

Merry Christmas Happy New Year

THE GIFTS WE WOULD LIKE TO GIVE

If it were possible, we would choose Christmas gifts which have no price tag, because they are beyond the realm of dollars and cents. We would give those gifts which enrich and give meaning to every day of the year--friends who share with you life's joys and sorrows, failures and achievements. We would give each person the capacity to see the humorous side of life and savor those moments when life allows us to laugh. We would give the ability to gain inspiration and sustenance from great music and literature. We would give all men a burning desire to right life's wrongs and seek freedom and justice for all other men. We would give the world's leaders the wisdom to understand men and their sufferings. We would give each of you the most precious of all life's gifts--to love someone wholly and completely and to be loved in return. And in this merriest of seasons we would give you a Joyous Christmas and a New Year filled with health, happiness and peace.

A TIMELY REMINDER... CHECK YOUR VACATION CREDITS

With the coming New Year, it is wise to check your accumulated vacation credits to assure that you will not accrue more than the maximum allowance.

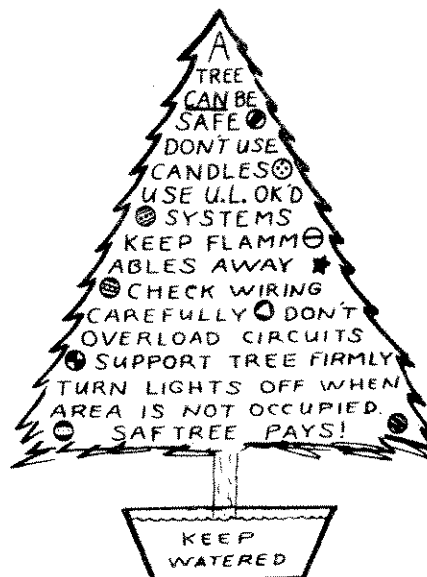
Vacation credits may be accumulated in the following maximums:

<u>Years of service</u>	<u>Maximum days</u>
Under 5	20
5 to 9	25
10 or more	30

An employee hired prior to January 1, 1968 receives five days vacation credit each January 1 and July 1.

(See other side)

Plan for a Safe Christmas Tree



CHECK YOUR VACATION CREDITS
(continued from other side)

An employee hired after January 1, 1968 is awarded 10 days vacation annually on his anniversary date.

On the first day of the month in which an employee completes five years of service he is awarded an additional day of credit. In each succeeding year he is awarded service credits on the first of his anniversary month until the maximum of 10 days service credits are reached at the 19th anniversary.

ZERO DEFECTS QUARTERLY
AWARD WINNERS

Melpar is proud to announce the following Zero Defects Award Winners for the third quarter of 1968:

Alice Long, Accounting; James Clatterbuck, Material; Michael D'Orto, Research; Goldie Klinepeter, Reliability and QA; Cynthia Lukowski, Marketing; George Keller, Plant Engineering.

Each of these winners received a personalized desk set and choice of another gift. A memo of commendation was placed in each winners file.

INCOME TAX INFORMATION

The January issue of Melpar-a-graph will contain information on the amount of your Group Insurance premiums allowable for your income tax deductions.

Be sure you get a copy and file it with your 1968 income tax data.

WILCOX ELECTRIC COMPANY
DIVISION OF MELPAR, INC.

In preparation for the merger of Wilcox/Kansas into Wilcox/Delaware on 29 November and subsequent merger of Wilcox/Delaware into Melpar, Inc. on 30 November, the Melpar Board of Directors decided to continue the use of the name "Wilcox Electric Company" as a division of Melpar, Inc.

Accordingly, effective 1 December 1968 the Wilcox Electric Company will continue under the name and style:

Wilcox Electric Company
A Division of Melpar, Inc.

EARNINGS IMPROVEMENT PROGRAM

Have you noticed the Earnings Improvement displays lately? These displays include the names of all employees contributing to our Earnings Improvement Program and the manner in which they contributed. Also noted are those of you who have received U. S. Savings Bonds for accepted suggestions.

A substantial share of the total dollar savings indicated on these displays is due to the efforts of employees in our Purchasing Department who have submitted validated savings totalling \$148,544 through October. They are:

W. R. Acord	W. D. Hixson
R. H. Appel	J. W. Miller
R. L. Burke	H. L. Phillips
W. A. Burke	G. W. Pierce
H. Fox	J. Shatzer
C. J. Hammond	A. T. Wright

If you haven't submitted a suggestion for 1968, get busy and do it now! Remember, each suggestion is carefully analyzed and, if accepted may earn the suggestor up to a \$200 U. S. Savings Bond!

melpar-a-graph

MELPAR, INC.

