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THE ROCKETEER

THURSDAY, DECEMBER 2, 1993

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 49, No. 24

Second time for China Lake Research Department chemists earn honors for Best ILIR Paper

By Barry McDonald
Editor

China Lake scored another first in the Navy laboratory community in mid-September when Dr. Fred Saalfeld, deputy chief of naval research/technical director of the Office of Naval Research, announced that the Best FY92 In-house Laboratory Independent Research Paper Award would go to seven chemists from the Research Department. This is the second time China Lake has received the award, something no other Navy lab has accomplished. In 1988, the award went to Drs. Bret Borden and Bob Dinger.

In an award ceremony, Nov. 17, via video teleconference from San Diego, Saalfeld honored Drs. John Stenger-Smith, Ronald Henry, Geoffrey Lindsay, James Hoover, Rena Yee, Robin Nissan and Melvin Nadler for their paper, "High-Temperature Nonlinear Optical Polymers."

"This is an excellent paper describing very innovative research," said Saalfeld. "This work represents a very original approach to the relaxation problem associated with nonlinear optical polymers that can have significant impact on their design and properties. The strategy was well thought out, and the synthetic work was very nicely done."

The nomination rationale for the best paper award stated that the effort leading to the paper has "resulted in nonlinear optical polymers (NLOPs) with the highest thermal stability yet reported (over 180 degrees Celsius). The results are a major step in the development of high-speed optical switches and modulators to be used in future commercial and Navy communications and avionics signal processing devices."

The rationale goes on to note the main achievement of the work is the combination of high glass transition temperature and high electro-optic coefficient in the same material. While NLOPs with higher electro-optic coefficients have been reported, none of them remain stable above 100 degrees C. Aside from storage in a hot warehouse, the rationale says, the main requirement for thermal stability is the integration of components using these NLOPs with electronic microchips and the high-temperature processing conditions encountered in the manufacture of silicon chips.

According to the nomination, future Navy projects that will benefit from the new NLOPs include optical circuits for advanced fiber-optic gyroscopes, signal processing for phased array radar and passive RF detectors. NLOP films may also be used in optical interconnects.

The work of this team from the Chemistry Division has prompted more than 30 other publications. Papers on thermally stable NLOPs have been presented to the Society of Photo-Optical Instrumentation Engineers and the American Chemical Society. And there have been articles on the topic in "Macromolecules" and the "Journal of Polymer Science."

Please see **BEST PAPER**, Page 8



Photo by Margie Hammett, TID

DROP OFF BOXES for Toys for Tots will be in place soon. *MAD XO* Maj. John B. Paulger's daughter, Lindsy, helps Sgt. Daniel Rouse (left) and Cpl. Michael Reist get ready for annual campaign.

MAD starts annual Toys for Tots drive

Ever since 1947, the Toys for Tots program has been helping to make Christmas a little cheerier for children throughout the United States. Locally, Marines from the Marine Aviation Detachment at China Lake are gearing up to help make Christmas a little cheerier for children in the Indian Wells Valley.

Toy collection boxes will be in place by the end of the week, noted 1st Sgt. Michael Jubrey. All toys should be new and unwrapped.

Boxes will be located onboard the Naval Air Weapons Station China Lake at the main entrance of the Administration Building; China Lake Golf Pro Shop; Craftech; the main and north entrances of Michelson Lab; Morale, Welfare and Recreation Department's administrative office in Bennington Plaza; Hall Memorial Lanes, Seafarer Club and NWC Community Federal Credit Union. In Ridgecrest, boxes will be located at the Bank of America, Benchmark Cable, Daily Independent, K-Mart, Mervyn's, News Review, NWC Community Federal Credit

Union (both locations), Ridgecrest Cleaners, Ridgecrest Community Hospital and WalMart.

Toys will be distributed to children in income-eligible families by a voucher system. Vouchers are available to income-eligible Mesquite High School students who have children and to income-eligible families served by Community Connection for Child Care, Women's Center High Desert, Cerro Coso Child Development Center, Cerro Coso Community College CARE Program, Trona Community Services Council, California Employment Development Department and Kern County Human Resources Department.

Families desiring toys must contact the agency listed above familiar with their individual situation in order to receive a voucher.

Organizations, businesses and individuals interested in donating toys may call Jubrey at 939-6601 or Judy Talbot at 939-6603 to arrange for toy receptacles or toy pickup.

Toy distribution will take place Dec. 18.

James Colvard's 50th Anniversary Speech

Former deputy director of OPM praises China Lakers at recent salute dinner.

12-13

Rumor has it....

RAdm. George H. Strohsahl addresses rumors flying about the Naval Air Warfare Center.

14

Burrell W. Hays Award luncheon

Gray takes top honors, while Dyarman, Hertz and Haugen get Golden Rungs.

15

Last Rocketeer of 1993 runs Dec. 16; publication starts again Jan. 13, 1994

Deadline for next issue is Dec. 8 for stories and announcements of happenings before first 1994 issue.

Weather

November 17-23				
	Max.	Min.	Gusts	Humidity
Wed	71	33	15	44-19%
Thurs	70	37	13	50-21%
Fri	70	31	12	50-21%
Sat	69	25	9	-
Sun	69	25	14	-
Mon	73	43	32	40-29%
Tues	54	29	25	36-13%
November 24-30				
Wed	64	29	11	49-15%
Thurs	65	19	9	-
Fri	58	18	6	-
Sat	68	25	6	-
Sun	67	41	9	-
Mon	73	32	23	53-21%
Tues	69	45	20	60-31%



China Lake Calendar

Thursday, Dec. 2

• Government Auction, Building 1073, Warehouse 41, 9 a.m.

Friday, Dec. 4

• Military Football Tournament, starting at 9 a.m. Registration deadline is Dec. 1

Wednesday, Dec. 8

• Make-up sessions set for Standards of Conduct, Prevention of Sexual Harassment training, 8 a.m. and 1 p.m., Station Theater

Saturday, Dec. 11

• RAdm. Newman Farewell Roast at Mirror Lake, 7 p.m.

Tuesday, Dec. 14

• NAWCWPNS Change of Command, Point Mugu

Thursday, Dec. 16

• Last issue of *Rocketeer* for 1993. Deadline for events happening prior to Jan. 13 is Dec. 8

THE ROCKETEER

NAVAL AIR WARFARE CENTER WEAPONS DIVISION
COMMANDER

RAdm. William E. Newman

VICE COMMANDER

Capt. Roger K. Hull

DEPUTY COMMANDER

FOR RESEARCH AND DEVELOPMENT

Sterling Haaland

DEPUTY COMMANDER FOR TEST AND EVALUATION

Gerald Wroot

NAVAL AIR WEAPONS STATION CHINA LAKE

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Staff

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The Commanding Officer's Desktop



The Commanding Officer's Desktop is a forum for China Lakers who have questions of broad interest. It is not the intent of this column to circumvent the normal chain of command. Questions may be mailed to "CO's Desktop," C/O Code C08033, NAWWS, China Lake.

QUESTION

I have just received another NAWCWPNS notice on a military retirement. This one is six pages long. Why do you send out notices on military officer retirements? Is this not a waste of time and paper? In this austere environment, I would think that ridiculous things like this would be the first to be eliminated. Government employees are receiving no pay raise this year, military billets are being severely cut back, there is talk about eliminating bonuses, and training and travel are being curtailed, to name a few. If you feel it absolutely necessary to tell everyone through an official notice, why don't you print it double-sided? A lot of us would like to see an answer in *The Rocketeer*.

See ANSWER, Page 21

RAdm. Newman's farewell party set

Break out the weenies

Sending an admiral on his way is no small task, and The China Lake Yacht Club wants to prove they're up to it when they say farewell to RAdm. William E. Newman Dec. 11. The wannabe sailor organization, which includes the Weapons Directorate, the Public Affairs Office, Protocol "and many others," is planning to roast the outgoing NAWCWPNS commander in a big way... with a bonfire on Mirror Lake.

The flier for the event says, "Yes, really," a bonfire. The flier goes on to explain the bonfire has been "OK'd by Environmental, Security and all those who have to give OK's to things like this."

Party goers are urged to wear their warmest clothes and to bring lanterns, flashlights, comfortable shoes and chairs. Hotdogs and buns, nachos, S'mores, popcorn and hot cider are included in the \$5 (reserved) ticket price, but you can also BYOB&S (snacks).

This Beach Party Bonfire Rally Tailgate Party will begin at 7 p.m., and Emcee Capt. Roger K. Hull will welcome such noted entertainers as The China Lake Beach Boys, the Lake's own Pig-in-a-Blanket and Dillard Claus on his fire engine. There will even be some real presentations, and the flier promises some "special" surprises.

Mirror Lake is off Richmond Road. Just follow the signs and look for the fire. If there is no fire because it's raining, the party will be held in the NAWWS Conferencing Center (old Chiefs' Club) on King Street at Lauritsen Road. If there's no fire because of wind, find the party at the Barefoot Bar at the old Officers' Club.

While seating isn't limited, tickets must be picked up by close of business Monday, Dec. 6, and can be purchased in the Headquarters Building in Rooms 1051 and 2020, and in Michelson Lab, Room 20105. For further information call 939-3511.

Donations for City of Hope Hospital being sought in Ned Jones' memory

Ned Jones, a mechanical engineer in the Environmental Engineering Branch, passed away Nov. 20. In his memory, a donation is being made by co-workers to the City of Hope Hospital for cancer research. Anyone who would like to contribute to the donation is asked to contact Tempeste Schardt at 939-4667, or Donna White at 939-2210 by the close of business Dec. 16.

Jones became a part of the China Lake team in 1971. Since 1975, he had been with the Environmental Engineering Branch. He is survived by his wife and two children.

Pages From The Past

Nov. 25 & Dec. 2, 1983

Win Johnson, head of the Track Operations Branch did cake cutting honors as three decades of test work at SNORT were celebrated. . . Jim Brown assumed duties as NWC chief of police after 21 years with the Stanton, Calif., police department. . . Al Boyack earned the Ordnance Systems Department's Clarence E. Renne Award. . . Nearly 30 members of the A-7E engineering team won the Award of Merit for Group Achievement.

Nov. 23 & 30, 1973

China Lake's Recreation Council members voted an increase in golfing fees for 1974. . . TID's Film Projects Branch won the IFPC Award for Outstanding Professionalism and a "Cindy" for an informational film. . . China Lakers are near the \$85,000 goal for CFC pledges this year. . . The Rockets began MDISL football play today with a game against Los Angeles Air Force Station. . . John Shoaf relieved Ray Gier as special services recreation director. . . NWC's chaplains joined in celebrating the Navy Chaplain's Corps' 198th anniversary.

Nov. 29 & Dec. 6, 1963

A capacity crowd filled the NOTS All Faith Chapel for a memorial service in honor of President Kennedy who was assassinated on Nov. 22. . . An executive dining room will open at the Commissioned Officers Mess on Jan. 1. . . Eileen Russell was elected president of the China Lake Women's Golf Association. . . Officials released details of NOTS' involvement in the SUBROC program to national media groups.

Nov. 27 & Dec. 4, 1953

Earl Murry, China Lake superintendent of schools, said construction was underway on new buildings at Burroughs High School. . . The new Community Center on Blandly Ave. will open soon. . . Kenneth Williams is succeeding Gilbert Bryant as chair of the Employee-Management Council at NOTS. . . Movie actress Marie Windsor and NOTS XO, Capt. R.H. Soiler presided at Wherry Housing ground breaking. . . Nine motorists appeared in NOTS Traffic Court.

COMMUNITY EVENTS

Skate Oasis, the local artistic skating team, will be selling Christmas ornaments and cookbooks door-to-door and in front of local stores during December. Proceeds will cover part of the operational costs of the team. The Skate Oasis Artistic Roller Skating Club travels to the San Bernardino area monthly to compete in the Junior Olympic artistic skating competitions. While the team mainly practices at the NAWWS Youth Center, it also travels to Bakersfield at least twice a month to be able to skate on a full-size skating rink.

The Sylvia Winslow Exhibition Gallery of the Maturango Museum will be hosting its annual month-long "Member's Open Art Show" beginning Dec. 4. This is a non-juried exhibit open to all museum members. Entry forms with guidelines and information, as well as membership applications, are available at the Maturango Museum; located at Las Flores Avenue and China Lake Boulevard.

Altrusa of the Indian Wells Valley is sponsoring a Holiday Home Tour, Saturday, Dec. 11, from noon to 4 p.m. Eight homes, decorated in holiday splendor, will be visited on this year's tour. Refreshments and a Christmas boutique will be offered at the last home on the tour. Tickets, at \$10 each, are available at Homespun, S.A.S.S., Lindsay's, The Bookshelf, and Corny's Shoe Store, or by calling Marie Biba at 375-4250 or Phyllis Soulsberg at 446-4651.

Up With People's all new production, "World in Motion," will play the Naval Air Weapons Station China Lake Theater Tuesday and Wednesday, Dec. 14 and 15, starting at 7 p.m. each night. This new production is more contemporary, theatrical and relevant than ever before.

There will be a public meeting Thursday, Dec. 16, in the Ridgcrest City Council Chamber. Starting at 7 p.m., JEMSTAR Enterprise Transit Services

will make a full presentation of its complete plan to establish a fixed-route transit system serving Ridgcrest, China Lake and Inyokern. Jonathan McArtor, J.E.T.S. president, urges citizens to show support for this service by attending the meeting.

Maturango Museum will host its annual "Members Open Art Show" in the Sylvia Winslow Exhibition Gallery from Dec. 4 to Jan. 5. A preview reception will be held Dec. 3 from 7 to 9 p.m. for participating artists and museum members. Admission to the museum is \$1 for adults (18 years old and older) and 50 cents for children (six through 17 years of age). There is no admission fee to museum members and children five years of age and under. A percentage of artwork sales will benefit museum programs.

UCLA's Engineering and Management Program takes place March 28-April 2, with a reception for all participants on the afternoon of Sunday, March 27. It will be held at the Anderson Graduate School of Management, UCLA, 8 a.m. - 6 p.m., Monday-Friday and from 8 a.m. - 12:40 p.m. Saturday.

Designed for experienced first-level technical supervisors, mid-level technical managers, technical professionals with high advancement potential, and non-technical managers in technology-

based organizations, the program will also be offered from Sept. 18 to 24.

A special feature of the program is the opportunity for participants to personalize their own curriculum by selecting four courses, each one meeting for up to two hours per day. Participants may choose from 28 course offerings in such areas as: creative thinking and problem solving; leadership; management styles; management of people; management of technical areas; and personal and career development.

The Engineering and Management Program provides participants with the opportunity to acquire new decision-making and problem-solving tools, broaden their knowledge of both technical and non-technical topics, gain new perspectives on the management of people and resources, exchange ideas, and interact outside their own corporate culture with peers from across the nation and abroad.

The program fee of \$1,895 includes all texts and materials for courses in which the participant is enrolled, six continental breakfasts, five luncheons, parking at UCLA and use of University facilities and equipment.

For further information, call (310) 825-3858 or write: UCLA Extension, Department of Engineering, Information Systems and Technical Management, 10995 LeConte Ave., Ste. 542, Los Angeles, CA 90024.

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35 AUTOMOTIVE

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MINI POT BELLIED PIGLETS. Very, very small, black & white. Prices starting at \$200. For more info. call 377-4419. (0113)

35 AUTOMOTIVE

IF THE PERSON who bought my 16x8 chrome wheels will call, I will give you a set of lock-lugs. 446-2205. (1216)

40 MISC. FOR SALE

GET YOURS BEFORE Hillary taxes them! 12 gauge Sears Shotgun and 30.06 Remington Rifle. 377-5114 early a.m. or early

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Keep warm, but safe during winter

By Tony J. Verkuyl
C84202 Fire Inspector

Now that the weather is getting cooler we look forward to warming ourselves and sipping a warm beverage. The appliances that provide these conveniences are very helpful, but if used improperly can lead to a fire, or a serious burn injury.

Portable heaters, coffee makers and cup warmers are a good example of some of the comforts we have at work and at home. Some precautions that should be taken before you use these appliances are:

a. Make sure the appliance has a testing laboratory label, such as UL (Underwriters Laboratory).

b. Examine the appliance, make sure the electrical cord is not frayed, the knobs are not broken, or there is no physical damage to the unit. If there is damage have it repaired by someone who is certified to do the work.

c. Keep at least a three-foot clearance around a space heater, and do not use the heater to dry clothing or other items.

d. Make sure the space heater has a tip-over switch, this can be checked

when the heater is cool, prior to turning it on. Simply turn the unit on, gently turning it over until the unit turns off. If the tip-over switch does not function or if the heater does not come equipped with the switch, it cannot be used on Station.

e. Although the clearance around a coffee maker and cup warmer is less, do not stack anything around these units that could fall against it and ignite. Be sure that the cup you use to heat your beverage is compatible with the heating surface, such as the heating unit that can be immersed in a cup to heat the liquid.

f. Do not leave the appliance unattended, especially around children or pets. Be sure to turn the unit off when you leave the room or building.

g. Use of an extension cord is prohibited, so please plug the appliance power cord directly into a wall circuit. Also keep the cord out of the walkway, to prevent damage to the cord and avoid a tripping hazard which could also knock over.

If there are any questions you may have, please do not hesitate to call the Fire Prevention Branch at 939-2146.



Photo by Terry Pascarella, TID

GRADUATES—Herbert D. Barry Jr., Wesley C. Hensley, Stephen D. Wireman and Doris P. Swanson present their plaques for completing technical training programs at China Lake. Hensley graduated from the Systems Engineering Certificate Program, while the others graduated from the Technical Managers Certificate Program. Unavailable for pictures were David M. Cordes, Janet McCammon, Nolan R. Paulsen, Gordon M. Peludate, Alan K. Sorenson and Ray Damesek (from Point Mugu), who completed the TMC Program, and Peter H. Lilly, who graduated from the SEC Program.

CO ANSWER, from Page 2

ANSWER
I appreciate your concern about the potential for waste in issuing notices of officer retirements at NAWS China Lake. And, you have a good point on the use of double-sided printing; we will adopt this suggestion for future notices.

We limit distribution of these notices usually only to military officers at NAWCWPNS and to department/division heads. It is absolutely appropriate to

send out such notices. A retirement ceremony is an official military function recognizing 20-plus years of service. The notice informs participants of the schedule, date, time and place of any rehearsal and of the appropriate attire.

Since every ceremony is unique, we need to issue a notice for each one. But, we will continue to keep the number of notices printed and distributed to a minimum.

Aircraft Department secretaries and others feed all comers in annual Thanksgiving luncheon

More than 500 flock to join the holiday feast

For five years, now, the Aircraft Department secretaries have held a special Thanksgiving luncheon for sailors who might not get home for the holiday and might otherwise not get a home-cooked turkey meal. And for the fifth year, the feast has turned out to feed a lot more than single sailors. Civilian and contractor personnel joined sailors in enjoying the meal Nov. 18 in Hangar 3. While it was billed from 11 a.m. to 1 p.m., by closing time all of the fifteen turkeys with all the trimmings were gone, and the tables and chairs had already been folded and stacked for return to the Morale, Welfare and Recreation Department.

In all, more than 500 were served the holiday fare, which included 370 pounds of gobbler, mashed potatoes, candied yams, stuffing, vegetables, cranberries, rolls and pumpkin pie with vanilla ice cream. Working the steam tables were the Aircraft Department managers, and for a spell Capt. Roger Hull, NAWCWPNS Vice Commander, and Capt. Charles Stevenson, NAWS CO, took turns at serving the hungry hordes.

Preparation and cooking of the meal were handled by the department's Lorraine Savoy, Jean Winkler, Rita Glover, Mary Lou Hernandez and Sherri Flaharty. Basic preparation began around 3 p.m., Wednesday, Nov. 17, in the kitchen of the American Legion in Ridgecrest. They were back at 5:30 a.m. Thursday to get the birds in the ovens for cooking.

While fund-raising events were held throughout the year to help defray costs, secretaries said the luncheon wouldn't have been as much of a success without the donations of several organizations and businesses.

They extended heart-felt thanks to MWR, Albertson's, American Legion Post 684 (especially Manager Fred Exzabe, Finance Officer Ron Cadari and CDR Tom Llewellyn) and Women's Auxiliary and John's Pizza.

Also praised by the department secretaries for their personal support were Rocky Lane, Reuben Gomez, Ed Stokely, Jay Bornfleth, Tina Evans, Louise Tague, Vickie Swanson, Joetta Merrow, Liddell Swanson and Charlotte Brennan.

While serving didn't begin until 11, the crowd started lining up half an hour early. They were all very pleased with the quality of the food. Next year maybe *The Rocketeer* will show up early, too, and be able to critique the food first hand.



Photos by Margie Hammett, TID

GOBBLE, GOBBLE—In reality, while they ate heartily, few of the 500-plus guests at the turkey feast gobbled their food. Below, Code C67 cooks Charlotte Brennan, Louise Tague, Lorraine Savoy and Mary Lou Hernandez prepared birds long past the gobbling stage. Not shown is Jean Winkler, who was hiding somewhere.



Vampires are proud of their new F-18C Hornet

By PHC (SW) J. T. Christian
Air Test and Evaluation Squadron Five

Most families welcome a new baby. We at the VX-5 family are no different. Our latest "baby" weighs 52 thousand pounds, costs millions and flew more than 1,000 miles to be delivered.

The fresh-off-the-production-line F-

18C Hornet was flown direct from the St. Louis factory of McDonnell Douglas on Oct. 18. With no squadron or side number markings, and that "new leather smell" in the cockpit, this squeaky clean Hornet proudly stood ready to take its place in the squadron's inventory. Like any other proud papa, Commanding Officer Capt. S. C. Ronnie eagerly claimed this supersonic baby as his own

and assigned his personal "00" side number to the aircraft.

This F-18C is a Lot 16 aircraft with all the latest updates, including the Enhanced Performance Engines, or EPEs. The EPE has a stepped-up thrust rating of 1,750 pounds per engine to 35,000 pounds overall in full afterburner. This is the first model F-18 to have a combat thrust ratio greater than 1:1. To

the layman, this energy increase directly equates to increased performance and external ordnance capabilities.

So what does the "Skipper" have to say about his new baby? "I'm quite impressed with the performance output," said Ronnie. As well he should be. A recent test of the F-18C with the EPEs reported the plane could go from "in the

Please see **HORNET**, Page 4

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LCdr. Paul J. Townsend, CWO3 Sonny Abando say farewell to Navy after combined 50 years

While military retirements at NAWS China Lake have slowed from their feverish pace of the summer, there have been two in the last month or so.

LCdr. Paul J. Townsend III

LCdr. Paul J. Townsend III retired Oct. 29 in a ceremony at the All Faith Chapel. He had been the head of the Supply Department since arriving at China Lake in April 1991.

Townsend began his military career in 1973. After officer's training he reported to the Navy Supply Corps School in Athens, Va. His first duty tour was at Naval Station Guantanamo Bay, Cuba, followed by more schooling at Naval Submarine School, Groton, Conn., where he qualified for a Submarine Warfare Pin.

