



Interns, interns everywhere - the summertime invasion
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Rokar employees experience the importance of their jobs
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Big win for ALE-55 team
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News for the Electronics & Integrated Solutions Operating Group • August 2008

E&IS Now

Connecting with the customer



Department of Defense photo

U.S. Air Force Maj. Roland Hillier speaks with Joe McCarthy (left), vice president of the Communications and Tactical Networks business area, and Joe Senftle, C&TN director of business development, at the Farnborough International Airshow last month.

Hillier was deployed to the airshow with the 48th Fighter Wing from Royal Air Force Lakenheath to promote equipment standardization and interoperability with NATO allies. McCarthy and Senftle discussed C&TN's Link 16 products and tactical data links for airborne platforms with the major.

"We got direct feedback from our customer," said Senftle. "It was a great forum for further developing our relationship with our ultimate customers, the men and women of the armed forces."

E&IS representatives, as part of BAE Systems' overall presence at the show, represented the Sensor Systems, Electronic Warfare and Platform Solutions lines of business. The team conducted two formal press conferences and more than 20 media interviews and cockpit demonstrations with key defense, trade and transport publications, highlighting programs such as the Advanced Precision Kill Weapon System, the Q-Sight™ family of helmet displays, and the JETEYE™ infrared aircraft missile defense system. Multiple articles have been published about E&IS' programs including a front-page feature in *Fleets & Fuels* on Platform Solutions' HybriDrive® technology.

The Farnborough International Airshow is a seven-day trade fair held every two years for the aerospace industry. There are five massive indoor exhibition halls and an outdoor static aircraft display. Demonstration flights are held each day of the show. The huge crowd included more than 150,000 trade visitors. Overall orders from among the more than 1,500 exhibitors from nearly 40 different countries exceeded 28.5 billion on the first two days of this year's show.

Farnborough is a town in the Rushmoor district of Hampshire, England, and is home to Farnborough Aerodrome and the international headquarters of BAE Systems plc.

SOCET GXP analyzes from the ground up

In December 2004, a tsunami hit Banda Aceh, Indonesia, and the surrounding area. Before relief efforts by the Pacific Air Command Air Force Operations Support Center and the Hickam Air Force Base air operations center in Hawaii could begin, the damage had to be assessed. A team detected the level of destruction in Banda Aceh by observing multispectral and panchromatic views using Network Systems' SOCET GXP®, SOCET SET®, and SOCET for ArcGIS® software, along with commercial satellite imagery.

"Several images depicting the Banda Aceh coastline and inland areas were loaded into a single SOCET GXP Multiport, which is the viewing area in SOCET GXP that is used for manipulating and viewing multiple images," said Rick Racine, SOCET GXP field sales representative for the Americas for. "Changes in terrain and landscape were then identified, with exact

coordinates, so the team could focus its recovery efforts."

SOCET GXP is a geospatial-intelligence tool that enables field analysts to perform before-and-after site comparisons and monitor changes over time. The data then can be used to coordinate operational missions and to designate transportation routes, helicopter landings, and troop maneuvers.

The team assessing the damage in Banda Aceh was even able to identify areas hit less severely by the tsunami, such as Madras, India. It did so by employing change detection functionality on several before-and-after photos.

"Two images of the same location can be opened in a Multiport and overlaid directly on top of each other," Racine said. "Then the algorithms are run to establish

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President's Tour – Heffron touts strategy in Texas

One-hundred-degree Texas heat failed to stop E&IS President Mike Heffron from delivering his "Leading and Growing In a Challenging Environment" message in Austin last month.

The visit was one of several Heffron is making with senior leaders from E&IS to discuss the operating group's strategy in coming years. He described "the long view" for E&IS, describing the OG's necessary focus for 2010 through 2012 in order to compete in an increasingly competitive marketplace.

"Remove the separation of countries and change the fields of play," Heffron said. "Focus on our core capabilities; add



E&IS President Mike Heffron

mission experts from across the globe, top that with systems solutions, mission capability and integration; underscore it all with the right processes, procedures and capabilities, and you are strategically aligned for success."

E&IS will continue to defend and grow its existing products while leveraging its investment dollars to create entry points needed to secure the future, Heffron said. Future fields of play for E&IS, he added, will include cyber warfare, power, and security.

At the conclusion of Heffron's talk,

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E&IS boasts 200 Chairman's Bronze Winners

Two hundred Electronics & Integrated Solutions teams have won Bronze-level recognition in the 2008 BAE Systems Chairman's Awards, the company's annual global recognition program.

The Chairman's Awards are designed to recognize teams and programs within BAE Systems that exemplify innovation, enhanced customer performance, and best practices.

A Bronze panel selected the 200 E&IS winners from the operating group's 698 nominations. Several of the Bronze winners will be chosen as Silver Award nominees following a "Super Bronze" panel. Silver panels

held in Rockville, Md., Sept. 17 and 18 will then determine which of the nominated teams will compete for the ultimate Gold prize, to be awarded Dec. 4 at the Ronald Reagan Building and International Trade Center in

Washington, D.C.

For a complete listing of the 200 E&IS Bronze-winning teams, please visit the E&IS Chairman's Awards Web site at: http://www.usa02.na.baesystems.com/chairmans_award/index.htm.

Sun sets on outdated policies

Did you know that if one of the arms on your office chair suddenly breaks, you can't simply buy a new one? According to a legacy E&S policy, you must instead fill out a Request for Furniture Form and submit it to the Facilities function. Even then, you might not get your new chair. If an older chair is in working condition, it will be provided to you instead.

In the age of replacement parts, bulk ordering, and obsolescence, this policy is woefully outdated. Many other policies carried over from the businesses that became E&S are outdated too. "Leaning out" inefficient, outdated, duplicative, and burdensome policies is the charge of a cross-LoB and cross-functional E&S group known as the Sunset Policy team.

The Sunset Policy team, part of the current E&S Lean initiative, has uncovered a total of 430 policies within the operating group. That's nearly twice the number of BAE Systems plc and BAE Systems Inc. policies combined. Many of the policies duplicate those already in place above the OG. What's the need for repeated policy at the operating group level?

"Why are there twice as many policies at E&S than there are at Inc. and plc? Our job is not just to delete the policies for

no reason, but to determine if there's a need for them," said Steve Ippolito, director of Performance Excellence for E&S in Nashua, N.H., who is heading up the policy effort. "We established a target to lean out the policy set to about 300 by the end of the year, with functional plans due to be in place no later than August."

The E&S board of directors has created filters to determine if an existing policy is needed by the business. A policy is deemed essential if it's required by laws and regulations; operational framework; BAE Systems Inc.; or if it addresses management issues that call for a uniform approach to meet a business need or address a common and significant business risk. Any policies that don't meet those requirements are slated for deletion or will be demoted to a process, Ippolito explained.

"We traditionally added, not eliminated, policies," said Steve Schneps, Operations vice president and lean initiative proponent. "We're trying to simplify the number of replicate policies now, and we want to break down some of the unnecessary barriers that keep people from doing their work."

The Sunset Policy team hopes to make policies more accessible and understand-

able to employees. The team has found that employees waste a sufficient amount of time trying to adhere to policies that may not be required.

"There are so many policies out there, people aren't sure what the correct policy is," said Christopher Fontaine, principal process engineer. "For instance, there's a perception that in certain production areas you can't have wheels on chairs. But there is no such policy that calls for that."

Each of the E&S functions is represented on the Sunset Policy team, with team members charged to weed out unnecessary policies. The team is making good progress. The operating group's IT function is cutting down the number of its policies from 23 to three.

"A lot of our IT policies were needed at each site. It's been a team effort in IT. We've come up with a couple of policies that will cover IT usage throughout E&S," said Art Edmondson, IT Sunset Policy team member.

The Sunset Policy team is working with the Communications function to build a Web site that will make it easier for employees to find and reference operating group policies.

For more information on the current state of E&S policies, visit: <http://www.usa02.na.baesystems.com/documentation/index.htm>.

"WHY ARE THERE TWICE AS MANY POLICIES AT E&S THAN THERE ARE AT INC. AND PLC?"

E&S Gateway to Europe

Platform Solutions simulators put capabilities in the hands of the customers

Platform Solutions' Rochester, U.K., site is home to state-of-the-art simulation and synthetic environment facilities. The facilities feature product and technology demonstrations that are used extensively by business development and engineering teams to support customer demonstrations, win new business, integrate products, and engineer risk reduction.

Approximately 4,000 people have visited the simulation facilities at Rochester in the past 10 years. Visitors come from a wide range of professions and backgrounds and include government ministers, test pilots, and potential customers from internal and external businesses.

Customers can use the simulators to "fly" utility and attack helicopters. They also can climb aboard a simulated BAE Systems fast jet outfitted with E&S

technology. The simulators work from bases fixed to the floor with projected visuals that provide flexible simulation and integration environments. The user experiences interactive, simulated avionic cockpit displays and control systems – just like what a pilot would see from the same seat.

