MELPAR-A-GRAPH

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

Volume 1, Number 8 July, 1956

2 MORE SIMULATORS SET FOR ARLINGTON

Two F-101B Flight Simulators have been added to a contract under which the Company presently is designing and developing the first such simulator for the Air Materiel Command.

Valued at approximately $1,800,000, the added units for the most part are to be fabricated and constructed by Arlington Division. The task is expected to demand about 100,000 hours of assembly effort, along with the fabrication time necessary to support that volume.

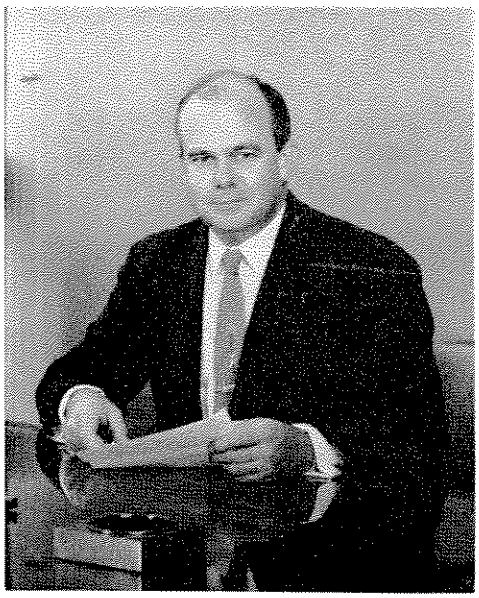
Project Manager J. L. Clark's Simulator Section currently is pressing forward the design and construction of the first F-101B. Patterned after the operational aircraft being produced by McDonnell Aircraft Corp. of St. Louis, the F-101B ulator is another in the series of such ces assigned to Melpar in support of now-famed "Century series" of fighter planes.

New Work, New Space Expand Watertown

That fenced-in feeling which was beginning to pervade Melpar-Watertown as its roster approached and, recently, surpassed the 100-man mark for the first time is soon to be alleviated. Another section of the Lewandos building, 11,000 square feet in area, has been leased and will be devoted to general expansion of the plant's operations.

Assurance that the new space will soon be resounding with activity comes with the news that Watertown's Dynamic Tester program has been expanded by the Philadelphia Ordnance District. Two production prototype models of the device, together with an additional tape preparation unit have been added to the existing development contract.

The Dynamic Tester finds a major use valuating the accuracy and reliability wide variety of fire control systems, n ground and airborne. Expected to be in work for approximately 18 months, the program continues under the supervision of Section Head F. G. Benkley.



R. T. Cosby

TUCSON MAN JOINS AIR SURVEY GROUP

Senior Engineer Norman R. Smith, of Melpar-Tucson, has accepted an invitation to join former AF General Edward Curtis, special assistant to President Eisenhower for aviation facilities planning, in an extensive survey of the nation's air traffic load during the next 20 years.

Mr. Smith has been given a leave of absence by the Company, effective July 15, so that he might accept the assignment. The task is expected to take approximately five months.

Widely known in commercial aviation, Mr. Smith served 11 years with the CAA, during which time he installed Radar Control procedures at Washington National Airport, LaGuardia Field, and Chicago-Midway Airport. He joined Melpar in October, 1955, and is presently engaged on the Company's Air Traffic Control and Navigation contract at Fort Huachuca, Arizona.

General Curtis' group, working under a White House directive, is charged with preparing a master plan defining the problem of air traffic control, and the measures —technical, operational, and economic— the nation and the aviation industry must take to solve it.

R. T. COSBY ELECTED A VICE PRESIDENT BY MELPAR BOARD

R. Taylor Cosby, long-time Treasurer of Melpar, has been elected Vice President and Treasurer of the Company. His election occurred at a meeting of the Board of Directors of Melpar, Inc. held in Pittsburgh on May 28. At the same meeting, Charles B. Raybuck was elected Vice President for Research and Engineering. Mr. Raybuck had been Vice President and Chief Engineer.