He then joined the crew of *USS James K. Polk*, homeported at Blue Charleston, S.C., before tours at the Navy Finance Office and the Personnel Support Activity at NTC Orlando. Townsend then went overseas again, to Naval Station Guam before a Washington, D.C., tour with the Navy Food Service Systems Office.

Training then took him to Oakland, Calif., where he attended Physical Distribution Management School, before a tour at the Military Traffic Management Command in Bayonne, N.J. Just prior to coming to China Lake he served with Naval Forces Korea in Seoul.

In addition to the Submarine Warfare Pin, Townsend also wore the Navy Achievement Medal, the National Defense Service Medal with one bronze star and various other ribbons and medals.

At the ceremony, Townsend received letters of appreciation from both NAWS CO Capt. Charles A. Stevenson and RAdm. R.M. Moore, Chief of the Supply Corps, a flag box and the standard certificates, both bonafide and gag, from NAWS and the Navy. Besides his wife, Milagros Caballero, his father, Paul Jr., moth-

er, Margaret, and sister, Wanda, were in attendance.

Sideboys were Capt. Daniel Stone, Capt. Andrew Ritchie, Cdr. Warren Seal, Cdr. John Kimmel, LCdr. John Thompson, Lt. Michelle Williams, Lt. Quoc Nguyen and CWO3 Sonny Abando.

CWO3 Sonny Abando

Abando followed Townsend into the ranks of the retired on Nov. 16 in a ceremony at the China Lake Weapons Exhibit Center, as he completed a 30-year Navy career.

After recruit training, Abando's first duty was with the Office of the Secretary of the Navy in the Pentagon. He then began a long series of assignments at Long Beach, serving first with Anti-Submarine Warfare Group 3 and then a series of shipboard tours. These included *USS Kearsarge*, *USS Yorktown*, *USS Bennington*, *USS Hornet* and *USS Ticonderoga*.

Abando headed next for the Fleet Anti-Air Weapons Training Center at Norfolk, Va, before joining the crew of *USS Leahy*, also at Norfolk. Then after shore duty with the Naval Support Activity Long Beach, he joined *Leahy* when its home port became San Diego.

Then it was back to Long Beach, once again, for a shore tour at the Naval Station, before another at Naval Station Guantanamo Bay. Naval Supply Corps School was his next stop before joining *USS America* in Norfolk on his way to the Navy Food Management Team there.

Abando arrived at NAWS China Lake in April 1992 and served as the billeting/food service officer.

His many citations include the Navy Commendation Medal with two gold stars, Combat Action Ribbon, Presidential Unit Citation, Navy Unit Commendation, Meritorious Unit Commendation, two Battle "Es," and numerous other awards.



FAREWELLS—NAWS CO Capt. Charles A. Stevenson (above left) thanks LCdr. Paul J. Townsend for his years of service. The CO bestowed similar sentiments on CWO3 Sonny Abando (below left).



HORNET from Page 3

chocks to 50,000 feet at Mach 1.4 in approximately four and one half minutes."

As an operational test and evaluation squadron, VX-5 often receives the latest model aircraft with which to test. In VX-5's recent history there has not been an aircraft so "brand spanking new" resting in the hanger or flying under its logo. We welcome our new super baby with high expectations for its future.

Wouldn't any other family do the same?



Photo by PHAN Tim Adams

NEW BABY—Devoid of side markings or squadron logo, VX-5's newest F-18C arrives direct from the St. Louis factory.

All Faith Chapel Services

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Protestant

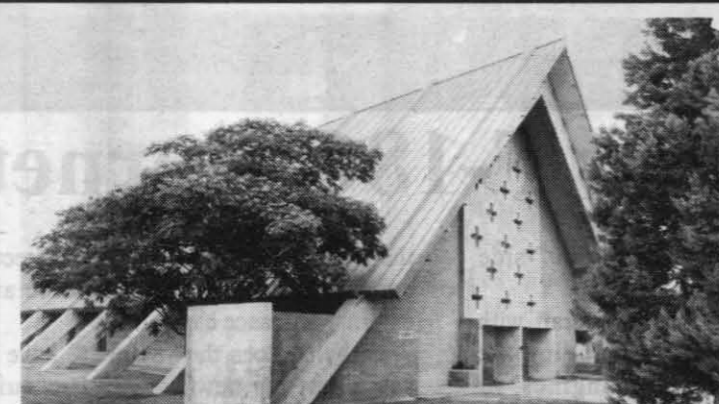
Sunday Worship Service, East Wing 8:00 a.m.
 Sunday Worship Service, Main Chapel 10:30 a.m.
 Sunday School, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.
 (September thru May)
 Bible Study (East Wing), Wednesday (September thru June) 11:30 a.m.
 Men's Prayer Breakfast, East Wing, Thursday 6:30 a.m.
 Officers' Christian Fellowship/Christian Military Fellowships, East Wing, Thursday 7:00 p.m.

Jewish (446-3613 Messages)

Weekly Services, Friday, East Wing 7:30 p.m.
 October through June
 Hebrew Classes, Saturday, 1902 Dibb 2-5 p.m.
 Adult Education, Saturday, 1902 Dibb 10 a.m. - noon
 September through June
 Religious School, Sunday, 1902 Dibb 9:30 a.m.-12:30 p.m.

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
 Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
 Confessions, Sundays 8:15 - 8:45 a.m.
 Confessions, Weekdays By appointment
 Religious Education Classes, Sunday (September thru May)
 1902 Dibb, 1002 Blandly, 1008-10 Blandly & 1903-05 Mitscher 10:15 a.m.
 Adult Education Classes, Thursdays (September - May)
 St. Ann's School Library 7:00 - 8:00 p.m.
 RCIA, St. Ann's School Library 8:15 - 9:45 p.m.
Islamic
 Jumaa Prayer, Friday (1002 Blandly) 12:00 p.m.



Chaplain T. Mele, LCdr., CHC, USN
 Chaplain Jay Heyman, Lt., CHC, USNR
 Chaplain David Alica, Lt., USNR

Office Hours Monday, Tuesday, Thursday, Friday 0730-1630
 Wednesday 0730-2000, Flex Fridays 0730-Noon
 939-3506, 939-3507, 939-2773, 939-2873

VOLUNTEERS, from Page 16

"Bill Davis has been coordinating the efforts of the volunteers and is a remarkable example of leadership, a strong advocate of team involvement and support and a firm promoter of the idea that 'it takes each and every person' to maintain the goals and objectives of the office," Ratliff wrote. "Each volunteer is unique and contributes a special quality in getting the job done. They utilize their vast talents and are willing to share their experiences, abilities and skills in responding to a wide variety of needs expressed through the office. They work diligently to enhance the lives of those whom they serve and deserve the highest degree of respect and admiration for the work that they do."

"I think that these volunteers epitomize the true spirit of volunteerism and should be used as an example of Americans contributing valuable services to their community and their country," she concluded.

In his letter to Stevenson, the NAWCWPNS Commander wrote,

"Please convey my appreciation to all the volunteers of the Retired Affairs Office for their dedication and hard work. The time and effort spent on this program are recognized and sincerely appreciated."

In a special ceremony honoring the volunteers, Stevenson expressed his appreciation, giving everyone a 50th Anniversary mug.

"I am happy to have this evidence that our bosses appreciate each individual's part in making the China Lake Retired Affairs Office the success that it is," Davis told his volunteers.

"Our office is unique in that we serve both military and civil service retirees and their surviving spouses. By many standards, our office rates above other Retired Affairs Offices with our area of responsibility and breadth of activities. You can be justly proud of your reputation, but, we know the greatest satisfaction comes from helping a retiree or spouse with a problem. Thank you all for your steadfastness," he concluded.

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KNID & TVIS

Video Listings

KNID
 NOTE: Special Showing! Navy Channel 17 will highlight China Lake's 50th Anniversary with a special showing of the two final half-hour segments from "Secret City—A History of the Navy at China Lake," airing at 5:55 p.m., Monday through Friday, following Navy News. Channel 17 will not broadcast programming for two weeks beginning Dec. 20. Programming will resume Jan. 3. The NAWS Public Affairs Office and the Channel 17 Navy Volunteers wish you a Happy Holiday Season.

***Monday-Friday, Dec. 6-12**
 5:30 p.m.: Navy News
 5:55 p.m.: Special Historical Showing: Secret City—A History of the Navy at China Lake, Part V
 6:35 p.m.: Ocean Venture '93-The Final Brief
 6:45 p.m.: Serving with the Heart

***Monday-Friday, Dec. 13-17**
 5:30 p.m.: Navy News
 5:55 p.m.: Special Historical Showing: Secret City—A History of the Navy at China Lake, Part VI
 6:25 p.m.: NFFI: Navy Firefighters Thermal Imager
 6:30 p.m.: Careers in the Environment
 6:58 p.m.: Gift for All Seasons

TVIS
 Programs listed below will be available for viewing on Channel 3 in all FOTS-equipped conference rooms throughout the Station. Those without access to such rooms can see the programs at Michelson Laboratory "Little D" conference room. A room will also be made available in the Training Center for

each program — the room number will be posted in the lobby. Note: We have obtained a subscription to distribute CNN Headline News over the TVIS. CNN Headline News can be seen workdays from 7 a.m. to 5 p.m. on Channel 1.

***Tuesday, Dec. 7**
 8:30 a.m.: OCPM Satellite Broadcast: The National Performance Review
 11:30 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: MS Word 5.0 Part 3 of 3
 3:00 p.m.: "Safety Programs" 1. HAZ-MAT 2. Make Winter Driving Safer

***Thursday, Dec. 9**
 8:30 a.m.: The Twelve Steps of Recovery Programs
 9:30 a.m.: Leadership and the One-Minute Manager with Ken Blanchard
 11:00 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: Excel, Part 1 of 4
 3:00 p.m.: "Safety Programs" 1. HAZ-MAT 2. Make Winter Driving Safer

***Tuesday, Dec. 14**
 8:30 a.m.: Secret City—A History of the Navy at China Lake
 11:00 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: Excel, Part 2 of 4
 3:00 p.m.: "Safety Programs" 1. HAZ-MAT 2. Make Winter Driving Safer

***Thursday, Dec. 16**
 8:30 a.m.: Secret City—A History of the Navy at China Lake
 11:00 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: Excel, Part 3 of 4
 3:00 p.m.: "Safety Programs" 1. HAZ-MAT 2. Make Winter Driving Safer

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Dec. 31 - Jan. 2 New Year's Mystery Weekend
 2 nights' lodging with breakfast, New Year's Dinner and mystery package. \$80.00 per person

Jan. 7-9 Winter Wildlife Weekend
 2 nights' lodging with breakfast, naturalist-led nature hike, Sat. dinner. \$75.00 per person

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Deputy Commander for R&D Awards

Gedridge, Chan lauded for contributions

By Peggy Shoaf Staff Writer

Exceptional contributions recently earned Drs. Robert W. Gedridge Jr. and William Chan Deputy Commander for Research and Development Awards.

Robert W. Gedridge Jr. Gedridge, a synthetic chemist in the Optical and Electronic Materials Branch of the Research Department's Chemistry Division, was specifically recognized for his contributions to the chemical vapor deposition of semiconductor and infrared detector materials.

Haaland told Gedridge that the award "specifically recognizes (a) the development and transition into commercial production of new antimony source compounds for indium antimonide and (b) solving the problem of reproducible, controlled n-type doping of mercury cadmium telluride for infrared detectors.

"These accomplishments will lead to improved quality and lower costs for long wave infrared detectors and solid

state microwave electronic components for Naval weapons systems," Haaland said.

Basically, Gedridge explained, the new compounds allow for lower film growth temperatures, resulting in a better material quality, which benefits not only the Navy, but commercial industry as well.

Haaland also recognized the hard work and responsibilities Gedridge assumed while managing the Impact Ionization Avalanche Transit Line diode development effort of the Millimeter Wave Seeker Project.

Working together to accomplish a goal is one of Gedridge's reasons he likes working at China Lake. "We have a very diverse group of people working in the Research Department," he explained.



Photo by Terry Pascarella

SUCCESSSES RECOGNIZED—Sterling Haaland presents the plaque accompanying the Deputy Commander for R&D Award to Robert W. Gedridge Jr.

me a chance to get involved in new areas that I normally wouldn't have even gotten exposed to if I worked for a university or even a commercial chemistry department."

Gedridge came to China Lake in 1987 on an American Society of Engi-

neering Education/Office of Naval Technology Post-Doc Fellowship. After about a year and a half, he became a full-fledged member of the China Lake team.

William Chan

Chan was specifically recognized for his outstanding technical leadership as



Dr. Michael Harris, Ph D, Director of the Center for Behavioral Medicine, is a nationally known expert on eating disorders and behavior modification for WEIGHT CONTROL. Dr. Harris has been associated with the LiteLife Program for 10 years.

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• How to prevent relapse
• How to feel good about my new self
• How to accept compliments and the reaction of others
• How to get "the rest off" - the first 50% was easy and provide an open forum for questions and answers.

INFORMATION will be provided on GASTRIC STAPLING the "SURGICAL APPROACH" for WEIGHT CONTROL. (Private consultation available on request).

Friday, December 3, 6:30pm-8:30pm • Saturday, December 4, 10:30am-12:30pm

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Registration being taken for the winter season of youth volleyball

Registration for the youth volleyball winter season for children seven to 14 years of age started Dec. 1 at the Naval Air Weapons Station China Lake Youth Center. Registration ends Jan. 7, with tryouts (assessments) being held Jan. 12 at 6 p.m. at the Youth Center. Games begin Jan. 29.

Cost is \$18 for military dependents,

\$21 for DoD dependents and \$23 for all others. If a family has more than one dependent playing, cost for the second or more players is \$2 less per player.

Coaches and referees are needed to help make this program a success. A general meeting will be held at the Youth Center Jan. 19 for anyone interested in helping out.

OTHTC ultra marathon scheduled

Members of the Over the Hill Track Club will hold their eighth annual 50K High Desert Ultra Marathon, Trail Marathon and Relay Race Dec. 12 at Cerro Coso Community College. Action begins at 7:30 a.m. This is the last race for the California Ultra Series.

Entry fees are \$35 per person for the ultra marathon, \$30 for the trail marathon and \$35 per person for the relay.

The looped-course will feature rolling desert terrain and elevation ranges from 2400 to 3500 feet. There will be eight aid stations featuring drinks snacks and health aids along the way.

Pre-registration is required, as there will be no race day registration taken. To receive a registration form, call Chris Rios, race director, at (619) 384-3764.

Profits will be donated to the Indian Wells Valley youth programs.

Commemorative brochures on sale

Morale, Welfare and Recreation is selling 50th Anniversary Commemorative brochures at the Craftech Center for \$1.50 a copy. Written and illustrated by NAWS China Lake employees, this brochure contains a comprehensive his-

tory of China Lake.

"This would make a great addition to a child's personal or school library, as well as a thoughtful Christmas gift," said Debra Poindexter, MWR publicity chairperson. "Don't miss out!"

MWR Holiday Calendar

Table listing MWR Holiday Calendar events from Dec 4 to Jan 1, including Trip to Santa's Village, Christmas Story Hour, Tree Lighting Extravaganza, Kids' Christmas Party, Holiday Bake Sale, Lancaster 'All Day' Shopping Trip, Breakfast With Santa, New Year's Eve Adult Party, New Year's Eve Teen Dance, New Year's Eve Bowling Party, New Year's Day Golf Tournament, New Year's Day Polar Bear Plunge, and New Year's Rose Parade.

RENTAL OWNERS advertisement for Goldwell Banker, offering full service property management, including Hassle Free Rentals, Outstanding Manager, Computerized Reports, and Satisfaction Guaranteed. Contact: 375-3855.

Save Your Data and Equipment advertisement for American Power Conversion, offering UPS units for Mac Plus, AT, and various server models. Contact: 375-5744.

NOTICE TO ALL INTERESTED PARTIES AND CONTRACTORS: The City of Ridgcrest Redevelopment Agency announces REQUESTS FOR PROPOSALS/REQUEST FOR QUALIFICATIONS (RFP/RFQ) to provide business and technology incubator management services of the Ridgcrest Business and Technology Incubator Center (RBTIC) at "Old City Hall", 139 N. Balsam Street, Ridgcrest, California. Copies of RFP/RFQ may be obtained from the RRA Secretary (City Clerk), City of Ridgcrest, City Hall, 100 W. California Avenue, Ridgcrest, CA 93555 (619) 371-3751. Date Due: Friday, January 21, 1994, 5:30 p.m. The RRA reserves the right to reject any or all proposals.

'93 MODEL BLOW OUT advertisement for American Power Conversion, featuring rebates with discount up to \$9,500, competitive rates, and local tax savings. Includes a Saturday Service Hours section (9am-2pm) and a Lube-Oil & Filter \$19.95 offer.



SPORTS

Fishing licenses make good gifts

California sport fishing licenses for 1994 were due out in late November at sporting good stores, supermarkets and other outlets (including the Craftech Center at the Naval Air Weapons Station China Lake). Fishing licenses are ideal, useful gifts for anglers and outdoor recreationists. California's resident sport fishing license will cost \$23.25 at Fish and Game offices and \$24.40 at more than

2,500 license agents (stores, bait shops and supermarkets) throughout the state. Orders may be placed by phone and charged to Visa or MasterCard. The phone number specially designated for credit card purchases of angling licenses is: (916) 227-2246. Gift buyers do not need to include vital statistics (birth date, weight, etc.) when buying a license. The recipient can add these later.

Bench press contest set for Dec. 4

Challenge the best during the Power Bench Press Contest '93 on Dec. 4 at the NAWA China Lake Gym. There will be a weight lifters' preliminary meeting at 8:30 a.m., followed by the weigh-in at 9 and competition at 11.

The entry fee for this contest, which is open to the public, is \$6 per contestant. Entry forms are available at the gym.

This contest will be divided into three divisions, Junior's, Open and Women's. Weight classifications are 114, 123, 132, 148, 165, 181, 198, 220, 242, 275 and Super.

Another competition is being planned on Jan. 8.

For additional information, call Chaz Storey at 939-0074 or Tim Copeland at 939-5500.

Chad Mertz, Laurie Zellmer are overall winners in triathlon

Volunteers and sponsors are credited for the success of the race

Ninety individuals participated in the 12th annual China Lake Triathlon, which took place in early October.

The overall men's, women's and team winners for the 1993 long-course triathlon, which consisted of an 800-meter swim (32 lengths), a 40-kilometer bike race and a 10-kilometer run, were Chad Mertz, Laurie Zellmer and the team of Dale Garland, Tim LaFromboise and Mark Crumblish. Mertz finished with a time of 2:09:02, while Zellmer crossed the finish line in 2:42:31. The team of Garland, LaFromboise and Crumblish tallied a time of 1:48:02.

Winners for the short-course triathlon, which consisted of an eighth-mile swim (eight lengths), an 8.2-mile bicycle race and an approximately 3.6-mile run, were Eric Martin, Elaine Samson and Team Walsusz. Martin finished with a time of 1:01:56, while Samson had a 1:12:37 finish time. Team Walsusz, consisting of Melissa Parkinson, Dee Quashnock and Mike Wallace, had a time of 0:58:52.

This year marked the highest number of military entrants ever recorded, noted Susan Hennigan, publicity chairperson.

The top military contenders included Lt. Al Coleman, with a time of 2:21:04 in the long course, and (military rank was not available) David Sandson, who finished the short course with a time of 1:09:23. Of the three all-military teams, Team Wright finished first, with a time of 2:29:07. Team Wright consisted of HM3 Kurt Cripps, HM2 David Hodge and HM3 Ivan Wright.

This was the first triathlon where 100 percent of the prizes and food were donated by sponsors and local merchants. Donating items were T.J. Frisbee Bicycles; Subway; Albertson's; Scirocco Sports; China Lake's Morale, Welfare and Recreation Department; Cerro Coso Community College; North American Chemical Co.; Spring Water Co.; Powerfood Inc.; Performance Bicycles; and Road Runner Sports.

"Without the help of the 50 individuals who volunteered their time, this event could not have been the success it was," said Larry Seibold, coordinator for the 1993 China Lake Triathlon. "They donated their time and efforts to help make sure times were accurate and that the athletes had a safe and enjoyable time."

manager of the Harpoon/SLAM/Penguin Project Office from 1989 through 1992.

"During this time period," Haaland said, "your leadership provided for the successful development, qualification and operational testing of three major missiles systems—the Penguin, the Block 1D Harpoon and the Stand-off Land Attack Missile. As part of this accomplishment, full disclosure production documentation packages were exhaustively reviewed, validated, audited and authenticated by your project personnel for each of these missile configurations, both on-site at contractor facilities in this country as well as overseas.

"In addition, your overall planning and management skills allowed the successful completion of a three million dollar SLAM warhead characterization test series at SNORT; platform integration, system simulation and performance assessment for the SLAM and Block 1D; and successful premature deployment and utilization of the SLAM during

Operation Desert Storm."

Chan, who now works in the Intercept Weapons Department's Advance Technology Exploitation Office, noted these successes were the result of teamwork. "I know everyone says that," he said, "but in this case, it is especially true."

The main part of his job as a manager, Chan said, was to support the team members and to get them excited so they would want to do a good job.

He was so successful in this effort that last April, Matt Anderson, then head of the Engineering Department, nominated Chan for the R&D award, saying "Although Bill has moved on to new challenges, he has left a superb project office team, which he was instrumental in building, as his legacy of excellent managerial capability."

Chan, who has a doctorate in electrical engineering from the University of Lawrence, Kansas, joined the China Lake team in 1975.

