

E&IS NOW

CATBird's "Fly in July" Milestone Moving Forward

Dependable - Innovation

Employees and subcontractors of the Flight Systems business area are working two full shifts seven days a week to meet Electronics & Integrated Solutions (E&IS) "CATBird Fly by July" key business milestone.

Flight Systems employees are working with about 60 other engineers and technicians from around the E&IS operating group who have been assigned to the Mojave, Calif., facility to assist in meeting the date.

CATBird is a nickname for CATB — Cooperative Avionics Test Bed.

"We are marching towards our goal for first flight," said John Wall, CATB Program Director. "It's an incredible team effort on an incredibly complex project, but we are making significant progress toward the July date."

CATBird modifies a Boeing 737-300 aircraft inside and out to function as an avionics testbed for Lockheed Martin's F-35 Joint Strike Fighter (JSF). The testbed will replicate the avionics suite on JSF to ensure the system can collect data from multiple sensors and fuse it together onto one display.

The July flight is intended to prove the aerodynamics of the converted airliner. The flight is particularly important since the plane has been changed to accommodate the test requirements, said Kim Karnes, E&IS CATB program manager at Mojave.

Several external structural modifications are being made to the aircraft. Major structural modifications include a nose extension to simulate that of a JSF. A 42-foot long spine on the top and a 10-foot canoe on the bottom of the plane have been added to accommodate line-replaceable units (LRUs). A canard, or sensor wing, is also currently in assembly to be installed on the aircraft.

As dramatic as the changes outside the plane, the inside of the plane is likewise being transformed.

An F-35 cockpit will be installed inside the plane that will allow the sensor inputs to be displayed as they would be in a JSF. The rest of the interior will house equipment racks for the avionics equipment and 20 workstations for technicians to assess performance of the avionics.

Wall said the July flight will be the first of about 20 flights in the initial test phase. Upon completion of the

Let The Call Go Forth ...



...WITH A FOURTH HAND SIGNAL — A somewhat modified Uncle Sam urges employees to participate in the upcoming employee opinion survey that begins April 24 and runs for three weeks. The survey will be available online or through hard copies provided by Human Resources representatives. This is the first all employee survey in two years. BAE Systems is proactively soliciting every employee's viewpoint.

modification and testing, the aircraft will be moved to a Lockheed Martin facility in Fort Worth, Texas for the next phase of the program.

Karnes said that the team achieved its first critical milestone with initial power-on to the aircraft March 18.

"We have a great team of individuals who are working hard to meet the commitments," said Karnes. "It was quite impressive to have the aircraft come to 'life' after two years of being dormant and hearing the hum of power through the converter racks."

Key business dates are E&IS' most important Mission Success goals, determined at the beginning of the year for all business areas and functions.

The JSF CATB milestone is Sensor Systems' (S2) line of business key event. CATBird's first flight was selected as the operating group's key event by E&IS President Walt Havenstein.



CATBIRD TO FLY — A 737 airliner is being modified with a JSF nose, antennas, and sensors that will replicate the fighter's avionics suite.

BAE SYSTEMS Briefs

Company Discusses Airbus Sale

BAE Systems plc announced April 7 that the company has entered into discussions with the European Aeronautic Defence and Space Company (EADS) regarding the sale of BAE Systems' 20 percent shareholding in Airbus.

Discussions are at an early stage and further announcements will be made when appropriate, BAE Systems Chief Executive Mike Turner stated. The announcement added:

"Airbus has been an excellent investment for BAE Systems during a period of innovation and growth. It has developed into a world class company at the forefront of its industry and is well positioned for the future.

Selling our stake in Airbus is entirely in line with BAE Systems' strategy to be the premier transatlantic defense and aerospace company.

We believe that now is the right time for us to divest our Airbus shareholding to allow us to concentrate on our core transatlantic defense and aerospace strategy."