Mr. Cosby joined Melpar in May, 1947, after extensive service with the U. S. Navy. His last post with that service was as Chief Accountant, Fiscal and Management Control Office, in the Executive Office of the Secretary of the Navy. Previously, he had served as Accounting Officer at the Naval Supply Center, Guam, and as Supply and Disbursing Officer of the U.S.S. Chiwawa.

A native Virginian, Mr. Cosby earned his B.S. degree in Business Administration at the University of Richmond. His M.S. degree was taken at Columbia University. In addition, Mr. Cosby is a graduate of the Naval Supply Corps School at Harvard University. He is a member of Phi Beta Kappa, and Pi Kappa Alpha.

V. I. WEIHE REPRESENTS U. S. AT PANEL MEETING IN PARIS

V. I. Weihe, Technical Assistant to the Vice President for Research and Engineering, represented the United States as an adviser to this country's official Representative during a ten-day meeting of a technical advisory panel of the International Civil Aviation Organization held during June in Paris, France.

The group was comprised of Representatives and advisers from the United States, United Kingdom, Canada, Denmark, France, Norway, and Spain. Its mission entailed a resolution of various problems involved in establishing transmitting stations necessary to put the CONSOL system of air navigation over the North Atlantic into full operation.

OPINION

"Communication" within any company is a matter of continuing importance to that company. Good communication—clean transmission and clear reception—within a company ensures that objectives are understood, that plans and instructions travel the chain of command without distortion, and that the people involved have a reasonable understanding of their particular roles.

The means of communication are as varied as companies, or people. From bulletin boards to standard practice manuals, from memos to magazines; however simple or elaborate they are, all have one thing in common: they represent someone's chosen method of passing the word.

A danger lies in any of these methods: the danger of obsolescence. They demand inspection from time to time, to see whether they're pulling a load or are just spinning. In its editor's opinion, it's time to inspect the **MELPAR-A-GRAPH.**

In the jargon of the writing trade, the **MELPAR-A-GRAPH** is a 'house organ'. A prime function of such a publication is to try to make the company it represents more familar, less remote, to the people committed to its daily affairs. Fulfilling that function entails human judgment and capacity, qualities difficult to weigh or measure.

To a far greater extent than most house organs, the **MELPAR-A-GRAPH** reflects those qualities, and the lack of them, in just one man—its editor. Melpar's management has the excellent habit of entrusting a man with a job, and then trusting him in it. To discharge his trust adequately, the **MELPAR-A-GRAPH's** editor asks his readers this question: is this publication a means of communication suited to, and useful in, our Company?

At the bottom of this page is a ballot. The editor requests that you mark it, and toss it in the Outgoing mail box.

The query is no gag, no promotional gimmick. It has no more angles than a circle. It's a simple question; it wants a simple answer. After all, a certain amount of money and time is invested in the **MELPAR-A-GRAPH.** If they aren't producing a proper return, they can be put to better use.

COMPANY AIRCRAFT NOW HAS ALL-WEATHER INSTRUMENTS

New, modern instruments aiding in all-weather flying have been installed in Melpar's twin-engine Aero Commander. Added to the existing instrumentation of the aircraft are a Bendix MN100A Glide Slope Receiver and a Bendix Marker Beacon. An Aircraft Radio Corp. Automatic Direction Finder replaces the unit originally installed, while a Collins 51R-2 Omni Receiver succeeds a similar, older unit.

A recent announcement by Vice President A. C. Weid revealed that the Company has placed insurance coverage on the aircraft's passengers in the amount of $100,000 for each person occupying passenger seats and $25,000 each for those occupying crew seats.