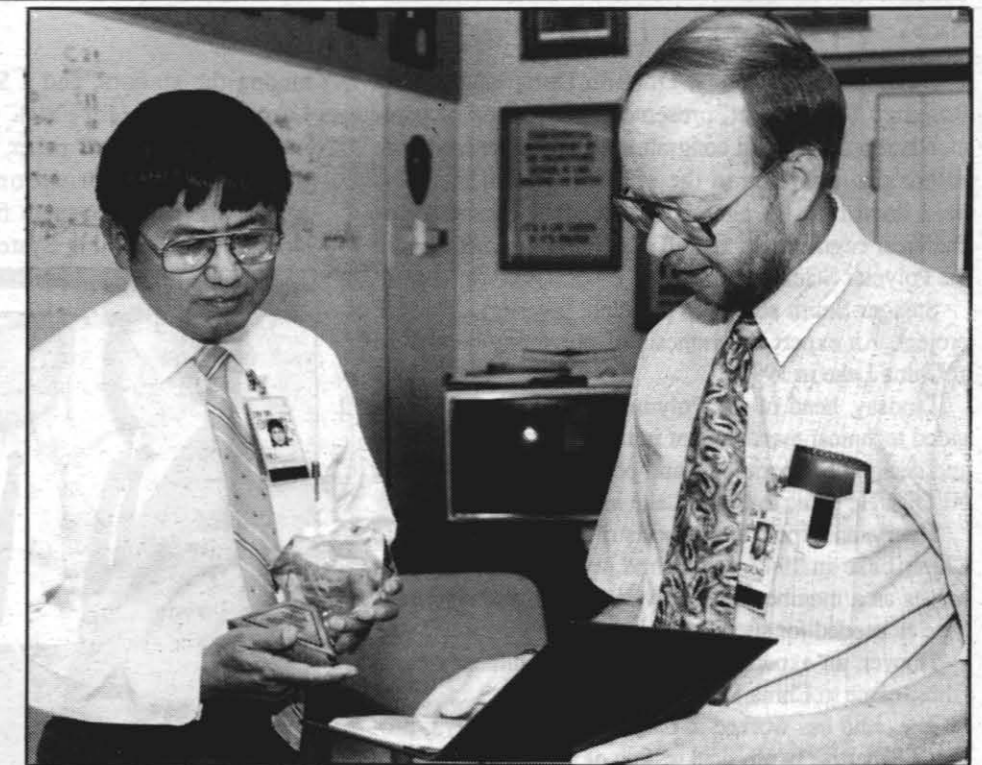


Photo by Terry Pascarella, TID
LEADERSHIP efforts were recognized when William Chan received the Deputy Commander R&D Award from Sterling Haaland.

North American Open Poetry Contest slated

Owings Mills, Maryland (USA) — The National Library of Poetry has announced that \$12,000 in prizes will be awarded this year to more than 250 poets in the North American Open Poetry

Contest. The deadline for the contest is Dec. 31. The contest is open to everyone and entry is free.

Any poet, whether previously published or not, can enter. Every poem

entered also has a chance to be published in a deluxe, hardbound anthology.

To enter, send original poem, any subject and any style, to The National Library of Poetry, 11419 Cronridge Dr.,

P.O. Box 704-ZM, Owings Mills, MD 21117. The poem should be no more than 20 lines, and the poet's name and address should appear on the top of the page.

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*Student versions: Student versions of Mathematica (full-time college students only) for DOS, Windows & Mac. All are \$169 & in stock.

BEST PAPER from Page 1

During the ceremony, Dr. Ron Derr, head of the Research Department, presented certificates of commendation as Saalfeld congratulated and discussed each author's contribution to the effort. All team members hold doctorates in chemistry, physical chemistry or chemical engineering, and all but Henry are members of the Polymer Science Branch.

Stenger-Smith served as principal investigator on the project. An expert in synthesis of polymers, he arrived at China Lake in 1990.

Lindsay, head of the Polymer Science Branch, provided technical management in the form of coordination and design of experiments and potential applications for NLOPs. He came to China Lake in 1986.

Henry, an expert in synthesis of monomers, came to China Lake in 1947. He retired several years ago, but serves as a member of the division staff, working part-time as needed for specific projects.

Hoover, an expert in fabrication of nonlinear optical films, came to China Lake in 1987.

Yee, who has worked at China Lake since 1973, provided expertise in physical testing of polymers.

Nissan, who has been at China Lake since 1984, is an expert in nuclear magnetic resonance spectroscopy for determination of monomer and polymer structures.

Nadler came to China Lake in 1972 and is an expert in Fourier-transform infrared spectroscopy for determination of monomer and polymer structures.

Following presentation of the individual certificates, Saalfeld asked Dr. Derr to accept, on behalf of Sterling Haaland, NAWCWPNs Deputy Commander for Research and Development, a plaque for the Best Navy IR Paper Award. As well as the certificates and plaque, the award included a \$5,000 stipend to be divided

among the authors, and a \$50,000 increase in China Lake's IR funding for FY94.

The NAWCWPNs paper, edited by Cliff Lawson of the Technical Information Department, competed against the best IR papers from NAWC Aircraft Division; NAWC Training Systems Division; Naval Com-

mand, Control and Ocean Surveillance Center, RDT&E Division; Naval Undersea Warfare Center; Naval Personnel R&D Center; Navy Medical R&D Command; Naval Surface Warfare Center Dahlgren Division; NSWC Carderock Division; and NSWC Coastal Systems Station.



AUTHORS—Recipients of the Best IIR Paper Award for 1992 are (from left) Drs. John Stenger-Smith, James Hoover, Melvin Nadler, Ronald Henry, Robin Nissan, Rena Yee and Geoffrey Lindsay.

Two more CRADAs signed between NAWCWPNs management, representatives of private companies

By Barry McDonald
Editor

In the past two weeks two more cooperative research and development agreements have been signed by NAWCWPNs management and representative of private companies.

Manufacturing Technology and Training Center

On Nov. 5, Mark Sandson, representing Comarco, Inc., and NAWCWPNs Commander RAdm. William E. Newman inked an agreement that will see Comarco take over operation of the Manufacturing Technology and Training Center in Ridgecrest. While the training will be the responsibility of Comarco, the manufacturing techniques to be taught will be those developed jointly between NAWCWPNs and Comarco. The agreement is for three years with two two-year options.

The training center will provide training to the public and private sectors in such areas as electronics manufacturing, environmentally safe engineering and tailoring of military standard manufacturing processes for commercial applications. It will continue to provide an ongoing certification training program that meets military standard requirements.

In a release from corporate offices in Anaheim, Comarco President and CEO Don M. Bailey expressed the company's enthusiasm for the CRADA. "Given the long, successful relationship between us and the Naval Air Warfare Center Weapons Division in China Lake, it is only fitting that we enter into this new arena together,"

Bailey said. "The research capabilities of the Navy's China Lake facility, coupled with Comarco's track record in commercial manufacturing and manufacturing training, creates tremendous opportunity, benefiting not only the defense industry, but private industry as well."

Bailey went on to say the effort will to spread state-of-the-art environmentally sound manufacturing technology to both the private and defense markets. The availability of this training will also help strengthen America's and California's industrial base and enhance overall manufacturing competitiveness, according to the release.

ECI CRADA Number 4

Then on Nov. 10, the Weapons Division entered into its fourth CRADA for the Embedded Computing Institute, when Newman and Zycad Corporation's Bill Portelli, vice president of North American sales and general manager of their Protocol Division signed the agreement.

The Protocol Division, which will perform Zycad's portion of the agreement, specializes in computer simulation and encryption, as well as computer software and component development.

Much of the work at the ECI revolves around solving basic operating problems as they relate to computationally dense embedded real-time systems. An example of this type of system would be the basic computer and all other computers and peripherals aboard a modern military aircraft. Solutions to some of these operating problems have the potential to yield multiple benefits and

many improved products. Since such systems exist in both military and commercial products, the benefits of this CRADA are expected to be substantial for both the public and private sectors.

The focus of this work will be the development of digital avionics systems tools using VHSIC Hardware Description Language (VHDL). The partners expect significant benefits in the area of high-speed simulation methods for digital simulation of avionics systems. They also expect spin-off application to many problems associated with other embedded real-time systems.

Portelli said that the company has previously worked on similar problems for the Air Force's F-22 aircraft. "According to the Air Force, the methods we developed saved them hundreds of millions of dollars, by using simulations before going to breadboards." Identifying problems before actually producing hardware saves the developer time as well as money, he continued.

Work on this agreement will start with investigation of industry's "best practices" currently available. "While we (Zycad) produce hardware and software that perform these functions," Portelli said, "there is a lot of cutting edge technology out there, and we will be analyzing tools and techniques from various companies to come up with the best methods for performing this simulation and verification." He explained that industry's "best" has changed since the F-22 work started five years ago, and that, while that work is continuing to evolve, the problems are not exactly the same as those that will be addressed by this effort.

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Efforts by Retired Affairs volunteers appreciated

By Peggy Shoaf
Staff Writer

Efforts by the volunteers in the Retired Affairs Office at the Naval Air Weapons Station China Lake were recently recognized by Capt. Charles A. Stevenson, NAWS CO.

Since the office's formal establishment in 1988, it has provided a point of contact for retirees—military and civilian, alike. The office is staffed by volunteers, many of them retirees from China Lake.

The recognition of their efforts came about when RAdm. William E. Newman, Naval Air Warfare Center Weapons Division Commander, received a letter from Brenda Ratliff, director of the Retired Senior Volunteer Program (R.S.V.P.), Volunteer Center of Kern County, Inc. The letter, full of praise for Bill Davis, head of the China Lake's Retired Affairs Office, and his volunteers, was then forwarded to Stevenson.

The R.S.V.P. is dedicated to enabling seniors to contribute to their communities through volunteer service and is responsible for documenting the hours of senior volunteers (60 years of age and older) who are contributing time and effort on behalf of non-profit, governmental and health-related agencies throughout Kern County.

R.S.V.P. has about 400 active volunteers who documented more than 165,000 hours during the last year, Ratliff wrote. The volunteers of the Retired Affairs Office did much to contribute to those statistics.

"(The volunteers of the Retired Affairs Office) have been reliable and are a vital force in sustaining the accomplishments of that office," Ratliff continued.

"This small but significant group of astounding volunteers contributes more than 450 hours each quarter in that capacity. . . . These volunteers serve without compensation and are willing to give of time and effort whenever needed. Please see **VOLUNTEERS**, Page 21



Photo by Terry Pascarella, TID

VOLUNTEERS of the Retired Affairs Office at the Naval Air Weapons Station China Lake were recently recognized by Capt. Charles Stevenson, NAWS China Lake Commanding Officer (far right), for their volunteer efforts. Being recognized are (sitting at the table, left to right) Betty Fox, Rose Gonzales, Nel Daugherty, Yvonne McCabe, Betty Livingston, (standing) Bill Davis, Paul Erickson, Mary Adler, Shirley Sima, Joe Adler, Rlee Peters, Larry Stensaas, Sig Nagasama, Frank Sima, Ed Simmons and Larry Fox. Other volunteers, not in the picture, are Bill Ward, Capt. B.J. Craig, Mary Hinojosa, Gerry Pracchia, Lou Pracchia, Mary Witcher, John Kleine, Bob Colton, Gordon Chanler, Viva Barra, Betty Gaiser, Ev Long, Bob Mills, Ted Lolee and Alice Parker.

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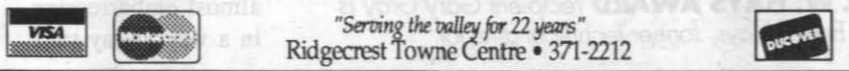
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Frank Driggers



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Frank Driggers recently received the 10-year National Service Award from the National Center for Veterans Education, Benefits & Health Care. Driggers served in the Vietnam War from 1965 to 1968. He was a member of the Vietnam Veterans of America and the American Legion. Driggers is currently a member of the Kern County Retired Senior Volunteer Program. He is also a member of the Kern County Historical Society and the Kern County Genealogical Society. Driggers is a retired member of the United States Air Force and served in various capacities during his military career. He is a dedicated volunteer and has spent many hours helping other veterans and their families. Driggers is a proud member of the Kern County community and is committed to giving back to the community that supported him during his military service.

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Frank Driggers recaps his years at China Lake

(Editor's note: Frank Driggers recently received his 40-year federal service pin from Gerry Schiefer, director of the Naval Air Warfare Center Weapons Division Weapons Directorate. Following is Driggers' story, in his own words, on how he worked his way up to a senior mechanical engineering technician in the Munitions Development Branch, Ordnance Systems Department.)

I first arrived in the valley in early April 1947 to live with my aunt (Grace, who worked for the Atomic Energy Commission at Salt Wells) and my grandfather (Frank, who was a machinist in the Public Works Electric Shop).

Coming down Inyokern Road in their 1940 Ford Deluxe Coupe, I was surprised when my aunt moved over to the center of the road as we neared a building on the south side of the highway. As my aunt was one of the most law-abiding persons you could find, I asked her what was the matter.

Her answer was an evasive, at least to me, "Sometimes you just don't want to get too close to the edge of the road."

As we neared the building, three men came tumbling out, down the step and landed on the dirt shoulder near the road. Grandpa said, "That's Anderson's Tavern." For a 10-year-old kid, this was pretty wild.

Living on the base (Groves Street), I started school the next day in what is now Murray School.

Graduating from Burroughs High School in 1953 at the age of 16 really limited my chances for meaningful employment, as, in addition to being an immature kid, I didn't even have a driver's license. Luckily, a friend told me that the base was accepting applications for the

Naval Ordnance Test Station Apprentice Program and that age didn't matter, as long as I was out of school and achieved a high enough score on the entrance exam. Even better, it paid \$1.51 an hour!

I graduated from the Apprentice Program in 1957 as a journeyman machinist. In 1962, I left the shop to take a promotion as an engineering technician on the Sidewinder Program. From there, I went to the Shrike Program and then on to the Moray two-person submarine.

In 1964 I transferred to the Fireye Firebomb Program. Working under Nick Kleinschmidt, I was responsible for the development of the MK 273 series of firebomb igniters and, later, the MK 77 Mod 4 Firebomb. I progressed in responsibility under the guidance of Mike Alecy as assistant project manager for the Surface Launched Unit Fuel Air Explosive, High Rate Mine Neutralization System and the French-designed Durandal, a runway penetrator weapon.

In 1982 I was assigned project manager on the Navy portion of Durandal. This meant giving the formal Weapon System Explosive Safety Review Board presentation. I also originated several proposals over the years to Naval Air Systems Command; Headquarters, Marine Corps; Naval Ammunition Depot Crane; and Eglin Air Force Base. Many of these proposals became funded.



Photo by Terry Pascarella, TID

40 YEARS—Gerry Schiefer shows off Frank Driggers' 40-year pin.

In 1984, under Al Lopez, I was assigned the responsibility as a Catapult Launch Fuel Air Explosive test engineer for the CATFAE Vehicle Feasibility Evaluation, taking place at the Naval Weapons Center and Camp Pendleton.

Please see DRIGGERS, Page 11

Four China Lakers recognized at awards luncheon

Gary Gray receives Hays Award, while Roy Dyarman, Shawn Hertz and Brian Haugen take Golden Rung Awards

By Peggy Shoaf
Staff Writer

Gary Gray became the newest recipient of the Burrell W. Hays Award at an awards luncheon Oct. 28. Gray was recognized for his contributions to the Naval Air Warfare Center Weapons Division in the area of production support by Burrell W. Hays, former NWC technical director.

The Hays Award is given annually to NAWCWPNs senior employees in the Engineering Department who have made significant, long-term contributions to the furtherance of the division's mission in the area of production support. Recipients are recognized for innovative and creative approaches to solving production problems and issues, for overall improvement of the application of production-support disciplines, for innovation in applying technical and managerial skills and resources to production-support disciplines and philosophies, and by acting as mentors to new employees and subordinates.

Also honored during the ceremony were Roy E. Dyarman, Shawn R. Hertz and Brian R. Haugen, who received Golden Rung awards.

The Golden Rung Award recognizes similar outstanding contributions by individuals who have not had the extensive experience signified by the Hays Award.

Gary Gray

Rod Zagala, head of the Technical Data Division's Weapons System Data Operations Branch, nominated Gray for the award.

According to Zagala, Gray, who is head of the Computer-Aided Technical Data Operations Section, is "pioneering the implementation of the Continuous Acquisition and Life-Cycle Support

(CALs) initiative at China Lake."

"Basically, we are modernizing the way we do business," Gray said. "CALs is a DoD initiative implementing the use of digital information for all contracts, instead of using paper as we have in the past."

This means the information can be called up from a computer any where, any time, Gray explained. Instead of having to request a picture of a technical drawing, all someone would have to do is call it up on the computer. An Ethernet network and XWindow environment are required.

This form of information exchange is already being used by the Joint Staff Office Weapon and Joint Direct Attack Munitions program offices, Gray explained.

"In anticipation of JSOW and JDAM program requirements, Gary developed an operational concept, and has integrated off-the-shelf hardware and software components to model in actual practice the concepts embodied in the CALs initiative," Zagala wrote in the nomination letter. "The issues he has raised and the capabilities he has demonstrated will significantly influence DoD-wide CALs implementation decisions of the future. Based on Gary's input, Eglin Air Force Base is building a system to functionally mirror the one we now have at China Lake."

Zagala went on to say that under Gray's leadership, China Lake is one of the first sites to set up a system to handle the importation and distribution of electronic data. The capacity-expandable system has wide ranging implications in the data production support area and is changing the way production data support is being handled.

Gray, a relative newcomer to China Lake, began his DoD career at Point

Mugu, where he worked for 14 years. He left government service in 1977 and taught at Texas State Institute for 10 years.

With raising concerns about the economy, Gray decided to go back to Point Mugu, where he worked as a support contractor for two years. Upon being accepted back into civil service, and because of his extensive computer-aided design background, Gray was transferred to China Lake in 1989.

"This award is almost embarrassing in a way," Gray said,



GOLDEN RUNG AWARD newest recipients are Roy E. Dyarman, Brian R. Haugen and Shawn Hertz.

"because so many people have been involved in making this happen. This couldn't have happened without the vision of Dr. Vijay and Dr. Snuff from JSOW and Milt Ravsten from JDAM," he explained. "Nor without the support of my division head, Vern Power, Rod Zagala and the people on my staff. They're the ones who made it all happen. You can't do anything like this without having a lot of good people involved. Fortunately, we have such a group of people here."

Roy E. Dyarman

Dyarman, head of the Computer Integrated Manufacturing Branch, Manufacturing Science Division, was nominated for the Golden Rung Award by the head of the division, Charles A. Johnson. "As an active participant in the evolution of the computer-aided manufacturing capability for the past 16 years, Dyarman has made significant contributions to the high level of capability currently enjoyed at China Lake today," Johnson wrote in his nominating letter.

"He pioneered the data transfer with other bases, including the Edwards Air Force Base developmental rocket motor project. In so doing, he launched the Manufacturing Science Division on the path which it is currently following with electronic data transfer of prototype designs, both on-Center as well as off-Center."

He presently supports several projects, including the reverse engineering and manufacture of replacement parts for the Pioneer unmanned aerial vehicle.

Shawn R. Hertz

Hertz, head of the Test Operations Section, has been a member of the Environmental Engineering Branch since 1983. He was recommended for the Golden Rung Award by the head of the branch, Steve Tanner. "During Shawn's career as an environmental engineer, he has provided excellent support to many

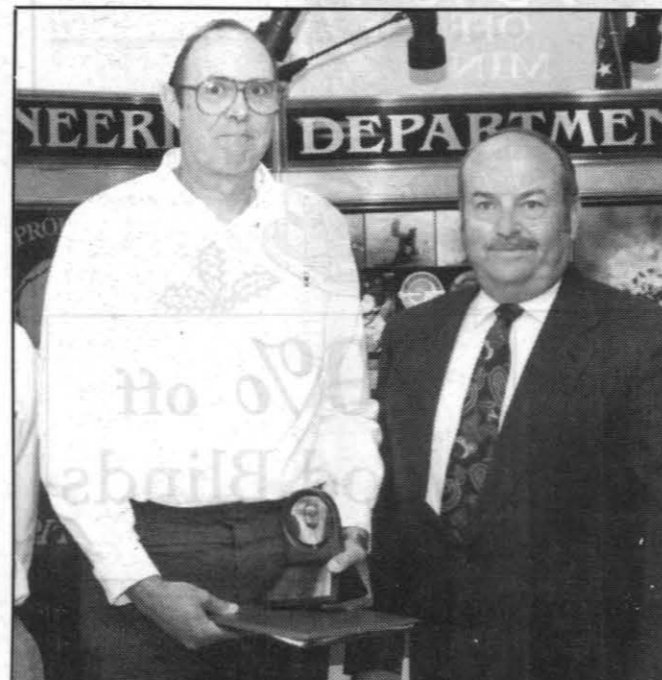
weapon system development programs," Tanner wrote. "His expertise has been an important part of the successful transition of each program from development into production."

Tanner noted Hertz has been responsible for collecting and analyzing real world environmental data obtained through various measurement programs, with the data being used to assure design requirements are realistic and adequate to withstand all service-use conditions and that laboratory test conditions adequately simulate in-service conditions. "Access to realistic environmental data has been very valuable while working with weapon manufacturers during the development of production acceptance and environmental stress screening criteria," Tanner wrote.

Brian R. Haugen

Haugen, acting head of the Environmental Engineering Branch's Engineering Section was also nominated by Tanner. "Brian has supported programs by determining and documenting environment design and test requirements, and by working with the test laboratory to assure that test conditions adequately represent real-world conditions," Tanner wrote. "He has been heavily involved in upgrading the structural test capabilities of the branch, resulting in equipment and procedures to do static structural testing, random load fatigue testing and hydrostatic burst testing in support of composite technology groups."

Tanner also noted that Haugen was selected to be the Navy representative on an Air Force/contractor development program intended to develop an automated environmental requirements software package in support of the Air Force Avionics Integrity Program. "Brian has done an excellent job on this task," Tanner wrote, "and received recognition from both the Air Force and the contractor teams."



Photos by Terry Pascarella, TID

BURRELL W. HAYS AWARD recipient Gary Gray is joined by Burrell Hays, former technical director.

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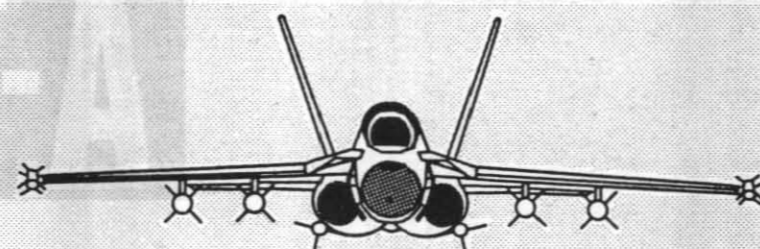
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Rumor has it...

A conversation with NAWC Commander RAdm. George H. Strohsahl

By Kristine L. Roquemore
NAWCHQ

In the classic tale The Phantom of the Opera, the heroine was driven to remove the mask from the Phantom's face. Was she prepared for the extraordinary sight she encountered? Certainly not, but she came to grips with the reality of it and lost her fear once she faced it straight on.

Rumors, like masks, place a veil over the truth. What creates rumors? Mainly fear. Fear of the unknown, of leaving the old for the new, of change. The Naval Air Warfare Center (NAWC) has had more than its share of change in the past two years, and right now the rumor mill "runneth over" at every site of the organization.

RAdm. George Strohsahl came into the office the other day looking deeply concerned. He threw his hands up and expressed his despair about some outrageous rumor he had just heard. "How do I dispel these rumors?" he asked. "They're everywhere and they spread like wildfire."

"Address them?" was my humble suggestion. There ensued a conversation centered on three simple words: "Rumor has it..." And, for each rumor, RAdm. Strohsahl took his shot at removing the mask. Take a look at the truth behind some of these rumors that you might have heard or even passed along yourself.

ROQUEMORE: Rumor has it NAWC Headquarters is either going away completely or being absorbed into the Naval Air System Command's (NAVAIR) Assistant Commander for Systems and Engineering (AIR-05) by December of this year.

