

# MELPAR-A-GRAPH

Volume 9, Number 8

MELPAR, INC.

A SUBSIDIARY OF WESTINGHOUSE AIR BRAKE CO.

October 1964

## McCord Sees Melpar Getting Share Of Substantial Government Market

Capable management, diversified R&D programs, and adequate financial resources point to Melpar's getting at least its share of Government business in the future, according to A. King McCord, President of Westinghouse Air Brake Company.

In a speech to the Washington Society of Investment Analysts on September 15,

President Edward M. Bostick and his staff.

The WABCO President's remarks about Melpar were part of an over-all picture he drew of his company's past progress and its immediate and long-range prospects.

### WABCO Future Bright

WABCO was founded in 1869, and from then until 1950 its business was that of a railroad equipment manufacturer. Faced in the late forties with a dwindling railroad market, the company decided on a policy of diversification by acquisition. In line with this policy Melpar was bought, in 1951, for \$1.0 million.

Today WABCO's sales are distributed over four major market areas: railroad and rapid transit, 25%; construction, 24%; petroleum, mining, and general industry, 18%; and U.S. Government, 33%. (Figures are for 1963.)

In 1964 WABCO sales and profits will be even higher than in 1963, when a 12% gain was registered.

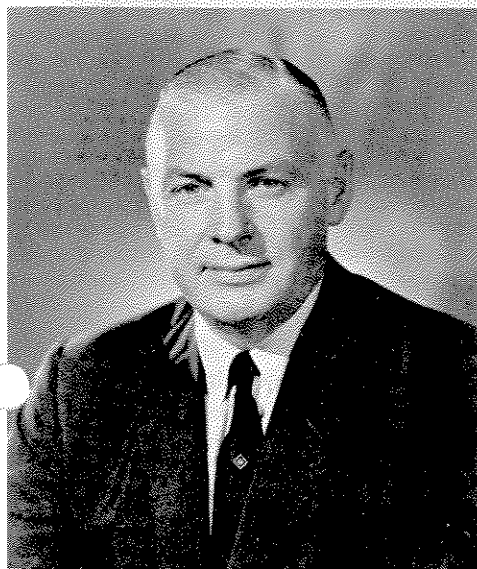
Prospects for future increases are bright. The railroads seem to be entering an era of dynamic development, and the

## ELECTION DAY NOVEMBER 3

Your right to vote is the foundation of our representative form of government.

We hope that all eligible Melpar employees will exercise this precious right in the coming national election.

Supervisors are authorized to approve a reasonable amount of allowed time for employees who request time off for voting on November 3.



A. King McCord

Mr. McCord said, "Melpar's record proves the capability of its management. The list of new programs demonstrates diversification and a broad range of capability that can lead, as it has before, to major contracts of long-term importance. The company has the financial resources to support all reasonable commitments, and it can draw on WABCO when and if additional support should be desirable.

"I would not chance a long-range forecast of sales opportunities offered by Government spending. . . . However, I can offer this opinion: whether the spending trend is up or down, a substantial market exists and will exist for many years to come. Whatever it is, Melpar—and other WABCO divisions—is sufficiently competent and nimble to get at least what might be called its share, and hopefully more."

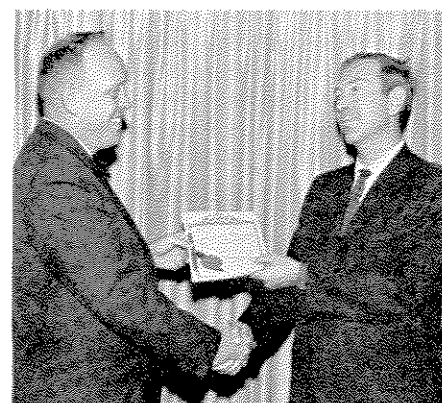
In reviewing Melpar's record of success as a WABCO subsidiary, Mr. McCord paid special tribute to Thomas Meloy, Chairman of the Board, and Melpar

rapid transit industry is in a ferment of activity; in both these fields, WABCO is recognized as a top contender. The domestic market for construction equipment is expected to grow 4% annually and the foreign market at an even greater rate. The petroleum, mining, and general industrial market is likely to grow at the same rate as the gross national product. In the fourth market area, Government sales, WABCO's prospects are essentially identical with Melpar's, as discussed above.

**FELDMAN AWARDED PATENT.** Dr. Charles Feldman (right), Manager of the Physical Electronics Laboratory, was issued a patent September 8 on "Microminiature Circuit Board and Methods of Making Same." He is shown receiving the certificate of patent award from Dr. Paul Ritt, Vice President for Research.

