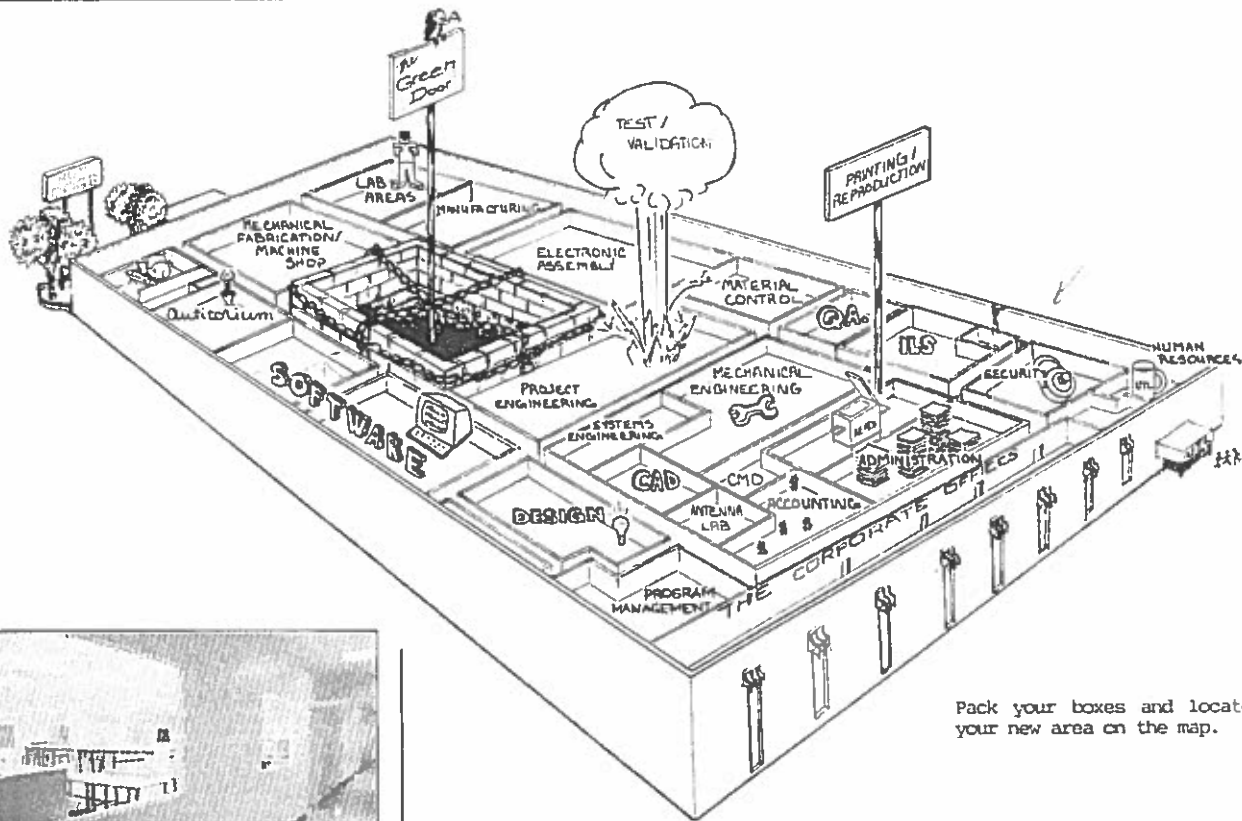
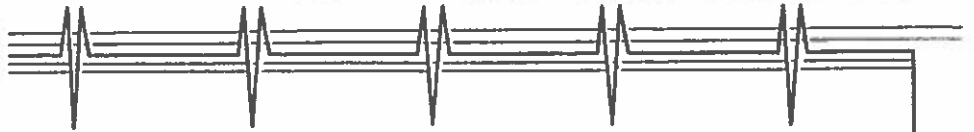
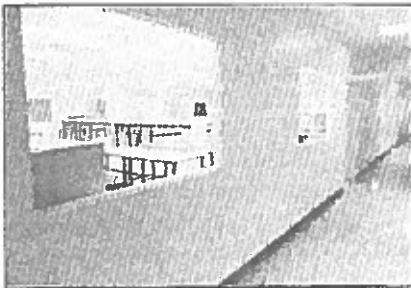




Pack your boxes and locate your new area on the map.



The Electronic Development Lab as seen from the west hallway.