A SUBSIDIARY OF WESTINGHOUSE AIR BRAKE COMPANY

Volume 13, No. 7

December 1968

R. E. Miller Elected Senior Vice President and Director of Engineering

R. E. Miller was elected Senior Vice President and Director of Engineering at the Board of Directors meeting held on November 8th.

Mr. Miller joined Melpar in 1954, was appointed Project Manager of B-58 systems in 1955, and headed the Reconnaissance Engineering Department until 1960 when he became Vice President for Advanced Development. He was appointed Vice President for Engineering in 1966.



R. E. MILLER

Dr. T. P. Meloy Heads Chemistry and Physical Sciences Center



DR. T. P. MELOY

Dr. R. Burton Power, Vice President for Research, has announced the appointment of Dr. T. P. Meloy as Manager of the Chemistry and Physical Sciences Center. Dr. Meloy is the son of Melpar's founder, Thomas Meloy.

Dr. Meloy came to Melpar in 1967 from Allis-Chalmers Manufacturing Company where he was a Senior Staff Scientist in their Research Division working as Project Leader on a Lunar Surface Roughness Study contract for the Jet Propulsion Laboratory.

He received his AB in Physics from Harvard, and his BS and Ph.D in Metallurgy from the Massachusetts Institute of Technology.

He is the author and co-author of numerous publications and is the founder and editor of the Journal of Ocean Technology. He holds a number of patents among them three in X-ray spectroscopy.

He resides at Reston, Virginia with his wife Gisela and his son Stuart.

Christmas Party To Be Held Sunday, Dec. 15th

Melpar's Annual Christmas Party will be held on Sunday, December 15th from 2:30 to 4:30 P.M. in the cafeteria.



RANGER HAL

Entertainment will feature WTOP TV's Ranger Hal, returning for the second year by popular demand.

Santa Claus will be on hand to talk with the children and present gifts. Refreshments will be served courtesy of Marriott Hot Shoppes, Melpar's cafeteria caterers.

Mark your calendar now so you won't miss this popular annual event. Remember, one show only this year, so be there promptly at 2:30 P.M.

Enter by the north door, please.

American-Standard Earnings Gain

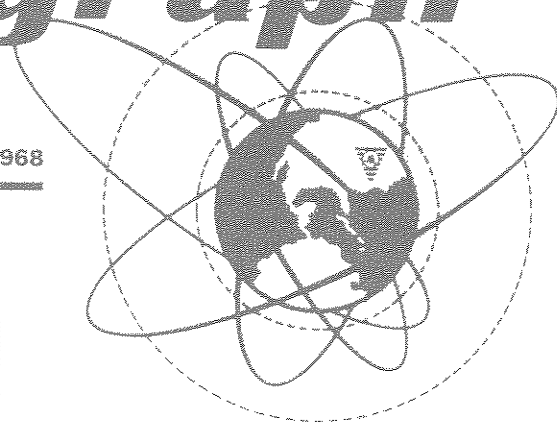
American-Standard earnings per common share rose sharply in both the first nine months and the third quarter of 1968, increasing by 48% and 28%, respectively, over the comparable periods in 1967, American-Standard President W. D. Eberle announced.

For the first nine months of 1968 sales totaled \$783,112,000 and earnings were \$19,124,000 or \$1.04 per common share after provision for preferred dividends. In the comparable period of 1967 sales were \$719,917,000 and earnings were \$15,664,000 or 70 cents per common share. (Figures for both years include Westinghouse Air Brake Company.)

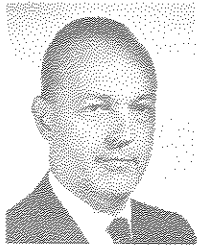
In the third quarter of 1968 sales amounted to \$268,069,000, and earnings were \$6,932,000 or 42 cents per common share. In the third quarter of 1967 sales totaled \$248,082,000 with earnings of \$6,320,000 or 33 cents per common share.

"Sales of building products, both in the United States and abroad, were stronger than a year ago, and the steady increase in our bank, security and office systems business continues. Present indications are that earnings in the fourth quarter will be substantially higher than in the third quarter," Mr. Eberle said.

