MELPAR-A-GRAPH

MELPAR, INC. • A SUBSIDIARY OF WESTINGHOUSE AIR BRAKE CO.

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EDUCATIONAL REFUND PLAN SET UP

BUTTS, NOW CHIEF ENGINEER, JOINED MELPAR IN 1947

His recent appointment to the post of Chief Engineer of Melpar marks the latest in a series of significant promotions earned by Robert S. Butts during his career with the Company.

Mr. Butts joined Melpar on September 15, 1947, as a Project Engineer. Previously, he had worked with Federal Telecommunications Laboratory and Crosley Radio, after graduating with a BSEE from the University of Cincinnati in 1940.

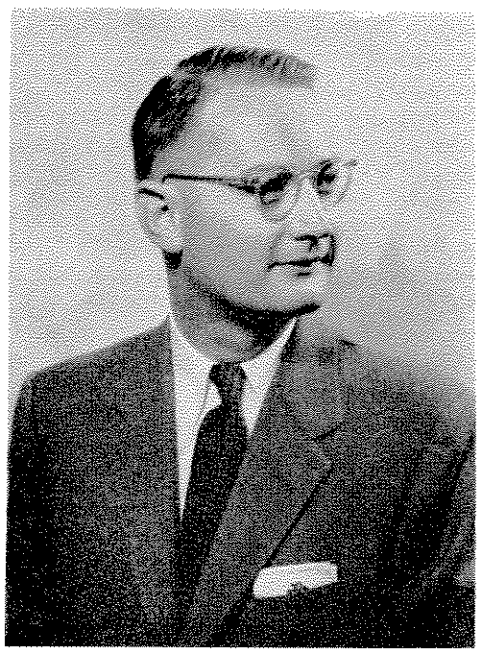
Paralleling the Company's steady rise in volume of business and in personnel, Mr. Butts was named an Engineering Section Head in March, 1951 when that supervisory echelon was established.

In September, 1953, Mr. Butts was appointed Staff Assistant to the Vice-President and Chief Engineer; in that capacity he carried out two major assignments—milestones in Melpar's history. After initiating the Company's work on the MSQ-1A program, he organized and led the sub-system development for the B-58 Hustler. That assignment was concluded on July 18, 1955, when he became Assistant Chief Engineer.

WAYS TO SPEED DEVELOPMENT WORK EXPLORED BY MELOY IN PANEL TALK

Melpar President Thomas Meloy joined with a group of engineering executives in a panel discussion, "How to Accelerate Research and Development of Aeronautical Electronics", during a National Conference on Aeronautical Electronics held during May in Dayton, Ohio.

With William H. C. Higgins of Bell Labs as moderator, the panel included Brigadier General V. R. Haugen; Dr. W. H. Ewing, Vice-President of the David Taylor Laboratory; Julian Sprague, President of Sprague Electric Co.; Dr. Cledo Brunetti, Research Director of General Mills Co.; and R. J. Shank, Vice-President of Hughes Aircraft Co.



Robert S. Butts

MELPAR TO SPONSOR NEWS BROADCAST BY TRANS-LUX

Written in the flashing lights of Washington National Airport's 20-foot long Trans-Lux screen, the Melpar story will be graphically impressed upon the airport's thousands of daily travellers and visitors when the novel news broadcasting medium comes to life again on June 1.

Arlington's radio station WARL will transmit spot news bulletins, lightly interspersed with Melpar's employment advertisements, to the Trans-Lux installation on a 14-hour daily schedule. Transmission is accomplished over land lines, with the material being set up in punched tape in the station's news room.

HOLIDAY ANNOUNCEMENT

Impending holidays to be observed by Melpar are:

Independence Day — Wednesday, July 4.

Labor Day — Monday, September 3.

MELPAR PAYS HALF COST OF WIDE RANGE OF STUDY

The expense of technical or professional education will be cut in half for Melpar people under the terms of a refund plan recently announced by Vice President A. C. Weid. The Company will pay half the cost of tuition and laboratory fees incurred by qualified employees who, while still in the Company's employ, successfully complete study programs related to its engineering and manufacturing activities.

Effective September 1, as the 1956 Fall semester opens, the refund plan embraces a wide range of educational opportunities: from a correspondence school course in drafting or shop mathematics, to graduate study in advanced phases of engineering or chemistry.