Helmet-mounted, head-up and head-down displays, mission computers, electronic warfare systems, and active inceptor products all have been installed into the simulators to enable developers to integrate systems and reduce risk. Such simulation tools provide a means to demonstrate E&S active inceptor systems (AIS), capabilities, and functionality to customers, said Andy Start, managing director of the Defense Avionics business area for Platform Solutions. These demonstrations provide feedback to AIS development programs, leading to prod-



Tony Boarer, project director F-35 Lightning II Active Inceptor Systems at Rochester U.K., points out a detail in the flights of J.D. McFarlan, director of F-35 Air Vehicle Development and Commander Mark C. Bruington, Vehicle Systems, Integrated Product Team lead in the F-35 Lightning II Program Office as they fly in the AIS Simulator at Rochester.

uct improvements.

"Our avionics equipment delivers radical improvements in mission effectiveness," Start said. "The simulator suite allows end users and customers to experience these benefits in a realistic environment. That experience is a key factor in influencing buying decisions."

BAE Systems simulator facilities have

long played a role in product evolution and development. The backdrive function on the UH-60M Black hawk helicopter was first demonstrated and developed on the simulation of the AIS in conjunction with industry partner Sikorsky. More recently, Boeing helicopter active control technology cues have been integrated into the AIS through simulation.

First production AIS delivered to Lockheed

The first two F-35 Lightning II active inceptor system (AIS) production-standard sticks have been delivered to Lockheed Martin, prime contractor on the Lightning II program.

This delivery follows the first flight of the development-standard stick in December 2006, and meets the revised contractual requirement that was a result

of this flight test.

The production design was developed to significantly improve the performance and productivity of the earlier development standard design. Design enhancements include improvements to the electromagnetic interference, thermal envelope expansion, and increased productivity and manufacturing levels.

The improvements have significantly reduced rework and the time and cost to build the inceptors, making delivery timescales more predictable, said Clark Freise, vice president of the Defense Avionics business area.

"The team has done an excellent job achieving this important customer milestone while overcoming a number of

last-minute problems," said Freise.

The stick will be fitted to the Lightning II aircraft, which is the first "optimized" conventional takeoff and landing (CTOL) aircraft for formal development flight testing.

The first flight of the production-standard stick is planned for the second quarter of 2009.

Employee survey shows positive signs

Seventy-two percent of employees who took this year's Employee Opinion Survey said they would recommend BAE Systems as a good place to work. This is five percentage points higher than results in the company's 2006 survey. It's also eight percentage points higher than the industry average.

Other highlights from this year's Employee Opinion Survey, or EOS, include an increase in the level of overall job satisfaction, satisfaction with career and training opportunities, and an increase in the proportion of employees believing that the company demonstrates clear ethical standards.

The results also reflect strong awareness and understanding in the areas of safety, ethics, and diversity, said Chief Executive Officer Mike Turner in a statement to employees.

"Feedback from employees also has indicated areas where we could do better," said Turner. "Compared to 2006, satisfaction levels were reduced for: acting on customer feedback, having clear and measurable personal objectives, and ensuring that employees receive regular updates on our performance against the business plan and strategy."

Preliminary results for E&S showed increased scores in nearly all areas concerning Trust in Leadership, Team and Work Environment, Management Effectiveness, Performance Management, Career Development, Culture and Values, and Processes Policies and Practices. Only a few questions within these categories showed a decrease in scores.

"We collectively told the organization what we thought, it listened, and we will continue to focus on improvements in these and other areas based on the results of the most recent survey," said E&S President Mike Heffron in an all-employee e-mail. "The LoB presidents will be working with their site executives to establish cross-functional EOS action teams that will ensure we continue to improve in any areas that need further attention. The results of these action committees will be communicated to employees across the OG where appropriate."

The 2008 EOS was conducted from April 21 through May 9, with more than 58,000 employees in six home markets taking the opportunity to provide their opinions. Employee participation was up from 64 percent in 2006. As with the previous survey, the entire survey results for E&S soon will be made available to all employees, including results for each of the lines



E&S wins \$32 million contract for ALE-55 decoy

E&S has received a \$32 million U.S. Navy low-rate initial production contract to build hundreds of countermeasures systems to protect F/A-18 E/F Super Hornet aircraft from enemy missiles.

The AN/ALE-55 towed decoy is part of the U.S. Navy's Integrated Defensive Electronic Countermeasures (IDECM) radio frequency countermeasures system, which provides military aircraft with a highly effective electronic warfare defense against missiles guided by radio frequency.

The IDECM system consists of an onboard electronic frequency converter and decoy. The assembly converts radio frequencies to light for transfer through a fiber-optic line to the decoy. IDECM links the aircraft's fiber-optic towed decoy, radar warning system, mission computer, and radio-frequency countermeasures system in a unified defensive suite.

E&S will manufacture up to 650 AN/ALE-55 fiber-optic towed decoys and more than 120 electronic frequency converters. The work will be performed in Nashua, N.H.

Lorraine Hudon, an E&S technician, adjusts the fins on the ALE-55 fiber optic towed decoy.



Borderless team achieves extraordinary turnaround

When the request came in from Boeing to design, build, and deliver a part for a plane grounded in Singapore in only 12 days, program manager Marty Leab's first thought was: "This can't be done."

But Leab and a cross-country team of U.S. Platform Solutions employees and manufacturing subcontractor SpectraLux of Redmond, Wash., pulled together and worked to meet Boeing's need, generating goodwill with the customer and special recognition for the employees involved in the program.

"We typically quote up to 28 weeks for a job like this," said Leab. "The 12-day turnaround seemed impossible."

Boeing's representative called Leab just before Boeing's deadline to deliver its plane to the customer, Japanese airline ANA. Boeing had obtained a waiver from the Federal Aviation Administration to allow people to travel in the cargo section of a reconfigured 767-300 passenger aircraft used to transport animals needing care

and attention during flights. A condition of the waiver was to install a special indicator, or "light plate," on one of the cockpit controls manufactured by Platform Solutions.

Leab quickly engaged Rich Bohlander, onsite Boeing representative for Platform Solutions in Everett, Wash.; and PS employees from multiple functional areas in Johnson City, N.Y.; and Irving, Texas; and quickly set about developing a plan to get the work done.

"We needed buy-in from everybody on the team," Leab said. "People had to put things aside, with approval from their managers, to do the work."

On the manufacturing side, a subcontractor typically begins work only after the engineering is complete. In this case, time wouldn't allow that. Bohlander visited SpectraLux in person to "sell" the job, getting the company's commitment to meet the fast turnaround. SpectraLux did the work concurrently as BAE Systems employees in Johnson City and Irving performed engineering and procurement. The team

members held multiple teleconferences each day to resolve issues and verify progress, Leab said.

The team also worked with Southwest Machine of Arlington, Texas, on a new base plate. Employees in Johnson City created necessary documentation to recognize the light plate as an official part.

"The team didn't just rely on the process," Leab said. "They walked it through — making phone calls, and physically delivering things to other people's desks. The collaboration was tremendous."

In recognition of their efforts and dedication to the customer, the 16 employees involved in the project each received cash awards from BAE Systems. The Boeing team members are being nominated for Boeing's Pride Award, Leab said.

One of the most remarkable aspects of this project is that the work was completed without disturbing other programs, noted senior principal engineer Dave Woodward.

Leab had nothing but high praise for the team. "They made my job easier," he said.



Platform Solutions employees at Irving, Texas, include: (from left) James Naughton from Engineering, Richard Bartholow of Customer & Product Planning, Victor James from Sourcing, and Kathy Davis and Jim Jochetz from Engineering. Not pictured is Ken Rankin of Inventory Management.



Platform Solutions onsite Boeing representative in Everett, Wash., Rich Bohlander.



Platform Solutions employees from Johnson City, N.Y., include: (front row from left) Laura Kelsall from Contracts, Rob Zimmerman, Renee Morris, and Len Stefik from Engineering, (standing, from left) Chris Rosa, Dave Woodward, and Clyde Baker from Engineering. Not pictured is Scott Avery of Configuration Management.

SOCET GXP analyzes from the ground up

Continued from Front Page.

the difference in the images. You push one button and it generates the analysis for you."

This feature also is used in the global war on terrorism by front-line analysts to perform a trend analysis over a designated period of time. Images of a suspected terrorist's home are collected over months. When they show a van parked outside the home where it wasn't parked before, analysts notice the change and forces are put on alert.

"Analysts in a deployed situation rotate in and out frequently, and different people are doing the work from one week to the next," Racine said. "Analysts pulling images from the same database can use someone else's work and continue on without having to start from scratch."

