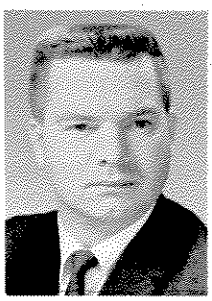
melpar-a-graph

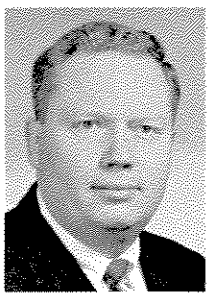
MELPAR, INC. *An American-Standard Company*

Volume 14, Number 3 **May 1969**

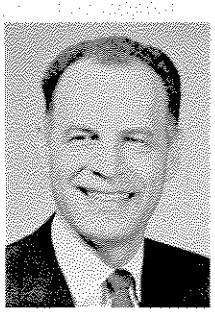
ENGINEERING REORGANIZES



W.R. ANDERSON
Chief Engineer



C.F. PARKER
Chief Engineer



IRA APTER
Manager of Engineering Services

Senior Vice President and Director of Engineering **Robert E. Miller** has announced a major reorganization in the Engineering Directorate.

A new Electronic Warfare Department is established with **Dr.T.F. Curry** as Chief Engineer and **A.J. Wavering** as Assistant Chief Engineer. This department will be responsible for all electronic warfare engineering activity of the Company including radar homing and warning, Elint (both airborne and ground), intelligence data processing and associated activities.

Currently four laboratories will be established within the Electronic Warfare Department, namely: the Airborne Systems Laboratory, managed by **E.J. Diehl,** the Ground Systems Laboratory managed by **J.A. Swartz,** an ECM Laboratory for which a manager will be designated at a later date and the Antenna Laboratory managed by **A. Maestri.**

A new Ordnance Department is established with **C.F. Parker** as Chief Engineer and **A.F. Lopez** as Assistant Chief Engineer. This department contains three laboratories; the first to perform the present HDL fuze work is managed by **L.H. Vining;** the second will perform the NOL fuze work and is managed by **S.C. Feild, Jr.;** and the third laboratory will perform current contract work for the Naval Mine facility. **A.F. Lopez** is named acting Manager of this Laboratory in addition to his duties as Assistant Chief Engineer of the department.

The Communications Department is established with **W.R. Anderson** as Chief Engineer and **J.W. Glover,** Assistant Chief Engineer. This department has three laboratories; the present Radio Engineering Laboratory with **N.H. Ishman** as Manager; the present Communications Systems Laboratory with **W.R. Anderson** as Acting Manager, and the present Equipment Evaluation Laboratory with **J.W. Glover** as Acting Manager.

I. Apter is named Manager of Engineering Services, and assumes direction of the Publications Department and Drafting Departments. Mr. Apter will continue as Manager of Engineering Shops in an acting capacity.

This new organization groups together related technical competences within our major product fields and eliminates the fragmentation of technical competence among various groups having overlapping interests. Outstanding opportunities for growth exist in each of the product areas named above.

The individuals who have been chosen to lead these organizations complement each other and will provide a strong team with a proper balance between technical direction on going jobs and aggressive efforts for the acquisition of new business.

An Open Letter-

Your Opinions are Important

Last October, Opinion Research Institute conducted an employee survey here. Our purpose was to get your point of view regarding the Company and your thoughts as to how we can make the Company stronger and a better place to work. A similar survey was also conducted at most of the other operations of Westinghouse Air Brake Company, and it has, therefore, taken some time to get a full report of all data together and analyze it.

The survey was fairly extensive, involving approximately 50% of our people, including managers, supervisors, exempt and nonexempt personnel. We feel, therefore, that the sampling taken represents a fairly accurate portrayal of all our feelings. Not surprisingly, we received both favorable and unfavorable comments, depending on the nature of the specific item questioned. We are not going to attempt to go into all the details of the survey, but we do intend to advise you as to its more significant aspects.

On the very broad question of rating Melpar as a place to work compared with other companies, we find 84% of you rated us as average or above. We would have preferred to have all our people rate us above average and hope that through continuing action programs such a result will be attained in the future.

A sizable number (92%) of our personnel rated their own section or department as average or better. The quality of

(Continued on Page 2)

AN OPEN LETTER

Your opinions are important

(Continued from page 1)

immediate supervisors is given an excellent rating, with 90% recognizing that they do an average or better job as supervisors. However, quite a few (27%) feel that supervision could do better in the areas of controlling cost, quality, and waste and 32% thought we should do a better job of planning the work. Your comments generally indicate strong interest in improving operating efficiencies. We welcome such comments and interest and want to assure you that we intend to take steps and action in this direction.