Editor,
The **MELPAR-A-GRAPH**
Falls Church

YES ☐
NO ☐

D.C. SCIENCE COUNCIL VOTES COMMENDATION TO R. I. COLE

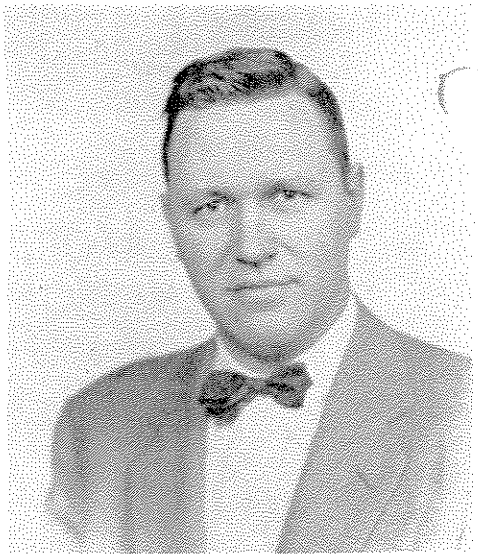
Its "thanks and enthusiastic appreciation" to Ralph I. Cole for his work as General Chairman of the 1956 Engineers' and Architects' Day have been expressed in a formal resolution voted by the District of Columbia Council of Engineering and Architectural Societies.

Mr. Cole, Assistant to the Director of Engineering Services at Melpar, received the resolution at the Council's regular meeting during May.

A MEASURE OF VALUE

Daily newspapers recently reported the results of a study of 120 company pension plans through-out the country, conducted by the National Industrial Conference Board. It was found that the plans yielded an average pension of $152 a month to one retired with 30 years service and average earnings of $6000 a year.

A glance at Melpar's Pension Plan booklet reveals that the same conditions result in a monthly pension of $240—58 per cent above that reported average.



R. M. Snow

SNOW IS ASSISTANT RESEARCH DIRECTOR

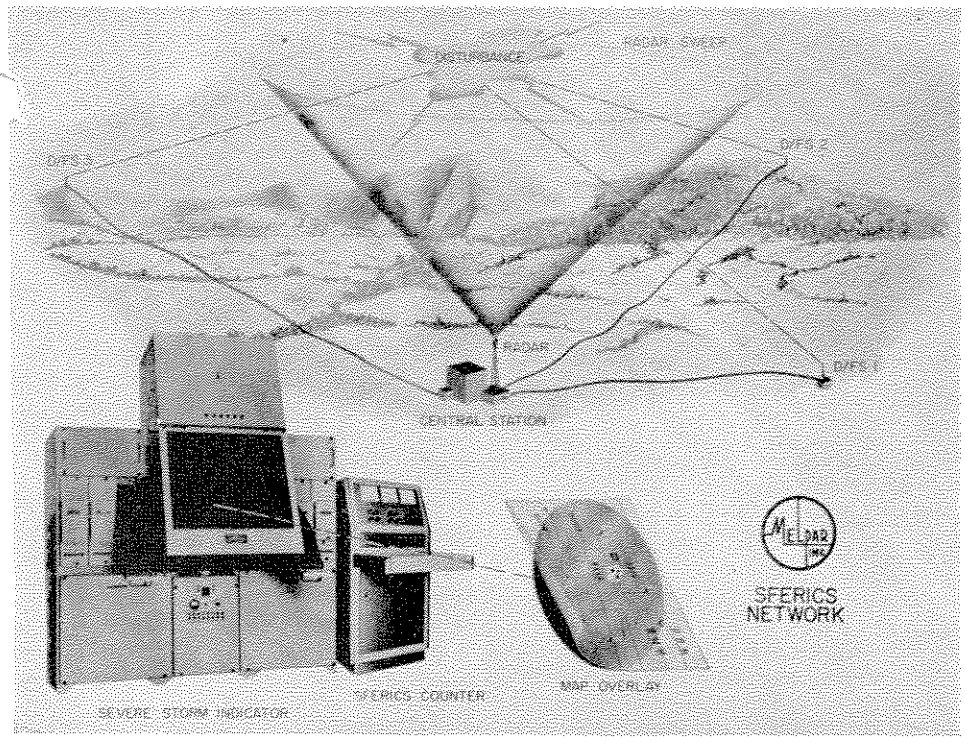
Robert M. Snow has been appointed Assistant Director of Research at Melpar-Boston. Announcing the appointment, Director of Research T. P. Cheatham Jr. assigned Mr. Snow responsibility for the coordination of Research Departm projects and integration of Research Services.