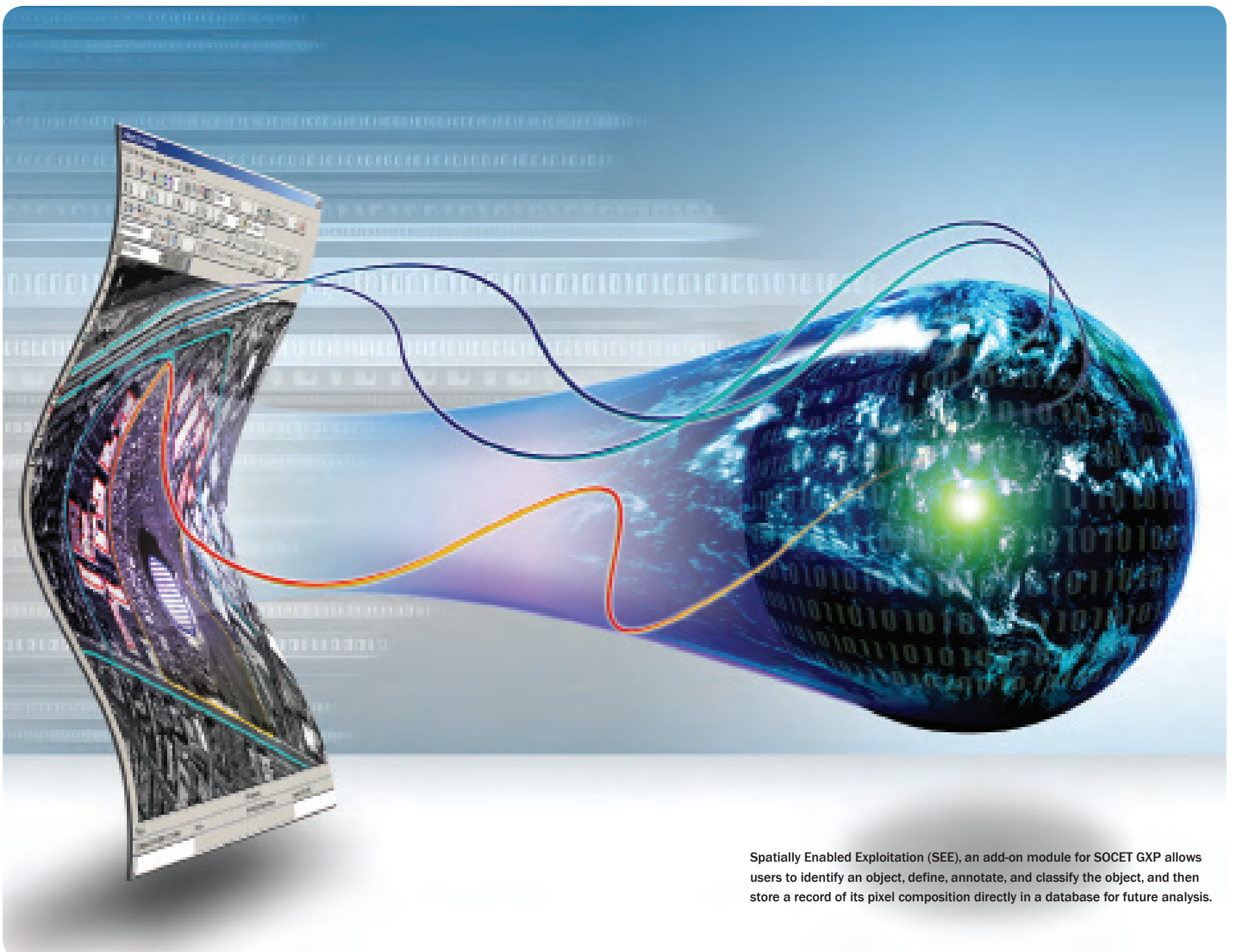
In the SOCET GXP v3.0 software, being introduced this summer, raw images are combined automatically to form a complete picture, unifying

the scale, which can be skewed from images derived from planes or satellites. This feature allows field analysts to generate precise measurements of distance and direction for intelligence reporting and further analysis.

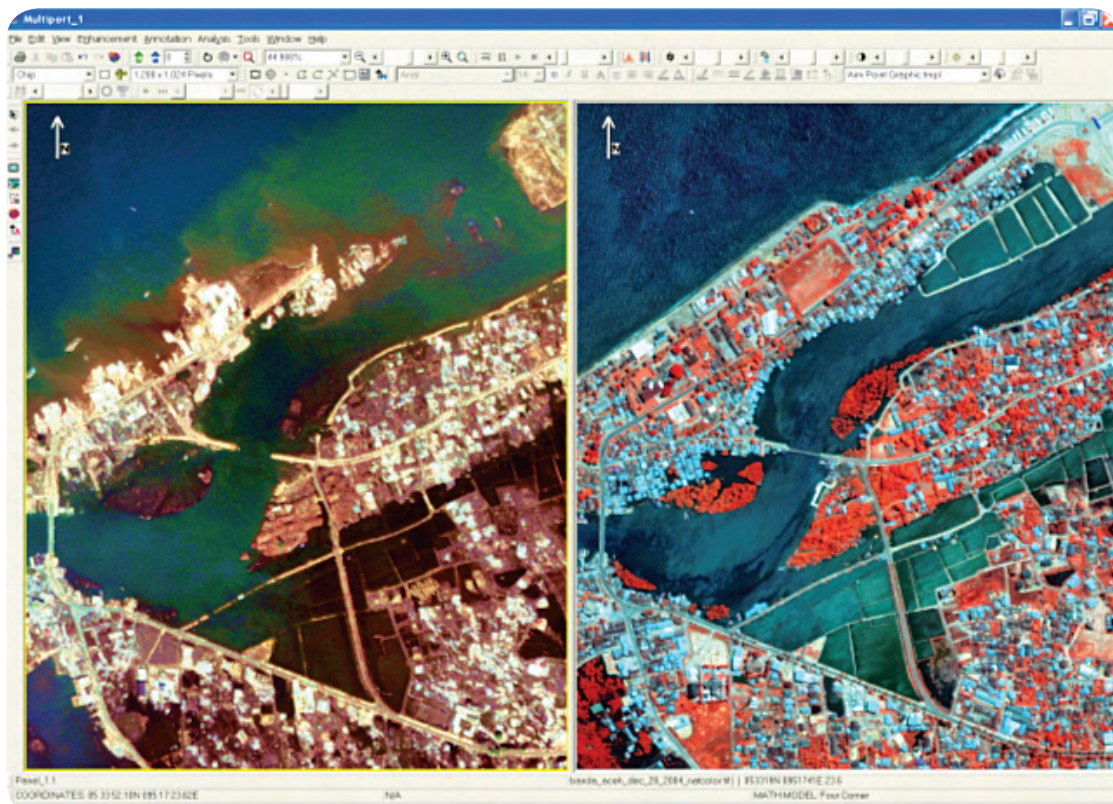
"SOCET GXP operates in real time to correct inconsistencies in image data automatically," Racine said. "Previously, image analysts were required to manually search reports to obtain this level of information."

SOCET GXP's portability includes synchronized viewing with Google Earth™. In addition, the application has conversion tools that generate standard file formats.

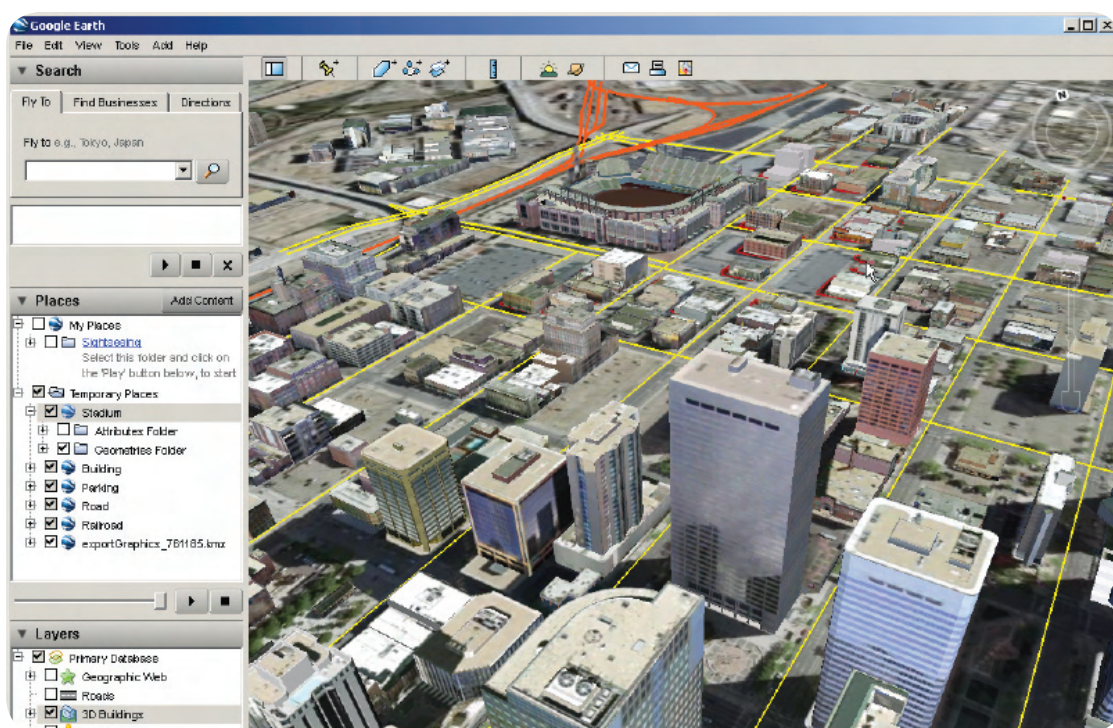
A large number of systems integrators working on National Geospatial-Intelligence Agency programs use SOCET GXP to produce geospatial intelligence products. The U.S. Army recently procured SOCET GXP for Army-wide implementation into its Imagery Workstation baseline for operational units, making the software its primary geospatial intelligence exploitation tool.