The cafeteria as seen from the entrance to the dining area will serve hot meals as well as burgers, sandwiches and a full salad bar. A continental breakfast is also planned.

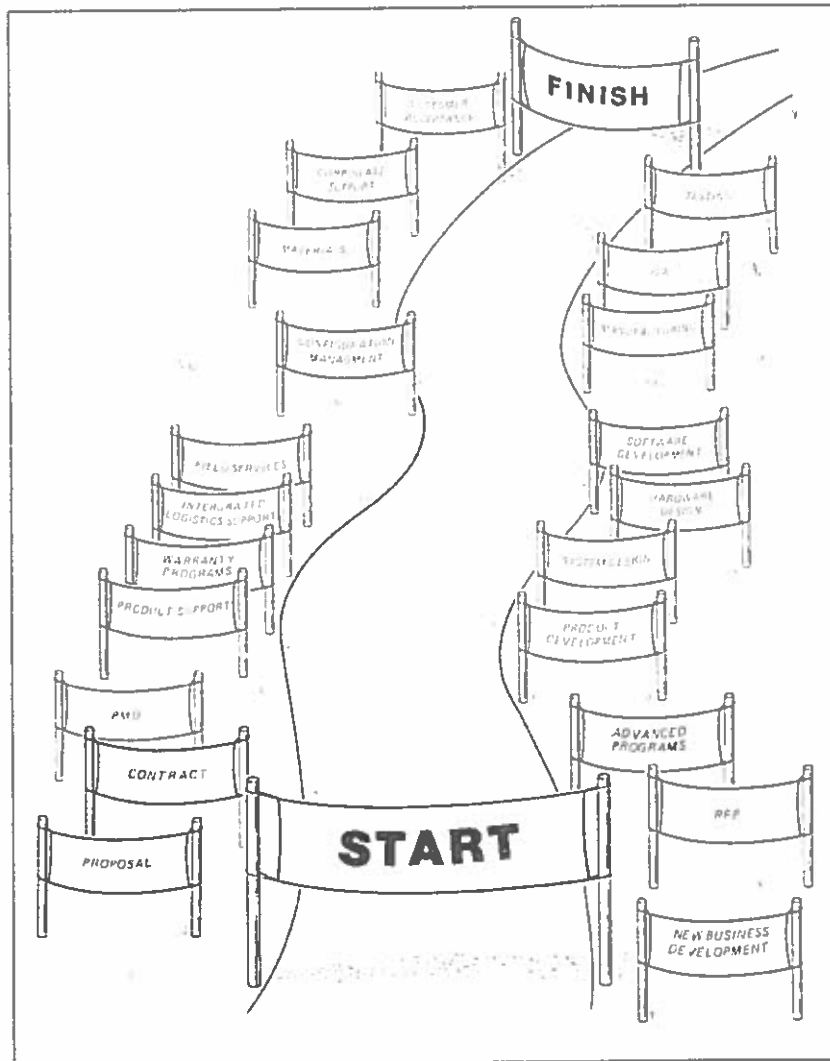
We're Moving...

On Friday November 28th, our move to the new facility will begin. Employees will be asked to complete their regular work tasks for the day and have their desks packed, so that they may be moved to the new area in time for work on Monday morning.

Your UTL badge will be converted to include a card entry configuration that can

be used to gain entry to the parking area and entry to the building. A guard will be on duty at the parking gates (front and rear) from 7:00 a.m. until 8:00 a.m. each day. The front gate will be open again during the lunch hour and in the evening from 5:00 to 6:00 p.m. Card entry will be necessary at all other times. Zoned parking has been planned.

Elements of System Development



The above diagram shows the functions that must be performed to develop a system. Each month further information will be provided to help us understand the sequence of events that take a contract from inception to completion.

UTLers Undergo Intense Training

In anticipation of the AQL system installation, UTL engineers and technicians recently attended physiological training sessions at Mather Air Force Base in Sacramento, CA.

Testing of the system will begin in January and will continue for six months. Test requirements necessitate that we identify and isolate any problems that might come up at that time. Problems that might arise could require that a UTL representative be aboard the flight, therefore our engineers and technicians must be flight qualified.

These training sessions provide the necessary flight qualification. They consist of lectures and demonstrations using simulated environments. Trainees are monitored as to their oxygen deprivation tolerance when placed in an altitude chamber. Also tested is their reaction to rapid decompression from 8,000 ft. to 22,000 ft. in a simulated situation.

