

# melpar-a-graph

Volume 14, Number 1

January 1969

## Manufacturing Backlog \$15 Million

Effective December 30, 1968, Wilcox Electric Company personnel located at the Melpar plant were transferred to Melpar and now form Melpar's newly established Manufacturing Division under the direction of **Mr. Don Welborn**, who has been named Vice President for Manufacturing. This corporate move has been made to enhance the capability of Melpar in the manufacturing area and concentrate defense work in Falls Church. This manufacturing department provides a base for our research and engineering efforts and, in turn, provides the opportunity for us to bid and obtain large volume production contracts in new areas.

The Manufacturing Division has a backlog of approximately fifteen million dollars representing three major products. Two of these products are in the voice communications field—an 807B VHF transceiver and the ARC-171 UHF transceiver. The third major product is the APX-72 Transponder.

These existing programs already have established the Company as one of the leading suppliers of military communication and identification systems, and from this base, and with continued progressive design and development by Melpar engineering, it is our goal to achieve a truly predominant position in both of these fields.

## MELPAR HOLIDAYS-1969

Five of Melpar's eight paid holidays will fall on Friday's or Monday's providing three day weekends this year.

Dates are as follows:

New Years Day	Wednesday	January 1st
Washington's Birthday	Friday	February 21st
Good Friday	Friday	April 4th
Memorial Day	Friday	May 30th
Independence Day	Friday	July 4th
Labor Day	Monday	September 1st
Thanksgiving	Thursday	November 27th
Christmas	Thursday	December 25th

Remember to make each holiday a safe one.

## Sewer-Underwater Storage Plant Dedicated

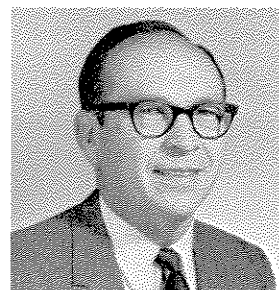
A new concept in water pollution control and sewage overflow storage was officially unveiled at a dedication ceremony at Municipal Park, Cambridge, Maryland on November 17th.

The ceremonies included a pictorial display, a working model of the plant and remarks by the Honorable Osvey C. Pritchett, Mayor of Cambridge, **Dr. R. Burton Power**, Melpar's Vice President of Research, Honorable Thomas Shives, Representative of Governor Agnew, Honorable Rogers C. B. Morton, Representative 1st District Maryland, and Dr. J. L. Bregman, Deputy Assistant Secretary, Water Quality and Research, U. S. Department of the Interior.

The pilot plant, designed and developed by Melpar under a contract to the Federal Water Pollution Control Administration, is being installed in the Choptank River in Cambridge. The key item of the plant is the flexible cover to the 200,000 gallon storage module which will be located approximately 1300 feet from shore. Overflow sewage, which will be funnelled to the module during periods of heavy rains, can be processed later rather than going directly into the river as it does now. The storage module is placed in the river bottom so that at no time does the module protrude above the river's surface. It is anticipated this concept of handling excess and overflow sewage will be a giant step forward in helping solve the water pollution problem on a national scale.

(Continued on Page 5)

## D. L. Welborn Named Vice President For Manufacturing



D. L. WELBORN

Mr. J. P. Chambers, President and General Manager, has announced the appointment of **Donald L. Welborn** as Vice President. He will head the Manufacturing Division of Melpar and will have responsibility for all contracts previously assigned to the Wilcox-East operation located in Falls Church.

Mr. Welborn joined the Wilcox Electric Company in 1940 as an Electronic Technician. In 1941 he became Foreman of the Assembly Department, and in the following years became Assistant Plant Superintendent, Assistant Director of Purchasing, Director of Industrial Engineering and Executive Assistant. In 1962 he became Vice President—Manufacturing and in 1968 Vice President—Operations in Falls Church.

Mr. Welborn was educated at Central Technical Institute, the University of Missouri and University of Iowa.

He resides in Vienna with his wife, Helen. They have three children, Robert, who is attending college, James and Barbara who attend high school.

## An Editorial

## The Key Is "We" In '69

The new year is with us, and Melpar moves forward in 1969 with confidence in our talents, our facilities and our determination to make this a successful year for the company, our employees and our stockholders. It will mean a joint effort for all of us.