Dr. Feldman's invention concerns microminiature circuit elements, and more particularly, electrical and mechanical connections of such elements. It relates to means of interconnecting individual components and thin-film elements that are deposited and mounted on microminiature substrates and circuit boards, and methods for securing leads and connections to the boards.

This award places Dr. Feldman in the running for Melpar "Inventor of the Year" honors.



# Melpar Holds Packaging Seminar at MIL-E-CON 8



Melpar Engineer John Kroboth adjusts a display of a thin-film field-effect device developed in Physical Electronics Laboratory.



A visitor (left) gets the word on Melpar's high-density packaging techniques from William Lungthofer, Philip Thompson, and Billy Serrin.

Melpar took the occasion of MIL-E-CON 8—the Eighth Military Electronics Conference—to display its capability in the development of microminiature electronic circuits and techniques for packaging them. The conference was held at the Shoreham Hotel in Washington, D.C., September 14-17.

On the afternoon of September 14, Melpar representatives conducted an

electronic packaging seminar. Its theme: The trend of thin-film and integrated circuit technology and its impact on the packaging engineer. The program chairman was Donald N. Wackwitz, Advanced Analysis Staff; and the moderator, Ronald E. Irons, Project Engineer, Speech Laboratory, Communications Department.

Speakers at the seminar were Nicholas Fuschillo, Head, Solid-State Physics

Section; Charles E. Gane, Senior Electrical Engineer, Thin-Film Research Laboratory; and Herbert H. Thompson, Consulting Project Engineer, Radar/Reconnaissance Department. Dr. Fuschillo described projected trends in integrated circuit development; Mr. Gane discussed developments in thin-film monotonics; and Mr. Thompson explored packaging trends.

## GOING UP!

In August the following employees got the good word that they were advanced to higher positions:

Agnes A. Clampitt, Secretary; William B. Dabney, Junior Electrical Engineer; and Alexander S. Douglas, Senior Electrical Engineer.

James A. Gibbs, Senior Chemist; Joseph W. Martin, Junior Chemical Engineer; and James G. Merritt, Engineering Assistant.

Donald M. Olverson, Design Engineer; Thomas B. Woolley, Design Engineer; and Franklin E. Young, Senior Electrical Engineer.

Congratulations to all!

## VIP List Grows

In July and August, 25 cost-reduction suggestions were accepted and the originators' names added to the list of candidates for the 1964 Value Improvement Suggestion of the Year award, if they weren't already there.

The new contenders for the award are John J. Adams, Harvey Blackburn, Sam S. Brody, Dr. Jenny Bramley, E. James Caskey, Clifford W. Ford, Judy Hastreiter, Barbara F. Ingram, Robert J. Keeter, James H. Leatherwood, William A. May, Dorothy F. Miller, James F. Mullen, Ruth Moses, Gerald Thorne, Dr. Earl Usdin, William H. Welsh, and Joseph L. Zobay.

A special salute to the following, who were already in the running but had one or more additional suggestions accepted in July or August: John Hurd, Keene Hepburn, Frank L. Hickisch, C. Eugene Perry, Alan O. Plait, and Carl E. Strawbridge.

A new feature in Melpar corridors is a colorful display board listing the names

## Fuhr Honored by Tulane

William H. Fuhr, Manager of the Advanced Computer Laboratory, has been named to receive the Harold A. Levey Award for 1964 from the Tulane University School of Engineering.

The award is made annually in recognition of "outstanding achievement of Tulane alumni during the period from five to ten years after graduation." Mr. Fuhr received the BSEE in 1954 and the MSEE in 1957 from Tulane. He joined Melpar shortly after he received the MSEE, and became Manager of the Advanced Computer Laboratory in 1962.

The Levey Award is the second major honor to come to Mr. Fuhr in recent months. Last May he was named to receive the Melpar Doctoral Fellowship for 1964-65 (May *Melpar-a-graph*). He is now engaged in part-time doctoral study at George Washington University.

of those who have had suggestions accepted. You have almost three more months to get your name on the board this year.

**MELPAR-A-GRA-PH**

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## Knighton Appointed Assistant to President

President Edward M. Bostick last month announced the appointment of Maurice D. (Knute) Knighton as Assistant to the President. Mr. Knighton will manage the recently established Melpar Washington office in the Brawner Building at 888 17th Street, N.W.



## A Pitch for Prudent Ordering of Supplies

Supplies and equipment would seem to be an unpromising field in which to look for ways to cut costs significantly.

After all, very few people use stationery too much, or test equipment too often, or electronic components in too great a quantity.

True. The use of these items creates very little problem. The real culprit is their *disuse*.