UTLers attending the training sessions were:

Dave Johnson	Bob Pierce
Brian Ligon	Don Stone
Steve Liu	Kent Wernicke

Christmas Party

The UTL Employee Club 1:00 a.m. will hold a Christmas party Saturday, December 13th at the Hilton Inn, N. Central and Mockingbird. The party begins with a reception at 7:00 p.m., a prime rib dinner at 8:00 p.m., and dancing from 9:00 p.m. to valet parking will be

provided to UTLers.

The Hilton is providing special overnight rates of \$39.00 to UTL employees. Employees are responsible for reservations and charges. Call 827-4100 for reservations.

ANNOUNCEMENTS

Congratulations

BARBARA REESE IS A GRANDMOTHER. After changing vehicles three times, calling the fire department and the paramedics on Saturday October 25th, Barbara finally got her daughter Jan Marie to the hospital. Jennifer Marie was born a short time later. Weighing in at 7 lbs. 10 oz. the baby girl was 20 1/4

inches long, and according to the proud GRANDMOTHER she has beautiful black curly hair and dimples. Jan, Jennifer and GRANDMOTHER are doing fine.

Karen Derby on the birth of her baby girl, Ryan Elizabeth, born October 7th, and weighing in at 8 lbs. 10 oz.

Best Wishes

Deborah Lynn Thomas and Darrell Gene Roberson married October 11, 1986.

Upcoming

Xmas Bazaar & Flea Market, December 6, UTL Parking Lot. Interested in a booth? CONTACT: Rhonda (ext) 0, Marsha (ext) 248.

Happy Birthday



Happy Birthday wishes go to the following people who have Birthdays between November 1st and December 8th:

NOVEMBER

Anna Thompson	2	Shirley Chand	17
Chih-Fan Jack Ger	4	Sylvia Loza	18
Thomas Pike	4	James Anthony	19
Katherine Seibold	4	Virginia Nelson	19
Jack Stampley	4	Betty Rich	19
Millie Crites	6	Vee Smith	19
Tricia Reed	6	Gilbert Gonzales	20
Daniel Bradshaw	7	Warren Chyan	21
Bob Pierce	9	Donna Murphy	21
John Allen	11	Marie Billingsley	22
Mildred Bevers	11	Don Berry	22
Trayce Percival	13	Sherman Chen	24
Craig Bohren	14	Raul Elguea	24
Curtis Kling	14	Marty Cowling	26
Floyd Serabia	14	Ida Walker	27
Ann McCollum	16	Margo Proctor	30

DECEMBER

William Reed "Lou"	1
Cheryl Summers	1
Nancy Cooper	2
Jack Miller	2
Amelia Moore	2
Dawn Bailey	3
Ken Donnelly	5
Wilma Lindsey	7
Bob Maupin	7
Craig Murphy	7
Rhonda Schoolcraft	7
Ching-Jang Shyu	8

Belated . . .

Eleanor Fernandez	Oct. 2
Robert Koren	Oct. 6
John Hinkle	Oct. 9
Terry Vincent	Oct. 31

October Milestones

18 Years
Margorie Stafford

16 Years
John Benson

12 Years
Marsha Saenz

8 Years
Donald Goss

7 Years
Mildred Bevers
Patricia Newton

Linda Pollock
Mac Session

6 Years
L.D. Hunt

5 Years
Mike Cotten
James Haley
Gloria Herrin
Gary Hughes

4 Years
Craig Bohren
Floyd Parker
William Wrigley

2 Years
Richard Arnold
Ed Grannan
Barbara Reese

1 Year
Dawn Bailey
Juan Chavez
Susan Gracy
May Haynes
Hildegard Held
Jody Kanazawa
Edna Kline
Mark Moore
Virginia Nelson

Cindy Perry
Elida Rodriguez
Lisa Sandacz
Rhonda Schoolcraft
Betty Jo Sims
Larry Sullivan
Jon Turner



In response to employee questions, this chart has been prepared.