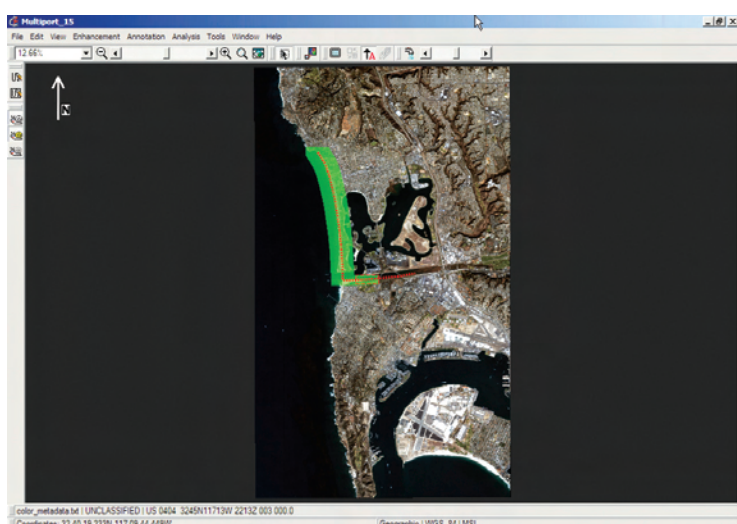
Spatially Enabled Exploitation (SEE), an add-on module for SOCET GXP allows users to identify an object, define, annotate, and classify the object, and then store a record of its pixel composition directly in a database for future analysis.



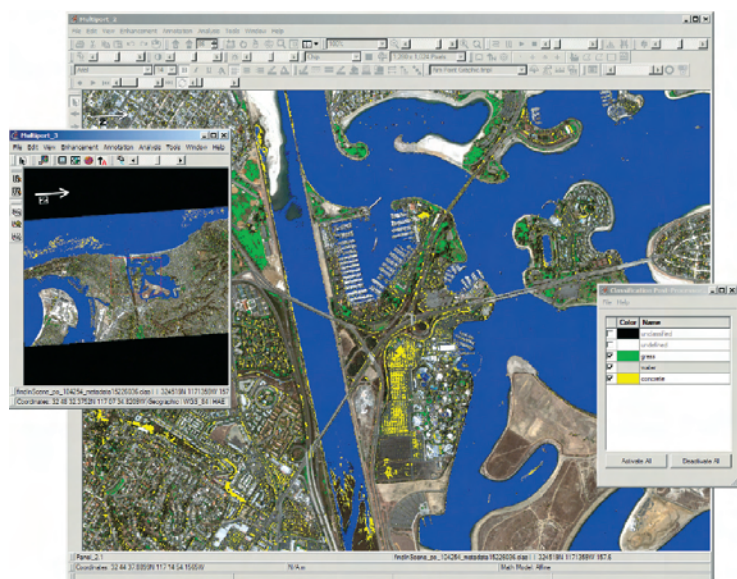
Recovery efforts following a tsunami in Banda Aceh were determined by observing the coastline and inland areas using Network Systems' SOCET GXP software.



SOCET GXP synchronizes with Google Earth™ to enable quick discovery, geospatial context, and 3D visualization for immediate situational awareness in a familiar, widely used format.



The Roam feature automatically searches a designated area.



The Find-In-Scene feature identifies pixels with similar spectral signatures by using spectral 'distance' metrics to assess the similarity between pixels within a single scene.

AS PART OF THE UPCOMING RELEASE OF SOCET GXP V3.0 THIS MONTH, THE UPDATED SOFTWARE IMPORTS RAW IMAGES AND STITCHES THEM TOGETHER TO FORM A COMPLETE PICTURE. THE SCALE BECOMES UNIFIED, ALLOWING FIELD ANALYSTS TO GENERATE PRECISE MEASUREMENTS OF DISTANCE AND DIRECTION FOR INTELLIGENCE REPORTING OR FURTHER ANALYSIS.

Media gets closer look at Manassas

The E&S Manassas, Va., plant made big headlines this summer. Following an open house at the Specialty Microelectronics Foundry, reporters from Space News, Aviation Week & Space Technology, and InsideNova.com featured news stories about a BAE Systems-developed computer technology that's roaming the surface of Mars.

The Specialty Microelectronics Foundry, home to Sensor Systems' Space Systems & Electronics business area, is one of only two facilities in the world producing radiation-hardened microprocessors that can withstand the frigid temperatures in space.

"Numerous missions have selected our RAD750TM computer, the most technologically advanced microprocessor ever offered to the space community," said Vic Scuderi, manager of satellite electronics for S2. "They include NASA's recently-launched Gamma-Ray Large Area Space Telescope satellite, which uses seven RAD750 computers for command, control, and instrument data processing as it examines gamma-ray bursts for clues to the origins of the solar system."

BAE Systems created another ver-

sion of the RAD750 computer for NASA's Lunar Reconnaissance Orbiter and Lunar Crater Observation and Sensing Satellite missions. To meet NASA's demand for high-speed processing, BAE Systems and NASA Goddard Space Flight Center joined to create a single-chip interface.

Other upcoming missions for RAD750 technology include the launching of a U.S. Department of Defense military communications satellite, the recently announced GPS modernization effort, and the Mars Science Lab – the next generation of Mars rovers.

A common observation heard around the Manassas facility is: "There's been another sighting of a BAE Systems computer on Mars."

Already on the red planet are BAE Systems' younger-generation RAD6000 TM single-board computers, which manage the collection and analysis of soil, weather, and imagery aboard the Phoenix Mars Lander. The Phoenix landed on May 25 after a 10-month journey. The earliest Mars Pathfinder rovers, Spirit and Opportunity, both relied on the RAD6000 computers for navigation and science data processing.



EYEFUL — Space News reporter Brian Berger looks through the lens of a Thermal Weapon Sight as Bennie Scarton, reporter with the Manassas Journal Messenger, looks on. The reporters were briefed on space programs during an open house at the Specialty Microelectronic Foundry.

"More than 200 RAD6000 computers operate today on satellites in space. This workhorse soon will be overtaken by its more-powerful big brother, the RAD750 computer," said Scuderi. "And the new product is up for the challenge."

Manassas introduced its first radiation-hardened chip in 1983. The facility's newest chip has 256 times more memory than the first.

"A new generation of radiation-hardened microchips, four times more powerful than those they will replace, is set to boost the data-processing and storage capability of satellite systems, including those used in anti-terrorist activities," said George Nossaman, director of advanced digital systems in Manassas.

The new family of radiation-hardened SRAM products enables more onboard

processing and data storage for a variety of satellite systems. In addition, the foundry's new single-board computers will manage the data-processing and command-and-control functions of more than a dozen satellites to be launched over the next 18 months.

The Manassas facility employs about 390 employees and 25 interns. Site leadership sees the interns as essential to the success of space programs in the future. "We are discovering that the younger generation isn't involved in space programs like those before it. By bringing in interns from colleges and universities around the country, we are trying to rekindle that interest in future space programs," said Ian McDonald, program director for advanced digital systems. "We want them to be our next generation of scientists."

E&S to provide sensors to U.S. Army

E&S recently received a \$14.5 million U.S. Army contract to develop surveillance sensors.

The system, to be developed under the Army's Airborne Wide Area Persistent Surveillance Sensor (AWAPSS) program, will use dual-band visible and infrared

imaging technology to collect high-resolution imagery from areas of interest. It will enable military aircraft to conduct 24-hour surveillance.

"This system will provide our military forces with a vital tool to protect those who protect us," said Bob Gaylord, identi-

fication and surveillance program director for Network Systems in Greenlawn, N.Y.

The AWAPSS system consists of three segments: a sensor (including gimbals and external electronics), an image and data storage unit, and an operator's station. It will be initially deployed on manned

aircraft.

E&S will work with the U.S. Army's Night Vision and Electronic Sensors Directorate in support of Program Manager Arial Common Sensors to begin field tests in mid-2009 at Fort Belvoir in Virginia.

PS opens new lab

Platform Solutions employees in Marlborough, Mass., are celebrating the opening of a new onsite laboratory to support growing needs for power management solutions.