To view the employee memo, click on the BAE Systems, Inc. Internal website button on the right-hand column of the E&S Today homepage.

Corporate Responsibility Report

BAE Systems plc has published its fourth Corporate Responsibility (CR) report which can be downloaded from: www.baesystems.com/corporateresponsibility.

The report is available to the public and includes:

- The summary of an independent analysis of BAE Systems Corporate Responsibility reporting.
- Features on key issues for BAE Systems.
- Information about broader issues facing the defense industry.
- An easy reference guide.
- A commentary by the external Corporate Citizenship Company.

To order a hard copy of the report or to provide any feedback about BAE Systems' Corporate Responsibility reporting, please contact: crfeedback@baesystems.com.

Investors Show Interest

Mark Ronald, president and CEO of BAE Systems, Inc., hosted the first tour of U.S. facilities for a group of investment analysts March 28 and 29.

"Having decision makers and industry influencers experience first-hand how our products are made and the efficiency with which it's done is invaluable," said Ronald. "The more we educate this critical constituency representing our owners, the more successful we can be."

The nearly 20 analysts representing global investment houses visited Land & Armaments' (L&A) Ground Systems Division (GSD) facility in York, Pa., and the Arlington and Reston, Va., offices where they met with Ronald and the three operating group presidents; Dr. Marshall Banker of Customer Solutions, Tom Rabaut of L&A, and Walt Havenstein of Electronics & Integrated Solutions. The analysts were also briefed by National Security Solutions line of business President Dr. Bill Ballhaus and CNIR Vice President of Communications and Information Systems Bill Campbell. The visit concluded with a tour of E&IS' Reston-based Simulation and Integration Lab and a SocetSet demonstration.

Naval Gun Shown at Sea Air Space Expo

BAE Systems' Mk 38 Mod 2 Naval Gun (Mk 38) drew crowds and interest from media at the Sea Air Space Exposition 2006 April 4-6, at Washington, D.C., as the entire weapon system was on display for attendees to see up close and personal. The Mk 38 is a 25 mm gun system used aboard Navy surface combatants to protect ships at short range and to support coastal warfare operations. The trade show was the first opportunity BAE Systems had to showcase this capability to the Navy.

Apt Students



U. S. Air Force Reserve Lt. Col. Tim Kelly and Martina Carroll-Garrison — members of the Industrial College of the Armed Forces (ICAF) — study the inner workings of an E&IS Common Missile Warning System (CMWS) sensor during a tour at Nashua, N.H., March 16.

Eleven military officers and civilians and two ICAF faculty members visited E&IS for briefings and discussions on trends and capabilities in the defense electronics industry. The group will develop their observations in a published report leading to master of science degrees in National Resource Strategy.

The ICAF Electronics Industry Study Group also met with a number of senior E&IS leaders and toured the Microwave Manufacturing line and Microelectronics Center as part of their year-long study of the role electronics play in national strategy development.

E&IS Brings Small-Sat Capability to the U.S.

Electronics & Integrated Solutions (E&IS) is partnering with Surrey Satellite Technology Ltd. (SSTL) to bring the U.K. technology firm's small-satellite technology and processes to the U.S.

BAE Systems announced the partnership in a press release issued at the National Space Symposium April 3-6 in Colorado Springs, Colo.

Under the memorandum of agreement, E&IS' Space Systems & Electronics (SS&E) business area and SSTL will offer customers — including NASA and the DoD — a broad range of small-satellite capabilities affordably and at low risk, said Leigh Coolidge, director of the BAE Systems Small Satellite Initiative.

Surrey Satellite Technology Ltd. designs, manufactures, and operates small satellites which can be developed rapidly to meet civil and military applications.

"This partnership combines SSTL's small-satellite experience with BAE Systems' advanced

space electronics and ground systems capabilities alongside our proven ability to meet the nation's export and security requirements," Coolidge said. "Together, we will provide U.S. government customers with an end-to-end solution — from concept of operations to on-orbit mission operations to information management."