Once the necessary ground rules are satisfied, there is no limit to the number of individual courses an employee may take under the refund plan. It is hoped that many a bachelor's, master's, and doctor's degree, as well as technical school certificates, will stem from its workings.

Application blanks will be available through all supervisors by July 1. Any full-time, permanent employee may declare his or her intention to enroll in specific courses at a particular school. The applicant's supervisor will enter his comments respecting the employee's performance and standing, and his potential value, once possessed of the additional training contemplated. The Personnel Director will decide whether or not the courses described fulfill the intent of the refund plan, and will so inform the supervisor. Upon successful completion of the courses, and submission of an itemized list of allowable expenditures, the refund amount will be forthcoming.

Mrs. J. T. Lafrank, Personnel Director, and Dr. T. L. Wood are prepared now to discuss the plan in detail, and to advise on the suitability of study programs projected by Melpar people.

OPINION

One read-through of the daily newspapers — Help Wanted section — nowadays, is apt to result in a slight attack of vertigo accompanied by scrambled visions of a life in utopia. Apparently, the way to get the world by the tail on a downhill drag is to write, wire, or 'phone practically anybody — collect.

With a little re-writing, some of the current Help Wanted advertising (especially for professional people) could be used to promote a Hollywood epic. Something involving space ships, ray guns, and oblong creatures with built-in antennae. The pictorial displays and typographic inventions are reaching a fever pitch; inevitably, we are fated to see a presentation in full color, entitled Colossal Opportunity.

Of course, Help Wanted advertising is amply justified. Competent people of virtually every trade and profession are in short supply. The pace of this nation's economic growth and the state of the world at large demand an increasing output of goods and services, and further demand an ever-improving technology to assure that output. The watchword is 'more—better'.

Melpar, in common with virtually every enterprise except buggy-whip factories, needs more people and says so: often, and emphatically. It is one of the facts of economic life, that a business organization must grow—or die. And we of Melpar have developed a high opinion of the virtues of living.

However, in our personnel recruiting we try not to be carried away. Melpar does have a diversity of research and development assignments sufficient to challenge the technical competence of almost anyone active in electronics and allied fields. Melpar does have a growth potential rooted in that very diversity. Melpar does have the physical plant and equipment needed by good men doing a good job. These points we will discuss, gladly.

But so far as we know, Melpar's many and varied contracts do not include a single one guaranteed to revolutionize man's way of life, or advance the state of the art a hundred years, or qualify its every participant for a Nobel prize.

Some such dramatic call to action may arrive in the morning mail. But we wouldn't bet on it. We **will** bet that the experience gained by Melpar people this year, and next year, and in the years to come will stand them in good stead. Increasing technical proficiency and maturing judgment, measurable by the known standard of one's previous performance . . . these have longer-lasting value than the most glamorous new venture, even if it is an "uncharted field" or an "exciting new concept".

OPENING DAY *for Arlington Division's new, 30,000-foot graded and cinder-surfaced parking lot. With a capacity of 100 cars, the new area will meet the needs of Arlington's growing population in months to come.*

WHITAKER, ROONEY TO SERVE IN PURCHASING ASSN. POSTS

Open Market Purchasing Agent P. [illegible] Whitaker recently was appointed chairman of the Public Relations Committee for District 5 of the National Association of Purchasing Agents. One of nine such regions in the United States, District 5 covers seven states and the District of Columbia, ranging from southern New Jersey to South Carolina.

At an election meeting of the Washington Association of Purchasing Agents, Sub-Contracts Purchasing Agent J. J. Rooney was named a member of the unit's board of directors for 1956-57. The Washington group is affiliated with the National Association of Purchasing Agents.

STRIP-LINE DEVELOPMENT IS TOPIC OF BRADLEY ARTICLE

Melpar's work in the comparatively new technique of "strip-line" construction as a medium of transmission provided the material content for a paper entitled "Design and Development of Strip-Line Filters", published in the April issue of IRE Transactions on Microwave Theory and Technique by Section Head E. [illegible] Bradley.

Limitations of weight and space imposed by a variety of applications in Melpar's B-58 electronics system have generated the development of a number of filters, detectors, and coupling networks using the strip-line method in place of co-axial cable or waveguide. Future development projects, particularly in airborne equipment, are expected to benefit from this early work.