Melpar has thrived on challenge, growing from an idea in 1945 to a national leader in electronics and science. For our size we are unique in the depth and breadth of experience attained over the past 23 years. Our ability to meet quickly the challenges of a continually changing technical environment places us in the front rank of companies in our markets. This ability is based on the past contributions and the ever growing knowledges and skills of all Melpar employees: engineering and scientific personnel, technicians, craftsman, and the many support personnel who provide essential services to our operation groups.

What are we going to do in 1969?

First, specific goals and programs for future development are being determined. Special emphasis is being placed on improved communications throughout the company. All personnel are encouraged to contribute actively to the company's success through creative approaches to new problems.

Second, we are going to make a profit in 1969 by better management of our resources, better selection of jobs, better control over costs and reduction of indirect expenses—but the key is "WE". Every person here must push to see that we move up. By strengthening the profit picture we will strengthen our staff, our growth rate and our skills inventory.

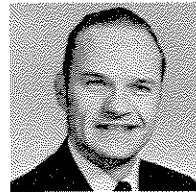
Raising performance standards means improving ourselves—and we will all share in the results.

To sum up, the new year at Melpar will be one of growth in sales, growth in profits, growth in employment. These things will create challenge and opportunity for each individual and serve to enhance the economic advancement we all seek.

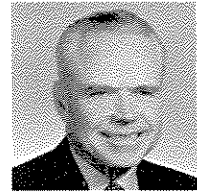
## Marketing Becomes Corporate Planning



F. J. DRUMMOND



C. C. FRITSCHÉ



L. B. WICKERSHAM

Stuart L. Dance, V. P. for Corporate Planning has announced the following changes in Marketing effective January 7th.

F. J. Drummond was appointed Manager of Contract Administration, C. C. Fritsche was named Manager of Proposal Services and L. B. Wickersham was appointed Director of Marketing Services.

Frank Drummond joined Melpar as a Personnel Representative in June 1956, and later advanced to Employment Manager. From 1961 to 1962 he served as Assistant to the Special Products Division Manager and joined Contract Administration in July 1962.

He received his LLB from Suffolk University Law School in 1951.

Craig Fritsche joined Melpar as a Mechanical Engineer in February 1959. He became a Senior Administrative Engineer in Program Management in 1961, Assistant Program Coordinator in 1963, and Senior Proposal Coordinator in 1966.

He received his Bachelor's degree from Washington and Lee University

in 1953, and has completed additional studies towards a Master's degree at G.W.U.

Lloyd Wickersham joined Melpar in 1963 as a Program Manager, and in 1966 became Manager, Proposal Preparation.

Prior to joining Melpar, he served as Site Manager on Titan Launcher Installations and Manager of the Tucson, Arizona Office for AMF, and was a Vice President of Corvey Engineering.

He received his Bachelor's degree in Electrical Engineering from Stanford University. He attained the rank of Lt. Commander during his service in the Navy.

In conjunction with these appointments, the following organizational title changes took place:

The Marketing organization was retitled Corporate Planning, Program Development became Marketing Services and Proposal Preparation and Pricing was retitled Proposal Services.

## UGF SUMMARY

A word of thanks is in order for those Melpar employees who recently contributed to the UGF Campaign.

Since 1964 our per capita contribution has grown from \$2.19 to \$3.27 this year. Over 50% of our contributors pledged over \$100 which means relatively few people are carrying a large share of the load.

Many employees contribute through other activities so the above figures do not tell the whole story.

Regardless, UGF thanks all who helped!

**Notice—Get Your Bonus!**

This is a reminder to check the bonus award lists on our bulletin boards and send your referrals to the Employment Office.

Effective now Melpar will pay the **\$100 placement bonus for referral of security guards** who are hired for service at a Melpar plant by our contractor, Burns Detective Agency, Inc. You may refer a member of your family for the guard positions.

Also, we are in critical need of experienced assembly personnel. This classification is currently on the bonus list and will remain there through February.

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H. O. Glittenberg

## Survey Findings Show

### Different Types of Supervisors

The University of Michigan's Institute for Research has published results of a study conducted for the past eight years to determine the factors that identify high producing working groups from low production units.

One important finding has been the difference in approaches to people used by supervisors of high production groups. The following points show the contrasting styles of supervisors.