The power systems and power management lab will be completed in three phases and is expected to be fully operational by the end of 2009. A ribbon-cutting event marking completion of the first phase was held in July.

"The opening of this lab is another milestone in the strategic development of our power management capabilities," said Rich Hopf, director of Platform Solutions' Commercial Vehicle Systems business area.

The lab initially will be used for low-voltage testing of power electronics that run motors and condition power for commercial and military vehicles. Subsequent phases will test rotating machines and vehicle integration.

The Marlborough site opened in 2007 as an extension of Platform Solutions Engineering in Johnson City, N.Y. Nine engineers currently work at the site, with plans for more hires in coming months.

Understanding 'the significance of our commitment'

Employees at Sensor Systems' Rokar subsidiary in Jerusalem got a firsthand look at Israel's F-16 "Scorpions" fighter squadron during a recent visit to an Israeli Air Force base.

"Our employees checked the serial numbers of the Rokar products and were quite excited to find their fingerprints on the components," said Yaron Kulas, Rokar president. "This was a chance to understand, in the most tangible way, the significance of our commitment to the BAE Systems mantra, We Protect Those Who Protect Us®."

The squadron's commander briefed employees on operational activities and systems. After the briefing, employees toured the squadron's premises, runways, and an F-15 and F-16 flight simulator. Rokar specializes in high-end GPS receivers and countermeasures dispensing systems.

The Rokar employees extended an invitation to the squadron to visit the Rokar facility in Jerusalem to learn what is involved in making the components.

SUIT UP — Rokar employee Jo Alkaly discovers what equipment is required for a combat pilot



BAE Systems briefly

Ian King to succeed Mike Turner as CEO

Ian King will become chief executive officer of BAE Systems plc Sept. 1, succeeding Mike Turner, who is retir-



Ian King

ing. King currently is BAE Systems' chief operating officer for U.K. and the rest of the world.

"Ian is a highly experienced business leader with a proven track record in our key home markets," said Dick Olver, chairman of BAE Systems plc. "His performance focus and depth of knowledge of the global defence industry will benefit the continued progression of the successful strategy that has been pursued by the company during Mike Turner's leadership."

Dr. Marshall Banker retires; John Baran serving as interim Customer Solutions president

Following a career that spanned more than 35 years in the defense and aerospace industry, Dr. Marshall Banker (right) retired from his position as president of BAE Systems Customer Solutions operating group on June 30. Banker joined the company in 1999, when he became president of the Information Systems sector of BAE Systems North America. In 2005, he assumed leadership of Customer Solutions, where he led more than 16,500 employees.

"Marshall's contributions to the company and our national secu-



Dr. Marshall Banker

rity have been invaluable," said Walt Havenstein, president and CEO of BAE Systems Inc., in a note to all employees. "We thank Marshall for his service and offer him our best wishes."

John Baran is acting as Customer Solutions interim president. Baran has been vice president of Strategic Development for Customer Solutions since the operating group's inception.

BAE Systems completes acquisition of Tenix Defence in Australia

BAE Systems in Australia has completed its acquisition of Tenix Defence after receiving all required regulatory approvals. The acquisition is a significant step in BAE Systems' strategy to become the premier global defense and aerospace company by growing its business in Australia, one of the company's six home markets.

Tenix Defence provides a combination of technologies, products, services, and skilled employees that will enable BAE Systems to better equip and support the Australian Defence Force for many years to come.

Doug Garner appointed vice president of Safety, Health, and Environment

Doug Garner is the new vice president of Safety, Health, and Environment for BAE Systems Inc. He also is the functional lead for BAE Systems Inc. approvals and business continuity management.

Prior to his new roles, Garner was director of Environmental Safety and Health, Facilities, and Security for the Platform Solutions business in the E&S operating group. He has been with the company for 25 years, beginning with Sanders Associates in Nashua, N.H.

Garner is a retired U.S. Army Lieutenant Colonel with 26 years of military service – four active and 22 in the U.S. Army Reserve. In 2004, he deployed as director of public works at Camp Arifjan, Kuwait, in support of Operation Iraqi Freedom.

BAE Systems employs new electronic recruiting system

BAE Systems has transitioned most of its U.S. businesses to a new online recruiting system. The new system allows for easy searches by location, state, type of job, and other filters that quickly display all available positions matching the search criteria.

Internally, employees are able to search all open internal and external jobs across BAE Systems Inc. in one place. Employees can connect to the online system through the Careers & Employment page on eConnections, or go directly to the Career Central internal job search site at: www.baesystems.jobs/InternalJobs.

External candidates may use the same features to search all external openings through the company's global Web site at www.baesystems.com/careers or may go directly to the online recruiting portal at www.baesystems.jobs.

The eRecruiting system and careers section in PeopleSoft Self Service have been shut down.

JETEYE™ flies coast to coast kicking off final testing phase

The JETEYE™ infrared missile defense system is now installed on passenger flights traveling from New York's John F. Kennedy International Airport to Los Angeles International Airport.

The system installation on passenger flights begins the final phase of a U.S. Department of Homeland Security program to test the suitability of missile protection equipment for commercial aircraft. The technology has previously been tested on an American Airlines test aircraft and an ABX Air Inc. cargo aircraft.

As part of the DHS Counter-Man-Portable Air Defense System program, the JETEYE system will be installed on three American Airlines 767-200 aircraft for daily cross-country flights.

The tests will evaluate the system's compatibility with daily passenger airline operations and maintenance. There will be no missile tests during these flights, these tests having been performed in an earlier phase of the program.

"We worked closely with DHS and the airline industry to develop an effective

response to potential terrorist threats," said Burt Keirstead, JETEYE system program director in Nashua, N.H. "It took a combination of ingenuity and perseverance to get to this point, and everyone involved is proud of the results."

E&S is partnered with American Airlines Maintenance and Engineering Services, which provided the test aircraft and engineering services for the development and refinement of the JETEYE system's installation, operation, and support.

The JETEYE system draws from BAE Systems' expertise protecting military aircraft with directable infrared countermeasures technology. DHS awarded E&S a \$29 million contract for this final suitability evaluation phase of the Counter-MANPADS program in January.

The company developed the JETEYE system during earlier phases of the program, which began in January 2004. It since has received \$105 million in funding.

E&S has delivered more than 14,000 infrared countermeasure systems of all kinds worldwide, said Keirstead.

THAAD seeker sorts through pieces, makes daytime intercept

An E&S seeker detected an incoming ballistic missile, enabling the Terminal High Altitude Area Defense (THAAD) weapon system to intercept its target during testing at the Pacific Missile Range Facility in Hawaii last month.

The test, conducted by the U.S. Missile Defense Agency and Lockheed Martin, examined how the interceptor and its seeker detect a separating target missile to destroy the warhead.

"The THAAD seeker had to detect the incoming warhead among multiple pieces of the incoming target missile," said John Watkins, THAAD program director for E&S. "To further complicate things, this was the program's first daylight engagement, meaning the seeker had to distinguish the target from false 'targets' created by reflected sunlight."

The E&S seeker provides infrared

imagery of the warhead to the missile computer, guiding the interceptor to its target. Watkins likened the achievement to "hitting a bullet with a bullet while the shell casing is flying alongside, and someone is shining a flashlight in your eyes."

THAAD is designed to defend U.S. and allied soldiers, military assets, and population centers from the threat of ballistic-missile attacks, destroying enemy warheads through direct "hit-to-kill" technology. E&S has been working on missile defense seekers since the late 1970s.

THAAD intercept testing will continue through 2009. Upcoming tests at the Pacific Missile Range will be conducted against increasingly complex targets outside the Earth's atmosphere.

The first production seekers are scheduled for delivery in 2009.

Wolf Report recommendations to be implemented over three years

Mike Turner, chief executive officer of BAE Systems, announced July 22 that plans are currently underway on a three-year implementation of the recent Wolf Committee Report's 23 recommendations regarding the ethical principles and practices underlying the company's business.

Turner announced the plan is geared toward achieving "benchmark standards of governance in the conduct of day-to-day business."

The Wolf Report identified various areas the company should address in order to be recognized as a global leader in ethical business conduct.

"This program is of fundamental importance to how we do business now and in the future. It will derive benefits for our employees, customers and shareholders.

We believe the Wolf Report provides valuable insight and observations that BAE Systems, the defense industry and all global companies in general can learn from," said BAE Systems Chairman Dick Olver.

BAE Systems' implementation program will be managed by a program director, Nick Hubbard and will focus on: changes to and the monitoring of policies and procedures; revised training needs and the subsequent delivery of training programs; a program to consult and communicate with stakeholders on the company's plans; and communication and engagement with the company's 97,500 employees.

Visit: [http://connectus.intranet.baesystems.com/corporate_plc_\(communications\)/corporate_communications/basic_9282.htm](http://connectus.intranet.baesystems.com/corporate_plc_(communications)/corporate_communications/basic_9282.htm).