MELPAR MEN DISCUSS VARIOUS SUBJECTS AT URSI-IRE FORUM

Seven Melpar engineers made up the contingent representing the Company at a recent four-day meeting jointly sponsored by URSI and various Professional Groups of the IRE. The meeting was held at the National Bureau of Standards and attracted scientists and engineers from many sections of the United States, as well as Canada and Puerto Rico.

C. W. Morrow, P. L. Bachman, and H. T. Ward collaborated on a study of "Shaped Beams From Microwave Lenses". H. C. Turnage and R. B. Wi[illegible] presented their paper, "Microwave M[illegible] tiplexers In Strip-Line". K. S. Kelleher and Coleman Goatley were co-authors of a report on "A Constant Beamwidth Radiator".

ARLINGTON'S *new Safety Committee, from left to right, includes W. F. Mahon, F. R. Warren, Nurse P. E. Griffith, W. F. Fenton, and W. P. Armentrout. A. D. Robbins was not available for this photograph.*

BRITISH RESEARCH MEN ARRIVING AT FALLS CHURCH FOR TECHNICAL TALK

Representatives of Great Britain's Signals Research and Development Establishment will arrive at Melpar's Falls Church laboratory on June 4 to discuss objectives and techniques in the field of speech compression.

L. G. Stead and Walter Lawrence, the visitors, are engaged in a nation-wide tour of electronic laboratories and universities. At Melpar, they will confer with members of H. M. Williams' section by Project Engineer T. E. Bayston. Mr. Bayston's work on an unclassified WADC contract aimed at increasing the number of single channel voice transmissions by a factor of 20 to 1 is expected to be of particular interest to the British scientists.

L. W. GAY, WATERTOWN, NOW CHAIRMAN OF STANDARDS SOCIETY COMMITTEE

Melpar-Watertown Engineer Lawrence W. Gay has been elected chairman of the Membership Committee of the Boston section of the Standards Engineers Society. Affiliated with the national Society, the Boston group includes representatives of many of the industries in that area.

Mr. Gay, employed at Melpar-Watertown since March, 1956, is engaged in establishing a standards program applicable to the research and development work in progress there.

SCHMIDTKE IN SCIENCE JOURNAL

The Journal of the Washington (D. C.) Academy of Science, in its May issue, features an article entitled "Joule-Thomson Coefficients For Freon-12" written by Dr. R. A. Schmidtke, project engineer in H. M. Williams' section at Falls Church.

VA. PLANTS SET UP SAFETY COMMITTEES

Formation of rotating-membership Safety Committees in Falls Church and Arlington during May signalled the Company's adoption of an attitude of increased emphasis upon safety in its most practical aspects. With slogan-shouting and poster-posting held to a minimum, the committees are charged with the responsibility of acting as safety inspectors wherever, in their respective plants, the normal course of their daily work may take them.

Once a month, each committee member is counted upon to submit a Plant Inspection Report giving Yes or No answers to such down-to-earth questions as: "are permanent aisles clear, well marked? Are machine guards in good condition, properly used?"

These reports will form the agenda for monthly meetings at which the safe working conditions of our plants will be discussed and recommendations made to management for the elimination of unnecessary hazards and the creation of safeguards against those hazards which must exist in any operating area.

In that connection, the Company will continue its long-established practice of supplying safety apparel—such as safety shoes, goggles, or gloves — as recommended by the various supervisors.

With W. F. Fenton, of the Personnel Department, as permanent chairman of both committees and the assigned Plant Nurse in each building similarly named, the new committees include:

Falls Church . . . C. B. Strang, L. E. Hoblin, J. T. Hunt, G. T. Klop, and J. E. Johnson.

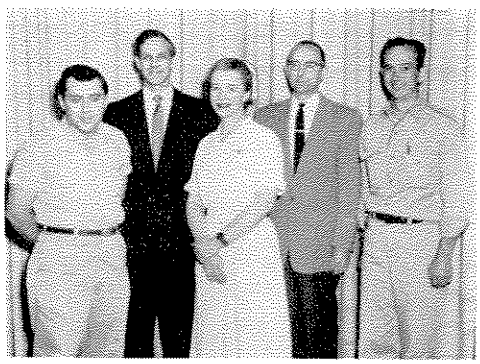
Arlington Division . . . A. D. Robbins, F. R. Warren, W. P. Armentrout, and W. H. Mahon.