**High-production supervisors** support their subordinates by letting them do their work in their own way wherever possible; they explain goals and standards as "guides" for their employees; they expect their people to get work done properly and they actively help people who are falling below standards; and they are more interested in controlling **results** of the group than controlling the conduct of each individual.

**Low-production supervisors** rigidly impose goals with little or no explanation of why or how they were established; they direct employee behavior by carefully organizing each job with exact methods and rigid standards; they try to "con" employees into working harder by trial and error techniques such as competitive games, contests, threats, or bullying; and they place more emphasis on controlling the **conduct** of individuals than on the results achieved by the group.

If some of the points above apply to your supervisor, discuss them with him. Both of you will probably gain from an open discussion of these approaches.

## Jaguar Band Plays For Inauguration Parade

The Falls Church High School Band under the direction of Mr. J. G. Lundsford was selected by Virginia's Governor Mills Godwin to play for the Inaugural Parade.

This choice was of special interest to several Melpar employees because their sons, daughters or grandsons are members of the band. Among them were Beverly Chipps, daughter of **John R. M. Chipps**, Morris Perry, son of **Mary Lou Perry**, Charles Burton, grandson of **Clifford Evans**, Charles Snader, son of **Virginia Snader** and James Black, step-son of **Hank Glittenberg**.

## More News Of Melpar Pensioners

The last issue of the Melpar-a-graph brought you news of Melpar retirees and how they are spending their leisure years. Since then, we have heard from two more.

Guard Frank L. Bell who retired in April 1956 writes that his retirement is being enjoyed in the mountains of Pennsylvania about 12 miles from Gettysburg. He used the first two years of his retirement remodeling an old house and making it livable. In addition, he gardens and takes a couple of trips every year. He enjoys the climate there, even though he gets snowed in once in awhile.

Warner Peterson, Tech Publications Staff Assistant writes from Brandon, Florida that he is living his life as Dean Cowden of Michigan State University recommends: "Today is the first day—of the rest of your life. Enjoy it."

He says Florida is a real "Shangri-la" and he thoroughly enjoys the marvelous fishing and year round recreational facilities. He works a "six-day week" taking care of his large home and 120 x 140 foot yard. He also takes frequent trips to New York, Washington, and Michigan to visit his children. All this with his two poodles to take care of keeps his days interesting and active.

If you know a pensioner, ask him to write your editor.

## Medical Insurance Premiums

### Deductible For Income Tax Purposes

**CLIP AND FILE THIS ARTICLE WITH YOUR 1968 INCOME TAX DATA.**

The Federal income tax law permits you to deduct on an itemized return one-half of your medical insurance premiums, up to \$150. The remainder can be counted along with other medical expenses that are deductible in excess of 3% of your income.

In the table below, find your **base** payday earnings shown on your **pay-check stub**. Don't include any overtime or shift differential pay. In the appropriate column to the right, find the amount of your payday contribution to medical coverage. Multiply that amount by the number of paydays you contributed. The total gives you the amount you may use in figuring your allowable deductions on your 1968 Federal or applicable state returns.

Base Payday Earnings	Employee Coverage Only	With Dependent Coverage
Under \$200	\$1.66	\$4.98
\$200-\$249.60	1.66	5.04
\$250.40-\$299.20	1.72	5.11
\$300-\$399.20	1.75	5.16
\$400 and over	1.82	5.27



Mr. John F. Rudy, left, Chairman of the National Area Council Camping Committee, presents Mr. Henry Goare, Melpar's Security Manager, with the Boy Scouts Service Award for Melpar's assistance in providing space last summer for Washington area campers to load and unload over 200 busses going to and from Camp Goshen, Virginia.

During nine weeks over 9,600 Boy Scouts convened at Melpar on Saturdays to travel to the camp near Lexington, Virginia which includes over 4,000 acres adjoining the George Washington National Forest.

This camp, second largest for Scouts in the U. S., was built two years ago at a cost of over 3 million dollars and is planned to handle 25,000 boys in one summer within the next six years.

The National Capital Area Council now has 75,000 boys enrolled in scouting activities and is the largest in this country.