Mr. Snow is a graduate of The George Washington University, having received his BS degree in 1940 and his MS in 1943. From 1946 to 1949, he was engaged in graduate work in physics at Harvard University. He joined Melpar in January, 1955, after serving as president of Snow and Schule, Inc. prior to the merger of that firm with Ultrasonics Corporation.

Earlier in his career, Mr. Snow was associated with the Naval Ordnance Laboratory and with the Johns Hopkins University Applied Physics Laboratory. During World War II, he served overseas with the Operations Research Section of the Ninth Air Force.

ANNUAL CHEST X-RAY SERVICE DUE

The yearly visit of the mobile X-Ray unit sponsored by the Fairfax County Tuberculosis Association has been scheduled for July 26 at Falls Church. T free service will be available at the W entrance, Lower Level, from 9:00 a.m. to 5:00 p.m. Departmental schedules will be issued just before the day of the visit.



HEAD FOR THE STORM CELLARS, MEN . . . *when the 'scope on this complex rig gets all splattered up. It is Melpar-Watertown's Severe Storm Indicator, now at work in Oklahoma. By means of its Map Overlay and Sferics Counter, it displays the extent, number, and location of such unpleasant manifestations of weather as tornadoes. Those in the path of such things, amply warned, can then get out of the neighborhood until things blow over.*

...CTURE AND TEXT OF 'ELECTRONICS' FEATURE ARE WORK OF MELPAR MEN

A dramatic photograph in full color, of a dielectric lens developed by K. S. Kelleher's section at Falls Church, forms the cover page of the June issue of "Electronics" magazine.

Taken by Melpar photographer G. V. Hecht, the picture introduces an extensive treatment by Mr. Kelleher of the problems encountered and the techniques used in "Designing Dielectric Microwave Lenses".

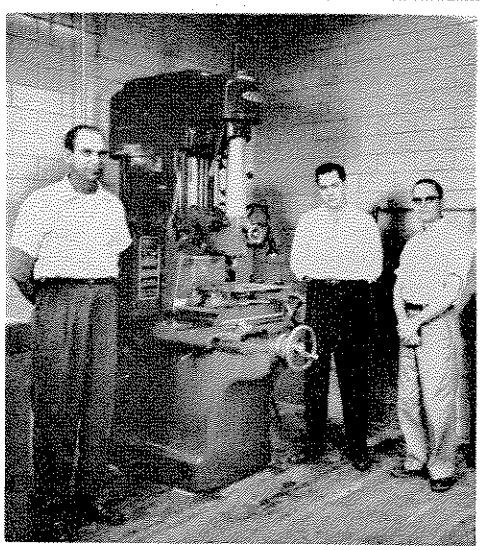
NEW PRECISION TOOLS ADDED IN FALLS CHURCH, ARLINGTON

New and finer tools continue to be added to the Company's equipment arsenal, in a heightened effort to build more and more quality into our products. In the accompanying photograph is seen a #2 Moore Jig Borer installed at Falls Church, having a guaranteed accuracy of two ten-thousandths of an inch over its full length of travel.

Meanwhile, Arlington Division, girding ...r work on new product lines, is awaiting delivery of still more high precision tools. On order are a Hardinge bench lathe, a Cincinnati tray-top lathe, and a #2 Bridgeport milling machine.

NEWS PREVIEW

The next issue of the **MELPAR-A-GRAPH** is to be devoted to revisions of the Company's Employee Benefits program.



STANDING GUARD *over the newest addition to the Engineering Machine Shop at Falls Church, a #2 Moore Jig Borer, are the men assigned to its care and operation: G. F. Lemon, M. E. Hobbs, Jr., and C. E. Shattuck.*

MELPAR RESEARCH WORKS PLACED IN VAULT OF FUTURE

Though it probably will be only of academic interest to those of us now present, the opening of a vault buried near the entrance to George Washington University's Tompkins Hall of Engineering undoubtedly will be a significant event 100 years from now.