The partnership plans to make satellite ownership affordable for U.S. agencies that historically have found the cost prohibitive, while also offering a lower-cost alternative to the established U.S. domestic space authorities.

"U.S. customers will be able to achieve more satellite missions within a fixed space budget, allowing each end user to own its own satellite and thus achieve priority access to data," said Phil Davies, SSTL senior account manager. "Constellations of small satellites will become financially possible due to the lower unit cost, bringing real benefits."

Precision Guided Mortar Munition Survives "Gun Level" Shock Test

Electronics & Integrated Solutions (E&IS) has successfully completed initial shock tests of its semi-active laser seeker for the U.S. Army's XM395 Precision Guided Mortar Munition (PGMM).

The seeker met all the test objectives and maintained its accuracy during an evaluation at Alliant Techsystems' (ATK) rail gun test facility in Elk River, Minn., said Kim Cadorette, E&IS' PGMM program manager at Nashua, N.H.

The success leads the way for the program's next phase this spring — guided flight demonstrations. "This was an extremely stressful test on the hardware," Cadorette said. "The seeker passed the test without degradation. We are continuing with production and look forward to the upcoming seeker and mortar round guided flight-tests."

The semi-active laser seeker uses BAE Systems' Distributed Aperture Semi-Active Laser Seeker technology, "which has exceptionally high sensitivity coupled with accurate angle accuracy over a large area," said Cadorette.

ATK and the U.S. Army plan extensive testing to ensure that the first PGMM production rounds will be ready for delivery by 2010.

"This is a key stepping-out point for the program," said Dave Rathe, ATK program manager for PGMM. "The team is pleased with BAE Systems' accomplishments to date, and we continue to be impressed by the capability of the semi-active laser seeker."

BAE Systems is partnered with ATK on the PGMM program. The advanced system offers soldiers a precise, multipurpose indirect fire capability.

BAE Systems' nose-mounted seeker is one of several components in the PGMM. Production is expected to begin in late 2008.

E&S Countermeasures to Protect Canadian Helicopters

More than 6,000 ALQ-144 systems are currently in use throughout the world.

Electronics & Integrated Solutions (E&S) has received a \$10.4 million contract from General Dynamics Canada to provide 31 AN/ALQ-144(V)5 countermeasure systems, spares, and integrated logistics support for 28 new CH148 Cyclone maritime helicopters.

General Dynamics Canada, in Ottawa — under an agreement with Sikorsky International Operations Inc. — will integrate the multi-sensor mission systems into the CH148 for missions that include surface and subsurface surveillance, personnel recovery (search and rescue), and drug interdiction.

E&S' ALQ-144A is a lightweight countermeasure system that protects helicopters and fixed-wing aircraft against surface-to-air and air-to-air infrared missiles.

"The infrared aircraft survivability equipment for the Canadian Maritime Helicopter program builds on a foundation established when we provided the ALQ-144 for earlier Canadian helicopter programs," said Bruce Blakeley, BAE Systems program manager in Nashua, N.H. "This continues our support by providing the premier omni-directional infrared countermeasures systems to protect the Canadian armed forces service members."

More than 6,000 ALQ-144 systems are currently in use throughout the world.

MoD Recognizes E&S' U.K. TICM II Team

Customer Lauds Consistent Performance

The Defence Logistics Organisation (DLO) has awarded Electronics & Integrated Solutions' (E&S) Avionics Systems — part of the Platform Solutions Line of Business (LoB) at Rochester, U.K., with a Gold Primary Supplier Award for its support of the British Army's Thermal Imaging Common Modules Class II (TICM II) Application Test Packages.

"This award sets the standard for the whole group in support," said Graham Moore, head of Avionics' Programmes Support at Rochester.