STROHSAHL: Nope. Not even close. NAWC Headquarters and NAWC as a command will not be going away in the near future. The NAWC will continue as a command until the Naval Aviation Systems Team reaches its ultimate goal of becoming a full Competency Aligned Organization.

ROQUEMORE: And when do you foresee that happening?

STROHSAHL: Sometime between 1997 and the end of the decade.

ROQUEMORE: So, obviously it's not the end of this December.

STROHSAHL: No. Wrong year!

ROQUEMORE: And the possible merger of NAWC HQ and AIR-05?

STROHSAHL: That rumor has substance to it. In fact, VAdm. William C. Bowes, Commander, NAVAIR, has stated on numerous occasions that he intends to

merge them. But the rumor that the NAWC functions will go away is not correct. There are two aspects to this merger, if and when it actually occurs. One, is the acknowledgment that there will be a reduced number of flag officers. And if so, the combination of two flag positions under one flag officer is understandable. However, the functions of both positions will remain the same—some Admiral would just have two jobs.

ROQUEMORE: It's been said that RAdm. Newman, Commander of the NAWC Weapons Division, will be the one to fill that position.

STROHSAHL: It's possible—sometime in the future. Flag assignments are announced when they are made. That one hasn't been made.

ROQUEMORE: And the other aspect of the merger?

STROHSAHL: With the realignment of the organization into competencies, the present NAWC Headquarters function and the AIR-05 functions get totally redistributed into appropriate competencies. Therefore, both will eventually cease to exist as they do today. This is the future of the entire team. So right now people are saying the NAWC will get absorbed into AIR-05. You could just as easily say AIR-05 is going to be absorbed into the NAWC. That's as equally accurate or inaccurate. Ultimately they'll both disappear into a new organization that's competency aligned.

ROQUEMORE: How soon before the NAVAIR Concept of Operations (TEAM ConOps) is truly under way?

STROHSAHL: We've just completed the NAVAIR Commander's Conference with the collected leadership. Ninety individuals agreed to proceed toward implementing a Competency Aligned Organization. The details and time schedule are yet to be determined.

ROQUEMORE: The rumor about the NAWC going away has brought up concern that a name change would mean the field activities would again be spending millions of dollars on road signs, letterheads etc., after they just got done establishing the name NAWC.

STROHSAHL: Our names aren't changing in the near future. The realignment of the Air-

craft Division under the Aircraft Division Concept of Operations, which is separate from the TEAM ConOps, will be phased a little piece at a time.

ROQUEMORE: Rumor also has it that NAVAIR is going to change its name.

STROHSAHL: It's just as possible as the NAWC changing its name. Who knows, maybe they will change their name to NAWC (laughs). I say that facetiously. Seriously though, we went to great lengths to develop a corporate identity that is symbolized by the NAWC logo. And, not only did we build a name, but a great spirit. I think we—the NAWC—succeeded. We will continue to succeed.

Nothing is stagnant in this world. It changes. As an organization we have to recognize and cope with all of these changes. And, that's not always an easy thing to do. As far as change goes, we're all pretty much in the same boat. So, we better row together or we simply won't survive.

ROQUEMORE: Rumor has it that NAWC Indianapolis will be realigned with the Naval Surface Warfare Center because they're geographically located so far apart from the rest of the organization. There is also the rumor that for those very same reasons Indy will be closed.

STROHSAHL: There are no plans to do either of those things. However, future realignments and closures for any of our NAWC sites can't be ruled out. There is a Base Realignment and Closure (BRAC) 1995 to go through. And, every site will be subject to intense study for possible closure and realignment. So Indy is no different from anybody else in that regard.



STRAIGHT SCOOP—One-time Rocketeer staff writer Kristine Roquemore, now TAD at NAWCHQ from her TID illustrator position interviews NAWC Commander RAdm. George Strohsahl for the "Rumor Has It" series that will run into next year.

Switch to new pay system goes relatively well

By Peggy Shoaf
Staff Writer

There were just a few glitches two weeks ago when China Lakers received their first paychecks from the Defense Finance and Accounting Service, Denver Center, said Sherri Sweany, head of the Payroll Branch of the Comptroller Department's Customer Service Division at China Lake.

Problems which resulted in one China Laker not getting a paycheck and three others getting only partial paychecks have already been resolved, Sweany said. While seven other China Lakers also received partial paychecks, a review showed they had used more leave than could be made up during the year, she explained. "It wouldn't have mattered what pay system we were under," Sweany said. "Those employees would still have received partial pay even under the old system."

There are some conversion problems the Denver Center is still working on, Sweany said. For example, money

coming out of an employee's paycheck for rent, garnishment, VA loans, educational loans or to pay back IRS or state taxes, may not have been taken out.

Another problem is with child support. There were some people who had child support taken from their checks, but Denver couldn't send the money to the people it was suppose to go to because it didn't have the proper addresses, Sweany said.

China Lake employees who have a question whether their allotments are being met, or sent to the right address, should contact a customer service representative at 939-2121.

Sweany also urged all China Lakers to have patience when asking about their paychecks. "There's a lot of frustration because we can't answer questions as quickly as we used to do," Sweany said. "We don't have the control we used to have and now must go through the Denver office. But all questions will be taken care of, just as soon as we can get the answers."

Confusion also resulted when employees tried to read the new leave and earnings statements, Sweany said. For example, if an employee has a number of allotments, the LES only showed one lump sum, because the LES doesn't have room to show each amount. Employees who are having trouble reading the new LES can call Payroll and a customer service representative will go through it with them, Sweany said.

To prevent future problems, Sweany urges all timekeepers to get their timecards in by deadline—11 a.m. on Thursdays during payday weeks and 11 a.m. on Fridays during non-payday weeks. Timecards reporting overtime must be turned in on Mondays by 8 a.m. if the employee is to be paid for that overtime by the next paycheck.

"Overall, it was very successful," Sweany said. "While there are lots of people who are frustrated, because they don't like change, it was still a very successful conversion."

DRIGGERS, from Page 10

In 1985, thanks to the efforts of Lloyd Smith, I received my promotion to DP-3.

During 1986 through 1990, under Bill Nevins and Ralph Mattis, I was assigned responsibility for the assembly and test of CATFAE weapons in the Full Scale Engineering Development Program, which took place at NWC and Eglin AFB. This effort included receiving the inert component parts, modifying them to fit, if required, and loading/assembling the live weapon for

test, either at NWC or Eglin. I was responsible for direction of both junior technicians and engineers in this program operation, as all were needed due to manpower limitations.

This effort also included all quality control of weapon assembly, maintenance of the amphibious-tracked launch vehicle, and the shipping and loading of the weapons into the vehicle for tests on and off center.

At this time, I was also doing collateral duty as tech-

nical manager for the Chaffeye Bids and Proposal project.

In 1990, the CATFAE Program was cancelled. Since that time, due to a lack of funding, I have been on the unfunded list and have worked on a number of jobs. I will be retiring from federal service on Jan. 3.

It has been 40 fun years at China Lake, working on a lot of neat projects and alongside many talented and dedicated swell people, both military and civilian.

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China Lake's 50th Anniversary 'Salute to China Lakers' James Colvard praises people who made China Lake great

(Editor's Note: The complete text of Dr. James Colvard's speech at the "Salute to China Lakers" dinner is reproduced below for the benefit of those who could not attend.)

We meet tonight to celebrate the golden anniversary of Navy presence in the Mojave desert. Only "true" visionaries thought fifty years ago that a small organization located half way between nothing and nowhere in Inyokern, California, would become known everywhere in the world of Navy ordnance. The organization that evolved from that humble beginning fifty years ago has had many names, NOTS and NWC—the two best known—but it became world famous simply as "China Lake."

So, tonight let us simply reflect on "China Lake." It began from simple, but profound, understandings. The understanding of seasoned military officers (afloat and ashore)—most of whom flowed from the headwaters of the Bureau of Ordnance through an older field station at Dahlgren, Virginia—that the fundamentals of war must embrace the fundamentals of science and technology. They appreciated that war is a serious business and ordnance is its heart. They understood that while warriors are trained in good order and discipline, war is messy, chaotic and fraught with tactical and technological surprise. They also grasped that science and engineering is messy and unpredictable and scientists, not being trained in good order and discipline, do not easily fit the more structured mold of military officers. But most importantly they knew that the two communities needed each other and the needs of the country at the time created the environment to bring them together.

The civilian leaders of the "China Lake" genesis also had these understandings, particularly the inherent incompatibility of the scientific and military cultures, but they comprehended the necessity of blending the two cultures. Further, they recognized that the blending had to be more than a contractual agreement to work together—it had to be a vocational dedication to a profession and a purpose. That profession was naval ordnance and the purpose was providing for the defense of our country and its way of life. It is not insignificant that the first civilian leader at China Lake had served nineteen years as the chief scientist at Dahlgren, Va. There, as part of the Navy ordnance mainstream he had learned the value and necessity of the military civilian team.

The drive from these visionary military and civilian leaders, for whom your streets and awards are named, led to an institution based on simple premises. One premise was that trust is essential to an effective organization. A simple example of this trust was the early "China Lake" practice of issuing a new professional employee two sets of tools so he or she could take one set home (on the base) and still have one set on the job.

There was trust that when the employee left employment at China Lake he or she would turn in both sets of tools—and they did. The employees, not surprisingly, worked hard to earn the trust that such a practice demonstrated to them. By the way, they also were never lacking the tools at their bench that they needed to do their job. Imagine suggesting such a practice in today's world of "waste, fraud and abuse" mentality. The anonymous hotline would be humming.

New employees did have a bench, not a desk, for another "China Lake" premise was that technical people should do "hands-on" technical work. "China Lake" leaders, both military and civilian, held as fundamental that converting knowledge to utilitarian form requires experience. Following this principle, the officer's knowledge of warfighting needs and the scientist's and engineer's knowledge of what nature would allow and engineering could produce, resulted in weapons that were needed, were as simple and cheap as physics would allow and they performed as intended. In other words, "China Lake" weapons were simple, easy to use, easy to maintain, cost effective and they worked. Key elements in this process were the military and civilian teamwork and engineering which is the vital connecting link between thought and form.

The form that was created was a prototype which demonstrated proof of principle and engineering practicality. This practice of carrying an

idea to a working prototype required a team. And "China Lake" built partnerships with the nation's industrial base as well as the University associated centers that were created during WW II.

There was a human side of "China Lake" that went beyond simply trusting the people working here. "China Lake" understood that its people were the source of its capability. This understanding combined with the isolation and sense of common purpose created a human community bond that transcended individual backgrounds and the military civilian cultures. The names of its early weapons reflect this human side, Holy Moses, Tiny Tim and Sidewinder are products of human imagination. An AIM-9 is the product of bureaucratic administrative mechanics!

We have looked at a representative set of the foundation principles, premises or values of "China Lake." Let us now look at the characteristics of an institution with those values.

Such an institution is characterized first by competence. For without competence an organization is at best a source of amusement. "China Lake" had that competence—bordering on professional arrogance, with many of its critics convinced it operated well south of that border. Second, such an institution must have commitment. It does no good to have competence if it is not dedicated to some useful end. "China Lake" had that commitment. It pursued its objectives relentlessly with a resulting stream of weapons to which it remained committed for support through their military lifetime. Third, such an institution must have courage. The Navy and the country would not have been served by a committed and competent institution which did not have the courage of its convictions, for in the business of weapons there are many ideas and equally as many critics of those ideas. "China Lake" had courage. It never sacrificed its principles for its well being—either as an institution or as an individual. One technical director resigned rather than make such a compromise and we sit tonight in a facility named for a lieutenant who had the courage to test an untried weapon, key to making advances in weaponry, and gave his life in the process.

Fourth, such an institution must have integrity. This entails the ability of an organization to be reflective and critical of its own ideas. It takes courage to face your critics—it takes integrity to face yourself. "China Lake" had the integrity to terminate spinner rockets, after its own assessment, as it had the courage to continue a Sidewinder in the face of its critics. Finally, such an organization must have imagination or it will continue to follow the conventional and try to solve today's problems with yesterday's approaches. "China Lake" demonstrated imagination, not only when it led the way to introducing guided weapons to air combat but, when it championed the "Eye" series of weapons, which made useful in the jet age, bombs that were designed for use on the slower aircraft of WW II. And even further when it experimented with a new approach to the federal personnel process which is now imitated by many and envied by the others.

Having looked at the values and characteristics of "China Lake," let us reflect now on how it came into being and what sustained it over these 50 years. "China Lake" came into being because the time was right. There was a need—we were involved in WW II. The junior officers and junior scientists of WW I had become the admirals and senior scientists and leading administrators of WW II and they remembered the failures partly from the lack of cooperation between the two communities during WW I. The military had learned to better utilize the universities, such as Cal Tech, and the university community was anxious to support the war effort.

But probably most importantly, there was a strong Washington Navy

Fifty years from now when they interview the archetypical excellent public servant, who has the competence, courage, commitment, integrity and imagination about which we spoke earlier, and ask what did you do to achieve this recognition—he or she will simply say "I worked at China Lake."

—James Colvard

presence with a bureau system that had wide authority to create and support technical infrastructure. These bureaus were headed by those junior officers of WW I who were now admirals. They had been building an infrastructure since WW I with a key year being 1923, when they established the Naval Research Laboratory and hired a nationally known scientist, who later became the first technical director at China Lake, as the chief scientist at Dahlgren.

With the pressure of the war, the existing cadre of officers and civilians was not sufficient to meet demands and rapid expansion in the infrastructure was undertaken. As a part of this expansion, Navy presence in the form of contractors—both private sector and Cat Tech and military—began in the Mojave. The transition to military-civil servant-contractor became a part of the 50 years of history we celebrate tonight. How critical that cadre was to our ability to expand and respond to the needs of the nation should never be forgotten. What sustained an R&D in the Mojave has a shorter history. Leaders in this nation surmised that without our extensive investment in R&D the nuclear weapons in our hands at the end of the war could have been in the hands of our adversaries. For the first time in history, technology truly changed global warfare in a dominant way. This created a sense in the nation of the need to avoid technological surprise. Technical investment in peacetime became an imperative. One can only hope that our national leaders today are as perceptive as those of 50 years ago.

Thus, at the end of WW II the Navy completed the complex in the Mojave desert rather than dismantling it. The weapons from "China Lake" contributed to the war ongoing when it was formed, but it served more effectively the needs of the Navy for air-launched ordnance in the conventional weapons conflicts that the cold war spawned. We won the cold war because we had superior conventional weapons, not because we had superior nuclear weapons.

During the cold war we developed the finest Navy in the world, a stipulation with which even our critics would agree. You and others like you who served here were major contributors to that Navy. "China Lake" has had the greatest impact on air-launched ordnance of any single organization in the world. This achievement by you and others who came before has hallowed the ground we occupy tonight. Thus you who serve here now and others who will come after you hold a professional trust to continue that history of excellence.

Let us look now to the future. Since "China Lake" was formed the bureaus have gone and SYSCOMS with less responsibility for, and commitment to, the infrastructure have replaced them. The Naval Mater Command has come and gone. The bilinear Navy went away and has now returned—this time in law, but politically driven. Weapons development has been replaced by something called "acquisition," which is process rather than product. Over the years we have tried administrative fixes to the acquisition process—these fixes varied from fly-before-buy to the latest, firm fixed-price contracts, even in R&D, with the hope that somehow if we had a contract along with a specification we would get the desired product. But, administrative processes will not substitute for technical competence. The "China Lakes" of the Navy gave the Navy technical competence.

Whither the Navy? The SYSCOMS appear on their way out. The advocacy centered "PEO" culture has emerged, directed by political appointees. It is an "acquisition," not an R&D, culture. It is not clear how a strong Washington Navy will be structured to replace the old bureaus with the vision and authority to deal with the shore establishment. Perhaps the so-called "Warfare Centers" can become the institutional fountainheads with competent military commanders that charac-



Photo by Terry Pascarella, TID

REFLECTING—Dr. James Colvard reflects on China Lake's history during the China Lake's 50th Anniversary "Salute to China Lakers" dinner held Nov. 6.

terized the halcyon days of "China Lake's" genesis. With the impending collapse of the military industrial base occasioned by the defense draw-down, the defense establishment may return to the "arsenal" days of fifty years ago. This poses a challenge "China Lake," and other like institutions, to remember and apply some of the principles that led to their original greatness. Particularly the principle of team building among the military, civil servant, university centers and industry. "China Lake," by virtue of its technical and cultural residuals is uniquely positioned to participate in this re-birth. The future is uncertain, but not unfamiliar. It looks a lot like 50 years ago. We are finally about to disarm after WW II. Fifty years ago leaders standing in this desert saw opportunity—not problems. They saw challenge—not danger. Have we less vision today?

Today there is much talk about reinventing government. It does not have to be reinvented, merely rediscovered. Washington, where one point is a trend and two a tradition, has only to recognize a fifty year straight line of excellence. The National Performance Review need look no further than "China Lake" to find its model—or in their terms, paradigm.

Fifty years from now when they interview the archetypical excellent public servant, who has the competence, courage, commitment, integrity and imagination about which we spoke earlier, and ask what did you do to achieve this recognition—he or she will simply say "I worked at

Letter writer remembers the original technical staff, the old Cal Tech team...

To the Editor:

Articles in *The Rocketeer* about recent retirements of old-timers at NAWS (NWC) bring back fond memories of 30 years at NWC, but they also remind me of the disappearance of a foundation on which the unique character of NWC was built. It has been a long time since I have read about the retirement of anyone who came from the old Cal Tech team that originally manned the technical staff at NWC, people after whom several of the streets in China Lake are named. As one from that old team, I can say there are some of us still around, and some are still active "rocket scientists." I will celebrate my 52nd anniversary as a rocket scientist on Dec. 1, the date I joined the rocket project at Cal Tech in 1941. When I moved to NOTS in Oct. 1944, most the people there were employees of the construction company, and the most notable feature of China Lake were the endless rows of windblown ridges of dirt along the ditches for the sewer lines.

During those early years, I had the good fortune to work with Sage, Fowler, Ellis, Elvey and others who helped choose the site for NOTS, and who, along with Captain Burroughs, Commander Hayward and Dr. L.T.E. Thompson, developed the philosophy of a concept-to-demonstration capability for weapons systems that has kept NAWS (NWC) as a top ranking federal laboratory.

The dedication of the employees to the mission of the Center and the opportunity to pursue good ideas are rooted in the World War II all-out employee dedication of wartime, and the enlightened philosophy of management established in the early years. It is harder to preserve these attributes in an era of growing bureaucracy, growing Harvard Business School management style, an era characterized by successive waves of aggressive but fluctuating management styles, and an era when identification of employees with the Center has lost the old cement of residence in a planned community on the Center.

To me, these changes were a decisive consideration in the decision to retire in 1974 and move to a new career as a professor at Georgia Tech. I still have special ties with NWC and still do research in rocket propulsion, and I still think NAWS (NWC) is the best DoD laboratory. I'm proud of my old division (now Code C0239) and the fine "young" men who succeeded me as its leaders. But I think NAWS would be even better if everybody at NAWS were to read that remarkable history of the origins of NOTS (Sailors, Scientists and Rockets) by A.B. Christman, and the second volume (The Grand Experiment at Inyokern), by J.D. Gerrard-Gough and A.B. Christman.

In an age when people are so pre-occupied with "learning their roots" there is something to be said for knowing the source of the good features of one's work environment as well and to fight for the principles that made it good. It's more than people's names on streets, buildings and schools. It's a vision and dedication that can inspire anyone, and an era which I was fortunate to share first-hand.

I hope there will be a re-printing of the History of NWC China Lake Vol. I and II for the 50th Anniversary, and encourage the modern NAWS team to look back and see what was needed (and still is) to make (and keep) NAWS great.

Sincerely,

Edward W. Price

Regents' Professor, School of Aerospace Engineering

Georgia Institute of Technology

Editor's Note: The "History of NWC, China Lake," volumes 1 and 2, have been made available for sale to the public. The cost is \$15 for Volume 1 and \$18 for Volume 2. They can be ordered and picked up locally from Doris Shepherd at 939-3513. Or mail orders to Doris Shepherd, Commanding Officer, Code C641041, NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001. Make checks payable to "DFAS-CL, China Lake," and include \$2.95 per order for shipping.

In addition to the written history, the documentary, "Secret City—A History of the Navy at China Lake," is available in a two-videotape set, for \$20 plus \$3 shipping from the China Lake Museum Foundation, P.O. Box 217, Ridgecrest, CA 93555-0217. Commemorative prints and tiles by retired China Lake artist Larry Zabel are also available from the Museum Foundation. For a color brochure depicting the selection of prints write the foundation at the Museum Foundation address above.

discuss related topics and concerns surrounding long-term financial planning. Ample time will be provided for questions and group interaction.

EXCEL FOR WINDOWS, INTRODUCTION (16 hrs.)

24-25 January; Monday-Tuesday, 0800-1630; Bldg 5-1, Room 23. By: Comskill
This course introduces getting acquainted with Excel screens, using functions, building formulas, formatting worksheets, creating charts and graphs, and enhancing/refining your Excel skills.

GETTING THE JOB DONE (8 hrs.)

24 January; Monday, 0800-1630; Location and instructor to be announced.

Most of us are either working too hard and too long, or at lose ends. We allow others to control and manage our day. With lack of clear goals and priorities, we are at the whim of the telephone, visitors, and other constant interruptions. We get further and further behind and fall

into the ranks of those workers who are not productive. In this course, you will learn to manage yourself, and learn to manage others' use of your time. You will identify what is your most effective style and build a plan around that style.

STRESS AND YOUR BODY (2 hrs.)

25 January; Tuesday, 1130-1330; Bldg. 5-1 Auditorium. By: Dr. Roger Knight

This seminar deals with the impact stress has on our various body systems and its consequences on acute and chronic disease. Emphasis will be placed on the latest scientific studies showing the effects of various types of stress on the immune cardiovascular, gastrointestinal, and other systems.

THE POWER OF EFFECTIVE INFLUENCE (16 hrs.)

25-26 January; Tuesday-Wednesday, 0800-1630; Surfside Club, Cloud 9 Room. By: T. Delaporte

This course teaches how to assess an

audience, know which strategy to choose for each audience, practice the six fundamental skills used in any persuasion strategy, and understand the different types of resistance and how to overcome them.

LONG-RANGE CAREER/RETIREMENT PLANNING (24 hrs.)

25-27 January; Monday-Thursday, 0800-1630; Marriott Courtyard, 4994 Verdugo Way, Camarillo. By: Retirement Educational Service

This course is designed to give mid-career employees an opportunity to assess their financial, career, and retirement goals and to make plans to achieve these goals while such planning can still make a significant difference. Some of the topics to be covered include retirement benefits under CSRS and FERS, Social Security benefits, long-range financial planning, legal and estate planning, personal value systems and goals, and developing a strategy for change.

CPR, RECERTIFICATION (8 hrs.)