UTL Corporation Employee* Net Worth Assessment

BASE EARNINGS	\$15,000.00	\$35,000.00
Paid Time Allowances:		
Vacation (3 weeks)	\$ 865.38	\$ 2,019.23
Holidays (9 days)	519.23	1,211.54
Sick Pay (6 days)	346.15	807.69
Personal Time and Break Time (2-15 minute breaks per day)	952.82	2,220.83
Subtotal	\$ 2,683.58	\$ 6,259.29
Employer Paid Benefits:		
Matching Social Security Contribution	\$ 1,072.50	\$ 2,502.50
Federal/State Unemployment Tax	98.14	229.00
Worker's Compensation	57.25	133.50
Medical/Dental Insurance	2,291.64	2,291.64
Disability Insurance	66.00	154.00
Life Insurance/AD&D	243.72	387.72
ESOP**	1,590.00	3,710.00
Retirement Plan	450.00	1,050.00
Incentive Savings Plan	900.00	2,100.00
Miscellaneous (Education Assistance, Employee Clubs, Etc.)	449.84	449.84
Subtotal	\$ 7,219.09	\$ 13,008.28
Total	\$ 9,902.67	\$ 19,267.57
BENEFITS VALUE AS PERCENTAGE OF BASE EARNINGS:	66.02%	55.05%
NET WORTH	\$22,219.09	\$48,008.28

* This assessment assumes the employee has dependent health/dental coverage, makes a maximum 6% "basic" contribution to the Incentive Savings Plan, and has ten (10) years of service with UTL.

** This figure does not reflect the appreciated value of stock, interest or other investment earnings. The actual appreciated value of stock, including interest and investment earnings over the past 5 years has been 85% of salary.

Management Club to Discuss '86 Tax Reform Act

The Management Club will hold a business meeting at the Lakewood Country Club on Wednesday, November 12th. The 1986 Tax Reform Act and its impact on individuals will be the topic for the evening presented by Ken Horwitz, Tax Partner with Coopers & Lybrand. Members are reminded that an accurate head count is important and that reservations must be made through Yondale Mears (Ext. 214) or Sheryl Hill (Ext. 241), by Friday, November 7th. Appetizers and drinks will be served at 6:30 p.m., Dinner 7:15 p.m., and the Speaker will begin at 8:00 p.m.

Pulse Question Box

The PULSE question box contained three questions as of 10/16/86. The two following questions were answered by Bryan Carr, Controller. The third will be answered in a future PULSE issue. (The Question Box is located in the Personnel Office. Questions may be submitted anonymously.)

Q: Is the Company planning any smoking/non-smoking criteria to protect non-smokers?

A: The Company is currently planning for designated smoking and

non-smoking areas within working areas, cafeteria, and restrooms, with no smoking allowed in the hallways.

Q: What is the Company procedure for comp time, related to "voluntary hours" being given by exempt personnel?

A: The Company relies upon the responsibility of Supervisors within each functional area to evaluate individual exempt employee needs relative to personal

time. Considering such factors as productivity, schedule, and particularly employee well-being, a supervisor may elect at his/her discretion to grant up to eight (8) hours of paid personal time away from work each pay period by initialing the hours on the employee's timesheet. In circumstances that are in excess of eight (8) hours, the supervisor needs to gain approval from a Senior Vice-President or the President.

Joe Lee A Man for All Reasons

by Karol Collier

Joe Lee has worn many hats well during his 18 year tenure at UTL. Starting as Manager of Quality and Liability Assurance, he became Manager of Manufacturing within a year and held that position until Dr. Lee sent him to Taiwan to set up an electronic firm similar to UTL. He returned to the U.S. a year later and was made Manager of Engineering and Operations. Later, he was moved to Resource Management (Purchasing and Facilities), where he was primarily a "troubleshooter". He eventually moved back to Manufacturing and Product Engineering; presently he is Director of Quality Assurance.

Joe's contributions at UTL are evident at both the company and employee levels. Don Cox believes Joe's work is one of the main reasons UTL enjoys the financial position it does today. "Joe helped tremendously to lay the ground work that ended in profits made on Quick Look II, which led to funding on other contracts." Don also notes that UTL stock rose from \$2 a share to about \$46 a share during this time period. Joe organized the first Employee's Club and was the first Club President; he was on the committee to establish the Management Club and later served on the Board of Directors.

Although Joe believes that technical capabilities have been the most important factor in UTL's success, his influence has been felt by others in personal ways. Ruth Childers has known Joe for many years and says, "Joe is my kind of guy. He's very honest, and never asks you to do anything he wouldn't do. He's very intelligent and uses good common sense." Janette Coonrod has worked for Joe for approximately 25 years and says Joe is the best teacher she's ever had. "He



grew me. He's taught me my best lesson in dealing with people - he said, 'If you don't know the answer, it doesn't mean you're stupid, just don't be afraid to ask.'" Janette also added that if Joe wasn't married, she'd be after him.