On the common stock, a quarterly dividend of 25 cents per share is payable December 15, 1968. On the \$4.75 cumulative preference stock, a regular quarterly dividend of \$1.19 per share, is payable December 24, 1968. On the 7% preferred stock, a regular quarterly dividend of \$1.75 per share is payable December 1, 1968.



J. E. LaMotte Heads Telecommunications



J. E. LaMOTTE

Mr. R. E. Miller, Senior Vice President and Director of Engineering, has announced the appointment of John E. LaMotte as Manager of the Telecommunications Department.

Mr. LaMotte brings to Melpar an extensive background in worldwide telecommunications projects. For the past 15 years he has held important positions with Page Communications Engineers, Inc., his most recent assignment being Assistant Director and Manager of Field Operations for North, Central, and South America.

Mr. LaMotte and his wife reside in McLean. His hobby is theatre organ playing.

In this miniskirt controversy, we have noted one thing. There are mighty few disinterested observers.

Check your classified documents for down grading and espionage clause marking.

TECH STAFF CREATES NEW LAB SWARTZ NAMED MANAGER



J. A. SWARTZ, JR.

Recognition of the military's growing need for contractual systems planning support has prompted the creation of a new laboratory within the Engineering Technical Staff. The new Systems Planning Laboratory, managed by J. A. Swartz, Jr. is organized to provide the technical support needed by Department of Defense activities in their planning efforts. Primary work will be in recognition of systems requirements and the transition of requirements from the concept stage to the operating military system.

The three functionally-organized units comprising the new lab are the Technical Evaluation, System Requirements, and Modeling & Evaluation branches.

One day, Bob Hope played a round of golf with Arnold Palmer. At the nineteenth hole, Hope said, "Arnold, what do you think of my game?" Palmer shrugged and replied, "Oh, I suppose it's all right, but I still prefer golf."



MELPAR RECEIVES DUAL DCAS CITATIONS . . . Melpar's Security Department and Zero Defects Program received awards from the Defense Contract Administration Service in recent presentations. Security received the James S. Cogswell Certificate of Excellence in recognition of sustained excellence in the performance of the Department of Defense Industrial Program. The Zero Defects Program received the Participation Award for voluntary participation in a Zero Defects Program which strives for efficiency and perfection through people. The awards were made by Colonel Gerald Johnson, Commander, DCASR, Philadelphia. Pictured here, at the acceptance ceremony are, left to right, Stuart L. Dance, Vice President for Marketing, Colonel R. W. West, Commander DCAS, Baltimore, Al M. Ross, Melpar Cost Reduction Administrator, H. C. Goare, Security Manager, Col. Johnson, R. E. Miller, Senior Vice President and Director of Engineering, and R. Burton Power, Vice President for Research.



APR-30 TRAINING CLASS COMPLETED . . . A two weeks training course was conducted in November by the Avionics Department and instructed by Senior Design Engineer Robert Brochu. The course covered operation and maintenance of the AN/APR 30 radar homing and warning set, and Special Support Equipment AN/APM-295 and AN/APM-296 test equipment. Pictured here are the 3 civilian and 5 U.S. Navy personnel who completed the course. Left to right, Melpar Instructor Robert Brochu, L. P. Hycz, T. E. Krebs, C. Boren, Jr., W. R. K. Maxwell, T. L. Stone, J. A. Kendall, A. P. Marioni and T. D. Morwick.

Library Availability

Effective November 11, 1968, the current periodicals and abstract/index sections of the Technical Library will be made available 24 hours per day, 7 days per week.

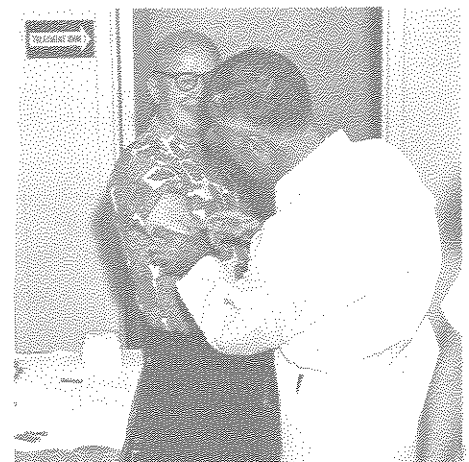
The materials in these sections should not be removed from the library.

Do not leave a classified storage container unlocked when not under observation.