26 January; Wednesday, 0800-1600; Bldg 5-1, Lounge. By: St. John's Regional Medical Center

Prerequisite: Participants must hold a current B.L.S. Course C card that has not expired. This cardiopulmonary resuscitation (CPR) course covers the anatomy and physiology of the heart and lungs, risk factors, prudent heart living, and signs and symptoms of heart attack. The participants are recertified in the following CPR techniques: one and two-person CPR, infant CPR, and obstructed airway maneuver in the conscious and unconscious adult and infant.

PC, INTRODUCTION (8 hrs.)

26 January; Wednesday, 0800-1630; Bldg 5-1, Room 23. By: Cate

This course introduces the basics of the hardware components showing students how to use the keyboard, monitor, disk drive, and printer on the IBM compatible.



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ANNOUNCEMENTS



CHINA LAKE GENERAL ANNOUNCEMENTS

OBJECT MODELING TECHNIQUE PRESENTATION

Interactive Development Environments (IDE) is sponsoring a presentation titled "Object-Oriented Development with Object Modeling Technique" (OMT) using StP/OMT (StP/OMT is software through Pictures/Object-Oriented Methodology) on Wednesday, 15 December from 1000 to 1200 at the NAWCWPNS Embedded Computing Institute (ECI) Conference Room (605 Bard, Bldg. 00100). This presentation, using a Sun workstation, will demonstrate OMT, a methodology developed by Rumbaugh, Blaha, Premerlani, Eddy, and Lorenson at General Electric Corporate Research and Development.

NAVAL AIR BATTLE EVALUATION MODEL (NABEM) II

The Professional Women's Forum has scheduled a luncheon at the Carriage Inn, Banquet Room on Friday, 10 December from 1130 to 1230. Lunch will include soup and a salad bar at a cost of \$7.50 for advance tickets and \$8.50 at the door. For information or reservations, contact Shirley Reinhardt at 939-5617 by 6 December. Make check (no refunds) for \$7.50 payable to "Carriage Inn," including drivers license number and date of birth on check, and mail it to Shirley Reinhardt, C2108.

A presentation titled "Naval Air Battle Evaluation Model (NABEM) II" is scheduled. The recently developed NABEM-II is a user-friendly, battle-force-level Monte Carlo model of the naval antiair warfare battle problem. This simulation will be used to evaluate the effects of new or modified platforms, weapons, system capabilities, and/or command-and-control concepts, in the context of multiple-platform engagement-level analysis. Algorithms accepted by the intelligence community are used to model or calculate system performance based upon user-defined characteristics. Similar fidelity for both offensive and defensive forces allows an analysis of either role.

The guest speaker is Robin Gardner, a senior-level computer scientist with Boeing Computer Support Services. She has been employed on the NABEM project for the past 2 years. Since beginning in the industry 14 years ago as a Data Systems Analyst Intern at the National Security Agency, she has worked for government contractors in many capacities—on Joint Stars as well as other communication and data transfer systems. Her experience covers 17 software languages and hardware ranging from embedded microprocessors to IBM mainframes.

The goal of the forum is to provide a technical exchange and to promote career development and networking. Everyone is welcome to attend.

TID PHOTO LAB SERVICES BRANCH PROVIDES COLOR, COMPUTER-BASED ELECTRONIC IMAGES

Electronic Imaging provides prints and viewgraphs for a variety of customers (editors, writers, engineers, illustrators, etc.). Photographs and computer-generated images can be scanned into Electronic Imaging's computer system to be color balanced, edited, and retouched electronically. Reproduction of illustrator's artwork is also available for a variety of software applications and platforms. The corporate ethernet allows quick file transfers to employee workstations and back to the Photo Lab for quality printing.

TID has equipped Electronic Imaging with Canon's CLC 500 Color Laser Copier and Kodak's XL 7700 Digital Continuous Tone dye-sublimation printer. The Canon copier produces full-color plain-paper copies from photographs,

artwork, 35mm color slides or negatives, still video camera disks, and video cameras. The Canon produces 8.5 x 11-inch, 11 x 17-inch, and mural-size laser copies. The Kodak 7700 printer converts digital data from a host computer into color or black-and-white pictures of a quality approaching that of traditional photographs. The XL 7700 printer produces pictures on paper that has the texture and feel of standard photographic paper and transparency material without chemical processing.

To see samples of TID's Electronic Imaging color printing capabilities, call Colleen Hoberg or Mike Johnson at 939-1115 or 927-1703, or visit the Photo Lab (located in Mich Lab, Wing 1, Room 1135) from 0700 to 1700 Monday through Friday.

TECHNICAL LIBRARY HOURS

The Technical Library, C643, would like to announce its new hours of operation.

Open: 0700-1700 Monday through Wednesday
0700-1130 Thursday
Services provided: 0730-1130, 1230-1630
Closed: Thursday afternoons and work Fridays

Customer Service Desk support will be limited by library staff workload.

For further information contact the Division Office at 939-1017.

TECHNICAL LIBRARY OFFERINGS

The Foreign Broadcast Information Service (FBIS) and The Joint Publications Research Service (JPRS) Daily Bulletins are available at the Technical Library. These publications contain political, military, economic, environmental, and sociological news, commentary, and other information, as well as scientific and technical data and reports. All information has been obtained from foreign radio and television broadcasts, news agency transmissions, newspapers, books, and periodicals. FBIS is published Monday through Friday in eight volumes: China, East Europe, Central Eurasia, Latin America, East Asia, Near East and South Asia, Sub-Saharan Africa, and West Europe.

For additional information on these and other Technical Library services at China Lake call 939-3389/1017/0744, and Point Mugu call 989-8156. (C643)

WE WILL MISS YOU

On your departure day the Technical Library has the responsibility of checking its files to make sure you have returned all the material you have borrowed from us. To speed up this process and make your departure day as simple as possible, remember that you will be one of many leaving at the same time. Give us a call, or stop by and check with us a couple of days ahead so we can have you cleared by the time you are ready to leave. While you are processing out, if you have any material the library could use, bring it to us; we will be happy to take it.

For more information contact the Technical Library Division at 939-1017. (C643)

RETIREMENT SECURITY CHECKOUT PROCEDURES

If you are retiring during the months of December or January consider starting your security checking-out procedures early due to liberal holiday leave. The procedures include returning your STU III, and attending a NATO/CNDWI debriefing at building 00008. Appointments are required, to return STU IIIs call 939-2083 and to schedule your debriefing call 939-0987. The next step will be to return vehicle decals and badges and to sign a security termination statement at Building 01486 (Visitor

Center). For more information contact John Hammonds at 939-3721.

THRIFT SAVINGS PLAN (TSP) RATES OF RETURN

According to the latest TSP fact sheet, the rates of return for the three investment funds were

	C Fund	F Fund	G Fund
October	2.04%	0.38%	0.47%
Last 12 Months	14.94%	11.57%	6.35%

C Fund—Common Stock Index (Stocks)
F Fund—Fixed Income Index (Bonds)
G Fund—Government Securities

TSP OPEN SEASON

Open Season for the Thrift Savings Plan (TSP) is 15 November 1993 through 31 January 1994. If you are eligible to enroll in TSP, now is the time to sign up. TSP is a great way to invest in your future, whether it be for retirement, your dream house, or your children's college education. It is never too soon and you are never too young or old to plan for a secure future. If you are currently participating in TSP, changes in the amount or percentage you contribute are permitted only during Open Season.

The TSP program includes government matching contributions for FERS employees up to 5%, a loan program, and a diversity of investment options ranging from low to high risk.

If you are interested in enrolling or changing your contributions, come to the Human Resources Department, Room 100 and pick up your Official Personnel Folder (OPF). You will be directed to the appropriate Personnel Assistant who will assist you and provide you with additional information.

RETIRING?

Would you like to help your technical library and NAWCWPNS? You could do so by donating your valuable information resources, such as tech manuals, tech publications, reports, books, periodicals, etc., to the Technical Library. If you question the importance of your materials, give us a call and we will help you decide. For more information contact the Technical Library, C643, 939-1017 or Point Mugu, 989-8156.

CHANGES IN BC/BS AND GEHA INSURANCE

Open Season for health insurance ends 13 December. Drummond Medical Group (DMG) will not be a preferred provider for Blue Cross/Blue Shield (BC/BS) in 1994, but will be a preferred provider for GEHA. GEHA has waived their one-time membership fee for all new enrollees.

BC/BS has made some changes in their preferred provider program, calling for all medical providers wishing to be in the program (regardless of prior contract with BC/BS) to sign a new contract. According to DMG's administrator, doctors at DMG have not shown an interest in signing this new contract. Failure for DMG to sign this contract will result in significantly reduced benefits for federal employees with BC/BS patronizing DMG.

Note: All concerns about the signing of this new contract should be addressed to DMG.

For further information on preferred providers and benefits of the various plans, refer to the brochure for that plan. Brochures are available at the Human Resources Building (corner of Knox and Blandy), Room 213.

LEAVE DONATIONS

If you have use or lose annual leave that you do not think you will be using by 8 January, consider donating to a recipient on the Leave Transfer Program. A current list of recipients, along with instructions on how to donate leave,

is available on page 3B in the Announcement section of the Rocketeer.

C27 LADIES CHRISTMAS LUNCHEON

The C27 Ladies Christmas Luncheon will be held at Farris' at the Heritage on Monday, 31 December at 1100. Guests will be treated to a turkey dinner with dressing, mashed potatoes/gravy, Waldorf salad, rolls, butter, and coffee or tea. The cost is \$7.50 per person, including gratuity. Tickets may be purchased no later than Monday, 6 December from Peggy Klassen, 939-7226, Peggy Flagg, 939-7365, or Peggy Murphy, 939-7990. There will be an optional gift exchange; gift price range is no less than \$5 and no more than \$10. All gifts must be in a large brown grocery bag. There will be prizes for "best" decorated "gift bag." A "Toys for Tots" box will be available for unwrapped gift donations. All C27 Alumni are invited.

WACOM LUNCHEON MEETING

The December WACOM Luncheon meeting will be held at the Seafarer Club on Tuesday, 14 December with a social period at 1100 and lunch at 1130. This month's meeting will feature the keyboard artistry of Renee Hamaty, an international recording artist. Renee has been delighting audiences throughout California on radio, television, and concert stages since she was six years old. Her repertoire includes both classical and popular music of virtually every era. Members can make reservations by calling Grace Smith at 375-1142, Theresa Davis at 446-3246, or Mavis Royer at 375-4071. (C86)

PEARL HARBOR SURVIVORS ASSOCIATION SIERRA CHAPTER 17 BREAKFAST

The Pearl Harbor Survivors Association Sierra Chapter 17 will be holding its 7 December breakfast at the Carriage Inn, Sierra Desert Room, at 0800. Memorial services will follow breakfast. The guest speaker will be Col. R.W. Chambliss, C.O. Marine Aviation Detachment. The public is welcome.

REMEDIAL AND PREVENTIVE MAINTENANCE OF MICROGRAPHICS HARDWARE CONTRACT

The FIP Resources Branch (C6331) has a Center-wide contract for remedial and preventive maintenance of Micrographics hardware. This contract is a time-and-materials contract. It is not a mandatory contract, but has been initiated to provide primary or alternative service support.

Contractor: National Microcomp Computer Services
Contract Number: N60530-92-D-0015
This contract includes remedial and preventive maintenance of micrographic equipment (microfiche reader/printers), regardless of manufacturer or model.

If you wish to obtain service on this contract, contact Patty Hall at 939-0615 with the following information: (1) model number, (2) serial number, (3) bar code, (4) brief description of the problem, (5) contact/requester, (6) phone number, (7) J.O. and (8) location of equipment and your code.

Direct questions and problems to Patty Hall (C6331) at 939-0615.

MANDATORY STANDARDS OF CONDUCT AND PREVENTION OF SEXUAL HARASSMENT TRAINING MAKE UP SESSIONS

Mandatory Standards of Conduct and Prevention of Sexual Harassment joint training makeup sessions are scheduled for Wednesday, 8 December at the Station Theater, at 0800 and 1300.

OPERATIONS DIVISION NEWS

APPLICATION PROCEDURES

Applications must be received at the Human Resources Department (HRD) Reception Desk, at any site, no later than 5:00 p.m. on the closing date of the announcement. Individual 171's must be submitted for each vacancy. LATE APPLICATIONS WILL NOT BE ACCEPTED UNLESS ON APPROVED LEAVE, TDY, ETC. THE ENTIRE TIME THE ANNOUNCEMENT IS OPEN. Please make a copy of your SF-171 application for your own retention before you submit it. (Only applications with original signature and date will be accepted.)

Submit a copy of your latest narrative performance assessment/appraisal of record with any application filed against a vacancy announcement. If the assessment/appraisal does not clearly state the tasks/duties performed, attach a copy of your performance plan.

A supplemental narrative addressing your qualifications to each Quality-Ranking Factor (QRF) is highly recommended. This information will be used to identify "highly qualified" candidates to be referred for selection. Additional information will not be accepted after the closing date of the announcement.

When multiple grade levels are advertised, applicants will only be rated for the lowest grade level they indicate on their SF-171 that they will accept and higher grade levels for which they qualify.

Applicants may review the X-118 Qualification Standards at the China Lake Technical Library; at the Point Mugu Directorate/Department Resources Offices; or at any NAWCWPNS Human Resources Department Office.

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from "current appointable employees" at NAWCWPNS and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an excepted Schedule (A) appointment, VRA employees, and temporary employees within reach on an OPM certificate (or equivalent). If a tentative selection is made from tenant, VRA, or temporary applicants, the selection process cannot be completed until a waiver to the hiring freeze is approved by COMNAVAIR. Appointable persons include those with reinstatement eligibility, those within reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g. VRA, handicapped).

NOTES

1. If selection is made below the full performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify the promotion. PROMOTION IS NOT GUARANTEED.

2. First time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.

3. Drug Testing Designated Position. Any applicant tentatively selected will be required to submit to urinalysis for illegal use of drugs prior to a final selection. The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources office before a final selection is made. A verified positive drug test result of a current Department of Navy employee will also be provided to the employing activity/command.

4. Defense Acquisition Workforce Improvement Act (DAWIA) Designated Position(s). PL101-510 requires applicants to address Quality-Ranking Factor(s) relating to the DAWIA requirements.

5. Merit Promotion Positions for Point Mugu Site Vacancies. Applicants must meet all eligibility requirements (including, when applicable, time-in-grade, and qualification requirements) within 30 calendar days of the closing date of the announcement.

GENERAL INFORMATION

The Naval Air Warfare Center Weapons Division is an Equal Opportunity Employer. Selection will be made on a fully equal basis without discrimination. Selection will not be made on non-merit reasons such as race, color, religion, sex, national origin, age, politics, marital status, physical handicap, or membership or non-membership in an employee organization.

All vacancies are subject to restrictions imposed by the DoD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance.

As of 1 August 1992, Mandatory Direct Deposit/Electronic Funds Transfer (DD/EFT) became the standard payment within DoD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement, please note indicated changes.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO and inserted in China Lake's "Rocketeer" and Point Mugu's "Missile" newspapers on the Thursday before payday. Copies of the insert are provided to the Albuquerque and White Sands sites. Personnel at China Lake, Albuquerque, and White Sands may send items for the Announcements section to C08033, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796). Personnel at Point Mugu may send items for the Announcements section to P0703, Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-8094). Items included in the Human Resources Department Information section are provided by the Operations, Human Resources Development, and Employee/Labor Relations Divisions of the Human Resources Department. The deadline for all submissions is Wednesday at 1700, 8 working days prior to the alternate Thursday publication date. NOTE: All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3997 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).

RETIREMENTS AND FAREWELLS

DICK ZURN

Dick Zurn (C6423) is retiring after 32 years of civil service. A retirement dinner will be held in his honor at El Charro Avitia on 6 December at 1800. For reservations, presentations, or gift donations contact Fran Blowers at 939-3697 by 1 December.

FRANK DRIGGERS

Frank Driggers is retiring on 3 January after 40+ years of civil service at China Lake. A retirement dinner will be held in his honor at the Carriage Inn on 8 December. The buffet-style dinner will consist of roast beef and chicken breast fillet, salads, vegetables, and rolls. The cost is \$12 per person, including gratuity. For reservations, gift contributions, or presentations, contact Cherie Hall at 927-2826 or Terry Robbs at 927-2864, by 3 December.

ALLEN HAUN

Allen Haun is retiring after 27 years of service at China Lake. A retirement luncheon will be held in his honor at Casa Corona on 8 December at 1130. Lunch will be ordered from the menu. For reservations, gift donations, or presentations, call Patty Hoeffcker at 939-1284 or Bob Page at 939-8294 by 6 December.

STEPHEN L. KAUPP

Steve Kaupp (C006) is retiring after 34 years of civil service. A farewell party will be held in his honor at John's Pizza on 8 December at 1800. Dinner will consist of all-you-can-eat pizza, with garlic bread, salad, and soft drinks. The cost is \$7.50 per person, including tax and gratuity. For reservations and presentations, contact Donna Atwood at 939-3555 or Mike Demcak at 927-3396 by 29 November.

LARRY A. MATHEWS

Larry A. Mathews, C02392, Propulsion Research Branch, is retiring after 24 years of federal service. A luncheon will be held in his honor at the Texas Cattle Company on 13 December

at 1200. Lunch will be ordered from the menu. For reservations, presentations, or gift donations, contact Mikki Kempert at 939-6553 or Rhonda Adair at 939-2821.

PATRICIA JOHNSON

Patricia L. Johnson (C6141) is retiring after 36 years of federal service at China Lake. A farewell luncheon will be held in her honor at the Texas Cattle Co. on 15 December at 1115. For presentations, reservations, or gift donations, contact Margaret Porter at 927-1568 or Dot Laullen at 939-2803 by 8 December.

PENNY ADAMS

Penny Adams (C6414) is retiring after 29 years of civil service at China Lake. A farewell party will be held in her honor at El Charro Avitia on 15 December at 1700. Friends, family, and co-workers are welcome. RSVP is requested. For presentations and/or gift donations, contact Bob Reber at 939-7355 by 10 December.

JOACHIM (JOE) FLORES

Joachim (Joe) Flores (C2622) is retiring after 37 years and 4 months of federal service. A no-host farewell luncheon will be held in his honor at El Charro Avitia on 16 December at 1130. Friends, family, and co-workers are invited. Lunch will be ordered from the menu. For reservations, presentations, and/or gift donations, contact Barbara Staab at 927-1154 by 10 December.

MARTHA JACKSON

Martha Jackson (C6111) is retiring after 20 years of civil service at China Lake. A farewell party will be held in her honor at the Seafarer Club on 16 December at 1130. The cost is \$5.95 for the buffet or \$4.95 for the salad bar. Menu selection is not available. For reservations, presentations, or gift donations contact Sue Krist at 939-3568 or Lucy Jackson at 939-3283 by 10 December.

PUBLIC WORKS EMPLOYEES' RETIREMENT LUNCHEON

CHUCK BECKLEY
JOYCE FOWLER
RON METEVIER

A conjoined luncheon for Public Works employees' Joyce Fowler, 25 years; Chuck Beckley, 23 years; and Ron Metevier, 30 years, will be held in their honor at the Seafarer Club on 21 December at 1130. Lunch will consist of the following choices: taco bar, complete soup and salad bar, or buffet of the day, including non-alcoholic beverage. The cost of the lunch will be \$7.25 including gratuity. Tickets must be purchased by 10 December. For tickets, presentations, or information, contact Monica Ricker at 939-4408.

JACK NEFFEW

Jack Neffew, C8306, Geothermal Program Office, is retiring after 36 years of federal service. A party will be held in his honor at Farris' at the Heritage Inn on 3 January at 1730. A no-host happy hour will begin at 1730, followed by a buffet dinner at 1830. The cost is \$12.50 per person. For tickets, presentations, donations, or more information, contact Marie Banister at 939-4047 or 939-2700 by 28 December. Advance tickets are encouraged; however, tickets will be available at the door.

JACK BROWN

Jack Brown is retiring after 31 years of civil service. A luncheon, catered by China Gardens, will be held in his honor at the Elks Lodge on 4 January at 1115. The cost of the buffet-style luncheon will be \$9 per person, including tax, tip, and a gift donation. For tickets, presentations, or more information, call Linda Jester at 939-6012 or Lynn Becker at 939-6010 by 16 December.

DARYL VAUGHN

Daryl Vaughn (C622) is retiring after over 30 years of federal service. A "roast" will be held in

his honor at John's Pizza on 5 January. The High-Noon Special will be served. Festivities will be from 1130-1300 in the Banquet Room. If you wish to make a presentation or to "roast" Daryl, call Bill Bethke at 939-0677. For reservations and/or donations, call Carol Corlett at 939-2675 by 22 December.

BEVERLY REYMORE

Beverly Reymore is retiring. A retirement party will be held in her honor at the Carriage Inn on 7 January. A social hour will begin at 1830 and dinner at 1900. Dinner includes basil lemon chicken, vegetables, salad, rolls, coffee, and tea. The cost is \$12.50 per person, including tax. For presentations, gift donations, or tickets contact Carole Poppen at 939-1400 or Sharon Chesnut at 939-1402, C0231, Physics Division Office, Mich Lab, Room 1411 or Mikie Lindsay at 939-2470, Lauritsen Laboratory, Room C33 by 4 January.

CAROL M. GROBER

Carol M. Grober, C8732, Aircraft Modification Branch, is retiring after 22 years of federal service at China Lake. A retirement luncheon buffet will be held in her honor at El Charro Avitia on 11 January from 1100 to 1300. The cost is \$5.95 per person, tax and tip are not included. RSVP is requested. For presentations and/or gift donations, call Kim Hu at 939-5212 or Mary Seles at 939-5383 by 31 December.

BOB HUEY

Bob Huey (C622) is retiring after more than 25 years of federal service. C622 wishes to invite all of his friends to come and "HONOR" him while taking advantage of the High Noon Special at John's Pizza on 12 January. Festivities will be from 1130-1300 in the Banquet Room. For reservations, donations, or presentations, call Bill Bethke at 939-0877.

To enroll in or ask questions about Point Mugu courses call P622, (805) 989-3982, (DSN) 351-3982.

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

GROUNDING, BONDING, AND SHIELDING (16 hrs.)

6-7 December; Monday-Tuesday, 0800-1630; Surfside Club, Cloud 9 Room. By: R & B Associates

Intended Audience: Engineers, managers, and others who require a better understanding of the principles of grounding for safety, signal referencing, and EMI suppression and protection.

This course will provide the principles of grounding for safety, signal referencing, and EMI suppression and protection. Learn how shielding methods work and how to analyze the proper solutions of grounding to control interference. Topics include design structures, systems and various equipment, review of parts and materials necessary to achieve adequate grounding systems, and shielding applicable to commercial as well as military systems and/or equipment.

SYSTEMS ENGINEERING MANAGEMENT (24 hrs.)

