OF CIPs APPROVED	\$ SAVED
Corporate/Mgmt.	0	0
Contracts & Pricing	0	0
Detector Division	4	639,607
Facilities	0	0
Finance	0	0
Human Resources	1	59,925
Information Systems	0	0
Materiel	0	0.00
Manufacturing		
• Ops/Space Systems	1	\$,340
• Assembly	0	0
• DSU	0	0
• Microelectronics	0	0
• Technology/Eng.	2	548,772
Product Assurance	1	510,920
Systems Div.	2	2,211
TOTAL	9	1,763,774

Please note: There is a backlog of 12 CIPs waiting to be processed. If you would like information as to their status, call Suzanne Rivers, CIP Administrator, at ext. 2760.

CAREER DAY – DOS PUEBLOS HIGH SCHOOL



Matt Weinberg explains the daily routine of his profession to a very captivated audience.



Sherry Caldwell during a question and answer period — lots of interest in the area of Computer Science.



Al Soenke discusses possibilities for electronic technicians in the aerospace industry.



Steve Propst discussing opportunities available for advancement in the area of Mechanical Engineering.



Tom Deering finalizing some of his notes prior to his presentation on Mechanical Design and Drafting.



Paul Norton, during a light-hearted moment, says that "Physics isn't so tough, you can do it! And here's how. . . ."



Aram Mika, speaking to an interested group, discusses trends and opportunities in the aerospace field.



Lucy Thoms-Harrington making a positive statement about the intriguing world of International Marketing.



Ed Gudgeon discusses entry-level positions open to new graduates in the field of Electrical Engineering.