The TICM II Project is assessed every month against the British Army's Key Performance Indicators (KPI's): Time, Quality, and Supplier Effectiveness. As a participant in the Primary Supplier Management scheme run by the DLO, BAE Systems has consistently achieved green status against these KPI's for three years.

In recognition of this consistent performance, the DLO awarded one of four primary gold supplier awards to BAE Systems at a ceremony in February.

The TICM II modules are employed in systems such as the British Army's Challenger II main battle tank for the thermal imaging sensor head and thermal imaging processor line replaceable units. The modules are also used in the sensor pod on the Phoenix unmanned surveillance aircraft.

Moore characterized the award as "very refreshing."

"As we move more to a partnership arrangement creating a win/win solution for both customer and supplier," Moore said the award adds an "element of competition amongst the project managers to achieve the same from their customers."

The DLO is one of the largest organizations within the Ministry of Defence (MoD). It is responsible for directing logistics support to all of the U.K.'s armed services.



TICM II TESTING — Kevin Kinchin, Senior Application Software Engineer, reviews performance of application test packages for TICM II at Rochester in the U.K.

APKWS II Completes Rugged Environmental Testing

Dependable - Innovation

Electronics & Integrated Solutions' (E&S) entry in the Army's Advanced Precision Kill Weapon System II (APKWS II) competition has successfully completed environmental tests that validate the weapon's ability to withstand battlefield conditions.

Coupled with successful flight-tests last year, these results demonstrate the maturity of BAE Systems' APKWS II system, said Frank Wilson, BAE Systems' director of Precision Targeting Systems. APKWS II will provide a low-cost, lightweight guided weapon that is effective against soft and lightly armored targets to fill the gap between the 70mm rocket and the Hellfire missile. The system can be used on all Army aircraft currently using the 70mm rocket.

BAE Systems' environmental tests verified that locating the weapon's Distributed Aperture Semi-

Active Laser Seeker (DASALS) within the rocket's mid-body — with wings and optics sealed within the guidance section — protects the unit from sand, dust, vibration, ice, and other environmental hazards likely to be found in combat situations. In addition, a fully assembled 35-pound rocket dropped directly on its nose from a height of 3 feet sustained no damage to the guidance section — further confirming the ruggedness of the design for real-world operations.

"We kept the war fighter uppermost in our design to put together a solution that combines proven performance, mature and production-ready technology, and affordability," Wilson said. "This is not a proof-of-concept or prototype unit, but a design that is flight-proven and has now completed a rigorous environmental test program."

E&S delivered 80 guidance sections for the original APKWS program and continues to pro-

duce additional seekers to support the Army's 24-month-or-less system design and development schedule.

The company's industry team, which includes Northrop Grumman and General Dynamics, is committed to fielding an effective and affordable APKWS II weapon system as quickly as possible, Wilson said.

E&S' guided rocket has already performed better than the Army's requirements in seven test firings. The average distance from the target was less than half the requirement when tested at distances ranging from 1.5 kilometers to 5.5 kilometers.

The same DASALS technology used in BAE Systems' APKWS II offering also is incorporated in the Army's Precision Guided Mortar Munitions program, which is now undergoing system testing. (See story, page 2.)

E&IS Hosts Army Leader in Corporate Residency

Defense - Industry Relationship

Electronics & Integrated Solutions (E&IS) is hosting an extended visit by U.S. Army Col. Brian Lindamood, commander of the Pine Bluff Arsenal, Ark.

Lindamood has visited various E&IS facilities as part of the Institute for Defense and Business' (IDB) Corporate Residency Program.

Lindamood has been embedded at E&IS since late February to learn BAE Systems' best business practices and to share his insights about the defense-industry relationship.

"Colonel Lindamood wanted to learn about how we do strategic planning, alignment, and horizontal integration of best-of-breed processes," said coordinator of Lindamood's visit, Vice President of Readiness & Sustainment Jeff Cook. "I'd say he came to the right place."