At that time, scientists of the future will be able to examine a variety of items representative of the scientific labor of this day. Such was the intent of a dedication ceremony held at the University on June 20, 1956.

Among the materials sealed into the "Vault For The Future" were research reports previously published by a number of Melpar engineers, including K. S. Kelleher, Coleman Goatley, F. D. Green, W. O. Puro, H. T. Ward, and D. M. Bowie. Two Interim Progress Reports and the Final Report covering the work of Project Engineer A. A. Lawson and his group in automatic production of electronic subassemblies, together with an actual sample of the work, were included.

A final contribution by Melpar was a copy of its current brochure exhibiting the range of research, development, and production work we do and the personnel and facilities we have gathered together for the task.

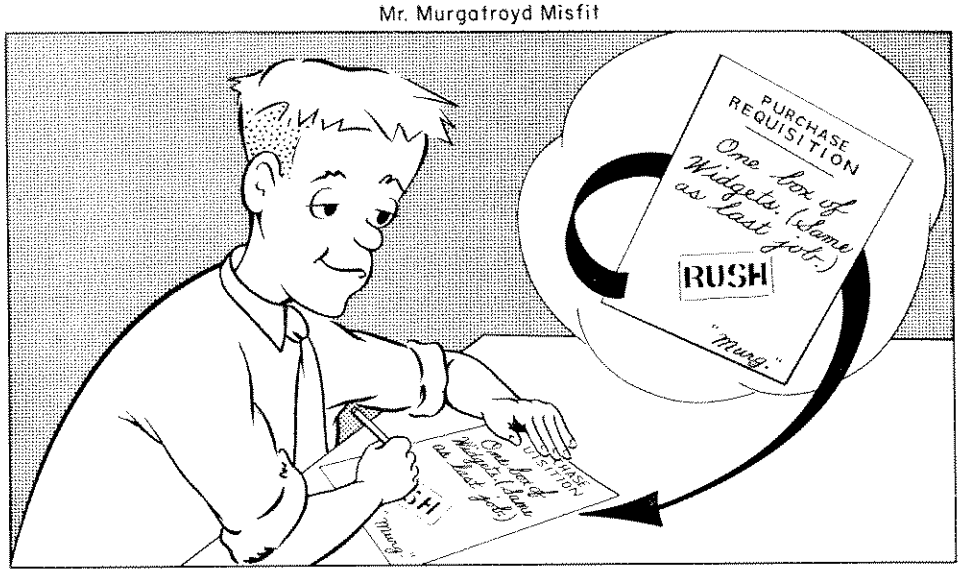
Among the group of representatives of Government agencies and engineering and scientific societies present at the ceremony was Ralph I. Cole of Falls Church, designated as the official representative of The Institute of Radio Engineers.

NEW YORK PRESS PLEASE COPY

The Company will open a temporary recruiting office in New York City during the first week of July. The address is 550 5th Avenue, New York 36, New York. The room number is 16, and it is on the 5th floor. The telephone number is JUdson 6-4574. The person in charge is Mr. R. C. Davis.

It is earnestly hoped that these details will be made known to a great many people (if you should happen to write to an old friend and class-mate or fraternity brother, please list them). Mr. Davis is a member of our Personnel Department, and he will be happy indeed to discuss job opportunities at Melpar with all comers.

Mr. Murgatroyd Misfit



Be specific Murgatroyd.···· What flavor ?

GOING UP!

At Falls Church, F. G. Cowie was promoted from Buyer-Expediter to Chief Expediter, Sub-Contracts. O. D. Falck, of the Simulator Section at Falls Church, rose from Senior Spares Planner to Section Planning Supervisor. N. W. Newton won promotion from Senior Scheduler to Scheduling and Dispatching Supervisor. In the Accounting Department at Falls Church, N. Langford rose from Junior Accountant to Accountant. A. P. Clark has advanced from Engineering Aid to Spares Planner.

At Melpar-Boston, J. B. Hansen now ranks as a Senior Research Engineer. Dr. G. E. Fellows was promoted to Research Group Leader in charge of the Applied Physics Group.

