melpar-a-graph

MELPAR, INC. A SUBSIDIARY OF WESTINGHOUSE AIR BRAKE COMPANY

Volume 12, No. 1 January, 1967

NEW COMPANY GOALS ANNOUNCED

By J. P. Chambers, Vice President and Acting General Manager

From time to time it's a good idea for a company to take a good look at itself, and decide where it is going. Once this exercise is finished, future plans should be made and communicated to all involved.

Since December 1965 when Mr. Jay V. Wilcox became president, your management has been working to do just this. The following represents our first report to you of what we have done and where we plan to go in the future.

During the past couple of years we hit a realtively low point in the company's history due to a number of factors, including the completion of several major contracts without comparable replacements and problems in subsidiary operations that did not meet original profit goals.

Excuses and explanations of past mistakes will not solve today's problems. The important consideration now is that we have reorganized to accomplish new goals and have set our course in new and positive directions for success in the future.

1967 is the year we start to move upward!

It will not be easy but we know we have the talent, the facilities, and the will. We know it will mean work for all of us but that is why we are here.

Much has already been accomplished. We have identified and organized our capabilities into product areas as follows:

- Electronic Warfare and Collection Systems
- Simulation
- Communication Systems
- Special Purpose Data Processing
- Scientific Instrumentation
- Field Research and Engineering
- Materials Research
- Electronic Products and Components (Product Line)
- Space Systems Research and Development

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Chambers Appointed Vice President And Acting General Manager

Melpar President Jay V. Wilcox has announced the appointment of J. P. Chambers as vice-president and acting general manager of the Company. In other management shifts announced concurrently, Austin G. Roe moves to the position of secretary and house counsel and Thomas D. Kelly assumes new duties as treasurer, assistant secretary and budget director. The three are long-time employees of Melpar.

Mr. J. P. Chambers

Mr. Wilcox pointed out that these top-level management changes are in line with the company's bid to strengthen its position as a major defense and research supplier, and are in keeping with major programs planned for 1967.

Mr. Chambers, who has served Melpar as corporate secretary since 1963, first joined the firm in 1947 in an engineering capacity. He has held a number of important posts over the intervening years, becoming assistant to the vice-president for contract management in 1961. He is a graduate of VMI and has completed graduate studies at Harvard and MIT.

Mr. Roe first joined the company in 1959 as house counsel. Admitted before the District of Columbia bar in 1940, he served in a number of responsible U.S. Government posts prior to his association with Melpar. He has lectured on international law at Catholic University since 1947.

Mr. A. G. Roe

Mr. T. D. Kelly

Mr. Kelly served as budget coordinator immediately prior to his new appointment and has been associated with the Company since 1958. He is a graduate of VMI and holds a master's degree in business from Harvard.

Melpar Does Something About Air Polution

The Chemistry and Life Sciences Research Center at Melpar is doing something about the much discussed problem of air pollution. Under a $101,000 contract from the Commonwealth of Kentucky, Dr. Ira Blei's Natural Resources Research Branch is conducting engineering studies and field demonstration projects on problems of air pollution abatement. These studies and demonstration projects will explore grouting techniques for extinguishing culm pile fires.

Culm piles are coal and mine tailings—residuals from the washing and ore dressing operation. Spontaneously ignited and long burning culm piles produce a significant quantity of toxic sulfur dioxide gas and particulate matter which leads to a serious air pollution problem. The fires are fed by oxygen which penetrates through voids in the pile structure.

Grouting techniques involve drilling holes in the pile and pumping a slurry (liquid mixture) of finely divided material into the pile to fill the voids. The difference in Melpar's technique and others tried in the past, lies in the nature of the finely divided grouting material. We have proposed the use of a slurry containing vermiculite in addition to inert fines. The rate of release of water vapor from vermiculite is extremely small. This property will permit the grouting material to fill voids and generate a blanket of water vapor around any hot spots in the pile until the fire is extinguished.

There are over 200 such fires burning in Kentucky alone! Successful completion of Melpar's field programs will have significant impact on the health and economy of this area.