The committees will serve for a six-month period, beginning May 21, 1956; they will be succeeded by other appointees chosen by the Personnel Director.

ARLINGTON TO BUILD MISSILE BEACONS

Arlington Division will manufacture a quantity of AN/DPN-14 Radar Beacons valued at approximately $300,000 under contracts recently awarded Melpar by two major guided missile manufacturers.

The AN/DPN-14, designed and developed by Melpar over the past several years, has seen service as a tracking device in missile development. The new contracts signal its emergence as a production item in this highly specialized field.



FALLS CHURCH'S *new Safety Committee, from left to right, includes J. T. Hunt, G. T. Klop, Nurse Florence O'Connor, L. E. Hoblin, and J. E. Johnson. C. B. Strang was not available for this photograph.*

SPOT-WELD IDEA SPEEDS ARLINGTON'S PRODUCTION

Deft application of a long-known but little used variation on standard spot-welding methods has erased a developing bottleneck in MSQ-1A production in Arlington Division.

Demands were mounting for aluminum chassis, spot-welded to rigid AF specs, used both in the MSQ-1A vans and in the program's heavy spare parts phase. They foreshadowed a burdensome increase in transportation time between Arlington and Falls Church, home of the heavy duty welder first thought necessary for the job.

Reaching into past experience, Don Sawtelle of Arlington Engineering came up with a technique of impeding the high heat dissipation characteristic of aluminum by introducing a slug of terne steel or stainless between the welding electrode and the work.

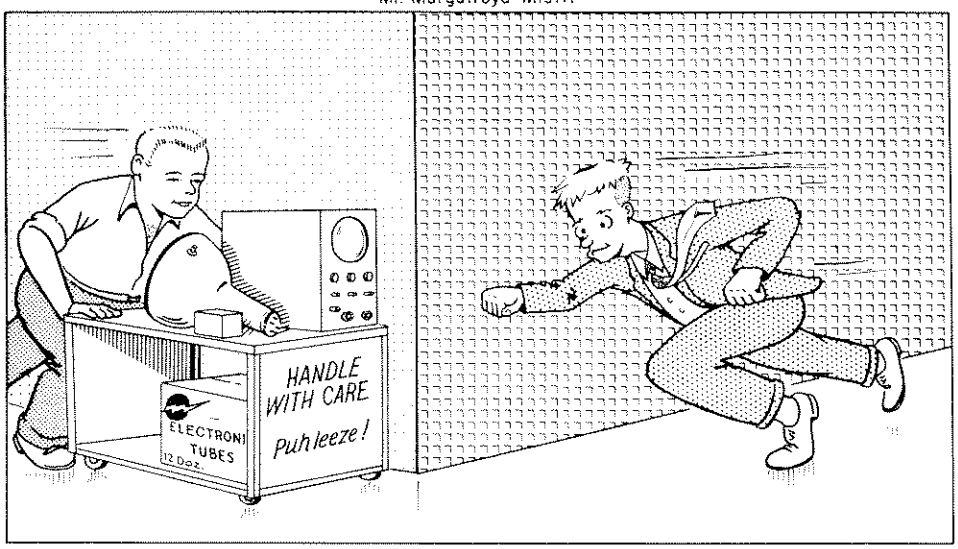
Tested on the light duty welder available at Arlington, the results were eminently satisfactory to the Air Force inspector. Thus—a smooth flow of work in process at much lower cost, and with much less wear and tear on the nerves of Arlington's production control men.

SMITH HEADS IRE COMMITTEE

Melpar engineers and scientists in increasing numbers are assuming important posts in the Institute of Radio Engineers, major professional society of the industry. Latest of these is B. D. Smith, Staff Assistant to Vice President and Chief Engineer C. B. Raybuck.

Early in May, Mr. Smith became chairman of the IRE Subcommittee on Pulse Modulated Transmitters. In addition, he has been made a member of the Transmitter Committee of the IRE.

Mr. Murgatroyd Misfit



Murgatroyd! Up periscope!

GOING UP!

Named Final Assembly Foremen at Arlington Division were: E. M. Galloway, T. W. Glass, R. E. Clarke, C. Z. Hitchcock, and E. W. May.