7-9 December; Tuesday-Thursday, 0800-1630; Bldg. 5-1 Auditorium and Lounge. By: Charles B. May

REQUIRED FOR ENROLLEES IN THE TMC OR SEC PROGRAMS

This course provides an overview of systems engineering, addressing what is a system, why systems engineering is needed in the development/change of complex systems, what are the basic elements of the systems engineering process as it is implemented within the DOD acquisition structure, what engineering speciality areas interface with systems engineering, and how systems engineering interfaces with the engineering specialties to form an effective interdisciplinary team.

C PROGRAMMING LANGUAGE, INTERMEDIATE (4 hrs.)

3-7 January; Monday-Friday, 0800-1630; Bldg 5-1, Room 23. By: John Francis, C2872
Prerequisite: The student must have a basic understanding of ANSI C programming syntax. This course is not for first-time programmers.

This course explores a series of C topics related to data structures, ANSI Standard C Library, C source code debugging, I/O file management, UNIX-specific system calls/routines, and C software engineering and design. Most of the concepts will relate programming "In-The-Large." Software engineering principles of object-based/oriented design such as classes, derived classes and inheritance, overloading and polymorphism, exception handling, and templates will be discussed as related to C. The C language enhancements under C++ are introduced. There will be class projects and assignments. Some light outside work will be required. The lab projects are designed to be solved by a small working group.

Presentation Method: Lecture and hands-on workshop.

APPLICATIONS TO ENGINEERING DRAWINGS, INTRODUCTION (24 hrs.)

10-12 January; Monday-Wednesday, 0800-1630; Surfside Club, Cloud 9 Room. By: Jerry Phillips, P2557

Prerequisite: Some exposure to engineering drawings.

Intended Audience: Project managers, configuration managers, drafters, and individuals who have a need-to-know.

This course provides different applications of engineering drawings (the associated lists) and the drawing package characteristics; applicability of military and industry standards to those different categories of drawing of drawing package; descriptions of main types of drawings and lists useful in acquisition; organization of drawing packages for different purposes; the relationships of drawings; and specifications and contracts, how drawings and different types of specifications are used in different types of contracts.

POINT MUGU COURSES

PROGRAM PLANNING AND CONTROL (24 hrs.)

11-13 January; Tuesday-Thursday, 0800-1630; Bldg 5-1, Auditorium. By: Charles L. Frederickson

REQUIRED FOR ENROLLEES IN THE SEC AND TMC PROGRAMS.

This course is designed to provide the student with a definition of the management process, formulation and application of the work breakdown structure, planning development and utilization, and progress indicators and analysis. Use of an automated program system (Mark III) as a tool in planning and control will be covered.

UNIX SYSTEM FUNDAMENTALS FOR USERS (40 hrs.)

31 January-4 February; Monday-Friday, 0800-1630; Bldg 5-1, Room 23. By: Noble Nikwocha, C6321

Prerequisite: Familiarity with the basic computer systems.

This is an introductory course in UNIX and will cover the basic ideas and features that novice and intermediate users need in order to use the UNIX system effectively. Topics include an overview of the operating systems, UNIX fundamentals, processes in UNIX, UNIX file system, communicating with other users, and customizing the UNIX system environment.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

EFFECTIVE PRESENTATIONS (16 hrs.)

6-7 December; Monday-Tuesday, 0800-1630; Surfside Club, Garden Room. By: Marion Lapan

This workshop is designed to help people who would like to have more self-confidence and be more persuasive when they present information in front of an audience. The workshop helps the speaker understand the reasons and remedies for stage fright; develops self-assurance; teaches how to use visual aids for greatest impact; shows how to organize a talk in a hurry; shows how to stick to the subject; and shows how to simplify technical information, eliminate distracting behavior, and control the questions-and-answer period. Practical experience is given each attendee in developing, organizing, and presenting a work-related briefing with individualized assistance from the workshop leader.

BASIC SUPERVISION (40 hrs.)

6-10 December; Monday-Friday, 0800-1630; Bldg. 6-2 Room 60. By: Super Training

This course provides a general overview of the basic skills required for effective supervision. Supervisors will be introduced to skills such as decision making, conflict management, planning, organizing, counseling, coaching, managing diversity, and communication. Participants will have the opportunity to discuss and share supervisory concerns and experiences with other supervisors. The course consists of lecture, discussion, skill practice exercises, and films. A major emphasis is placed on developing supervisory skills and effectiveness as applied to on-the-job situations. This is mandatory training for new supervisors and should be completed within 6 months of appointment.

LOTUS 1-2-3, INTRODUCTION (16 hrs.)

6-7 December; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: The Creative Solution

Prerequisite: Prior PC experience.

This course teaches students basic spreadsheet construction, building formulas, entering and editing data, printing, and saving data on the IBM compatible.

EXCEL, BEGINNING (16 hrs.)

6-7 December; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: Saracen Interactive

Prerequisite: Prior Macintosh experience.

This course introduces students on basic spreadsheet construction, building formulas, entering and editing data, creating charts, and printing and saving data.

RAPE AWARENESS AND PREVENTION (R.A.P.) (4 hrs.)

7 December; Tuesday, 0800-1200; Surfside Club. By: Robert Ferguson

This Wellness Program workshop is informative and educational, providing safety tips, and precautionary and preventative measures used to avoid or anticipate criminal acts such as kidnapping, assault, and rape.

WORDPERFECT, ADVANCED (8 hrs.)

8 December; Wednesday, 0800-1630; Bldg. 5-1, Room 23. By: Tectra

Prerequisite: Wordperfect, Intermediate.

This course covers the advanced features showing graphics capabilities, using automatic indexing, create and execute macros, and special project applications using various functions on the IBM compatible.

SYSTEM 7 (8 hrs.)

8 December; Wednesday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive

Prerequisite: 6 months or more experience with Macintosh System 6.

New features of System 7 will be explained, demonstrated, and related to the student's System 6 experience. The new desktop appearance coverage includes objects (icons), windows, hierarchical outlines, the new objects (aliases, stationary), and new features of the trash can. System commands and dialog boxes are explored and learned through hands-on exercises. Topical areas include the System folder, menu bar, multiple running applications, file sharing, publish and subscribe, memory, net courtesy, and security. As a bonus, QuickTime movies and custom icon creation will be demonstrated.

Presentation Method: Hands-on workshop.

WORD FOR WINDOWS, INTRODUCTION (16 hrs.)

9-10 December; Thursday-Friday; Bldg. 5-1, Room 23. By: Memory Co.

This course includes formatting a document at the character, paragraph, and page levels, as well as the popular Spell Check and Thesaurus options. It is recommended that the users have a basic understanding of a Windows environment.

MS WINDOWS, INTRODUCTION (16 hrs.)

10-11 January; Monday-Tuesday; 0800-1630, Bldg 5-1, Room 23. By: Comskil

Prerequisite: Prior PC experience.

This course introduces the user to basic functions and features of this graphical user interface package. Students learn to use the Program Manager to manage the running applications; use the File manager to manage files, disks, and drives; and exchange information between applications.

ASSERTIVE TRAINING FOR SECRETARIES (8 hrs.)

11 January; Tuesday, 0800-1630. Location and instructor to be announced.

Audience: Clerical and administrative support personnel.

This course is designed to assist employees in improving their communication skills with co-workers and bosses; understand and use the concepts of assertive behavior in everyday speech; learn the differences in passive, aggressive, and assertive communication; handle anger and difficult people; and build self-esteem and confidence with assertive skills and behavior practices.

WORDPERFECT, INTRODUCTION (8 hrs.)

12 January; Wednesday, 0800-1630; Bldg 5-1, Room 23. By: Tectra

Prerequisite: Prior PC experience.

In this course students will learn basic operations of word processing such as how to create, print, and save documents and editing, modifying, and enhancing those documents. Many functions and commands will be demonstrated.

CPR, BASIC PROVIDER (8 hrs.)

13 January; Thursday, 0800-1630, Bldg 5-1, Lounge. By: St. John's Regional Medical Center

This cardiopulmonary resuscitation (CPR)

POINT MUGU AND CHINA LAKE

DAWIA CLASSES

In addition to the courses listed in the 6-month schedule in this insert, several DAWIA courses are also being offered. Registrations for these mandatory classes, required training under the Defense Acquisition Workforce Improvement Act, are collected on a quarterly basis in conjunction with the quarterly DAWIA nomination calls. Employees who have not already submitted a registration form and are interested in taking these classes may apply by submitting a DON Acquisition Training Registration Sheet (DACM 1 (6-93)) to C622 for China Lake classes and P622 for Point Mugu classes. Employees will be considered based on their DAWIA priority and on a space-available basis. Descriptions for the classes listed below may be found in the Defense Acquisition University Catalogue, located in department offices.

TST 201, Test 7 Evaluation Management
6-10 December, 0800-1600; Point Mugu

LOG 202, Logistics Support analysis
24 January-4 February, 0800-1600; China Lake

course covers the anatomy and physiology of the heart and lungs, risk factors, prudent heart living, and signs and symptoms of heart attack. The participants are certified in the following CPR techniques: one and two-person CPR, infant CPR, and obstructed airway maneuver in the conscious and unconscious adult and infant.

FUNDAMENTALS OF APPLYING TQL TO RDT&E ORGANIZATIONS (16 hrs.)

19-20 January; Wednesday-Thursday, 0800-1630; Surfside Club, Garden Room. By: American Training Alliance

This 2-day course is for RDT&E professionals at all levels to help them understand how to implement the principles of continuous improvement within an RDT&E work setting. This course will provide employees with a common understanding, a common vocabulary, and a common frame of reference for continuous improvement within an RDT&E organization, and to learn tools and an approach for applying total quality principles within an RDT&E work setting.

ELDER CARE ISSUES (4 hrs.)

19 January; Wednesday, 1330-1730, Bldg 5-1, Lounge. By: Charla B. Green

This class illustrates the proper care for elderly relatives and friends. Information will be provided concerning medical and community services, as well as legal affairs.

PROPERTY MANAGEMENT (2 hrs.)

20 January; Thursday, 0830-1030; Bldg 6-2, Room 59. By: Jack Keadle

This is mandatory training for equipment management personnel at all levels including custodians and their supervisors.

DBASE IV, INTRODUCTION (16 hrs.)

20-21 January; Thursday-Friday, 0800-1630; Bldg 5-1, Room 23. By: The Memory Co.

Prerequisite: Prior PC experience. This course introduces basic operations of the dBASE IV database program. Participants learn fundamental skills and concepts to create files, use common commands, edit, and modify files.

FINANCING YOUR FUTURE (8 hrs.)

20 January; Thursday, 0730-1030; Bldg 5-1, Auditorium. By: Charla B. Green

This course is for anyone who hopes to retire someday. Participants will be encouraged to design and fund a financial plan to meet their retirement goals. The importance of the Thrift Savings Plan and other tax-deferred investment vehicles will be explained. The instructor will discuss several additional investment opportunities and help participants learn to invest on their

POINT MUGU GENERAL ANNOUNCEMENTS

THRIFT SAVINGS PLAN (TSP) RATES OF RETURN

According to the latest TSP fact sheet, the rates of return for the three investment funds were

	C Fund	F Fund	G Fund
October	2.04%	0.38%	0.47%
Last 12 Months	14.94%	11.57%	6.35%
C Fund—Common Stock Index (Stocks)			
F Fund—Fixed Income Index (Bonds)			
G Fund—Government Securities			

THRIFT SAVINGS PLAN OPEN SEASON

Open Season for the Thrift Savings Plan (TSP) is 15 November 1993 through 31 January 1994. The TSP provides an excellent tax shelter. FERS employees can put 10% of their salary into the TSP (with an automatic 1% employer contribution and up to a 4% employer match) and CSRS employees can put 5% of their salary into TSP.

During Open Season (there are two of them every year), you can begin contributing, change your contributions, or change the mix you are making in the three investment funds. You do this by completing a TSP-1 Election form. You can stop participating at any time. This is also accomplished by filing a TSP-1 form. You can completely change your mix of money in the three funds by filing a TSP-30 *Interfund Transfer* form. (You are limited to four *interfund* transfers per calendar year.)

Currently the Human Resources Department (HRD) is distributing TSP materials to directorate and department resources offices. Everyone should be receiving a small pamphlet called the Open Season update. All other TSP materials are available upon request.

There are three booklets available: a plan summary booklet, a booklet describing how TSP

monies are invested called *Investments: Options and Operations*, and a loan booklet. The three forms used by employees are the TSP-1 *TSP Election form*, the TSP-30 *Interfund Transfer form* and the TSP-20 *Loan Application form*. Generally all but the loan materials are available from your resources office. The loan application form and booklet are available from HRD.

Send the completed TSP-1 forms to your PMA Team in HRD, P625. Send TSP-30 and TSP-20 forms directly to the TSP Office address printed on the form.

THRIFT SAVINGS PLAN OPEN SEASON UPDATE

By now, you should have received your TSP Update pamphlet. If you have not, contact your department resources office and ask them for one. This is the time for you to begin contributing to TSP, make changes in your TSP deductions, or change the way your future deductions are being distributed among the three investment funds.

The effective date of the changes is determined by the date your TSP-1 form is received by the Human Resources Department (HRD). Forms received on or before 7 January 1994 will be effective 9 January 1994; forms received from 10-21 January 1994 will be effective 23 January 1994; and forms received from 22-31 January 1994 will be effective 6 February 1994. Any forms received after 31 January 1994 (except for terminations) will be returned, not processed. The next Open Season will be 15 May - 31 July 1994 with the first changes effective 10 July 1994.

If you have any questions, contact your PMA Team in HRD.

LEAVE DONATIONS

If you have use or lose annual leave that you do not think you will be using by 8 January, consider donating to a recipient on the Leave Transfer Program. A current list of recipients, along with instructions on how to donate leave, is available in the Announcement section of the *Missile*.

CAR POOL ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPNS Trip Reduction Program an individual must be an active-duty military member or civilian employee of NAWCWPNS Point Mugu or Camarillo Airport worksites using an alternative means of transportation to arrive at the worksite. Alternative means include walking, running, bicycling, car/van pooling, public transportation (including base transit system), and using a clean-fuel vehicle, such as propane, methanol, compressed natural gas, or electricity. A car pool includes passengers 16 years of age and older who are dropped off at school or work, or persons who are registered and dropped off at employer sponsored day care or elder care facilities located within a 1/2 mile radius of the worksite.

SPECIAL COMMUTER INFORMATION

Only employees registered in the program and who have a serial-numbered yellow Point Mugu carpool sticker are authorized to use the "Carpool Only" parking spaces on station. Registered personnel should use the "Carpool Only" spaces only on days that they are actively car/van pooling. Anyone else using these parking spaces will be ticketed by the Security Department.

RETIRING?

Would you like to help your technical library and NAWCWPNS? You could do so by donating your valuable information resources, such as tech manuals, tech publications, reports, books, periodicals, etc., to the Technical Library. If you question the importance of your materials, give us a call and we will help you decide. For more information contact the Technical Library, C643, 939-1017 or Point Mugu, 989-8156.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive Labor Representative for the bargaining unit employees of NAWCWPNS, Point Mugu is the National Association of Government Employees (NAGE).

The local R12-33 President is Louis W. Roger; located in Trailer 10073; he can be reached at 989-1374.

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if you or someone in your family is having difficulties? There is no charge for CEAP services, which may be used before, during (on administrative leave), or after working hours. Family members, self-referrals, and supervisory referrals are welcome. The program is located in Bldg. 2-825 (University of La Verne). All interviews are confidential. For further information, call 989-7708 or 989-8161. Ask for Martha or Bob.

officers, and planning or financial management personnel. The format consists of lectures aided by viewgraphs. There will be comprehensive reviews at the completion of each chapter, with participation of attendees.

Note: Students should bring a high-lighter and a hand-held calculator to class.

Enrollment is limited. To reserve a space, call 939-3159.

MID-LEVEL MANAGEMENT FORUM: CHANGE AND THE RESILIENT MANAGER (4 hrs.)

19 January; Wednesday, 0730-1130; Carriage Inn. By: Suzanne Hard

You can make a difference in the course of events affecting you and your place of business today and in the future. Participants will be able to understand that change is not as mysterious as most people think; realize that change typically unfolds in a manner that can be recognized and predicted; anticipate how you and others will respond during change; know the coping skills that help resilient managers through the rapid change; and help yourself and other people recover more quickly and effectively from the effects of change.

To enroll or ask questions, call 939-2686.

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

19 January; Wednesday, 0800-1600; Training Center. By: C621 Staff

This seminar consists of several lectures that discuss the facts affecting retirement, such as those relating to Civil Service Retirement System and FERS, Thrift Savings Plan, Health insurance, Life insurance, Social Security, Income Tax and Financial planning, Estates, Trusts and Wills. This course includes pertinent topics from the Pre-retirement Seminar, with emphasis on what to look for in planning for retirement. This is recommended for employees beyond 2 years of employment and those within more than 5 years of retirement.

To enroll call Tammy at 939-2451.

EQUIPMENT CUSTODIAN (3 hrs.)

20 January; Thursday, 1300-1630; Training Center. By: Debra Schlick, C6335

This course is designed to familiarize Equipment Custodians with Accountability for Plant and Minor Property. It will also provide assistance and guidance in the use of Equipment Management forms and will help Equipment Custodians understand their duties and responsibilities regarding equipment and accountable assets.

Management responsibilities from equipment acquisitions through useful life and ending with proper disposition will also be covered in this course. A way of accessing CERMS through ACC2 network will be explained, and a guide will be handed out.

Enrollments are on a call-in basis. To enroll call Pat at 939-3159.

DECISION MAKING & PROBLEM SOLVING (16 hrs.)

20-21 January; Thursday-Friday, 0800-1600; Training Center. By: Suzanne Hard

Designed to develop your creative problem-solving abilities, this practical course will allow you to design your life more effectively by adopting problem-solving techniques that work and eliminating ones that do not work. You will learn to recognize problems, anticipate difficulties, generate creative and realistic solutions against predetermined criteria, and implement the chosen solutions and evaluate results.

Enrollments are on a call-in basis only. To enroll call 939-3159.

SITUATIONAL TEAMWORK IN THE TQL SETTING (8 hrs.)

21 January; Friday, 0800-1600; Training Center. By Dr. David Coe, University of Colorado

Intended Audience: People who are, or will be, working on teams.

This 1-day workshop is designed to acquaint participants with the fundamentals of teamwork and its role in the TQL movement. Participants will learn how to identify and use effective team behaviors, how to improve teamwork, how to

gain commitment to the team's mission, and how to maximize strengths of each member. In addition, participants will learn how to make creative and significant contributions to improving their own work performance and morale.

To enroll or ask questions, call 939-2686.

CASH MANAGEMENT WORKSHOP (A Small Business Management Course)

22 January; SATURDAY, 0800-1100; Training Center. Co-sponsored by: SBDC, Weill Institute/NAWC Training Center

Cash, the key asset of any business, and how it's managed, can often be the difference between business success or failure. In this workshop, you will learn how to forecast cash requirements, identify cash sources, and improve business profits. While the SBDC is partially funded by the U.S. Small Business Administration (SBA) under a cooperative agreement, support given by the U.S. SBA does not constitute an express or implied endorsement of any of the co-sponsor's opinions, products, or services. Special arrangements for handicapped will be made if requested in advance of the program date.

To enroll call Tammy at 939-2451.

EXCEL 4.0 FOR THE MACINTOSH (16 hrs.)

24-25 January; Monday-Tuesday, 0800-1600; Training Center. By: Paul Baczkiewicz, C0802

Prerequisite: Basic Macintosh operating skills.

In this class you will learn basic Excel concepts: creating a work sheet; entering values, labels, formulas and notes; worksheet development (editing, moving around, using help, functions, fill copy, absolute and relative addressing, cut and paste, paste special, formatting, insert/delete, rows/columns, borders, save); printing the spreadsheet (print area, headers, footers, page set up); keyboard macros; database operations (named ranges, split windows); charts; and linking worksheets.

Enrollments are on a call-in basis only. To enroll call 939-0870.

Deadline: 10 January.

BASIC NAVAL WRITING (8 hrs.)

26 January; Wednesday, 0800-1600; Training Center. By: LaNelle Thompson

SECNAVINST 5216.5C sets new writing standards and encourages the adoption of the standards by all people employed by the Department of the Navy. The class instructor will review those standards, i.e., the use of active versus passive verbs, personal pronouns, short sentences, etc. A workbook (OPNAV 09B-P1-84) with exercises and answers that reinforce the principles of better naval writing will be used in class.

Deadline: 19 January.

To enroll call Sue at 939-2349.

WORK PROCESS ANALYSIS (8 hrs.)

26 January; Wednesday, 0800-1600; Training Center. By: Dale Christensen, C2108

Intended Audience: The practitioner of work process modeling: engineers, managers, office administrators, or anyone who is required to describe and improve the work process.

This course will provide an alternative to those having difficulty describing their work process using the Tribus Deployment Flow Chart. The participants will learn

- The reasons for describing a work process.
- The features of a work process that lead to process improvement.
- How to describe a work process using Object Flow Diagrams.
- How to use Object Flow Analysis to improve the work process.

To enroll or ask questions, call 939-2686.

FILEMAKER PRO (16 hrs.)

26-27 January; Wednesday-Thursday, 0800-1600; Training Center. By: Marjorie Hunter, C0239

Prerequisite: Basic Macintosh skills.

In this class you will learn an introduction to databases, how to create your own database, working with information (adding, editing,

omitting, etc.), layout formatting (field borders, viewing, drawing tools, moving, resizing, reshaping and aligning objects, etc.), autodata, field values, auto text, tab orders, buttons and scripts, and networking and passwords.

Deadline: 12 January.

Enrollments are on a call-in basis only. To enroll call 939-0870.

INTRODUCTION TO ROBUST DESIGN USING TAGUCHI TECHNIQUES (8 hrs.)

27 January; Thursday, 0800-1600; Training Center. By: Dr. Robert D. Smith, C29103

Intended Audience: All NAWC personnel; however, SEC students will get first priority.

Robust design is an efficient experimental strategy for identifying the best, in a well defined performance sense, set of parameters for a component, subsystem, system, or process. The technique is general in nature and is not limited to special areas of science and engineering. Robust design is used extensively by the Japanese, and its use in the U.S. has grown considerably over the last 10 years.

Specific topics that will be covered in this course include quality loss functions, orthogonal arrays, data analysis, experiment design, data transformations, predicting performance, and design philosophies. Numerous examples relating to work in the area of simulation and analysis done at NAWC will be presented.

Note: Enrollees are asked to bring a 1-inch three-ring binder to class with them.

To enroll or ask questions, call 939-2686.

OFFICIAL NAVAL CORRESPONDENCE (8 hrs.)

27 January; Thursday, 0800-1600; Training Center. By: LaNelle Thompson

This course is for all Center personnel who type, write, or approve naval correspondence. It is a detailed overview of SECNAVINST 5216.5C and NAVWPNCENINST 5216.8, which review standards for correspondence preparation, formatting, and paperwork management.