Take stationery supplies, for example. You don't consciously hoard them. But by some mysterious process you find yourself with 20 No. 3 pencils (and you don't like No. 3 pencils), four rolls of

thing, many of the items will deteriorate or become obsolete before the time comes to use them. Even worse, over-ordering creates a false picture of the use rate and makes it difficult for the stockroom to



## SUPERVISORS' FORUM

This is the second of two articles on Melpar's pension plan by Lawrence E. Shaw, Assistant to the Personnel Manager. The first appeared in the August issue.

**Q.** Is there a maximum age limit beyond which an employee is not permitted to join the pension plan?

**A.** No. Every full-time, permanent employee may join at any time after completion of one year of continuous service.

**Q.** What happens to an employee's contributions if he dies before his pension commences?

**A.** His beneficiary or estate will be paid the amount of his contributions. In addition, if he participated in the plan that went into effect in 1960, the payment will include 2-1/2% interest compounded annually and computed from the end of each year in which contributions were made to the first of the month in which death occurred.

**Q.** What happens if a retired employee dies before receiving total pension payments equal to his contributions, assuming he did not elect an option to provide continued payments to a beneficiary?

**A.** His beneficiary or estate will receive the difference between his contribution and the amount he had already received in pension payments. Again, under the pension plan in effect since 1960, the lump-sum payment includes the 2-1/2% interest feature on the difference.

**Q.** Does Melpar make a contribution to the pension fund?

**A.** Yes. In 1963, for example, the



**SERIES OPENS NEW SEASON** . Like its TV counterparts, Melpar's panel series started a new season in September. Every Wednesday morning two groups, one of supervisors and one of group leaders and senior personnel, from various departments of the Company meet with Personnel Manager Thomas Wood or with Lawrence Shaw, Assistant to the Personnel Manager, for a round-table discussion of personnel policies and practices and case-study exercises.

Participants in the first panel of the new series were (above, clockwise from the left) John Goan, Dr. Joseph Augl, and Dr. Charles Goucher, all from the Research Division; Mr. Shaw; George Vieth from the Advanced Computer Laboratory; Ralph Falcone from Program Management; Roger Mulford, from the Reliability Department; and Bert Hodges and Frank Brassfield, both from Program Management.

Photo by Glittenberg

company contributed an average of \$1.77 for each dollar contributed by participating employees. The company's contribution to the account of an individual employee increased yearly with the employee's increasing age.

**Q.** Is the administration of the pension fund subject to any governmental control or review?

**A.** Yes. By Federal law the company and the underwriter, Travelers Insurance Company, must make annually to the U.S. Department of Labor a full disclosure of the status of the fund.

**GIVE  
'TIL IT  
HELPS  
ONE GIFT WORKS  
MANY WONDERS**



### "A Mule Ate It . . ."

That's how Richard Bethea, senior electronics technician of the Electronics Research Laboratory, explained the loss of his time card for September 17.

On assignment that day at Melpar's antenna test range near Centreville, Va., Bethea changed to old clothes when he arrived. He left his ordinary clothes, with his time card in his shirt pocket, on the front seat of the car.

When he returned to the car several hours later, he found his shirt in shreds, the time card gone, and a mule about to continue its lunch on the rest of Bethea's attire.

The mule was driven off easily, but it already had Bethea's starting time. It also had the last word. From a safe distance, it hee-hawed long and loud while Bethea picked up the pieces.

### On the Dais . . .

**H. F. Sykes**, Budget Director, addressed the Seminar on Management of Creative Scientists and Engineers at the U.S. Army Engineering Research and Development Laboratories, Fort Belvoir, Va., on September 4. His presentation was "Management of Personnel in the Army and in Civilian Organizations." Mr. Sykes was once commanding officer of the Laboratories.

**Dr. Charles R. Goucher** and **Dr. Jack D. Tiner**, both of the Chemistry and Life Sciences Research Center, presented papers at the Joint Meetings of Biological Societies sponsored by the American Institute of Biological Sciences at the University of Colorado on August 26. Dr. Goucher was co-author with **Dr. Gordon C. Blanchard** of the paper he presented, entitled "The Corrosion of Aluminum by Microbial Cultures." Dr. Tiner's paper was "An Ultrasonic Process for Harvest of Spores from Aerial Microbial Structures."

**Dr. Frank M. Hardy**, of the Chemistry and Life Sciences Research Center, was invited to address the Microbiology Department of the Medical College of the University of Minnesota on September 11. His topic was "Investigation of Virus Action on Mammalian Cells."

**Dr. Kuldip P. Chopra**, of the Space Sciences Research Center, presented paper at the XVth International Astronautical Congress on September 7-12 in Warsaw, Poland. Its title was "Thermionic and Photoelectric Screening of Objects Moving in an Ionized Medium."