Three new Section Heads recently were named at Melpar-Watertown: A. S. Berner, P. Vaccaro, and F. G. Benkley. K. O. Holmes was appointed Technical Assistant to the Plant Manager, Anthony Abate.

New Project Engineers at Watertown are E. R. Wainshilbaum, W. P. Sullivan, H. E. Adams, C. M. Stern, and F. G. Usseglio. R. E. Martin advanced from Buyer to Cost Control Administrator.

Arlington Division saw the promotion of L. W. Johnston to Engineer, and that of G. R. Hays from Technician to Junior Engineer. J. C. Garcia has advanced to 1st Class Assembler Task Leader, and H. L. Kennebrew has risen to Light Assembler Task Leader.

Promotions have been won by Quality Control personnel stationed at Arlington Division. W. P. Armentrout is now a 1st Class Electro-Mechanical Inspection Task Leader, as is R. L. Gross. E. L. Daacke advanced to Line Inspector Task Leader.

At Falls Church, R. M. Weekly and D. H. Reiss won promotion to Senior Design Engineer. L. E. Lough is now a Draftsman Checker. L. M. Brown is now a Design Engineer. The same promotion was earned by G. K. Smythers. E. F. Koch has advanced to Senior Design Engineer. R. N. Sheltman now is a Senior Draftsman.

New Project Engineers at Falls Church are H. T. Ward, T. G. Walkinshaw, and C. F. Parker. J. J. Turtora was named Consulting Project Engineer in H. M. Williams' Section.

Several Falls Church Technicians have earned promotion to Junior Engineer. They include J. A. Conner, G. J. Yagusic, H. D. Quigley, W. G. Dickerson, and A. Maestri. In addition, J. R. Sayers, former Lead Chemical Technician, is now a Junior Engineer.

Other promotions at Falls Church saw J. M. Largent rise to Lead Wire Technician, and E. A. Daniels and B. O. Brinkley advance to 1st Class Wire Technician. C. G. Ellis and D. D. Eiserman now are Senior Technicians.

Promotions at Falls Church brought P. H. Terry, R. P. Fallows, W. E. Perry, F. A. Zweifel, E. M. Groff, R. D. VanLunen, A. E. Kerby, and C. C. Caldwell up to Senior Eengineer. E. L. Toler moved from Junior Engineer to Engineer. E. Parrish was promoted from Engineer to Assistant Supervisor in Quality Control.

'What's Our Policy'

"Who is a temporary employee?"

In hiring temporary employees, the Personnel Department is emphatic in explaining to the applicant that the work offered is just that—temporary.

The Company frequently has temporary work of various sorts to offer; over the years we have found that many people, for good and sufficient reason, want temporary work. We get together quite harmoniously.

Typical temporary jobs are generated by short duration peaks in production, the need for additional clerical help during vacation periods, or a surge of maintenance activity when we acquire new space.

One hired on a temporary basis, with the hiring agreement so defined, is **not eligible** for paid vacation time, sick leave, the Pension Plan, the Educational Refund Plan, nor the Group Insurance and Hospitalization Plan. Neither is he covered by our standard merit review procedure.

To accentuate the positive, on the other hand, a temporary employee does receive holiday pay, and any applicable shift premium or overtime premium pay; also, of course, he is protected by State Workmen's Compensation regulations.

Where the move can be expected to benefit both the Company and the individual, a temporary employee may be transferred under our transfer procedure. During the period of his temporary employment, should a permanent opening occur in a field of work for which such an employee is deemed qualified, Personnel actively considers him for the post before resorting to outside recruitment.

In the event that a temporary employee is offered, and accepts, a permanent position with the Company, it becomes a matter of two things happening simultaneously. In effect, he is 'terminated' in his temporary position and at the same instant is 'hired' in permanent status. Therefore, it is at that instant that he begins to accrue service time with the Company; this, of course, is necessary if one is to become eligible for the various employee benefits established in Company policy.

A final aspect . . . no physical examination is required of temporary employees, while a firm condition of permanent employment lies in satisfactorily passing that examination.