Coordinators at E&IS lines of business designed detailed itineraries for Lindamood. He visited the Electronic Protection, Platform Solutions, and Communication, Navigation, Identification, & Reconnaissance LoBs, and the Land & Armaments Operating Group's Ground Systems Division.

"I saw how best practices from across the various LoBs have been assembled," Lindamood said.

Lindamood met with E&IS President Walt Havenstein and said, "Hearing [Havenstein's] explanation of how he envisioned E&IS' practices becoming corporate-wide standards was a most amazing experience."

"It's easy to see where the passion among the E&IS work force comes from," he added. "More importantly, it's easy to see how E&IS maintains the passion for what it does — 'We protect those who protect us.'"

Lindamood said he was especially affected by the spirit of teamwork he saw in meetings, noting "there's an air of camaraderie and commitment across the E&IS operating group that is solid, healthy, evolving. When lower-tier supervisors and support folks can speak up without fear of retribution — knowing that their comments are going to be taken for the good of the whole — it's a dream situation for senior leadership. There are no limits to empowerment and trust in such cases."



TALKING BUSINESS — Col. Brian Lindamood (left), commander of the Pine Bluff Arsenal, speaks with Vice President of Power Systems Hank McGlynn (right) and program manager Chris Angulas while on a tour of the C-17 Simulation Lab in Johnson City, N.Y.

Interviewed for *E&IS Now* during his stop at Fort Wayne, Ind., Lindamood termed the facility, "the cherry on top of the sundae."

"The entire plant, all of its supporting functions, keys on every step of what 'Lean' means to their manufacturing operations," he said.

"Every supporting function is focused on feeding a Lean mindset. The Shingo Prize is not just recognition of their achievements in manufacturing — it's a statement about who they are and what they believe in."

Lindamood called E&IS "a truly world class organization" and said his tenure at the operating group "has been an honor and an invaluable learning opportunity."

The IDB is a non-profit research and education organization based in North Carolina that aims to increase and sustain information interchange between the U.S. military and the private sector.

The institute has two major program areas — the Center of Excellence in Logistics and Technology (LOGTECH) and the Depot and Arsenal Executive Leadership Program (DAELP).

Lindamood is attending the DAELP program — an executive development program for the leaders of the U.S. Army's depots and arsenals.

The colonel will brief some of his findings about BAE Systems at the E&IS Quarterly Management Meeting April 20, and outbrief the Operating Group Leadership Team April 21.

Around the OG

E&IS Launches New External Website

New Website

E&IS has a new online public face — up-to-date, easier-to-navigate, more cohesive.

"Visitors to the site no longer need to understand how the business is structured to get the information they need," said Larry Stone, E&IS director of external communications. "The new site is more intuitive and reinforces E&IS as a single customer-facing entity."

A website transition team reviewed best practices on navigation and design, taking into account needs of customers, journalists, and potential employees.

The team prioritized end-users' needs through surveys and interviews.

Product information formerly organized by line of business or even business area is now accessible from a central location.

A consistent graphic template visually unifies the various businesses and programs within E&IS.

The work, created by the Multimedia Services organization, is

a precursor to a larger more unified BAE Systems website rolling out this fall.

To visit the new site, click <http://www.eis.na.baesystems.com>.

IRIS Delivers

The Infrared Imaging Systems (IRIS) business area — part of the Sensor Systems (S2) line of business — achieved a major milestone March 31 when it completed its first delivery of the Thermal Weapon Sights II (TWS II) program for the U.S. Army.

The start-up of production is being conducted in parallel with the completion of TWS II Qualification in order to meet urgent Army fielding requirements.

The Light, Medium, and Heavy TWS II Thermal Weapon Sights incorporate the latest uncooled infrared technology, and provide the war fighter with superior imagery, lighter weight, and increased reliability, said Barry Yeadon, TWS program manager.



Lexington Operations is ramping up TWS II production to achieve delivery rates of more than 700 sights per month by August.