Joe has been married to Grace, his beautiful wife, for 37 years. He believes married life is the greatest and the secret to a happy marriage is "give and take". They have a daughter, Grace Victoria, of whom they're

extremely proud, and very well should be. She is a ballet dancer who has danced in practically every country in Europe, including Italy, France, Spain, and Germany. Victoria, her professional name, started dancing when she was four. Her first major milestone was acceptance into the Dallas Civic Ballet when she was fourteen. She went to New York twice on summer dance scholarships with Harkness Ballet when she was sixteen and seventeen. Later, she auditioned for the Royal Ballet De Wallonie in Belgium and was selected as soloist. She then went to Ireland for seven years as Principal Dancer with the National Irish Ballet, followed by a season with The Festival Ballet in London. She decided to take a break and came home to work as a floral designer for three years. But ballet was in her heart, so she auditioned for the Dallas Ballet in May of '86 and was accepted.

Joe and his family came to Dallas 26 years ago from Virginia, but they are originally from Mississippi. They still own property there in Phoenix, a small town where Joe plans to spend some time when he retires. In addition to fishing, hunting, and updating the property, Joe will probably enjoy his hobby - building tables, benches, and other furniture. He doesn't sell the pieces, but gives them to people, including sleighs which he builds for Christmas.

Odds & Ends

A cocktail party was held recently in the executive offices of the Texas American Bank to thank UTL for its business, to congratulate us on our success, and to promote continued business between the two firms. Honoring the ten years successful relationship with UTL, Ray Whitehead, Executive Vice-President, presented Dr. Lee a crystal replica of an american eagle.

UTLers visiting Germany in connection with the TRILS program reported that Craig Murphy was somewhat confused by the number of streets with the same name. Murphy felt the Germans could have been more creative in naming their streets, as many were named, Ein Bahan Strasse (one-way street).

An unidentified person or persons surprised Jim Simon on National Boss Day. His office was completely covered in bright colored balloons, which were filled with cigar smoke.

If you'd like super deals plus free delivery on Auto Parts, we've heard that Panzett Sitz is the person to contact.

Editor's Corner

We welcome your contributions to the newsletter. If you would like to share a story, a joke or your interests, call Pat Conley-Ashley, ext. 158.

Did you know that non-smokers are much more likely to hold top jobs in companies, according to a survey sponsored by Robert Half International Inc.

*

The smoking rate is 71 percent higher for staff personnel and 36 percent higher for middle managers than for those at the top executive level.

*

One-hundred percent of UTL top executives are non-smokers. Aspiring managers and staffers take note.

Jesse Hartzell and Deborah McDaniel, members of the Society of Logistics Engineers have been appointed to executive committee positions for the second year. Jesse is Chairman of the Education Committee, and Deborah is serving a second term as newsletter editor.

John Gunter plays a "hot" trumpet with Paul Guerrero/Don Joseph Jazz Orchestra on alternate Tuesdays at L n J's in Promenade Center on Coit Road between Beltline and Arapaho. The musicians in this "rehearsal" band play together because of their love of jazz, and their wish to keep it alive. The band cranks up at 8:00 p.m. The cover is \$3.00 and dinner or "just drinks" are available.

Bass Club Classic

The UTL Bass Club held its eleventh tournament of 1986 at Lake Fork on October 25th & 26th with eight teams participating. It was a beautiful weekend for fishing, which started Saturday at 6:00 a.m. and lasted until 6:00 p.m., and continued on Sunday, 6:00 a.m. to 3:00 p.m. Jim Lucas landed the "Big Bass" of the classic, weighing 4 lbs 8 oz. First place of the tourney was taken by Ron Henager and Gary Hughes whose catch weighted a total of 19 lbs 11 ozs...; 2nd place went to Mia Brown and David Langston with a catch total of 13 lbs 8 ozs, and Randy Hale and Jim Lucas placed 3rd with a total weight of 8 lbs 6 ozs.

The club has 18 active members who fish team tournaments from March through December. The club encourages anyone with a love of fishing and a minimal amount of fishing gear to join them. Since members fish in teams ownership of a boat is not necessary. Membership dues are \$20.00 which includes membership in Texas Association of Bass Clubs. Anyone interested may contact one of the following:

President,	Ron Henagar
Treasurer,	Kirk Dibble
Wight Master,	L.D. Burks
Gary Hughes,	Don Cox