VPI CO-OP STUDENT REJOINS MELPAR

Robert B. Buxton, a Virginia Polytechnic Institute Co-op student, rejoined Melpar on December 27 for his second industrial quarter. Mr. Buxton, in his second year at VPI studying Electrical Engineering, will perform duties of an Engineering Aid in the Communications Laboratory on checkout of digital logic portions of special purpose communications terminal equipment.

Melpar Begins TRANSIT-HEET* Operations

Dr. P. E. Ritt, Vice President for Research, announced that operation of the TRANSIT-HEET business commenced at Melpar on January 16. This business, acquired from Cryo-Therm, Inc., of Fogelsville, Pennsylvania, includes machinery, tools, patents, proprietary processes, trademark, customer and supplier files, and sundry other assets.

TRANSIT-HEET is a registered trademark of the Company for a series of patented and proprietary inorganic salt hydrate formulations which store heat or cold with the greatest thermal efficiencies at the lowest cost. These novel formulations take advantage of phase change technology in which nucleating agents provide various modes for energy storage and/or release. TRANSIT-HEET systems can be custom-designed to provide massive heat bursts on command or to maintain specified temperatures, within narrow limits.

Dr. Maria Telkes, Manager of the Solar Energy Applications Laboratory, pioneered in this technology with work dating back to the early 1950's. She is credited with nine patents in this field.

Shipping containers for temperature sensitive missile and spacecraft guidance components currently provide the largest market for TRANSIT-HEET systems. In one typical case, a TRANSIT-HEET container maintains its payload above a freezing temperature for 72 hours in an ambient of -68°F. Various holding times at this or other ambient temperatures, above or below O°F, can be custom engineered.

In most applications, TRANSIT-HEET technology either does a job that cannot otherwise be done due to customer systems constraints, or it replaces existing thermal control technology with dramatic savings in cost, weight, or volume.

Melpar looks forward to sizeable sales in 1967 from the established shipping container business. ~~In early 1967, Melpar~~ The Company plans to apply this technology to the development of selected industrial and consumer applications.

Dr. Ritt encourages Melpar scientists and engineers to become familiar with the TRANSIT-HEET story to take advantage of the technical and competitive advantages this technology offers. A TRANSIT-HEET technical seminar is planned, time and place to be announced.

*Registered trademark of Melpar, Inc.

NIH Awards $228,000 Immunoglobulin Reference Center Contract to Melpar

Melpar has received a follow-on contract from the National Institures of Health for the continuation of a program with the National Cancer Institute (NCI) to establish and operate the NCI Immunoglobulin Reference Center. Dr. John L. Fahey, NCI Chief of the Immunology Branch and a widely recognized investigator in the field of immunochemistry, is the National Cancer Institute Project Officer. The immunoglobulin Reference Center is established in the Life Sciences Research Laboratory under the direction of Dr. O. D. Priddle. Dr. Gordon Blanchard, Supervisor of Melpar's Bio and Immunochemistry Research Branch manages the program and Dr. W. F. Hymes, Sr. Chemist, is the Principal Investigator. The program, now commencing it's second year, is concerned with disorders of serum immunoglobulins.

During the first year of the contract, over 1600 samples were received from 200 investigators in the United States and ten foreign countries for immunochemical analysis. In order to perform these analyses, it is necessary to prepare high quality specific antiserums. A colony of 50 rabbits and 12 goats is maintained for this purpose. A large mouse colony is also maintained in which to carry 33 different lines of transplantable plasma cell tumors. These tumors are used for original studies on both the nature of plasma cell neoplasms and characterization of their products. These products are the counterparts of antibodies in the normal animal.

The Reference Center, as the name implies, also serves as a source of reference material for qualified investigators both in this country and abroad.

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Two WABCO Subsidiaries Become Operating Divisions

Westinghouse Air Brake Company (WABCO) has announced that two wholly-owned subsidiaries became operating divisions of the company through statutory mergers effective January 1, 1967.