The TWS II contract will deliver more than 20,000 thermal weapon sights to the Army.

To Phrase a Coin - Excellent!

Members of the Common Missile Warning System (CMWS) Operations team met with E&IS President Walt Havenstein April 3 so

he could give them a "Captain's Coin" (inset) on behalf of the U.S. Army Vice Chief of Staff, Gen. Richard Cody.

Cody gave the coin in recognition of the performance excellence by the 300-member team in producing the warner — which is deployed on Army helicopters.

The CMWS team recently shipped 45 systems in March — well above the contract requirement of 20 per month.

CNIR's TARS System Paying Dividends for U.S. Air Force

Background: Electronics & Integrated Solutions (E&IS) Communication, Navigation, Identification & Reconnaissance (CNIR) Line of Business at Greenlawn, N.Y., developed a podded reconnaissance system for F-16 fighters called the Theater Airborne Reconnaissance System (TARS). Maj. John Hutcheson, Public Affairs Officer for the 332nd Air Expeditionary Wing, Balad Air Base, Iraq, explored the system in the following article entitled "Tactical Reconnaissance Makes Comeback with TARS Pods:"

A little-known capability here at Balad Air Base is paying big dividends for warfighters on the ground. Air National Guard F-16s from the 332nd Expeditionary Fighter Squadron are using the Theater Airborne Reconnaissance System, or TARS pod, to provide high quality still imagery to ground commanders to help them achieve their tactical objectives.

The TARS pod, mounted on the centerline of the F-16, contains a sophisticated photographic system that records high-resolution images which can be exploited by users on the ground within hours of landing. Because the pod is mounted on the centerline, the aircraft can still carry a variety of munitions under the wings to perform close air support for ground forces and air-to-air missions if necessary.

ANG Exclusive

TARS, a capability exclusive to the Air National Guard, is being used in a variety of ways in Iraq. One of these is to help ground forces with their mis-



PRODUCT IN THE FIELD — Air National Guard Staff Sgt. Stephen Kneller of the 332nd Expeditionary Fighter Squadron uses a computer to check the camera on the TARS pod behind him at Balad Air Base, Iraq.

sion planning, providing them up-to-date imagery of roads, houses, structures, neighborhoods and other areas of interest.

"Many of the images being used by the ground guys for mission planning are satellite images that are often dated," said Lt. Col. Kerry Gentry, a New Jersey Air National Guardsman and commander of

the 332nd. "A lot can change over time in terms of new construction of buildings and roads. We can provide our ground forces up-to-date, high-resolution images they need to execute their missions."

Just how good is the resolution? The TARS pod is the equivalent of a 36-megapixel camera, according to Staff Sgt. Jeremy Fisher, 332nd Expeditionary Aircraft Maintenance Squadron and a Guardsman from the 122nd Fighter Wing in Fort Wayne, Ind. To put that in perspective, most handheld digital cameras range between two and five megapixels.

TARS Advantage

The resolution of the TARS images, however, is only one of its advantages.

"The camera in the TARS pod has the ability to rotate in order to shoot at angles you can't get any other way from the air – doorways, windows, sides of buildings," said Tech. Sgt. Stephen Holt, NCOIC of imagery operations with the 332nd EFS. "This type of imagery of entry and exit points can be invaluable to a ground commander planning a raid on a house or other building."

In fact, TARS images from Balad F-16s recently played a key role in the planning of a raid on a house in the local area that netted several insurgents and a weapons cache, said Colonel Gentry.

In addition to helping with mission planning, TARS images are being used extensively in "comparative detection" or "change detection" missions. In this role, F-16s photograph areas of interest repeatedly over time, looking for changes that would indicate insurgent activity, a function that has become increasingly important as insurgents have made improvised explosive devices their weapon of choice against coalition forces.