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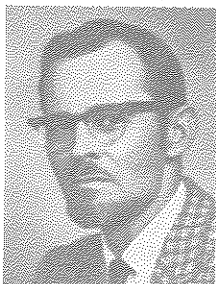
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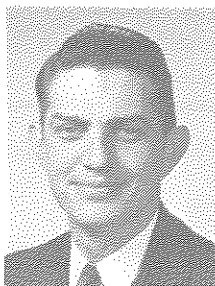
FLU SHOTS GIVEN—A total of 870 Melpar employees received flu shots this year.

Pictured here, Melpar's Physician Dr. James A. Gannon, Jr. administers a shot to Storekeeper A. A. "Sarge" Couvillon in the dispensary. "Sarge" began taking flu shots in the Army and has had the vaccine every year since 1945.

MILLER ANNOUNCES PROMOTIONS AND ORGANIZATION CHANGES



DR. T. F. CURRY



D. R. GIBBS

The appointment of two new Chief Engineers, Dr. T. F. Curry of the Applied Electronics Department and D. R. Gibbs of the new Simulation and Avionics Department, was announced by R. E. Miller, Senior Vice President and Director of Engineering.

Mr. Gibbs will have R. W. Snyder as Assistant Chief Engineer and a new laboratory, to be known as the Avionics Systems Laboratory, under E. J. Diehl, Manager.

It was also announced that W. M. Stone is promoted to Technical Advisor to the Director of Engineering.

Melpar Pensioners

Of the 31 employees to reach retirement age under the Melpar Pension Plan, 6 are still employed by Melpar in a part-time or consultant status, 22 are either enjoying their leisure years of retirement, or are still employed elsewhere while drawing their Melpar pension and 3 are deceased. Listed here are their names. Still employed by Melpar in part-time or consultant status:

Ralph I. Cole	Louis Irwin
Lee A. Denson	Aubrey Leggett
Harold Griswold	Richard Woolman
Others:	
W. C. Drotleff	K. L. Hastings
W. C. Eddy, Sr.	J. W. Howard*
R. W. Hanneman*	G. O. Kurtz
H. H. Hockett	A. A. Lawson*
E. M. Lane	R. L. Liddle
R. B. Marsh	J. R. Low
W. P. Pence	D. H. Lucas
W. Peterson	T. Meloy
C. R. Beahm	L. F. Safford
F. L. Bell	A. M. Shantz
L. Edwards	I. Washington
R. J. Golden	L. M. Whitehurst
	L. Yuter

* Deceased

Louis Yuter, a retired Melpar guard, is living in Baltimore and writes that he is doing a little tailoring at his home, the work he did in his younger years. He expressed his appreciation for his retirement check, which he said, "although it is not large it enables me to buy a little extra or give a gift or so when I so desire and that is a rewarding feeling."

Senior Tech Writer William Drotleff, fully retired and living in San Diego, California, writes that his leisure years have been busy ones. He purchased

what he calls an "old house" with good improvement possibilities and a large back yard. Since then he has spent a lot of time working at his "do-it-yourself home remodeling project".

Guard Carol Beahm is living in Arlington, enjoying his retirement years growing roses and traveling to El Paso and Mexico and visiting relatives in the South.

L. M. Whitehurst has never gotten around to retiring. He is a consultant at DECO Communications Department of Westinghouse Electric, and is looking forward to the time when he can get better acquainted with his 13 grandchildren who are scattered in distant places. He talks with them occasionally by amateur radio which continues to be one of his hobbies.

R. Brandon Marsh is fully employed as a Vice-President of a commercial real estate company engaged in selling and renting. He says in his free time, still limited, he enjoys fishing, watching sports on T.V., reading, and taking courses under the Distributive Education System of Fairfax, Alexandria and Arlington, which he highly recommends.

Harold Hockett sends word that he is holding down the position of Head of the Reliability and Quality Assurance Section in the Engineering Services Division of the Naval Research Laboratory in Washington.

He found some old timers at NRL who still remembered him from 20 years ago when he served in the Navy. He extends best wishes to all his Melpar friends for a happy holiday season.

We will continue to bring you news of our pensioners as we hear from them.

Additional Benefit Provided: Hazardous Duty Income Protection

Income protection for hazardous duty assignments was added to Melpar's benefit program this month.

Each case recommended for coverage will be considered by the President's Executive Committee and approved or disapproved by committee action.

Employees who are incapacitated while engaged in approved hazardous duties to the extent they cannot work on a full time, a limited duty, or a part-time basis will receive the following income protection:

Starting from the first day of absence from work, and after all paid sick leave has been used, fifty percent of the base salary for a 40-hour week will be paid by the company for one continuous period not to exceed 26 weeks for any one accident. This fifty percent of salary will not be reduced by workman's compensation. Return to work at fifty percent or more of the original base salary terminates this coverage. Return to work at less than fifty percent would continue coverage up to the fifty percent level.