E&S video group wins coveted award



An E&S video services team recently won a 2008 Telly Bronze Award for its Thermal Weapon Sight video. The winning video was one of more than 14,000 entries submitted for consideration from across five continents.

Founded in 1979, the Telly Silver and Bronze Awards are the premier awards honoring outstanding local, regional, and cable TV commercials and programs; the finest film and video productions; and groundbreaking web commercials, videos and films. Winners represent the best work of the most respected advertising agencies, production companies, television stations, cable

operators, and corporate video departments in the world.

The Thermal Weapon Sight video was produced to support the 2007 TWSII Bridge proposal, and helped the Sensor Systems line of business win the contract.

"The Thermal Weapon Sight video put together by the E&S video services team clearly captures the essence of our infrared technology to see through smoke and darkness," said Bruce Zukauskas, director of the TWS program for S2. "The video dramatically shows the edge that our thermal weapon sights provide to our warfighters on today's battlefields."

The original video was modified to get it cleared for public release for S2's Media Day in Lexington, said E&S videographer Kevin McCarthy. That version was

submitted to the Telly Awards, winning Bronze. The video also won a BAE Systems Inc. Communications Award.

"What really made this video effective was the side-by-side comparison of visible spectrum imagery next to the thermal imagery," said McCarthy. "This showed that a person who wouldn't normally be able to see through smoke could use the thermal imager and clearly see people within the smoke."

McCarthy and teammates Josh Allan, Charlie Crone, Don O'Sullivan, and Dennis Warnesky thanked Dave Buchanan, Special Projects Fireteam leader, for his help with the video. Buchanan and his team provided weapons and smoke at E&S live-fire ranges for filming.

Around the OG

SE Communicator reaches systems engineers

John Deal, E&S vice president of systems engineering in Reston, Va., had a vision to reach out to the company's systems engineering community. He wanted to better inform them about relevant systems engineering news, details about upcoming activities and events, recognize achievements across the operating group, and foster a greater sense of community and outreach.

The E&S SE Communicator was created, and the first issue released in the spring of 2007.

The average size of the publication is about 10 pages and includes a variety of news articles, photos, graphics, and Web links. News articles are written by a diverse group of volunteer employees, including subject-matter experts with extensive knowledge in the field of systems engineering, and others whose disciplines are indirectly related to systems engineering.

"On the whole, the SE Communicator is well written, interesting, and usefully explanatory," said Kirby Smith, E&S senior principle systems engineer in Nashua, N.H.

The E&S SE Communicator is published quarterly and is distributed electronically to all systems engineers across the OG, including the U.K. The editor-in-chief is Lynda Balthrop, and the publication lead is Doug Westphal. Employees who are interested in contributing to the E&S SE Communicator can view the editorial guidelines on the E&S systems engineering Web site under the



From the Top

The summer of 2008 has arrived and there are exciting things to look forward to in the coming months. As you know, our 2008 and 2009 are exciting as we celebrate our 30th anniversary. We are looking forward to celebrating our 30th anniversary with you. We are looking forward to celebrating our 30th anniversary with you. We are looking forward to celebrating our 30th anniversary with you.

Productivity & Efficiency

Why? Simply because it's the most important factor in the success of any business. It's the key to staying competitive in a global market. It's the key to staying competitive in a global market. It's the key to staying competitive in a global market.

Development (R&D), and Project Office Design and Development. We want to see you succeed. We want to see you succeed. We want to see you succeed.

Technology (Research & Development)

Technology (Research & Development) is the key to staying competitive in a global market. It's the key to staying competitive in a global market. It's the key to staying competitive in a global market.

publications tab. Current and past issues of the E&S SE Communicator can be viewed at the site as well. Comments and questions can be directed to Balthrop at 703 668 4417.

Human Resources Centers of Excellence

The Human Resources Leadership Team has created a new organizational model to provide greater value to its customers – E&S employees.

The new model, called Centers of Excellence, is based on understanding business challenges and finding the best way to leverage Human Resources expertise to meet them.

The Centers of Excellence model centralizes HR functional resources to provide enhanced and focused support to employees. The alignment will increase efficiency, reduce costs, grow the busi-

ness, and support essential business integrations, said Amy Shevlin, vice president of Human Resources for E&S.

The Centers of Excellence are Compensation; Talent Acquisition (formerly known as Staffing, Employment, or Recruiting); Education, Training and Organizational Development; Employee Relations (including EEO Compliance, Occupational Health, Diversity and Ethics); and Benefits; and Human Resources Information Systems.

In addition to the Centers of Excellence, dedicated representatives, known as client-facing HR Business Partners, will serve as the business area and business function liaisons and advisors. Each client-facing business partner has already met with their customer's leadership teams to discuss the new HR model.

For more information about Human Resources Centers of Excellence within E&S, contact your local HR business partner.

Darrell Philpot named vice president of Information Technology for E&S

Darrell Philpot is the new vice president of Information Technology for Electronics & Integrated Solutions. In his new role, he is responsible for designing business systems, leading process improvement initiatives, establishing and overseeing technical infrastructure, and assuring service performance across the operating group.

Philpot joins BAE Systems with more than 22 years' experience in the field of information technology, including 15 years in the U.S. Marine Corps, where he served as director of Manpower Information

Technology at Marine Headquarters. Most recently, he worked for Dell Inc. as Executive for Global Delivery Services.

Philpot graduated from the University of Florida with a bachelor's degree in computer science. He received his master's degree in business from Georgetown University.

Philpot succeeds Mike Kennedy, who moves into a new role as vice president and chief information officer for BAE Systems Inc. He will report to John Lydiard, E&S chief of staff.

New E&S Contracts and Export Web site launched

Contract Operations has worked with E&S lines of business to create an E&S Contracts and Export Web site that streamlines five separate sites into one. The site has been extensively restructured. It contains operating group and LoB Contracts and Export-specific content; allows for quick navigation into any needed document; creates "What's New" — links for communication of regulatory guidance and updates; launches a suggestion box feature; and incorporate smart links to other functional sites so that updates are automatic.

The policy section of the site allows one-click access into different levels of the company (plc, Inc., or OG, for example), and these levels include smart links to other functional policies required for Contracts and Export use on a regular basis. There also is a link to the BAE Systems external Web site.

To visit the new Contracts and Export Web site go to: <http://bluas0462/contracts/index>.

Security updates policy

The E&S Security function has released the updated Operating Group Procedure 5400.07 regarding visitor control.

The visitor control procedure clarifies requirements associated with bringing visitors into company facilities. The update reflects new requirements and outlines provisions to employees located at E&S sites within the United States, said Jim Snodgrass, director of security services.

A major revision of the policy con-



cerns host and escort responsibilities associated with international, escorted, and non-escorted visitors.

Additionally, a comprehensive list of prohibited items was provided to help employees better understand what items can be brought into the E&S sites and what items are not allowed.

For more information, employees may contact their local security representative or visit the E&S Policies Web page at <http://www.usa02.na.baesystems.com/documentation/index.htm>.

Network Systems breaks ground for new San Diego facility

Network Systems hosted a ground-breaking ceremony and technology

demonstration last month at the future site of its Liberty Station facility in a sec-



DIG IT — (from left to right) Erwin Bieber, president of Network Systems LoB; Jerry Sanders, Mayor of the City of San Diego; Howard Pace of the Joint Program Executive Office for the Joint Tactical Radio System; Mark McMillin, president and CEO of Corky McMillin Companies; Scott McMillin, chairman of Corky McMillin Companies; and Ted Spilman, Network Systems Business Development vice president, break ground on the site of the future Liberty Station facility.

tion of San Diego known as Point Loma.

The new 80,000-square-foot facility will focus on research, development, testing, and integration of large-scale C4I (command, control, communications, computers, and intelligence) network systems to help solve current, emerging, and future customer mission requirements. Liberty Station will support all regional DoD, intelligence, and homeland security contracting agencies, including Space and Naval Warfare Systems Command and the Joint Program Executive Office, Joint Tactical Radio System.

San Diego Mayor Jerry Sanders joined newly appointed Network Systems President Erwin Bieber in welcoming BAE Systems to the community at the former Naval Training Center. "This is a tremendous day for San Diego," said Sanders. "The intelligence-gathering and technology components of BAE Systems moving in makes you really appreciate San Diego even more – because this is how the city is growing."

"BAE Systems, through the actions of our employees and the technologies and services we deliver, is a critical component of national security for the United

States," Bieber said. "The facility that will be erected here over the next year demonstrates BAE Systems' expanding footprint in the San Diego region and our commitment to support the U.S. military and other government agencies with advanced networking and communications solutions."

More than 100 people, including employees, customers, and partners in the building and leasing of the facility attended the event. Following the presentation and groundbreaking, attendees were invited into a tent for demonstrations of Network Systems' C4I technologies, such as modeling and simulation, interoperability, communications, and shipboard capabilities.