Although the survey indicates general satisfaction within a department or section, it also indicates that a number (24%) of you feel there is a real need for improvement in the cooperation and communication among departments. It appears that we must improve our efforts as a team to solve problems that are of mutual interest if we are to attain a completely effective total effort. We are currently exploring (or have explored) ways of insuring closer working relationships among the major functions of the business and we have recently created new organizational arrangements to assist in this effort. (See article on Engineering Directorate in this issue.)

Forty-two percent revealed that management should give more consideration to changes necessary to improve the operating efficiency of the business and also to improve communications regarding significant facts about the business. The survey indicates that you want more serious information about the Company, and its impact on your role in it: specifically requested are advanced information regarding changes, data regarding plant developments and plans, and what competitors are doing, and how this affects us. We plan to provide you from time to time with this kind of information, using both oral and written presentations (letters, bulletin boards, plant memos, formal/informal meetings, and the Melpar-a-graph.

The survey asked a number of questions under a broad heading of "Basic Conditions of Employment." There is a good deal of criticism of our housekeeping and cleanliness. Forty-four percent of the participants showed dissatisfaction in this area. We share with you the belief that we should have a clean, pleasant place to work. We have made a special effort since the survey to improve these conditions and we intend to provide adequate services to maintain our facilities properly in the future. Obviously, we also need the cooperation of every individual to do his share to keep his work place and the facilities he uses as clean as possible.

With reference to questions relating to wages, salaries, and benefits; we are pleased that 82% thought benefits were average or better and 67% indicated their pay was average or better. Seventy-six percent of the survey participants felt that Company policies were applied fairly and 78% indicated that supervisors played no favorites. We know we may never be perfect in these areas but we will continue to try and improve. Your ideas and suggestions are always welcome and with your continued support we know we can make further progress.

We want to thank all of you who participated in the survey directly. We appreciate the fact that you were candid in expressing your feelings and in suggesting areas where you think that we can and should do a better job. We intend to take actions wherever possible and practicable to improve performance. To do so, we will certainly need everyone's cooperation and effort.

THE PATENT PICTURE

April 29th was a red-letter day in Melpar patent history when five patents were issued in a single day. This marks the largest number ever issued to Melpar in a single day and raises the total number held to 186.

Two patents were received in March, the first, "Plating Process for Printed Circuit Boards" related to a process for manufacturing thru-hole printed circuit boards where reliable interface connections are achieved with significantly higher strength-to-thickness ratios than have previously been attainable using conventional electro-deposition techniques.

The second invention, "Frequency Compensation System" concerns a system for compensating frequency variation in f.m. tape recorder playback sys tems. It is inexpensive to design and manufacture and uses generally available components.

April patents included "Preparation of Fiber-Reinforced Metal Alloy Composites by Compaction in the Semi-molten Phase." The patent describes processes for incorporating high strength fibers in a desirable orientation or alignment in the metal matrix to provide reinforced metal -whisker composites. It relates to Melpar's Whiskerloy® technology. The inventors were **Amarnath P. Divecha, Henry Hahn and Paul J. Lare.**

"Thin Film Ferrites" relates to method of depositing thin ferrite films in a vacuum at substrate temperature ranging from room temperature to a 700°C, without the requirement of any post-oxidation treatment.

"Function Generator for Simultaneously Producing Electrical Wave Forms Like Wave Shape and of Predetermined Phase Displacement" concerns a new and improved function generator for deriving waves of any frequency over a wide frequency spectrum merely by changing the value of a single component in a linear manner.

"Solid State Infrared Oscillator" relates to sources of coherent radiant energy in the infrared and millimeter wave regions employing solid state and physical optics principles to provide klystron-like generation of power.

"Integrated Circuit Statistical Switch" invented by **Edward M. Connelly** and James H. Worthen* relates generally to machine intelligence systems of the type which are self-organizing to respond in a desired manner to various external stimuli; generally referred to as learning networks or trainable networks. The patented statistical switch is used in such systems and is readily implemented in integrated circuit form. It is therefore a small, inexpensive, low power and reliable device.

(*former employee)

GOING UP!

Congratulations are in order for the following employees who recently advanced to higher positions: W.L. Mahood rose to Project Engineer, A.W. Starliper to Senior Design Engineer, B.C. Langley was made Senior Chemical Engineer, and J. Baldwin advanced to Q.C. Supervisor.