Note: Bring your copy of SECNAVINST 5216.5C (Correspondence Manual) to this class. If you do not have one available, you will be provided one in class.

Deadline: 20 January.

To enroll call Sue at 939-2349.

WRITING STATEMENTS OF WORK (8 hrs.)

27 January; Thursday, 0800-1600; Training Center. By: Mona Bonbright, C658

Intended Audience: Employees responsible for initiating a contract or delivery order.

Course Objective: To give the student practical and current guidance in writing Statements of Work (SOWs) for pending contracts or delivery orders.

Students will be given the latest government and NAWC guidelines in writing a SOW. This course will help you build your SOW writing skills through low-risk in-class exercises. You will also receive a current list of people in the Procurement Department who are available to provide you with personal assistance in the preparation of your SOW and the other documents which comprise the Acquisition Requirements Package (ARP). You will also be provided information on the advantages of using the newly developed ARP Team process.

Note: To enroll call 939-2686. To ask questions, call Mona Bonbright at 939-4281.

MAKING A JOB CHANGE IN UNCERTAIN TIMES (8 hrs.)

31 January; Monday, 0800-1600; Training Center. By: Mike Obradovich

Course objectives include helping orient participants to the nature and significance of the changes in the market place; understanding and overcoming the "paralysis" that often accompanies unexpected or unwanted changes, and help promote a positive mental attitude; discovering the world of opportunities within an economy that encompasses over 400 manufacturing and service industries and over 20,000 documented occupations; evaluating participant skills and predispositions, strengths, weaknesses, and training needs; promoting life-style changes to reduce stress and improve chances for a smoother transition; developing a realistic,

X408.2: GOVERNMENT CONTRACT ACCOUNTING (36 hrs.)

5 January-23 March; Wednesday, 1700-2000; Training Center. By: Carol Schwartz, 939-0845

Prerequisite: X408.1: Elements of Government Contract Administration or consent of instructor.

Intended Audience: Participants in the certificate program in Government Contract Management. For contract administrators, price analysts, program managers, financial managers, legal advisors, accountants, and others who interface with government contract managers.

Course Objectives: Overview of industrial cost accounting practices, including various types of direct and indirect costs of different organizations and operations; overhead forecasting, billing, and final settlement; contract cost principles of allowability, advanced agreements and disallowance of costs; cost accounting standards, rules, regulations, and contract provisions, including administration of accounting changes and noncompliance actions; and accounting for government property. Prior knowledge of accounting is not a prerequisite for this course.

Text: Accounting Guide For Government Contractors, Paul A. Trueger, Commerce Clearing House Inc., 1991, tenth edition.

Deadline: 23 December.

Enrollments are on a call-in basis. To enroll call Cecil at 939-0878. Employees taking this course must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

SECURITY CLASSES

CUSTODY CONTROL POINT (CCP) PROCEDURES (8 hrs.)

8 December; Wednesday, 0730-1630; Training Center. By: Cathey Mattox/Linda Hall

Prerequisite: Security for Clerical and Administrative workforce.

This class is for all CCPs and alternates. It will include a discussion of CCP responsibilities, duties, and procedures. This hands-on class will cover Secret document control, accountability procedures, custodial responsibilities, transmittals, markings/wrappings/addressing packages, accounting procedures, reproduction, and distribution.

To enroll call Cathey at 939-2612 or Linda at 939-0985.

ADA, INTRODUCTION (40 hrs.)

31 January - 4 February, Monday-Friday, 0800-1600; Training Center. By: John Francis, C 2872

Prerequisite: The student must have a basic understanding of computer programming techniques. This course is not for first-time programmers.

This course provides an introduction to programming in the DOD standard language of Ada. The basic topics will include declaration of objects and types, control structures, data abstraction, Ada packages, generics, and an introduction to Ada tasking. Software engineering principles of object-based/oriented design such as classes, derived classes and inheritance, overloading and polymorphism, exception handling, and templates, will be discussed as related to Ada. There will be class projects and assignments. Some light outside work will be required.

Deadline: 18 January.

ADA, INTRODUCTION (40 hrs.)

31 January - 4 February, Monday-Friday, 0800-1600; Training Center. By: John Francis, C 2872

Prerequisite: The student must have a basic understanding of computer programming techniques. This course is not for first-time programmers.

This course provides an introduction to programming in the DOD standard language of Ada. The basic topics will include declaration of objects and types, control structures, data abstraction, Ada packages, generics, and an introduction to Ada tasking. Software engineering principles of object-based/oriented design such as classes, derived classes and inheritance, overloading and polymorphism, exception handling, and templates, will be discussed as related to Ada. There will be class projects and assignments. Some light outside work will be required.

Deadline: 18 January.



Human Resources Department Information

The Human Resources Department (HRD) Information section is intended to provide timely HRD information to NAWCWPNs personnel. Any questions or issues pertaining to this section may be addressed to Ron Rogers, P622, phone (805) 989-3997 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).

EMPLOYEE/LABOR RELATIONS DIVISION NEWS

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave-without-pay status for at least 80 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a completed OP Form 630-A (Request to Donate Annual Leave to Leave Recipient). This form is available at Administration Offices at Point Mugu and Shop Store (Tel-Mart) at China Lake. Forms for Point Mugu may be mailed to P621 and forms for China Lake may be mailed to C621. For additional information call Maria Martinez at (805) 989-3222 or Cindy Halpin at (619) 939-2018.

CHINA LAKE

Deanna Weetman, C28

Deanna was off work caring for her husband who underwent bypass surgery.

Tamie Haywood, C0801

Tamie had gallbladder surgery and was recovering at home.

Gwen Hopkins, C2955

Gwen is undergoing treatment for a stress-related illness.

Arthur (Art) Owen, C02421

Art is having surgery for a degenerative spinal disease to restore motor function.

Lydia Groat, C254

Lydia will be off work to have a baby and will be on maternity leave.

Larry Kuster, C842

Larry has colon cancer and is undergoing chemotherapy and radiation treatments.

Frank White, C3312

Frank is recovering from pneumonia that resulted from valley fever.

Gloria Drown (Davis), C6120

Gloria is off work for a stress-related illness.

Denise Gossage, C622

Denise was off work due to complications of pregnancy and is now recovering on maternity leave. She is indebted for leave.

Leon Blesiadecki, C3251

Leon had surgery for two herniated disks in his lumbar spine and is at home recovering from complications of surgery.

Cathy Hannah, C6132

Cathy is recovering from an emergency C-section and is caring for her hospitalized infant who was born prematurely.

Anita DeGroot, C2535

Anita is on maternity leave.

Dave Leverett, C3223

Dave underwent major back surgery.

POINT MUGU

Cynthia Nunez, Code 5A32

Cynthia is on maternity leave.

Patricia Pratt, P30, Naval Air Reserve Training

Patricia is undergoing chemotherapy and radiation treatment for perforated colon cancer.

Annette Zuniga, P3500

Annette is taking care of her husband who is extremely ill.

Leon Betts, P777

Leon is being treated for a large area of ulceration on his anterior chest wall.

Nancy Olavarrieta, P0704

Nancy is on maternity leave.

Doris McIntyre, 744

Doris has cardiomyopathy with congestive heart failure.

Vivian Almaguer, P73714

Vivian is recovering from the removal of her gallbladder.

Tom Swann, P0393

Tom is receiving treatment for stress related reasons.

Melody Dates, P004B

Melody is in need of leave donations.

Josefina Gerende, P25511

Josefina is undergoing surgery.

Sue Gonzales, P751

Sue's son has acute lympho-blastic leukemia.

Shawna Clay P7210

Shawna is receiving treatment for a displaced right calcaneus fracture.

Myrian Padua, P653
Myrian is experiencing dysfunctional uterine bleeding.

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY94 SEMINARS

NAEI courses are designed for GM-13/Lieutenant Commanders and above assigned to the Naval Air Systems Command. All Senior Executive Management Development Program (SEMMP) participants are required to attend certain classes and therefore have priority for available billets. Program costs are funded by NAEI. Travel and per diem expenses of nominees are funded by their individual organizations. If the course is residential, lodging and meal costs are provided by NAEI. Nominations must be submitted on an NAEI form, which may be obtained from Sandy Brigham at Point Mugu (P622), 989-3996 (DSN 351-3996) or from Lori Ryser at China Lake (C622), X2686 (DSN 437-2686). Please note that a DD-1556 is NOT required. Nominations must be submitted to Code P622 prior to the NAWCWPNs deadline dates below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO P622
Executive Health and Stress Management Location: Washington DC area	18-22 Apr 94	24 Jan 94
Location: West Coast area	6-10 Jun 94	14 Mar 94
Capitol Hill Workshop Location: Washington DC area	14-17 Mar 94	13 Dec 93
Location: Washington DC area	13-16 Jun 94	28 Mar 94
Contemporary Management Issues and Practices Location: Washington DC area	15-26 Aug 94	1 Jun 94
The Washington Arena Location: Washington DC area	6-10 Jun 94	14 Mar 94
Location: Washington DC area	19-23 Sep 94	30 Jun 94
Politics of National Security Location: Washington DC area	7-12 Aug 94	1 Jun 94
Military Challenges & Current Issues (NEW) Location: Washington DC area	12-14 Apr 94	24 Jan 94
Executive Leadership and Career Development Workshop Location: Washington DC area	25-30 Sep 94	11 Jul 94

HUMAN RESOURCES DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

Nominations for courses should be submitted to the Human Resources Development Division at the site where the course is being held. To obtain a copy of the nomination form (On-Board Training Request NAWCWPNS 12410/2) contact your Administration Office or obtain one from Servmart/Telmar. For further assistance, at Point Mugu contact Mary Glasman, P622, at (805) 989-3982, and at China Lake, contact Dorothy Wiederhold, C622 at (619) 939-2359. Nomination forms should be submitted as early as possible to preclude courses being cancelled due to insufficient enrollment. NAWCWPNS employees may attend training at any site with supervisory approval and on a space-available basis. On-board training courses are presented at no cost to NAWCWPNS employees.

CHINA LAKE COURSES

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

FIBER OPTICS FOR TECHNICIANS (32 hrs.)
13-16 December; Monday-Thursday, 0800-1600; Training Center. By: Dr. Richard Hughes, High-Res Diagnostics, Inc.

This course will provide an understanding of the three basic components of which all fiber optic systems are comprised: the optical sources, the fiber itself, and the detectors. How these components are integrated into actual systems including coding and modulations techniques will be presented. Attendees will be aware of the factors which limit the performance of fiber optic systems as well as current state-of-the-art of such systems. Course participants will have hands-on experience including fiber loss and OTDR measurement and a 4-hour connectorization session.

To enroll call 939-2359.

SYSTEMS ENGINEERING MANAGEMENT (20 hrs.)

5-7 January; Wednesday-Thursday, 0800-1600; Friday, 0800-1130; Training Center. By: Robert Olson, C02 and Charles May, Consultant

REQUIRED FOR ENROLLEES IN THE TMC OR SEC PROGRAMS.
(THIS COURSE IS EQUIVALENT TO DAWIA REQUIREMENT SYS 201.)

This course acquaints the student with the systems engineering management processes described in MIL-STD-499A, and the soon to be published MIL-STD-499B, with respect to procurement of DOD systems. It covers how system needs are defined, how concepts are arrived at, designed and developed, integrated, tested, and produced. Requirement definition and allocation, risk management, technical reviews, and program documentation are discussed. The course shows how the engineering disciplines (such as logistics, reliability, human engineering, test and evaluation, etc.) are integrated into the management process. The relationship between requirements and constraints is covered. Methods for forming government and industry teams are described, with techniques for determining the optimum method for a given program.

The course is based on practical experience rather than text book theories and uses examples from actual programs to illustrate the pros and cons of particular management approaches.
Deadline: 21 December.

PROGRAM PLANNING & CONTROL (24 hrs.)
18-20 January; Tuesday-Thursday, 0800-1600; Training Center. By: Charles Frederickson, Consultant

REQUIRED FOR ENROLLEES IN THE TMC OR SEC PROGRAMS.

In this course participants will learn the definition of the management process; formulation and application of the work breakdown structure; plan development and utilization; progress indicators and analyses. Use of an automated program management system (Mark III) as a tool in planning and control.
Deadline: 4 January.

SYSTEMS ANALYSIS (8 hrs.)

21 January; Friday, 0800-1600; Training Center. By: Dr. Frank Reed, Consultant

REQUIRED FOR ENROLLEES IN THE TMC PROGRAM.

This 1-day seminar is designed to make the program manager aware of the classical tools of systems analysis. Without going into mathematical detail, the modeling efforts suitable for different types of system analysis problems will be discussed. Methods by which the program manager and systems analyst together can arrive at a modeling effort whose assumptions and limitations are understood, and whose results guide

program development, will be discussed. In addition to classical systems analysis, the effect of software development on system design will be covered. The importance of supportive or complementary systems on system design will be presented.
Deadline: 7 January.

EMC/EMI (4 hrs.)

24 January; Monday, 0800-1130; Training Center. By: Robert Christiansen, C25654

REQUIRED FOR ENROLLEES IN THE TMC OR SEC PROGRAMS.

This class provides managers responsible for the design, development, and acquisition of DOD platforms, systems, and equipment with the information and guidance necessary to plan and implement an effective program to achieve the necessary degree of EMC.

Note: Because of increased emphasis on E3, program managers and engineers should consider attending this course.

Deadline: 10 January.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

CAREER TRANSITION AND PLACEMENT CENTER (CTPC)

The primary purpose of the CTPC is to help employees take responsibility for their own careers by providing them with information and support. Services include vacancy information, computers and software to prepare SF-171s and resumes, career counseling, skills assessment and diagnostic assistance, information on career paths and education opportunities, retirement information and counseling, job clubs, networking, and support. The Center is located in the trailer behind the Training Center and is open for Civil Service employees from 1300-1600 each workday.

CAREER COUNSELING

One-on-one career counseling is available. Each non-payday Friday a Cerro Coso counselor is available at the Career Transition and Outplacement Center, located in the white trailer behind the Training Center. The counselor will be able to help with career decision making, resume writing, and education counseling. The following programs, inventories, and assessments are also available: Eureka, Discover, Strong-Campbell Interest Inventory, Temperament/Values Inventory, Career Assessment Inventory, Meyer/Briggs Inventory, and a Learning Skills Assessment program which help an individual to discover learning difficulties and focus on strengths to overcome those difficulties. To schedule an appointment, call 939-8126.

RETIREMENT COUNSELING

Retirement counseling is available by appointment at the Career Transition and Outplacement Center on Thursday mornings. Call John Powers at 939-2574 to schedule an appointment.

ENGLISH AS A SECOND LANGUAGE (2 hrs.)
Monday-Thursday, 0900-1500; Training Center Trailer. By: Carol Hutto

This is one-to-one instruction of 2 hours per week by appointment. This course is a program in English as a Second Language for the person who wishes or needs to improve his/her oral or written English skills to facilitate better communications in the workplace. Each student identifies personal objectives, and an individual plan of instruction is written to meet their specific goals. Choices may include pronunciation, conservation, writing, vocabulary, idioms, American culture and humor, or anything that helps meet communications goals. For information call Pat at 939-3159.

CSUN SPRING COURSES

The following courses are being offered this spring for the California State University, Northridge (CSUN) engineering program (master's degree). To enroll in these courses, call Denise at 939-2648 or Cecil at 939-0878. Registration will be held on 19 January from 1030 to 1500. Enrollments will be on a first-come, first-served basis. Courses are subject to being canceled by CSUN if there is insufficient enrollment. Classes will be received from CSUN's Instructional Television Network (ITN) and will be held at the Training Center. Classes for this semester begin 31 January and end 27 May. Course descriptions are available from Denise or Cecil. All courses are 3 semester units. Book order forms may be obtained at registration or from Denise or Cecil at the time of enrollment. Employees taking one of the courses below must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

EE 351: Linear Systems II
Tuesday, 1900-2200. By: Professor Adams

EE 422: Design of Digital Computers
Monday and Wednesday, 1730-1900. By: Professor Roosta

EE 450: Probabilistic Systems In Electrical Engineering Design and Analysis
Tuesday and Thursday, 1100-1230. By: Professor Pettit

EE 561 (Formerly EE 461N): Digital and Data Communications Systems
Monday, 1900-2200. By: Professor Schwartz

EE 580 (Formerly EE 481N): Digital Control Systems
Monday and Wednesday, 1730-1900. By: Professor Amini

EE 623: Diagnosis and Reliable Design of Digital Systems
Wednesday, 1900-2200. By: Professor Roosta

EE 625: Microprocessor Applications In Engineering
Monday, 1900-2200. By: Professor Law

EE 652: Digital Signal Processing II
Thursday, 1900-2200. By: Professor Adams

EE 659: Information Theory And Coding
Tuesday, 1900-2200. By: Professor Van Alphen

EE 676: Numerical Techniques In Applied Electromagnetics
Wednesday, 1900-2200. By: Professor Rengarajan

IE 602: Advanced Engineering Management
Monday, 1900-2200. By: CSUN Staff

IE 608A: Seminar In Engineering Management
Tuesday and Thursday, 1730-1900. By: Professor Davis

COMP 588: Software Engineering Economics
Thursday, 1900-2200. By: Professor Lichten

AM 410: Mechanical Vibrations
Monday and Wednesday, 1730-1900. By: Professor Dermendjan

AE 472: Aero-Propulsion Systems
Thursday, 1900-2200. By: Professor Mincer

AE 680: Flight Vehicle Performance
Monday and Wednesday, 1730-1900. By: Professor Fox

ME 375: Heat Transfer I
Tuesday and Thursday, 1530-1700. By: Professor Rusell

ME 390: Fluid Mechanics
Tuesday and Thursday, 1100-1230. By: Professor Epstein

ME 501B: Seminar In Engineering Analysis
Monday, 1900-2200. By: Professor Mincer

ME 595CR (Formerly ME 473): Chemical Reaction Engineering
Tuesday and Thursday, 1730-1900. By: Professor Di Julio

ME 609: Simulation of Dynamic Mechanical Systems
Wednesday, 1900-2200. By: Professor Lin

BASIC TQL TOOLS (8 hrs.)

7 December; Tuesday, 0730-1630 ; Training Center. By: Bob Huey, C622

Intended Audience: Employees currently (or scheduled to be) involved in Team Problem Solving in CIATS, TIs, PITS, PATS, Quality Circles, Teams, Committees, Quality Boards, etc.

Acting as a problem-solving team, the participants will learn specific tools, practice their use, determine when and why to use certain tools, develop an understanding of the use of hard and soft data, and understand techniques used by facilitators, group leaders, or self-managed teams. Emphasis will be placed on USING brainstorming and NGT techniques, cause-and-

effect diagramming, and multivoting; LEARNING about pareto charts, flow charts, scatter diagrams, why-because pursuit, force field analysis, and other easy-to-apply tools; UNDERSTANDING when to apply each tool and APPLYING the tool appropriately. Each member should bring a real problem to class so he/she can choose various tools and apply them to specific issues.
To enroll or ask questions call 939-2686.

REQUISITIONER'S WORKSHOP (8 hrs.)

9 December; Thursday, 0800-1600; Training Center. By: Linda Watkins, C6502

This is a "how to" workshop designed to familiarize Center personnel with the small purchase procurement process. Topics include preparation of 9-part stubs, purchase descriptions, commercial versus system orders, stub flow, lead times, GSA orders, and other information to assist and enlighten the "end user." This class will also include an overview of SPEDI.
To enroll or ask questions call 939-2686.

SMALL BUSINESS SERIES: STARTING A SMALL BUSINESS NEED (4 hrs.)

11 December; SATURDAY, 0800-1200; Training Center. Sponsored By: Weill Institute/NAWC Training Center

Find out who are your customers; how much money you will need to start up; should you become a corporation, partnership, or sole proprietorship; what permits and licenses will be needed; and what is meant by ADA, OSHA, EDD, IC, and how to address the needs of each group. There is a \$10 charge per person to cover materials payable the morning of the class between 0730-0800. Checks are acceptable.
To enroll call Tammy at 939-2451.

Note: The Weill Institute, Small Business Development Center is partially funded by the U.S. Small Business Administration under cooperative agreement. The support given by the U.S. Small Business Administration through such funding does not constitute an express or implied endorsement of any of the co-sponsor(s) or participants' opinions, products, or services.

THE POWER OF EFFECTIVE INFLUENCE (16 hrs.)

14-15 December; Tuesday-Wednesday, 0800-1600; Training Center. By: DeLaPorte & Associates

Intended Audience: Anyone who wants to better understand the power of influence. Change is happening all around us. As we each accept our own accountability for implementing change, we recognize that effectively using our own power of influence keeps us from feeling like victims of change processes. This 2-day workshop will teach participants how to (1) assess an audience, (2) choose an appropriate influence strategy for each audience, (3) practice the specific skills used in any persuasion strategy, and (4) understand and prepare for the different kinds of resistance.
To enroll or ask questions call at 939-2686.

PRE-RETIREMENT SEMINAR (16 hrs.)

15-16 December; Wednesday-Thursday; 0800-1630; Training Center. By: Employee Relations Program

This seminar consists of several lectures and a workshop. The lectures have to do with facts affecting retirement, such as those relating to civil service and FERS retirement systems and Social Security. To derive maximum benefit, participants are encouraged to come to all lectures.

The workshop, "Planning a Successful Retirement," is not about facts, but is designed to help participants clarify their retirement desires and goals, decide on the kind of planning that is right for them, and decide on the actions they will take now to assist them in having the kind of retirement they want.
Spouses of enrollees are also encouraged to attend.
To enroll call Tammy at 939-2451.

WORD ON THE MACINTOSH, ADVANCED (16 hrs.)

15-16 December; Monday-Tuesday, 0800-1600; Training Center. By: Donnie Goettig, Consultant

Prerequisite: 6 months experience using Word 5.0

In this course you will learn how to use: Style

sheets; automatic and custom, based on, next style, copying and pasting styles, linked styles, changing and editing styles. Tables: multiple page tables, combining, merging and splitting cells, sorting in the table. Advanced graphics: cropping, resizing, indexes, custom menus. Advanced formatting, tips, and keyboard shortcuts.
Enrollments are on a call-in basis only. To enroll call 939-0870.

MS-DOS, ADVANCED (8 hrs.)

10 January; Monday, 0800-1600; Training Center. By: Computer Focus

Prerequisite: Beginning DOS or equivalent. This class covers the commands and functions that allow students to utilize their PCs with greater ease and efficiency. Students use the new DOS editor to create and modify batch files, and are also introduced to redirection and piping of commands to gain greater control of the standard DOS commands.
Deadline: 27 December.

Enrollments are on a call-in basis only. To enroll call 939-0870.

INCOME TAX PLANNING (2 hrs.)

11 January; Tuesday, 1630-1830; Training Center. By: Charla Green, Consultant

This course will focus on tax planning strategies for employees. Taxable, tax-deferred, and tax-free investments will be discussed with an emphasis on the Thrift Savings Plan and IRAs. Tax reduction methods, tax tips, and recent tax law changes will also be addressed. Time will be provided for questions.