Approximately 200 employees will work on the Consolidated Afloat Network and Enterprise Services; Maritime Domain Awareness; and Tactical Wireless Joint Network programs at the Liberty Station facility. BAE Systems signed a 10-year lease as the primary tenant of the 105,000 square foot office space. Initial occupancy is planned for June 2009, with final construction expected to be complete in August 2009.

President's Tour –

Heffron touts strategy in Texas

Continued from Front Page.

the Sensor Integration business area's ground-based situational awareness (GBSA) team demonstrated SI's leading GBSA products. Heffron then joined Austin's senior leadership team, Austin employees, and members and special guests from the 3d Armored Cavalry Regiment for a 4th of July celebration lunch. Mike Brown, Austin's Warfighter Affinity Program leader, briefed Heffron on SI's adoption of the regiment through the 3d Cavalry Association.

"You never hear of organizations that show their appreciation the way BAE Systems does," said retired Gen. David

Doyle, 54th colonel of the 3d ACR.

"We have to give back more, realizing it is the people left behind – all of you – to whom we must show our support," said Heffron. "We do it because we believe it's what we need to do. We'll continue to do this until everyone comes home."

Lt. Col. Michael Simmering expressed his gratitude to BAE Systems and presented Heffron with a flag from the 3d Cavalry Association.

Heffron has visited E&IS sites at Austin, Irving and Ft. Worth, Texas; Reston and Manassas, Va.; and Johnson City, N.Y. Visits are scheduled for Nashua, N.H.; Lexington, Mass.; Ft. Wayne, Ind.; Wayne, N.J.; and Greenlawn, N.Y.

"WE DO IT BECAUSE WE BELIEVE IT IS WHAT WE NEED TO BE DOING. WE'LL CONTINUE TO DO THIS UNTIL EVERYONE COMES HOME."

Mike Heffron
E&IS President

Real Teamwork



E&IS Network Systems employees Bob Todd, Ron Drees, LeeAnne Galasso, and Jim Groce took the first-place crown for corporate entries in the world-famous Mud Run last month.

The Mud Run is a 10K race through the hilly terrain at Marine Corps Base Camp Joseph H. Pendleton, north of San Diego.

The team brought home the winning medal for the Corporate, Boots&Utes category and finished second overall among the Boots&Utes teams, with a finishing time of 1:17:04.

The race includes three mud pits, two six-foot walls, tunnels, a tire obstacle, the steep and wet "slippery hill," and a lake crossing. All team members are expected to cross the finish line together to complete the race.

Todd also took first place honors for his age-group category in Boots&Utes during the individual Mud Run race earlier this summer. The original team captain, Suzanne Tignor, was injured and was unable to participate.

Sensor Systems takes the LEED to go green

Sensor Systems facilities managers are focused on a more energy-efficient future. Managers from across S2 gathered in Austin, Texas, to talk with regional experts on leadership in energy and environmental design (LEED), computerized maintenance, innovative roofing systems, and other green initiatives across the LoB.

LEED is a green building rating system developed by the U.S. Green Building Council

that provides a suite of standards for environmentally sustainable construction. The rating system addresses six major areas: sustainable sites, water efficiency, energy and atmosphere, materials and resources, indoor environmental quality and innovation, and design process.

Every S2 site has the goal of having one building attain LEED certification within the next two years. LEED certification can be a

long, complex process that can take up to 18 months to complete.

The facilities team learned about several unique energy conservation ideas by touring The Ronald McDonald House and The Dell Children's Medical Center in Austin. The Ronald McDonald House holds a platinum LEED certification – the highest possible certification. The Dell Children's Medical Center has applied for platinum certification, which

would make it the first medical facility in the world to achieve the rating.

"LEED falls directly in line with E&IS's adaptation to go green to protect the environment," said Walt Black, Austin facilities manager. "Through environmentally sustainable construction, LEED implementation creates healthier work and living environments, contributes to higher productivity, and improves employee health and comfort."

Interns, interns everywhere Leverage Technology and Innovation Organization expands capabilities



SUMMER INTERNS - Third-year intern Brian Belley, aeronautical and mechanical engineering major at Rensselaer Polytechnic Institute in Troy, N.Y., works with BAE Systems mentor Heather Keegan, a principal mechanical engineer, in the E&S Opto Mechanical Laboratory in Nashua, N.H.

E&S is hosting 249 students for paid summer internships at its facilities across the U.S. this year. The majority of participating high-school, college, and graduate students are placed in Engineering positions. Other interns work in Finance, Operations, and other business functions.

"BAE Systems is a technology-driven company, and engineering resources fuel our capabilities," said Bill Lenz, vice president of Engineering for the Electronic Warfare line of business. "We must develop our young men and women and offer them challenging work to ensure our success in a rapidly changing environment. These internships offer students real-life decision-making experience they can apply to future careers."

A number of the engineering interns come from the Women in Technology and FIRST (For Inspiration and Recognition of Science and Technology) programs, said University Relations manager Joe Furino.

"Our summer intern program is strategically important because it allows BAE Systems to cultivate a relationship with students who could be potential full-time hires after graduation," said Furino. "We use the program as an early-identification tool and can extend the evaluation period, sometimes over multiple summers. This helps us make better hiring decisions. In the process, students learn more about our culture, and they can hit the ground running when they become full-time employees. It's a win all around."

E&S employed 228 student interns in 2007. Many have since become full-time employees of the company.

The Electronic Warfare line of business in Nashua, N.H., has created a new group called the Leverage Technology and Innovation Organization (LTIO). Created to address expected areas of emphasis and strategic pursuits in the changing defense and EW markets, the LTIO consists of five main areas. One of them centers on EW's new Innovation Center.

The Innovation Center will create and manage programs to reinvigorate innovation and idea generation, strengthening EW's ability to rapidly and continuously develop ways to enter new markets and win new business. The Center also will facilitate improved technology collaboration across the operating group to include AS&T, AIT, and AT, and will pursue new ways to encourage, collect, evaluate, select, and fund ideas.

One interesting aspect of this new innovation process is the establishment of an "Innovation Idol" competition (similar to the wildly popular "American Idol" program on TV). The competition will be open to anyone with an idea. If an idea is selected, it could result in the award of a special IR&D grant for the individual or team presenting it.

"This will create new energy and excitement around innovating and allow us to have some fun," said Innovation Center Lead Rance Walleston. "The Innovation Idol panel of judges will include selected Scientific and Engineering Fellows and other participants from across the OG."

There also will be quarterly innovation forums, an innovation Web site, and an innovation-focused "capture the flag" type competition, and a connection to the EW incentive program for 2008, said Walleston.

"We want to create an environment and supporting infrastructure that allows us to energize the idea generation process and then capture all of the great intellectual property of our workforce across the enterprise," said Walleston. "To survive in the future market, we must continuously innovate – and bring that innovation to our customers faster and cheaper than any of our competitors. Leveraging the creativity, experience, and know-how of everyone in the EW enterprise will be essential to a successful innovation program."

Led by Brian Walters, the LTIO will focus on leveraging the extensive resources and significant investments the company has made in technology and products across the EW enterprise.

"EW's senior leadership team determined that the LTIO is the best way to

harness the full potential of our resources and bring a fully integrated and aligned EW line of business to the marketplace," said EW President Don Donovan.

The five areas within the LTIO are:

- Architecture and technology strategy, led by Mike Powell
- Innovation Center, led by Rance Walleston
- Leveraged technology and products, led by Alan McQuarrie
- Leveraged process, led by Paul Chenette
- Analysis and exploitation, led by Scott Stimpert.

To propose an idea, or learn more about these leveraging tools, visit the idea forum on the LTIO web site on the Electronic Warfare LoB's home page.

"INNOVATION IDOL" WILL BE OPEN TO ANYONE WITH AN IDEA. IF AN IDEA IS SELECTED, IT COULD RESULT IN THE AWARD OF A SPECIAL IR&D GRANT FOR THE INDIVIDUAL OR TEAM PRESENTING IT.

NS tests innovative technology at Northern Edge

The Communications and Tactical Networks business area in Wayne, N.J., recently worked with the Air Force Research Laboratory to test an unmanned aerial vehicle prototype's performance with BAE Systems' common data link technology. The tests on the Arcturus UAV were conducted as part of the Northern Edge 2008 joint-training exercise at Pacific Alaska Range Complex.

The small, ruggedized data link system, which consists of a digital modem, radio frequency electronics, and amplifiers, improves reconnaissance capabilities on the UAV. The enhanced reconnaissance capability, with video link operation that enables the UAV to capture real-time images as video or snapshots for marking, tracking, and identifying the geographic location of a target, ultimately helps warfighters on the ground.

"We've done complete tracking of target vehicles



where the aircraft is controlled by the tracking algorithm; we don't have to do any man-in-the-loop intervention," said Capt. Samuel Hart, unmanned services program

manager with the Air Force Research Laboratory. "We tell it to track the vehicle and it auto-tracks and follows it around corners, turns, behind trees, and things like that. They also can use it for battle-damage assessment – if there's a bomb drop, we can go back and see what kind of effect it had, if they were on target or if they missed."