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H. O. Glittenberg

What is Management?

In a film series to be offered during May and June to Melpar supervisors Mr. Lawrence Appley, president of the American Management Association, gives several definitions of the word "management".

A short one says that management is achieving worthwhile objectives through people.

A longer explanation reads as follows: "Management is the guiding of human and physical resources into dynamic organization units to achieve worthwhile objectives acceptable to the use of the product or service with a high degree of morale and sense of achievement on the part of the person rendering the service".

The latter definition was formed by a committee of management educators, business executives, and consultants several years ago and represents many hours of discussion, compromise, and finally agreement on each word used.

Bomb in Lunchpail?

The Westinghouse News of Hamilton, Ontario, recently published the following story:

"Could be your vacuum bottle is an innocent-looking time bomb! An employee in an Ontario company was spooning soup from a quart-size vacuum bottle recently when the bottle exploded in his face. He was taken to the doctor and had his eye "frozen" to remove the many pieces of glass. He also suffered cuts to his face. Luckily, the damage to his eye did not affect his vision."

It seems the metal spoon cracked the glass lining causing it to implode, then explode, sending glass fragments out the thermos opening into the employee's face. From this true story, and the potential tragedy it portrays, significant safety guidelines for the home as well as on-the-job may be concluded:

1. Never drink out of vacuum/thermos bottles, thus avoiding any oral or facial contact.

2. Never insert metal utensils or objects inside such bottles.

3. And, most important, pass this information on to every member of your family to augment their day-to-day safety and safety awareness.

PLACEMENT BONUS WINNERS...Jim Haley, Employment Manager, presents bonus awards to Melpar employees who referred applicants who were subsequently hired by the Employment Department. Applicants were qualified to fill openings in critical skill classifications as listed on the monthly award lists posted on all Company bulletin boards. Winners were, left to right, Elizabeth Howerton, Willie Leggett, Patricia Pickett, Lacy Farmer, Mary Henry, Wayne Dawson, Mary Burke, Donald Frost, Surdalia Johnson and Mr. Haley.
Cleo Chase who also received a referral bonus award was not available for the picture.

MELPAR TO HOLD ANNUAL MEETING OF STOCKHOLDERS

The annual meeting of stockholders of Melpar, Inc. will be held at the main office of the Corporation at 7700 Arlington Boulevard, Falls Church, Virginia, on Friday, May 23, 1969 at 3:00 o'clock P.M.

While WABCO owns 90% of the outstanding stock, the Company has over 6,000 stockholders who hold the remaining 10%, including Melpar employees The main purpose of the meeting is the election of Directors who will serve for the ensuing year. Stockholders are invited to attend the meeting or to vote by proxy.

The Directors who have served during the past year are:

J. P. Chambers, President of Melpar

Jay V. Wilcox, Chairman of the Board of Melpar

Keith Bunnel, Vice President, WABCO

W. A. Marquard, Jr., Executive Vice President, American-Standard

A. King McCord

Eric A. Walker, President of The Pennsylvania State University

Lawrence E. Walkley, President of WABCO and Executive Vice President of American-Standard.

Doctors report that cheerful people resist disease better than grumpy people. In other words, "The surly bird catches the germ."

Know Your Group Insurance

Q. I have never been issued a Certificate of Insurance as proof of my enrollment in the insurance plan. When may I expect to receive it?

A. You received your certificate when you were given your insurance program booklet. Please check first paragraph of your booklet.

Q. I am going to have a chest x-ray and a smallpox vaccination. Are they compensable?

A. The x-ray is compensable according to the list of diagnostic procedures on page 20 of your booklet. The vaccination is not.

ZERO DEFECTS...Award Winners for the first quarter of 1969 have been selected from within each of Melpar's major organizations. These winners are pictured here with Melpar's President J.P. Chambers and Dr. R. Burton Power, Vice-president for Research. Mr Chambers was recently made an Honorary Member of the Executive Board for the Washington Society for Zero Defects. Mr. Chambers is holding Melpar's DOD Zero Defects Program Participation Award which was recently presented. Left to right, top row: T.V. Slominski, Dr. Power, A. Matisans, Jane Simms. Bottom Row: Sandra Werner, Betty Creel, President Chambers, Beverly Seal, Virginia Thompson.