Enrollments are on a walk-in basis only. The first 30 people to arrive will be enrolled. Do not plan to save seats for spouses or friends.

MS-DOS, BEGINNING (8 hrs.)

11 January; Tuesday, 0800-1600; Training Center. By: Ken LaBaw, Consultant

This course provides the novice computer user with a basic understanding of how DOS manages hardware and software components, controls system operation, and directs input and output to and from peripheral devices. It includes a survey of file-storage techniques, operations commands, command structure, and utilities. Students will learn to use MS-DOS internal and external commands such as format, copy, diskcopy, dir, and chkdsk.
Deadline: 28 December.

Enrollments are on a call-in basis only. To enroll call 939-0870.

MTF MESSAGE EDITOR 3.4 FOR MAC (8 hrs.)
11 January; Tuesday, 0800-1600; Training Center. By: Naval Telecommunication Center, China Lake

In this class you will learn to create, edit, copy, spell check, and prepare for delivery Naval Messages using MTF Editor 3.4 message preparation program. Diskette preparation is in accordance with NTP-3 Annex D.
To enroll in this class call Pat at 939-3159.

WORKING WITH DIFFERENCES (8 hrs.)

11 January; Tuesday, 0800-1600; Training Center. By: Jackie McNitt, Phoenix HR Consultants

Companies are beginning to recognize that there is richness in diversity, including diversity of style, perspective, and worldly experience. This 1-day workshop provides some skills to manage the emergent issues that surface in a team environment. Participants will practice skills designed to seek, understand, and make the best common use of all differences.
To enroll or ask questions, call 939-2686.

ADVANCED THRIFT SAVINGS PLAN (4 hrs.)
12 January; Wednesday, 1300-1700; Training Center. By: Charla Green, Consultant

This course is for all CSRS and FERS employees who are eligible to participate in the Thrift Savings Plan. The instructor will explain how the three Plan funds can fit into a personal investment portfolio. Information on financial goals, risk tolerance, and required rates of return will be presented to help participants determine an allocation and withdrawal strategy. The group will also discuss risk-reduction techniques and how to choose and purchase a mutual fund.

CSUC COMPUTER SCIENCE PROGRAM

The following courses are being offered for the Spring semester for the Cal-State University, Chico (CSUC) Computer Science Program (Bachelor's and Master's degrees). To enroll in these courses, call Denise at 939-2648 or Cecil at 939-0878. Registration will be held at the first class meeting. Deadline for enrolling is 10 calendar days before the starting date of the class.

Enrollments for courses will be on a first-come, first-served basis, unless otherwise indicated. Classes will be held at the Training Center. Courses via satellite will be held 25 January through 19 May. Employees taking one of the courses below must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

CSCI 152: Operating Systems Programming (3 units)
3 January-27 April; Monday and Wednesday, 1130-1245; Training Center (videotape). By: Professor Paul Luker, CSUC, (916) 898-4414

Lab: Tuesday, 1700-1800; Training Center. By: Howard McCauley, 939-0546
Prerequisite: CSCI 151: Algorithms and Data Structures or equivalent or consent of instructor.
Scope: An overview of system software function and evolution; loaders; linkers; operating system architecture from the kernel outwards.

Note: This is a core course in the bachelor's degree program in computer science through CSUC. This is a required foundation course for the master's degree program in computer science through CSUC.

CSCI 227: Discrete Simulation Systems (3 units)
Tuesday and Thursday, 1230-1345 (via satellite). By: Abdel-Moaty Fayek, (916) 898-4022

Prerequisite: CSCI 151: Algorithms and Data Structures or equivalent or consent of instructor.
Scope: Principles of system modeling, simulation models and languages, discrete systems, industrial dynamics, use of probability concepts, queuing patterns, and case studies.

CSCI 323: Theory of Artificial Intelligence (3 units)
Tuesday and Thursday, 1400-1515 (via satellite). By: Anne Keuneke, (916) 898-5998

Prerequisite: CSCI 223: Artificial Intelligence or equivalent or consent of instructor.
Scope: An in-depth study of current techniques, applications, and issues in artificial intelligence. Suitable topics include advanced knowledge representation; natural language understanding; machine learning; theory of functional programming; cognitive science; neural networks; philosophy and artificial intelligence.

CSCI 332: Digital Image Processing (3 units)
Tuesday and Thursday, 1100-1215 (via satellite). By: Jim Murphy, (916) 898-4037

Prerequisite: Statistics, Analytic Geometry and Calculus II, or consent of instructor.
Scope: A treatment of topics in digital image processing and display: image acquisition and display; visual perceptions; digital representation; 2-D transformations; sampling; enhancement; restoration; coding and compression; input and output hardware; image-processing software. Course emphasis is on the design and implementation of computer systems for image processing, display, and data management.

CSCI 374: Distributed Data Base Systems (3 units)
Tuesday and Thursday, 1530-1645 hrs (via satellite). By: Melody Duncan, (916) 898-6480

Prerequisite: CSCI 273M: Data Base Management or equivalent or consent of instructor.
Scope: This course covers the theory, algorithms, and methods that underlie distributed data base management systems (DDBMS). Emphasis is placed on design issues, query decomposition and optimization, transaction management, congruency and reliability, and current trends in DDBMS.

CSCI 397C-10: Object-Oriented Analysis and Design (3 units)
Tuesday and Thursday, 0930-1045 (via satellite). By: Anne Keuneke, (916) 898-5998

Prerequisite: CSCI 151: Algorithms and Data Structures or equivalent or consent of instructor.
Scope: This class is designed to be complementary to the classes in object-oriented programming offered previously. The focus will be on object orientation in the earlier phases of the software life cycle: object-oriented analysis, which creates models of the world based on objects; and object-oriented design, which relates specifically to the design of software. The close relationship between OOA, OOD and OOP will be examined, as will the requirements for, and availability of, CASE tool support. The transition to object orientation will be discussed. There will be a project for this class, which will require performing the analysis and design of a system of choice. This choice, subject to approval by the instructor, will largely be determined by individual students on the basis of their own needs, background and, above all, interest.

CSCI 397C-19: The Architecture and Application of Parallel Computers (3 units)
Tuesday and Thursday, 0800-0915 (via satellite). By: Hizer, (916) 898-4022

Prerequisite: CSCI 272: Multi-User Operating Systems or equivalent or consent of instructor.
Scope: The course begins by introducing terminology associated with parallel processing systems and parallel algorithms. Then, a number of processor organizations is described. Wherever possible, actual implementations of the organizations are included in the descriptions. Next, several programming languages that invoke either data parallel or control parallelism are analyzed and compared. Finally, several mapping, scheduling, and parallel algorithm design strategies are described with an emphasis on parallel sorting techniques.

Ample time will be allowed for questions and group interaction.
To enroll call 939-2468.

APPLYING TQL TO AN RDT&E ORGANIZATION (16 hrs.)

12-13 January; Wednesday-Thursday, 0800-1600; Training Center. By: Roger Kirkham

Intended audience: all employees involved with typical RDT&E work processes.

This 2-day course will provide all employees with a common understanding, a common vocabulary, a common frame of reference for continuous improvement, and a common approach for applying total quality principles

within an RDT&E work setting. Emphasis will be placed on understanding the needs of internal and external customers and on distinguishing between and responding to normal and abnormal variation.
To enroll or ask questions, call 939-2686.

DBOF OVERVIEW (24 hrs.)

18-20 January; Tuesday-Thursday; 0800-1600; Training Center. By: P & M Associates

This course is a 24-hour comprehensive overview of the Defense Business Operating Fund (DBOF) especially intended for government personnel who are associated as users of the system. It is especially helpful for managers, supervisors, fund administrators, administrative



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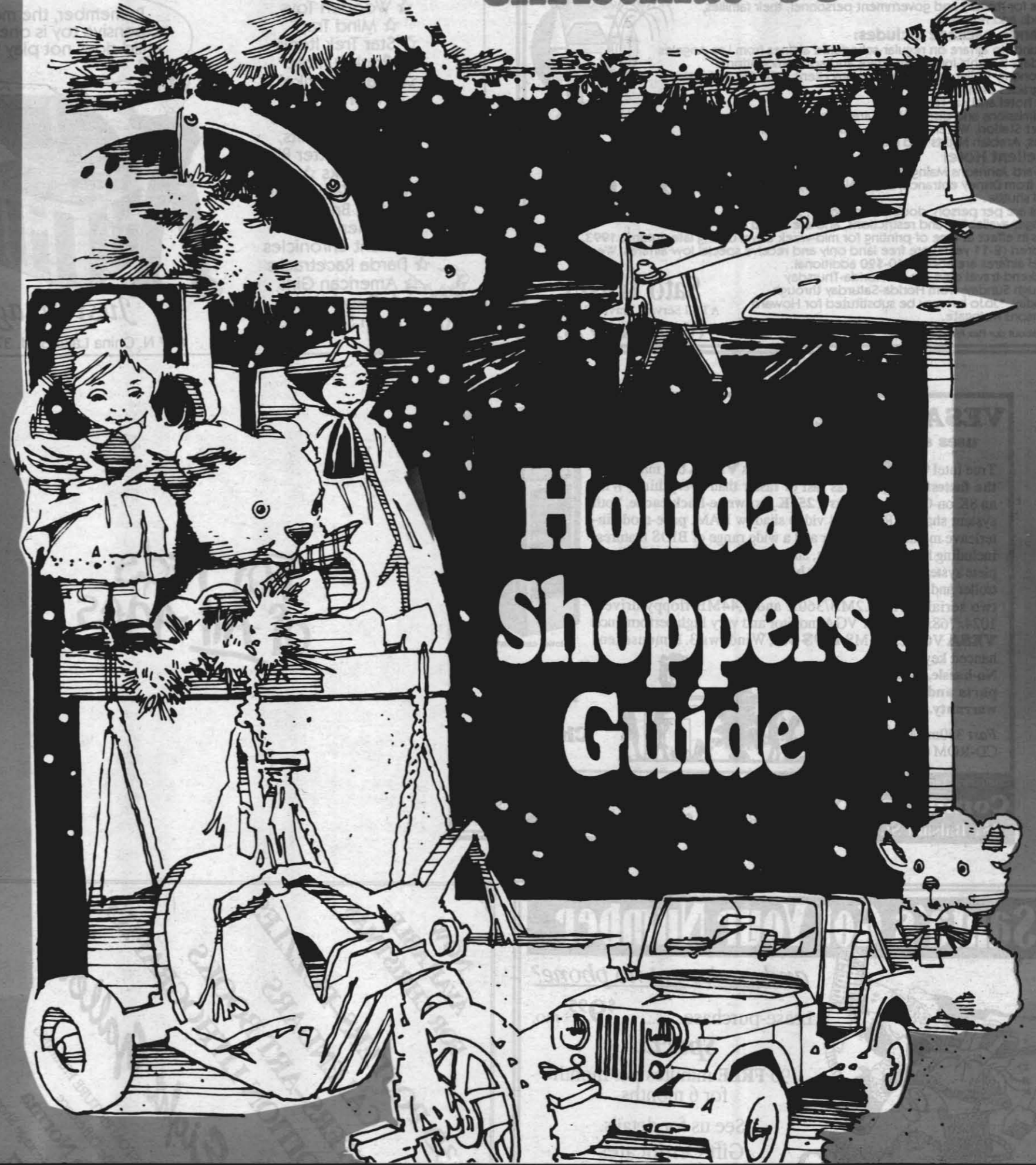
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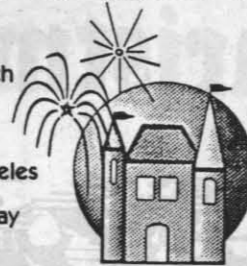
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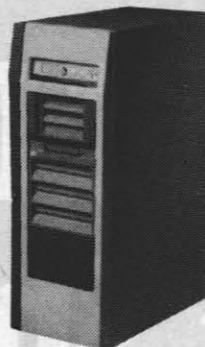
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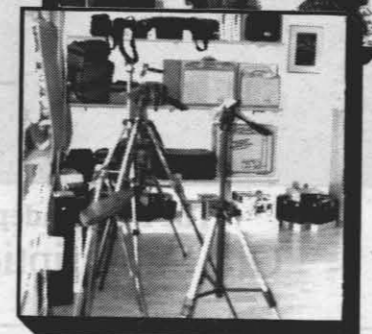
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May your season be special.



The Only Place To Shop!

SKI & SNOWBOARD EQUIPMENT, CLOTHING and ACCESSORIES

Skis & Bindings as low as **\$19.95**

Ski Parkas from Columbia & OP (as low as) **\$49.95**

Ski Snowboard Racks **\$35** new & used

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SHOES by **AIRWALK** starting **\$39.95**

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JanSport Packs & Bags - Great Selection
Made in USA - Lifetime Warranty

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For Those Who Participate in Life!

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Rollerblade Lightning - Now **\$149.95**

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Helmets & All Necessary Pads Available!

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T-Shirts **\$13.99** each or **3 for \$33**

Lots of Fleece, Fleece, Fleece!!

Absolutely the Best Selection of
Sunglasses in the Valley

Darts from **\$34.95-\$149.95**



219 Balsam
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Gift Certificates
Exchanges No Problem

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HOLIDAY SHOPPING

HEADQUARTERS.

STOP BY & SEE WHY...

YOU'LL BE GLAD YOU DID!



Eagle Mountain is now bigger and better than ever! There's a lot more than you see here, so take a walk through the store and you'll find the perfect gifts for everyone on your list without ever having to go out of town.



T-Shirts



Where does everyone in Ridgecrest go when they are looking for T-Shirts? They go to Eagle Mountain! With good reason of course! Diamond dust, fighter jet, gag and novelty, golf, southwest - too many to mention.

starting at **\$14.95**



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Crabtree & Evelyn will pamper you with the finest of aromatic sachets, potpourri, china drawer liners, bath cubes & soaps. Take a trip in this section and you'll want to live there.

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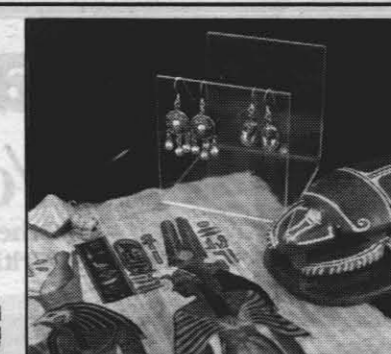
Store Hours:
Monday thru Saturday 10-8
and
Sunday 12-8

And Cards of Course EAGLE MOUNTAIN



"The Uncommon Gift Store"

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EGYPTIAN PAPYRUS
"Papyrus" - The first paper invented by the Egyptians 5000 years ago. Painted by talented Egyptian artists with scenes of the Kings & Queens, Temples & Monuments, along with Egyptian jewelry and scarabs. Now available for you.

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SAND PAINTINGS

Sand paintings are an amazing detailed and complex Navajo symbol of healing that has been broadened into a unique artform to be appreciated by many.

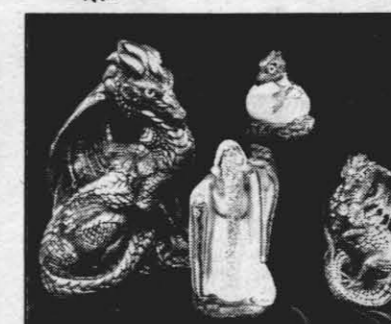
starting at **\$8.95**
plaques & boxes



WINDSTONE EDITIONS

M. Peña designs a world like no other where dinosaurs roam, wizards rule and dragons stalk. Accurate, museum quality reproductions with attention to craftsmanship and detail now available.

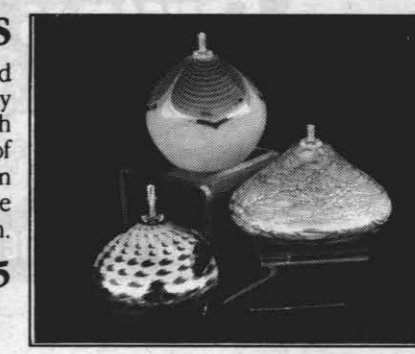
starting at **\$24.95**



OIL LAMPS

Abelman Art Glass studio created these beautiful oil lamps by handworking precious metals such as gold and silver into the layers of color. Their work can be found in museums, galleries, private collections and Eagle Mountain.

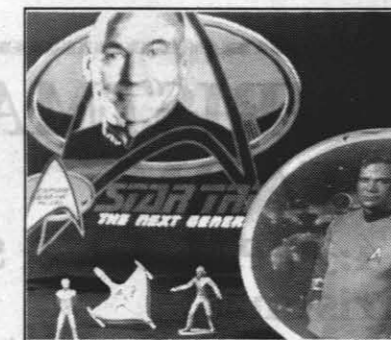
starting at **\$49.95**



STAR TREK

The gifts of a new generation. The ideal gift for the "Trekie" in your life.

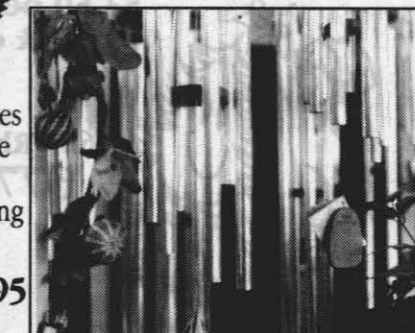
New Generation T-Shirts **\$15.95**
Collector Plates **\$35.00**
Pewter Figurines **\$17.95**



WOODSTOCK CHIMES

Among our wide variety of chimes are Woodstock. These chimes are unique musical instruments, precision-tuned to create enduring harmonies.

Starting at **\$20.95**



Holiday Magic Sale

GIFT BOXED

Cross Writing Instruments
22K gold-plated trim.



20% off
All Other Cross Pens & Writing Sets

Color	No.	List, Each	Sale
BALLPOINT			
Burgundy	5L-CRO-2202	\$24.50	\$19.60
Lustrous chrome	5L-CRO-3302	\$22.50	\$18.00
BALLPOINT & PENCIL SET			
Burgundy	5L-CRO-220105	\$49.00	\$39.20
Lustrous chrome	5L-CRO-330105	\$45.00	\$36.00

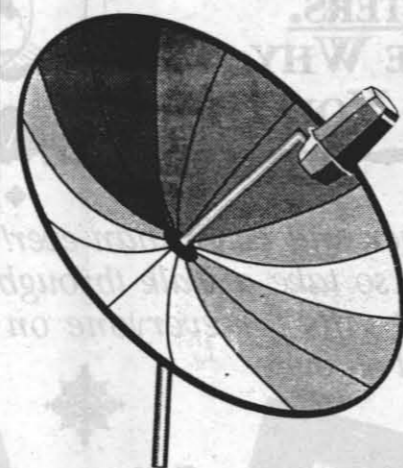


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- 1mb SVGA Video Card
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- 4mb RAM
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On Approved Credit
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- 1mb VESA SVGA Video
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- DOS 6.0 • Windows 3.1
- Aldus Photostyler
- SanDiego Zoo CD
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- Just Grandma & Me
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MicroLink
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(619)371-3535

Shop Locally this Christmas



Shopping elsewhere can be un"bear"able

WOOD'S CHRISTMAS TREE FARM

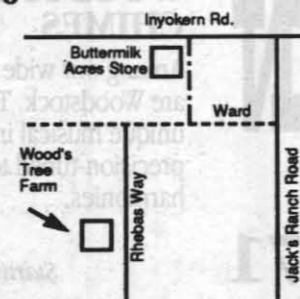
Open 9:00 AM to 4:30 P.M. Sat. & Sun. til Christmas.

Choose and cut your own Christmas Tree - just can't be fresher! Or reserve your tree for cutting later!
\$3.50 per foot plus tax
11' & over \$38.50



623 Rhebas Way
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Claude & Beverly Wood



Shopping for a Golfer?



Custom and Specialty clubs!

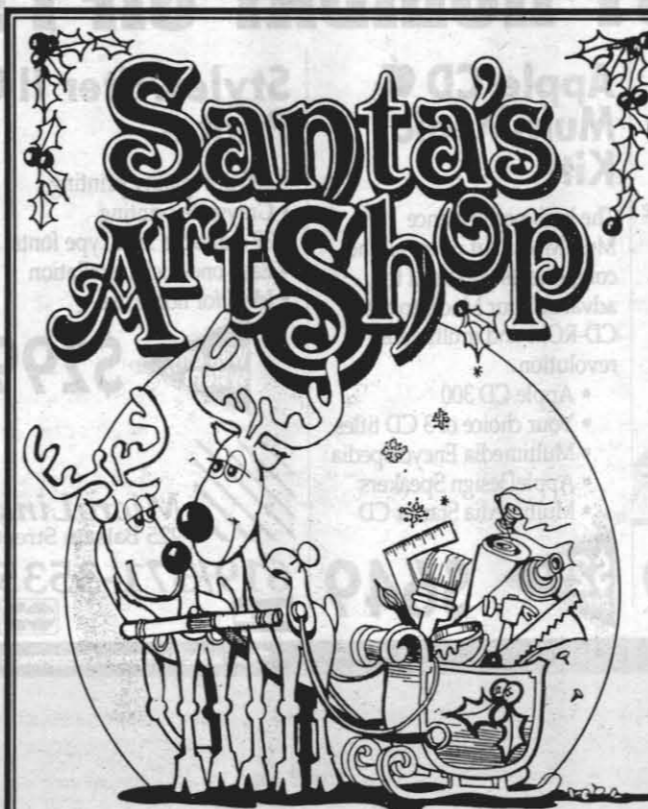
Single clubs or complete sets

— Christmas Special —
Fitting included with purchase of a driver.

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Clubs by Al Goettig
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(Or inquire Sports Oasis)



Art & Craft Fair
December 4-5
at the
Ridgecrest Fairgrounds

Saturday 10am 'til 5pm
Sunday 10am 'til 4pm

- Christmas Gifts Galore
- Over 200 Artists & Craftspeople
- Original Artwork
- Pottery
- Needlework
- Jewelry
- Wooden Toys
- Stained Glass
- Christmas Ornaments
- Toys
- Woodworking
- Live Plants

Admission \$1.00 (12 years & older)

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Santa Isn't The Only One Who Delivers At Christmas Time!

LOOK



Christmas Baskets on demand. Just the way you like it.

- Organic produce delivered weekly
- Herbal Teas - the all natural way to cure that nasty winter cold.
- Blackberry Patch Jellys - assorted flavors including: Vidalia, Onion, Pepper and Garlic

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Unique beers including: Worsteiner Beer, Pripys Lager, Thomas Brau Giraf Malt Liquor, Sampler Beer Kits from the Beer Lovers Series. Only **\$15.00** ea.

ENJOY OUR CAFE

All You Can Possibly Eat Salad Bar **\$3.95**

- Homemade Fresh Pizza Mon.-Fri.
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- Fresh Carrot Juice
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- Herbal Teas

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