"This launch and testing demonstrates the new ability to follow movement on the ground, recognize changes in the landscape, and work autonomously," said Mike Alves, BAE Systems advanced programs director for Communications and Tactical Networks. "The ability to transmit high-bandwidth video data is a major requirement for gathering the data needed to identify and track targets. BAE Systems' common data link technology can deliver that capability to small, lightweight platforms using dependable, proven technology."

Austin employees give back to their community

E&S employees in Austin, Texas, have selected six charitable organizations near and dear to their hearts. So far, BAE Systems in the name of the Austin employees, has donated \$10,000 each to the Hospice of Austin, the Austin Children's Shelter, and Big Brothers and Big Sisters

of Austin. Employees also have donated \$5,000 to AmVets.

With employee contributions, BAE Systems also has donated \$10,000 to the 3d Cavalry Association to help redesign and build the 3d Cavalry Regiment's memorial site. Mike Brown and Paula Mondebello,

representatives of the E&S Warfighter Affinity Program in Austin, are working with the Association and the Regiment to determine what will be needed to complete this project. Liz Klein, wife of Austin employee Bill Klein, and owner of "Design My Yard," has graciously agreed to redesign the

memorial site for the Regiment at no cost. A fundraising campaign is underway for other expenses associated with the project.

Austin employees chose the Paramount Theater as the sixth organization to support. A committee is working with the theater to determine an appropriate level of support.

Wayne employees walk for March of Dimes

E&S employees in Wayne, N.J., raised more than \$12,000 for the March of Dimes during the recent Walk for Babies event.

Wayne employees brought friends and family to walk the 6K distance in support of March of Dimes research and

services. \$12,224.46 was presented to March of Dimes representatives during a recent ceremony. For the ninth consecutive year, BAE Systems won the crystal award, the highest award a walk team can receive during the Walk for Babies.

"Our employees have been strong supporters of March of Dimes for the past 13 years. The money we raise will be used to prevent birth defects, premature birth, and infant mortality," said Don Hunt, director of human resources for the Communications and Tactical Networks business area.

Wayne Supports Navy-Marine Corps



Lt Commander Alan Chuderski from Navy-Marine Corps Relief Society in Lakehurst, N.J. stands with Pete Howard, senior director and Wayne site lead at a recent support rally.

Wayne employees announced their Charity Challenge support of the Navy-Marine Corps Relief Society with a kickoff event at the Lakehurst Naval Center in July.

The Navy-Marine Corps Relief Society is an affiliate of the America Supports You program, BAE Systems' chosen 2008 Charity Challenge Partner.

Nebraska site honored with Outstanding Business/Industry Partnership award

The Network Systems site in Bellevue, Neb., received the 2008 Nebraska Career Education Outstanding Business/Industry Partnership Award for their partnership with local Papillion-La Vista Schools.

For the past two years, E&S employees have helped the school district to better educate students.

BAE Systems supports a wealth of educational activities that impact many high-school students. As a school business partner, BAE Systems has been

credited as a driving force behind the school's pre-engineering robotics program.

"I never knew that I could be an engineer, but the mentors from BAE Systems helped us realize that we could all do that and so much more," said one student who participated in the school's FIRST Robotics team, sponsored and mentored by BAE Systems volunteers.

The E&S Bellevue site employs about 150 people and is recognized as an outstanding community partner in Nebraska.

Employees take mathematical skills from the office to the classroom

E&S employees in Wayne, N.J., recently won a 2008 Bronze Chairman's Award for their many school and business partnership initiatives. Among the initiatives honored for transferring best practice is the site's tutoring program, now in its seventh year.

Wayne employees have volunteered 2,210 hours since instituting the tutoring program in 2003. Volunteer tutors help students at Wayne Hills High School improve their math skills. On average nine students increase their performance by a full letter grade or more each season.

"It's encouraging to see the enthusiasm that our employees have in wanting to help the Wayne Hill students," said Alicia La Pierre, E&S Community Relations manager. "The school business partnership program fosters tutoring and mentoring, and helps identify future employees, particularly in technical disciplines."

Vince Frascella, E&S tutoring program lead, originally helped create a program where E&S employees could work with

students on their lunch breaks. Over time, the program has evolved so that each tutor keeps track of individual volunteer hours logged.

The way the program is organized makes it easy for employees to make the most of available time to tutor – a reason why many employees continue to join, said Frascella.

"What began as a small initiative with just three tutors and five students has now expanded into a growing tradition at the Wayne facilities," said Frascella. "This year, 33 employees worked with more than 100 students in several levels of math including algebra, calculus, and physics."

Employee volunteers say the rewards are in the results. "I find it very rewarding to see the reaction of students when everything just begins to click," said Scott Birken, one of the E&S volunteer tutors. "Whenever a student shows me a good grade on a recent exam, I share in their happiness, because I know I played a small part in helping them understand it."



Some of the Wayne Hills High School students who benefit from the volunteers who tutor in math.

Riding for a green cause in Johnson City

Members of the Westover Riders at Platform Solutions in Johnson City, N.Y., gather in front of a Daimler hybrid electric bus. The bus is powered by the BAE Systems' HybriDrive® propulsion system, which is produced at the site.

The Riders, an informal group of employees who enjoy motorcycles, came into work on their bikes in celebration of 17th annual Ride to Work Day, an international event supporting fuel savings, reduced emissions, and reduced traffic and parking congestion.

"Our people don't just 'go green' on the job — they live it," said site executive Jim Garceau.

For more information on the event, visit www.ridetowork.org



Picture Perfect



Laura Zibbon, 6, of Endicott, works on a picture for the BAE Systems coloring contest at the Greater Binghamton Air Show earlier this summer. The annual event is sponsored in part by Platform Solutions in Johnson City, N.Y.

There were 72 entries for the contest, which was open to all children. Prizes were awarded in three age groups. First-place winners received a \$30 Barnes & Noble gift card and a BAE Systems duffel bag. Second-place winners received a \$20 Barnes & Noble gift card and a BAE Systems backpack. Third-place winners received a BAE Systems gift bag.

San Diego has Christmas in June

Network Systems employees and family members in San Diego volunteered for the Armed Forces YMCA Christmas You Missed event, held in late June.

More than 500 military members, who were deployed for the 2007 Christmas holiday, and their families attended the belated Christmas party.

Eleven E&S volunteers spent the evening before the event decking the halls in a Christmas theme, writing cards of thanks to the troops, and packing almost 500 goodie bags with candy for the children of military families.

The Armed Forces YMCA is one of several non-profit organizations supported by NS in San Diego.



Christmas You Missed – Pictured left: Rosemary Wilson and Karen Kerr; Right: Ruth Contino and Claire Scofield.

Smith is good investment

Chris Smith, adopted son of Austin, Texas, recently was recognized as the recipient of the E&S 2008 W.J. Lennox Achievement Award for outstanding performance and achievement within the finance arena. Smith was one of eight E&S employees to complete the 2008 Financial Leadership Development Program (FLDP).

FLDP is a three-year program with a mission to cultivate professionals within the finance organization who are action-oriented, will lead effective change, and promote innovation within BAE Systems. This is done through a series of rotational assignments designed to provide a broad background in finance and business opera-

tions disciplines.

"Chris continually looks for leadership opportunities in all areas of business execution," said Stu Harlow, director of finance at Austin. "He is always willing to venture into new assignments, cultures, and challenges to better himself and BAE Systems."

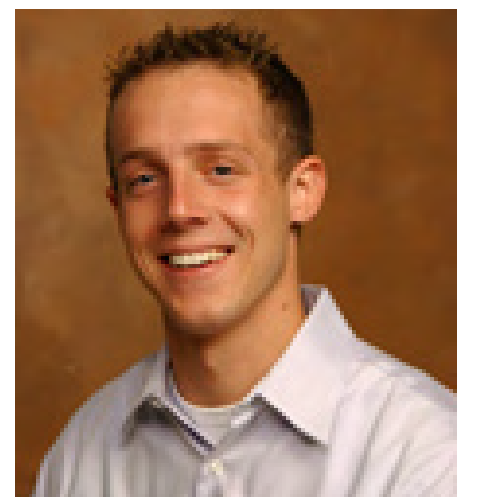
Smith, a native of Nashua, N.H., where E&S has its headquarters, arrived in Austin in 2006 to begin his second year of training in the FLDP. He began his year in Austin by supporting the SBInet capture pursuit. He then answered the OG-wide call to relocate to Mojave, Calif., to provide support during the restructuring of the

CATBIRD program.

As CATBIRD took to the sky, Smith returned to the Sensor Integration business in Austin to complete his third year of the program. In that final year, he stepped into the role of financial planning and analysis. He supported site-level forecasting.

"I have truly enjoyed being a part of the Financial Leadership Development Program and the many opportunities it has provided me, and I am honored to be awarded the W.J. Lennox Award," said Smith.

Smith will remain in Austin to pursue his master's degree in business at St. Edward's University.



Chris Smith