## On The Dais . . .

Melpar's Safety Engineer, **Steve Bush** was the guest speaker at the November 14th meeting of the Purcellville Lions Club. He discussed industrial safety in terms of loss prevention and described some community service projects sponsored by the National Capital Chapter of the American Society of Safety Engineers.

\* \* \* \* \*

The First International Joint Conference on Artificial Intelligence will be held in May 1969 in the Statler-Hilton Hotel, Washington, D.C. This conference, sponsored by more than a dozen professional societies and organizations of the United States and other countries plans to hold fourteen different technical sessions.

**Dr. John C. Kim** of Melpar's Applied Electronics Department was elected by the Conference Committee of the IJCAI-68 at a meeting held in Las Vegas, Nevada on August 27, 1968 to chair the "Self-Organizing Systems Session." Dr. Kim also represents the IEEE/Systems Science and Cybernetics Group on this Conference Committee.

\* \* \* \* \*

The December meetings of Melpar's Science and Engineering Explorer Scout Posts featured **William Alderson** and **Neil Ishman** as speakers.

Mr. Alderson spoke on "Radar and Radio Astronomy" explaining how radio astronomy measurements have expanded our knowledge of the universe, and discussed the theory of radio instruments and radio telescope systems.

Mr. Ishman spoke on "Integrated Circuits". He discussed the design and fabrication of integrated circuits including a brief description of the steps in the production of monolithic integrated circuits.

\* \* \* \* \*

**William T. Cradlin** was guest speaker at the November meeting of the D. C. Chapter of the Society of Technical Writers and Publishers.

He spoke on the latest advances in visual presentations. His talk, entitled "The Evolution of Brochures and Visuals" included an explanation of the conception, planning, development and production of brochures and similar visual presentations for technical and scientific uses.



**MELPAR BABY . . .** Meet the first African Green monkey to be bred and born in captivity at Melpar as a part of an in-house research program to provide newborn African Green monkeys for research on viruses and cancer. There are four more pregnant females in the lab, providing a nucleus for a breeding colony.

Data collection in conjunction with closed circuit TV has lead to information on the breeding habits of the African Green monkey in captivity. The work is being conducted by the Cell Biology and Virology Branch under the direction of Dr. John Verna.

## Life Insurance Settlement Options Available to Beneficiaries

Travelers Insurance Company has announced several options for life insurance beneficiaries in lieu of receiving lump sum life insurance payments. The program is designed to aid a beneficiary of a Melpar employee in choosing the method of payment best suited to his or her needs at the time.

The options available are:

1. Payment of the insurance in equal installments over a period of years specified by the beneficiary;
2. Monthly income for life;
3. Holding all or part of the principal sum in trust by Travelers with monthly or annual interest payments thereon.

The current rate of interest paid by Travelers on that part of the principal sum withheld under any of these options is 4-1/2% per annum.

No action by any employee in the Group Insurance Plan is necessary at this or any other time. In the event of an employee's death, Personnel will discuss with the beneficiary the options available. However, it is suggested that employees notify beneficiaries of the options available.

## The Patent Picture

Three Melpar inventors have recently received two new patents from the U. S. Patent Office.

Senior Physicist **William A. Gutierrez** and Principal Physicist **Herbert L. Wilson** were the inventors of "Thin Film Rectifying Junctions", a process for providing metal-semiconductor junctions of the Schottky barrier type by vacuum deposition. The inventor's features and advantages include improvement in the operational mechanism (physics) of the rectifier over prior art rectifiers, improved rectifier characteristics and stability, higher rectifier rates and faster recovery times, and reproducibility of rectifier parameters.

Technical Assistant **Dr. Maria Telkes** was granted a patent for "Collapsible Solar Still with Water Vapor Permeable Membrane", a portable unit in which the intermixing of distilled water and saline water is eliminated. This is accomplished by the use of a water vapor permeable bag which retains the brackish water and acts as the evaporator-absorber unit of the still.

## IN PRINT . . .

A paper authored by **E. M. Connelly** of the Applied Electronics Department (Computer Lab) entitled "Vehicle Control Experiments with Large Artificial Nerve Network (LANNET)" has been published in a book **CYBERNETIC PROBLEMS IN BIONICS**. This book was edited by Hans L. Oestreicher, Aerospace Medical Research Laboratories, and Darrell R. Moore, Air Force Avionics Laboratory, WPAFB, and published by Gordon and Breach Science Publications, Inc.