In one instance in August 2005, a TARS equipped F-16 photographed a series of dirt mounds along the side of a road south of Baghdad. Using that information, ground commanders sent an EOD team to investigate. The EOD team detonated the first mound which set off a daisy chain of 13 IEDs along the road.

TARS-equipped F-16s are also used to provide battle damage assessment (BDA) of targets struck from the air. A TARS-equipped jet has the ability to photograph a target before a strike, drop a GPS-guided munition, and then perform its own high-resolution BDA.

Colonel Gentry believes as more ground commanders discover what TARS can provide, the demand for this high quality reconnaissance imagery will increase. "As warfighters become more educated about this capability, they want more," he said.

Future upgrades to the TARS pods will allow real time data downlink to users on the ground and will enable the system to operate effectively in all weather conditions. (Article reprinted with permission.)

Irving Volunteers Welcome Home Soldiers at DFW Airport



SERVING THOSE WHO SERVE — E&IS employee Anita Wike (right) greets a soldier at the Dallas/Fort Worth Airport.

Wike is part of a group of E&IS Commercial Avionics employees who meet every Wednesday at the Dallas/Fort Worth Airport USO to distribute snacks and beverages to the soldiers and family members waiting at the terminal. The Dallas/Fort Worth USO is one of two major hubs in the U.S. where service members depart to or return from duty assignments outside the U.S.

"This opportunity to serve and say 'thank you' to these soldiers is my way of giving support to the men and women who serve our country," said Cathy Chaney, Irving Human Resources representative.

Execs Champion Community Programs



CHAMPIONS FOR CHILDREN — Human Resources manager Cindy Pucci (left) and Finance Associate Joan Barsin at Greenlawn, N.Y., organize donated backpacks for needy students as part of CNIR's Back-to-School Backpacks program — a United Way partnership "championed" by CNIR Vice President of Finance Dennis Gaudenzi.

Senior leaders supporting the Communication, Navigation, Identification & Reconnaissance (CNIR) Line of Business have also been assigned as ambassadors for local community and social responsibility programs. The LoB leadership considers the involvement a Best Practice within the Electronics & Integrated Solutions (E&IS) operating group.

Executive staff attend events and help represent BAE Systems as part of CNIR's "VP Champion" program.

Members of CNIR's Communications function in 2005 asked the CNIR LoB executive staff for assistance to "champion" nearly all of the community relations initiatives.

"We were looking for a way to involve our senior staff in programs so we would have more resources — as well as showing our employees that we support our community," said Alicia La Pierre, manager of Community Relations and Internal Communications. "The vice presidents and other executives have been attending kick-off events and dinners, mentoring, delivering speeches to high school students, and drumming up volunteers within their organizations."

Benefits include having senior management "buy in" provoke employee interest, creating greater success for the community event. The program helps to support customer affinity events with an appropriate level of representation. It also rewards employees with high-profile galas, sporting events tickets and recognition programs.

"The VP Champion process works in tandem with the site leads," said La Pierre. "With the whole executive staff involved, we can cover more community territory and most of the executives champion their own directorates for additional support."

For 2006, CNIR plans to expand its Customer Affinity programs and the VP Champions are focused to meet a 15 percent increase in programs that benefit the war fighter, said La Pierre.

For more information about the VP Champion program, call La Pierre at (973) 633-4284.

CNIR EXECUTIVE STAFF ASSIGNED TO EVENTS AND CAMPAIGNS:

President Jeff Markel	- Charity Challenge/LIA	- (973) 633-4600
VP & General Counsel Doug Coleman	- Cradle of Aviation	- (973) 633-3411
VP of Human Resources Don Hunt	- March of Dimes	- (973) 633-4443
VP & GM IFF Systems Paul Markwardt	- LI Philharmonic/JDRF	- (631) 262-8118
VP of Performance Excellence Pete Howard	- Partnering	- (973) 633-6375
VP of C&ISI Bill Campbell	- USO	- (703) 668-4182
VP of Operations Joe Iervolino	- FIRST/APICS	- (973) 305-2888
VP of Contracts Mary Ann Piazza	- Chilton Memorial Hospital	- (973) 633-4300
VP of Engineering Pete Tufano	- IEEE/Poly/NJIT/Stevens	- (973) 305-2030
VP & GM of R&S David Halls	- Make-A-Wish/Leatherneck Ball	- (631) 912-1510
Government Relations Alan Hayashi	- Helping Hands/Ready to Learn	- (808) 441-2593
VP of Finance Dennis Gaudenzi	- United Way	- (973) 633-4436

Click For News

Austin Team to Bid on SBInet

E&IS' Systems Integration business area in Austin, Texas, has joined with Raytheon, IBM, and Bechtel to form a world-class team to pursue the Secure Border Initiative's SBInet Program (formerly America's Shield) from the Department of Homeland Security.

<http://idsweb.na.baesystems.com/NewsItems/MgmtNotes/SBInet.htm>

Reston Charity Challenge Golf Tournament on for May 17

Employees in the Washington, D.C., area can take part in the Reston facility's 4th Annual Charity Challenge Golf Tournament May 17.

http://webster.sd.gd.com/SectorWebster04/index_MS_Frameset04.html

PS Promotes Polaris Project

The Platform Solutions line of business has launched a Performance Excellence initiative called the POLARIS Project — an initiative by the Performance Excellence Organization dedicated to increasing the effectiveness of programs and competitive advantage.

Click here to learn the details: <http://controls.cs.na.baesystems.com:8080/News/Announcements/>

CNIR Holds Take Your Child to Work Day

CNIR will again participate in "Take Your Child to Work Day" on April 27 at its Greenlawn, Honolulu, Reston and Wayne facilities, inviting employees to bring their children or grandchildren to work so they can see what their parents do in the aerospace industry and business in general.

For more information, go to <http://bluas0048/Databases/glkidstowork/glktw.asp>

Click for News is based on U.S.-only accessible websites. The articles are mirrored for U.K.-based employees. U.K. employees should visit: <http://eis-nonssa.na.baesystems.com> to see these articles.

Security Uses Kaizen to Improve Processes

Electronics & Integrated Solutions (E&IS) Security function is now using a Lean Sigma methodology called "kaizen" to improve its efficiency.

The experience shows that the kaizen process — long associated with improvements on the factory floor — is also useful in situations other than manufacturing, the Security leaders say.

Security team members from across the operating group — including a representative from BAE Systems, Inc. — gathered at a kaizen event and developed the strategy in December to improve certain processes by nearly 50 percent.

"This event enabled the team to learn more about their current process, highlighted areas where improvement could take place, and identified areas we hadn't considered before," said Director of E&IS Security Standardization & Training Rich Roop.

Roop first contacted the E&IS Systems & Initiatives' Continuous Improvement Department to, conduct the three-day

kaizen event. The team received training in the process improvement methodology "Lean Sigma," studied their current process, and then brainstormed to come up with processes that cut cycle time by 50 percent, reduce hand-offs by 36 percent, and reduce costs by 32 percent.

E&IS Security held another kaizen event in February that tackled the International Travel And Protection (ITAP) process.

In this kaizen event, the team took processes from several organizations that were not connected, and created a single process for use across the operating group.

"This team has done an out-

standing job in creating an ITAP process for our operating group," said E&IS Security Vice President J.C. Dodson. "The kaizen event is an excellent tool, not only for BAE Systems manufacturing processes, but for our office processes as well."

For more information on Security's use of kaizen events, call Roop at (603) 885-3357.

THE KAIZEN EVENT IS AN EXCELLENT TOOL, NOT ONLY FOR BAE SYSTEMS MANUFACTURING PROCESSES, BUT FOR OUR OFFICE PROCESSES AS WELL,"

JC Dodson, Vice President, E&IS Security