In other moves at Arlington, J. D. Wingfield was promoted to Senior Methods Engineer; S. G. Mastorakis rose from Material Control Supervisor to Scheduling and Stores Supervisor. W. B. Sisson, former Machinist Helper, advanced to Machine Operator B. M. Ridgway moved from Clerk to Production Aid, and T. F. Smid was promoted to Junior Procurement Planner from Stock Clerk. R. C. Zalenski, also a former Stock Clerk, won promotion to Assistant Storekeeper. B. L. Breckbill advanced to Expediter.

Dana Gumb, of Falls Church, has been promoted from Senior Engineer to Project Engineer. F. E. Erdle and R. M. Ady advanced to Senior Engineer. G. E. Sachlis now is a Senior Draftsman at Falls Church. Another Senior Engineer is C. H. Saunders, formerly an Engineer.

At Arlington Division, Sub-Assembly Foremen include: N. J. Haines, A. H. Rohr, C. Sauchak, W. G. Tilley, and H. H. Lort. H. V. Wertz was promoted from Heavy Assembler to Heavy Assembly Task Leader, and W. L. Browning moved up to 1st Class Heavy Assembly Task Leader. Other new Heavy Assembly Task Leaders are J. K. Duff and J. W. Peltz. In Light Assembly, C. L. Lowe was advanced from Light Assembler to Light Assembly Task Leader. Now ranked as 1st Class Heavy Assembly Task Leaders are H. S. Arnold, R. R. Reedy, and G. C. Dowdy. J. C. Nelson now is a 1st Class Precision Assembler, and H. W. Shay is a 1st Class Assembler.

Four Falls Church men, previously Technicians, have won promotion to Junior Engineer. They are L. A. Barnes, J. E. Ferris, W. B. Neeley, and P. J. Thompson. Also at Falls Church, J. P. Shelton advanced from Engineer to Senior Engineer. R. L. Brooks is now a Lead Technician, while R. B. Walters and A. L. Witt become Senior Technicians.

COLLEGE STUDY IDEA PROVES SUCCESSFUL

More than 100 Melpar people thus far have taken advantage of the series of college level and graduate level courses conducted at the Falls Church laboratory by George Washington University. The first course to be completed under the program, College Algebra, saw 22 employees winning credits.

Three courses still are continuing—Plane Trigonometry, Digital Computing Machines, and Vector Analysis. These are scheduled to close between June and August. A new course in Calculus, at the college level, now is being organized. This will be taught by an instructor of the University of Virginia and is expected to open June 13. Enrollments may be arranged through the office of Dr. T. L. Wood in the Personnel Department.

Dr. Wood has reported growing interest in the formation of a class in Calculus and Differential Equations; he is seeking to enlist sufficient registrations to add the graduate level subject to the Melpar curriculum.

'What's Our Policy'

"How does the merit review work?"

Essential to an understanding of the philosophy and the mechanics of the Company's merit review system is the realization that it **is** a review, an evaluation, of merit: the calibre of your past performance, the measure of your future potential. Any supervisor who has sweated out a series of grillings on the status of a good, or not so good, employee will testify to that.

Merit review schedules are in effect for various classifications and groups of classifications. They take place at 6 or 12 month intervals; a few trainee classifications are reviewed at 2 or 3 month intervals.

A Notice Of Merit Review is issued by the Personnel Department to the immediate supervisor. He is required to evaluate the employee against a list of relevant factors, such as his ability to work harmoniously with others, his ability at currently assigned duties, his speed of learning, his interest in his job and his future, etc.

That 'check-list', incidentally, is a slap-dash invention. Nor is it one of those magic formulas, standard fare in popular magazines, guaranteed to reveal all your traits, your likes and dislikes, and the sure road to success—in ten easy questions. It is the product of much research into the work of psychologists and personnel experts, and is subject to continuous critical examination by the Personnel Director.

Once a supervisor has shaped up his merit review report, it must move through those levels of supervision actively concerned with the area of work. This may be two or three, sometimes four.

After a final screening by the Personnel Director, to establish the exact amount of an increase or the proper wording of a re-classification so as to meet the Wage and Salary Administration standards, the merit review goes to top management for authorization.

It must be recognized that this procedure takes time—at least a month, and sometimes more. The measure of a man must be taken with the mind of man; no equations, no ingenious devices (even electronic) can match the series of thoughtful appraisals of each individual in the Company which this technique demands—and gets.