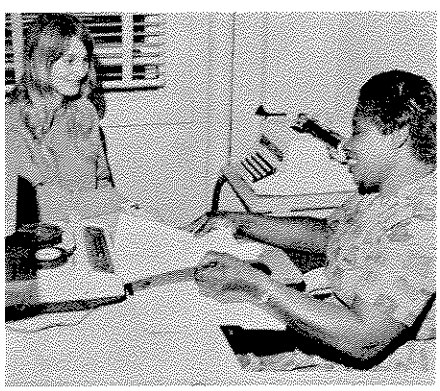
Construction Equipment Division is the new designation for the former LeTourneau-Westinghouse Company of Peoria, Illinois, which manufactures earthmoving and construction equipment used in the mining, heavy construction, municipal and defense fields.

Drilling Equipment Division is the new name for the former George E. Failing Company, of Enid, Oklahoma, which manufactures portable drilling rigs for the mining, petroleum, water and construction industries.

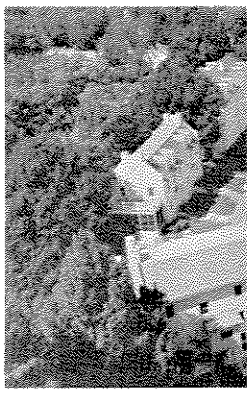
Lawrance E. Walkley, President of Westinghouse Air Brake Company, said that re-structuring of the two units and changing their names clearly identifies them with the major markets they serve and emphasizes their principal product lines.

"We believe it is of vital importance for our employees, our customers and the financial community to know that our divisions are all part of a corporate family, and that they have at their disposal all the resources and strength of the parent company," Mr. Walkley added.

Among these resources is the WABCO Financing Corporation, launched in January of 1966 to provide financing service to customers and distributors in financing WABCO-manufactured products as well as products of other organizations sold through WABCO distributors.

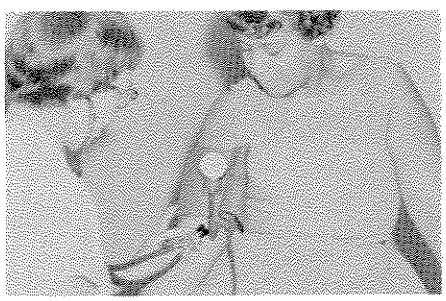


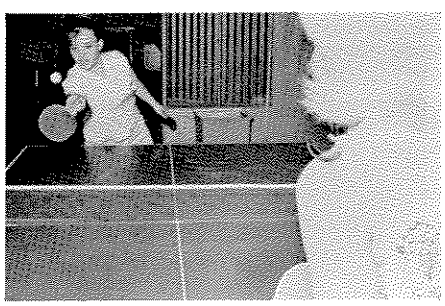
JOB CORPS CENTER WAGING WAR ON POVERTY



The enrollees, young women 16 to 21 years of age, volunteer for Job Corps and come from all parts of the U.S. As a member of Job Corps, each receives a monthly living allowance of $30.00 and is provided with residence, food, medical and counseling service in addition to the educational program.

> "Knowing that education and training are vital to my growth and to the future of our country, I accept appointment to the Job Corps and will participate to the best of my ability in all phases of the Job Corps program . . ."
>
> from the Job Corps Oath





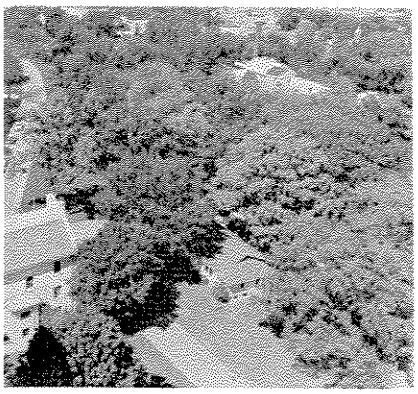
Although the emphasis at the Center is placed on job training, basic education requirements, home management, social and cultural enrichment programs along with counseling and medical services are all part of an individual girl's preparation for final product—a marketable skill in the world of work.

Melpar is engaged in the War on Poverty through the Training Corporation of America (TCA). Under a $4.5 million contract with the Office of Economic Opportunity, TCA is managing the Women's Job Corps Center at Excelsior Springs, Missouri. Encouraged by OEO to enter the War on Poverty, private industrial firms such as Melpar have accepted the role of training the school dropouts in specialized programs designed to give them an opportunity to develop marketable skills.