### BERTHA V. MCCREA 1905-1968

Senior Purchase Order Clerk Bertha V. McCrea passed away on December 9th following a brief illness.

Bertha joined Melpar in October 1957 and remained with the Purchasing Department for the entire length of her employment.

Bertha was quiet, unassuming, efficient and well liked by all who worked with her and she is greatly missed by her co-workers.

She is survived by her husband, two daughters and two sons.



## GOING UP!

Congratulations are in order for the recent promotions which brought classification changes to the following: Five employees were promoted to Principal Engineers, including **A. Y. Lee**, **T. V. Slominski**, **E. C. Johnston**, **F. C. Kasprzak** and **C. Wild**.

**E. W. Dunklin** and **R. D. Gibson** advanced to Branch Supervisors and **D. F. Bateman** rose to Senior Intelligence Specialist.

**R. E. Hanna**, **J. E. Price** and **D. E. Wilson** were named Senior Design Engineers, **S. A. Jolley** moved to Junior Programmer and **L. H. Gaither** to Engineering Aid. **W. D. Rooks** and **J. B. Tompkins** advanced to Engineering Assistants, **W. A. Wright** to Senior Electrical Engineer, **J. E. Sheppard** to Engineering Technician and **R. V. Nystrom** to Engineering Specialist.

**J. H. Burt** advanced to Senior Contract Administrator, **June H. Paulsen** to Senior Clerk Typist and **R. D. Cathell** and **L. E. Armstrong** stepped up to Senior Manufacturing Assistants. **A. R. Teets** moved to Junior Chemist and **W. F. Hurd** to Consulting Project Engineer.

**W. J. Breads** was named Specifications Supervisor and **R. J. Owens**, Engineering Supervisor.

## Employee's Son Appears On TV Show "It's Academic"

Mark Leifer, son of Branch Supervisor **Joseph C. Leifer** was chosen by his school, Oxon Hill Senior High, to be a member of the "It's Academic" TV show team.

Mark, a straight A student, won the honor of appearing on the team by a process of competitive selection conducted by the high school. The show was viewed on Channel 4, WRC-TV on Saturday, January 25th.

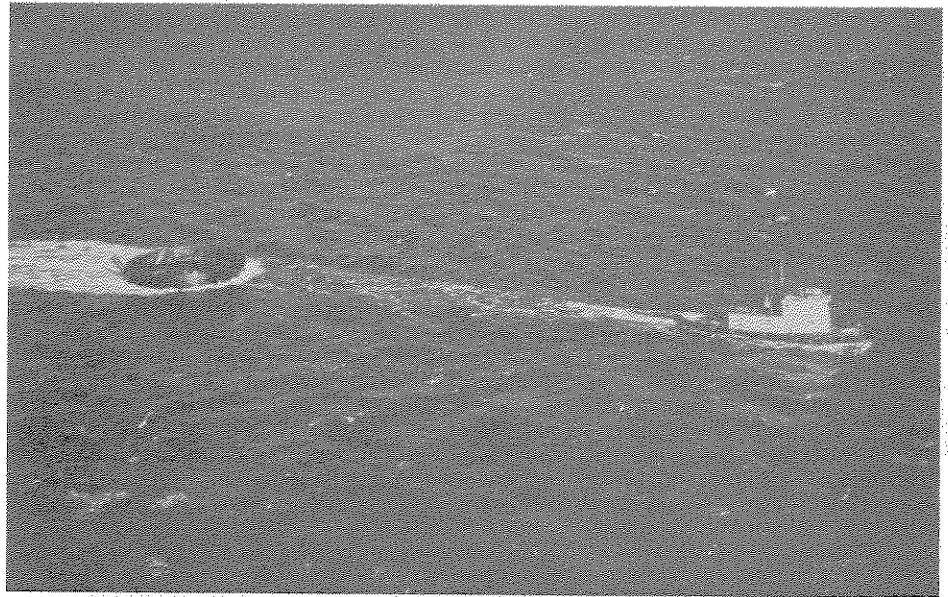
Mark is a Junior classman preparing for a career in medicine.