While any employee is incapacitated under provisions of this policy no application of the Melpar leave of absence policy will apply to reduce vacation, sick leave or other benefit accruals; nor will merit review schedules be changed due to absence from work.

Employees are reminded that voluntary Long Term Disability Insurance is available through the company's insurance program; this LTD policy will provide income protection after a twenty-six week period of total incapacitation has elapsed provided that such insurance coverage was in effect at the time of injury.

1969 SOCIAL SECURITY TAX RATE

Effective January 1, 1969, the tax rate which both employer and employee must pay will increase from the present 4.4% to 4.8% on the first \$7800 of your annual earnings. This tax rate increase will raise the maximum amount of the tax to \$374.40, an increase of \$31.20 or 9% over the present \$343.20.

The new 4.8% tax is made up of 0.6% for Medicare and 4.2% for Old Age, Survivors and Disability benefits.

NOVEMBER-DECEMBER PIN LUNCHEON TO HONOR SIXTEEN

The November-December Pin Luncheon will be held in the cafeteria on December 18th and will honor sixteen employees who have completed their ten and fifteen years of service. Pictured here are the honor guests who will be presented service pins.

FIFTEEN YEARS



Virginia Blanton



A. C. Herbert



Ann L. Kolek



D. E. Lewis

TEN YEARS



T. R. Bailey



Agnes A. Eaton



R. E. Falcone



Emma N. Hilton



Geraldine L. Kagey



E. L. Kelly



J. C. Murphy



A. G. Revilla



J. L. Rodgers



J. S. Scovel



W. C. Stribling, Jr.

Virginia M.
Thompson

GOING UP!

Recent promotions brought title changes to the following employees: **E.A. Rose** to Project Engineer, **P.T. McCoy** to Biologist, **L.L. Franklin** to Storekeeper, **R.H. Walker**, **T.R. Willmon** and **J.E. Hefner** to Senior Design Engineer.

R.L. Migliorini advanced to Junior Electrical Engineer, **R.E. Kent** to Senior Engineering Assistant, **M. Artman**, **J.W. Hale** and **W.H. Smith** to Principal Engineer, and **W.E. Thompson** moved up to Principal System Engineer.

Re-zoning of Melpar Petitioned

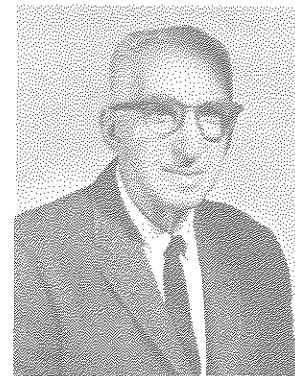
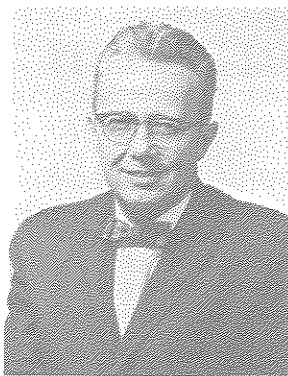
An "Application for Zoning Map Amendment" was filed by Melpar with the Board of Supervisors of Fairfax County on October 15th.

The Company has been operating under a Special Use Permit, issued in 1952, as a Research and Development Laboratory in R-10 (Residential) zoning.

The application petitions the Board of Supervisors to adopt an ordinance amending the zoning map of Fairfax County by reclassifying the subject tract to I-S (Industrial-Specialized) which permits "establishments for scientific research and scientific development, manufacturing, processing assembly and distribution of products."

The purpose of the rezoning application is to update Melpar's zoning to that available under the County's current zoning code.

Baumgardner and Woolman Receive Awards . . .



Senior Design Engineer William Baumgardner (right) and Senior Technical Illustrator Richard Woolman (left) were winners at the recent National Association of Industrial Artists 6th National Exhibit. The awards presentation and dinner were held at the Touchdown Club in Washington on September 14th.

Entries were submitted by Melpar Graphic Arts Section in the categories

of Brochure and Pamphlet Design and Color Renderings.

First place was awarded to Mr. Baumgardner for the brochure and pamphlet design of the Weather Center Brochure and the Vacuum-Ultraviolet Photo-ionization Detectors Brochure.

Third place was won by Mr. Woolman in Color Rendering of the Mobile Quarantine Facility.