Enrolling their first girls on March 8, 1966, the Excelsior Springs Center reached its maximum capacity of 385 enrollees in December and already has "graduated" twenty one young women. According to Mr. Raymond McDonald, Director of the Center, the graduates completed training as health assistants, dress design assistants, teacher aides, nursery school assistants, office occupations clerks, receptionists, typists and switchboard operators.

To accomplish this large and complex task, TCA employs a staff of over 150 who operate the 25-acre center in a former veterans hospital located 25 miles north of Kansas City where the young enrollees live, work, and learn.

UNDER OEO CONTRACT



The Excelsior Springs Womens Job Corp Center is housed in a former Veteran's Hospital on a 25 acre campus north of Kansas City, Mo.

SELF GOVERNMENT . . . The young women help to establish their own living rules through a system of self-government. Elected representatives of each dormitory participate in formulating Center regulations with the staff. By giving students a chance to practice citizenship, the Center government develops leadership qualities and fosters self respect and self-determination.

MELPAR TO PARTICIPATE IN WABCO EARNINGS IMPROVEMENT PROGRAM

Beginning January 1, 1967 Melpar's Cost Reduction Program was incorporated into the **WABCO Earnings Improvement Program**. Continuing Melpar's participation in the Department of Defense Cost Reduction Program, the new Melpar Earnings Improvement Program has established a 1967 goal of $750,000 in corporate savings. This goal will be achieved as a result of employee participation in the four basic elements of the Earnings Improvement Program. These are: Value Improvement Proposals (VIP), Value Improvement Reporting Program, Value Engineering Program, and the Procurement Savings Program.

Melpar Earnings Improvement Administrator, Al Ross, reports that dollar savings resulting from accepted and implemented Value Improvement Proposals and Reports accepted during December have increased our total 1966 corporate savings to $620,000 with additional savings still to be recorded. These savings become especially significant when one considers that if a profit margin of **only one per cent** is assumed, it would require sales of over $12 million to produce a profit of $620,000 for the Company.

The December savings increase is a result of accepted reports and proposals submitted by B. D. Smith, Dr. Maria Telkes, E. L. Ditz, and K. L. Wilson of *Research;* H. L. Phillips, I. W. Johnson and Joanne M. Hedtke of *Operations;* Shirley A. Dee of *Finance and Accounting;* and Kathryn Cooper of *Personnel.*

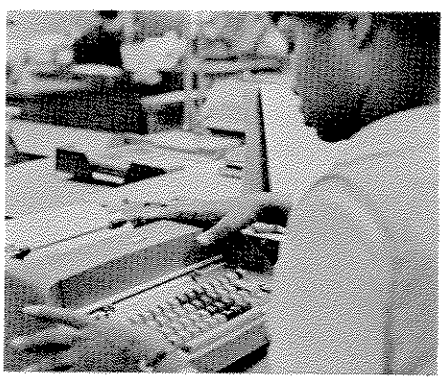
The final tally for 1966 will be reported in the next issue of the MELPAR-a-graph.

Meteorological Research Team Commended for Performance at Field Site

The Company has received a letter praising the performance of personnel from the Meteorological Research Laboratory while on a field assignment for the Department of the Army.

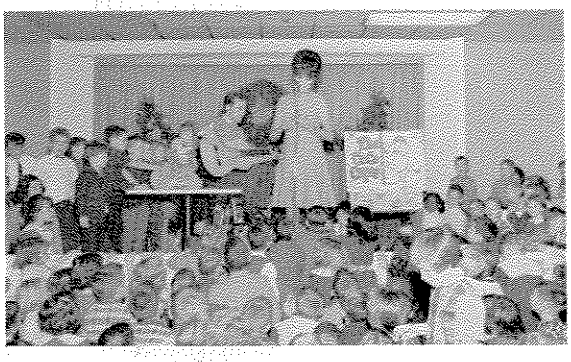
The official letter says: "This Headquarters wishes to express appreciation for the actions of the team assigned from your organization in support of our recent Test Program. The members of the team were: A. V. Duffield, K. W. Benson, L. Salvador, F. J. Tillen, H. W. Harding, Jr., H. E. Henson, J. A. Love, and E. F. Bruning. The ability, initiative and spirit of cooperation exhibited by the group was of the highest caliber. They performed as integral members of the over-all test team devoting utmost efforts towards accomplishing their particular missions and always being willing to help others involved in the program in any way possible. The fine working relationship that they engendered was a key factor in the most successful completion of the program on schedule despite the delaying problems and unexpected complications encountered."