A two-car family puts more mileage per year on each car than does a single-car family. Bureau of Public Roads experts say that families with one car average 9,900 miles per year; those with two cars average 10,000 miles per year per car. Now, what about three-car families? Do they ever stop driving?

## Sewer-Underwater Storage Plant *(Continued from Page 1)*

After the pilot plant is completely installed and approved by FWPCA, Melpar will conduct a twelve months operation and evaluation program. The plant will be operated during all periods of overflow caused by heavy precipitation and use. When necessary, because of low flow conditions, water will be pumped into the system to test its operational effectiveness. Melpar will evaluate the overall effectiveness and potential of the storage facility to

control pollution in the river and evaluate the cost of operating the facility and the cost benefits to the area it serves. The aesthetic factors relating to public acceptance of the pilot plant will be studied and reported on also. The work is being conducted by the Environmental Sciences and Instrumentation Lab under the direction of **John E. Chaney** with **Paul Peay** as Principal Engineer for the construction phase.



Sewer Underwater Storage Module being towed to its location in the Choptank River, Cambridge, Maryland. Contaminated shellfish cannot be taken from the river because of pollution and the danger of hepatitis. The aerial photograph was taken by William J. Watson.

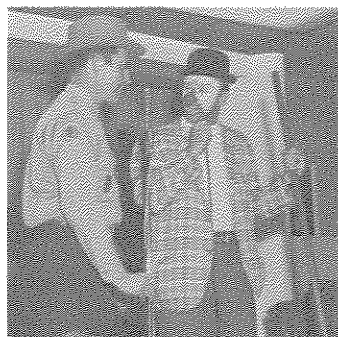


Pollution Control Project . . . This aerial view of Cambridge, Maryland, shows where the pilot pollution control plant will be installed. The storage tank will be about 1,300 feet off the end of Choptank Avenue.

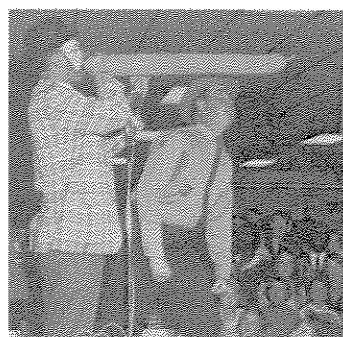
# Christmas Came To Melpar . . .



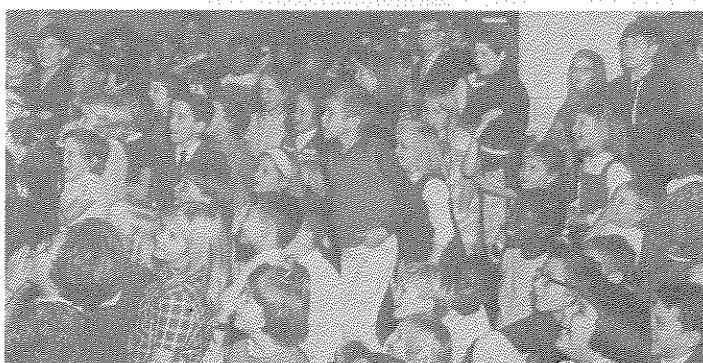
Master of Ceremonies Jim Haley lead the children in singing.



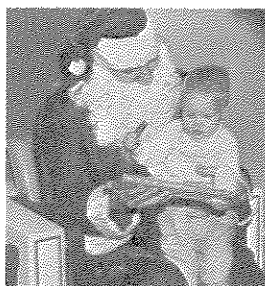
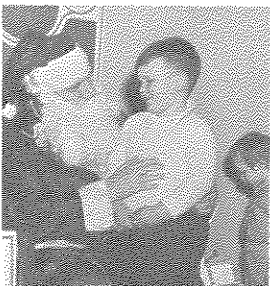
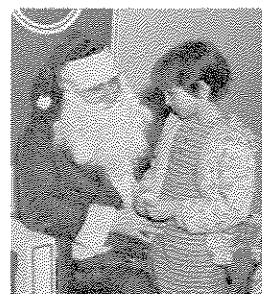
Ranger Hal and Mike The Clown fascinated the children with a variety of acts.



These lucky children won the door prizes.



The expression on their faces shows the delight of the children with the show.



Santa Claus listened to each little child and surprised them with a gift.