John Morton, Manager of the Meteorological Research Laboratory, points out that two field tasks have been completed so far, in the face of no small difficulty. Men and equipment had to be moved to remote sites on short notice during the airline strike last summer. The second team was on its own, so that the Government's officers had little opportunity to observe its equally outstanding performance.

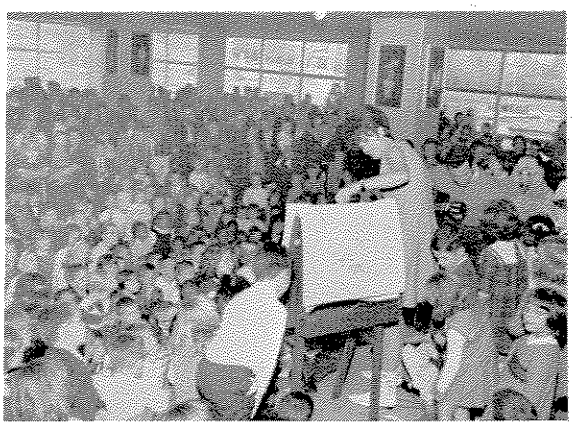


Young women at the Excelsior Springs Women's Job Corp Center develop marketable skills as cosmetologists, licensed practical nurses, dental technicians, floral arrangers, teaching and child care aides, and retail clerks as well as in the business office occupations. They can stay at the Center as long as two years if necessary.

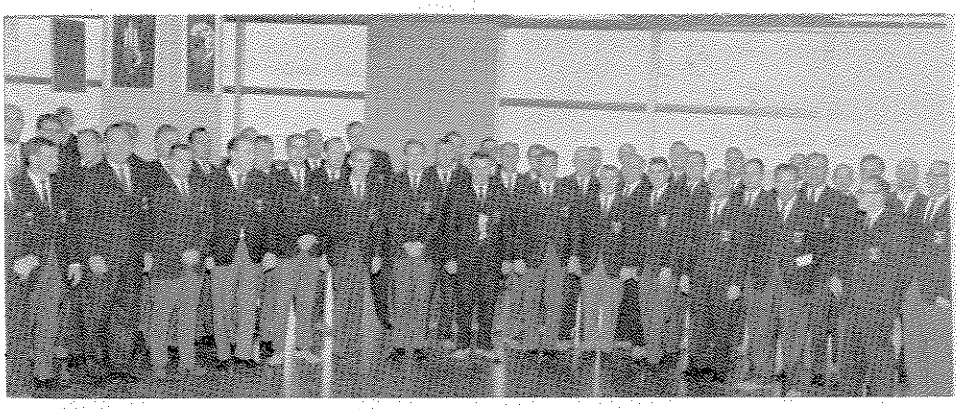
IT WAS A WONDERFUL CHRISTMAS PARTY!



Claire And Co Co Entertained . . .

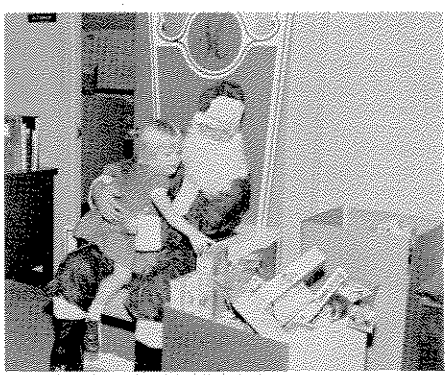


The Jubilaires Sang . . . . .



And Santa Had Toys for the Children!

Photos By Salmon



GOING UP!

November and December promotions included: E. Balchunas to Senior Engineering Assistant, C. Beresford to Senior Photographer, J. F. Frick to Senior Electrical Engineer, R. S. Thuma to Junior Chemist, and A. Patricia Lightfoot to Mathematician.

Virginia M. Thompson to Junior Forms Analyst, L. T. Farris to Senior Electrical Engineer, D. A. George to Shop Supervisor, M. Feinstein to Quality Engineering Supervisor, W. J. Richter to Consulting Project Engineer, T. H. Lyons and W. B. Moore to Design Engineer.

C. R. Bracken to Accountant, L. R. Harrison to Senior Design Engineer, R. W. Stowe to Senior Physicist, W. B. Isaacs to Field Service Engineer A, H. A. Campbell to Senior Engineering Assistant, and W. C. Drotleff to Senior Tech Writer.

S. C. Feild to Principal Engineer, B. E. Sumner to Chemist, A. T. Wright to Senior Subcontract Buyer, and G. G. Thorne to Junior Process Engineer.

Five Branch Supervisors were named: B. H. Lovejoy, B. R. Koch, D. M. Speaker, R. C. Klopfenstein and I. Blei.

NEW COMPANY GOALS

Continued from Page 1

Systems Definitions and Operations Research
Natural Resources and Environmental Sciences
Life Sciences
Chemical Research

Within each area we have:

- Identified the make-up of the product areas (there are 74 sub-product areas in all!).
- Estimated the total market by calendar year through 1970.
- Forecast our share of this market through 1970.
- Assigned key personnel required in each area (including consultants).
- Determined capital equipment requirements by year.

A forecast of new business for the year 1967 calls for an increase in bookings of 28% over 1966; a difficult goal but one which can be achieved if each of us puts the necessary effort behind it.

Another action taken is the consolidation of present OLC's (organization labor classification) and LCP's (labor control point) into groupings of similar job categories known as LCC's (labor category code). This will enable us to establish more realistic and competitive labor rates for bidding purposes.

Each of these actions will put Melpar in a stronger position to obtain future business. Along with emphasis on better direction as to "what" business to go after, and more selectivity to increase our capture rate on proposals, we can achieve an increase in sales and profits each year.

These are but some of the things accomplished. Steps have been taken to improve benefits for the individual employee with an employee WABCO stock purchase plan, a more liberal vacation accrual plan, improved Group Hospitalization, new pension provisions, long term disability, and company-paid life insurance.

From these few comments you can be sure that management is aware of where we are going and how we will get there.

Our goals are no better than the people who will achieve them. Your interest in our future is vital—and so is your support. We have no doubts about either.

SERVICE PIN AWARDS . . . Eleven employees observed their tenth anniversary at Melpar and four employees celebrated fifteen years of service with the Company at the December Service Pin Award Luncheon.

Above: Ten year pin awards were presented to (left to right) R. F. Rundell, F. W. Kidwell, B. I. Meadows, J. W. Truslow, C. A. Fox, R. R. Gerber, Eleanor Beecroft, M. V. Jackson, Margaret S. Jones, A. B. DePasquale and Goldie G. Klinepeter. S. W. Greene and T. N. Presgraves were absent when the picture was taken.

Below: C. B. Raybuck, (third from left) Vice President and Assistant to the President, presented fifteen year service pins to (left to right) Joseph D. Lewis, Mary P. Hanson, and John E. Lofquist. Mary Jane Barentine was absent when the picture was taken. PHOTOS BY SALMON

New Scientific Applications Group to Coordinate Non-Business Computer Activities

R. F. Jones, Director of Information Services, has announced the formation of the Scientific Applications Group with R. T. Yuill as Supervisor. Primary function of the new group is to coordinate non-business digital computing activities throughout Melpar.

A major part of the job is to find and evaluate new scientific and technical applications that lend themselves to digital computer analysis and to provide analysis and programming assistance as required for their solution. The new Information Services group will also help to determine economic and functional merit of potential uses for alternative computing equipment.

The Scientific Applications Group is establishing a liaison between Management Information Services and the Engineering departments and Research centers.