Tony Matisans was chosen by Reliability and Quality Assurance because of his attention to details and error free results. His duties include performing failure analysis of failed components, testing suspect components and evaluating potential sources of new components through stress testing.

The Plant Engineering Award went to **Beverly J. Seal** who was selected for the accurate manner in which she performs her duties as Senior Clerk Typist. She continuously produces error-free work which makes her an asset to the Department as well as the Company.

Betty H. Creel was chosen for the Personnel Department award. As Personnel Assistant, she continually performs many diversified duties in a swift, confident and error-free manner. She maintains Employee Tuition Reimbursement and Group Insurance Claim files and provides clerical support to the Manager and other members of the Employee Relations Department. Her continuing efforts to produce error-free work is evident by her previous receipt of this very same award in 1966.

The winner from Accounting was **Jane Simms**, selected for her continuing effort to improve the method of processing "call orders" within Accounts Payable. This accomplishment reflects Mrs. Simms attitude of doing a job well and doing it right the first time.

The award from Research went to **Sandra L. Werner**. During the last week of March, the National Library of Medicines Association commended Melpar for the outstanding job of data preparation for the Index Medicus and noted that the overall error rate was the lowest ever achieved. Sandra's competent supervision of the project was largely responsible for this outstanding performance. (See article on page 5 .)

Virginia Thompson is Management Information's award winner for the 1st quarter. She was selected for her outstanding performance and careful attention to detail while performing tasks as Junior Forms Analyst of monitoring forms-design to ascertain proper layout (1) for reproduction; (2) as data entry into automated systems; and (3) to meet other unique-use specifications. Virginia's actions not only display a "Zero Defects" attitude, but also result in dollar savings to the Company.

Engineering designated **T.V. Slominski** as recipient of their 1st quarter award. Worthy of particular mention is the totally error free manner in which he has processed hundreds of bids for his department. He has performed his work with diligence and in a spirit of utmost cooperation and affability.

TRAFFIC SAFETY
Tips for Turnpikes

The shortest distance between two points is usually an expressway.

According to the National Safety Council, an expressway can be the safest distance as well if a motorist drives defensively. In 1968, the mileage death rate on the nation's turnpikes was 2.4 deaths per 100,000,000 vehicle miles of travel compared with a rate of 7.6 on the nation's rural roads.

Safe driving on turnpikes demands a different set of habits than those you use on rural roads or city streets. Because service stations are rarely within walking distance on superhighways, your auto must be well prepared. Be sure the cooling and lubricating systems can take steady high speed driving. Since **more than half of all turnpike emergencies are for gas, oil, and water, fill up your fuel tank and radiator.**

When entering an expressway, get on at traffic speed. Don't stop at the end of the ramp. While on the entry ramp and acceleration lane, you must match the speed of traffic and blend in. If you enter slowly, you may force other drivers to brake or change lanes suddenly.

Making an exit can be tricky too. Study the route ahead of time so that you will be ready to leave. By noting the exit before yours, you will have time to get into the turn-off lane well in advance. If you miss your exit, you must go on to the next one. There's no backing up on a turnpike. While on a superhighway, ignore the tactic used on other roads of slowing down before turn-offs. On the expressway maintain speed until you turn into the deceleration lane—then slow quickly. Observe reduced speed limits on exit ramps.

Expressway entrances and exits as well as service areas are on the right on most superhighways. You can avoid trouble if you move left near these decision points providing the left lane is clear. This avoids trouble with vehicles making improper exit or entrance maneuvers.

On superhighways where you don't have to worry about oncoming traffic, you can take more time passing. When ready to pass, keep well behind the car you're overtaking. Use your turn signal, and check to the side and rear. If it's clear, move into the passing lane but make sure the driver ahead isn't about to pass too. Then speed up and overtake him quickly. When you can see the passed car in your mirror, signal and return to your former lane.

(Continued on page 5)

More Melpar History . . .

With the start in May of another in-plant course for Melpar supervisors, we did a bit of browsing through the back issues of the Melpar-a-graph and came up with the following facts about our in-house training efforts since 1955.

The first accredited in-plant courses were offered by The George Washington University and The University of Virginia in January 1956.

Shop Math was offered in Falls Church and at Arlington Division in April 1957. This course was specially designed by Melpar shop supervisors for shop trainees.

The first sheet metal shop trainee course was started in June 1957 with a second course following this in September of that year.

In January 1958 Melpar joined with Capitol Radio Engineering Institute of Washington to offer the first formal course in this area for transistor circuitry. The course had 65 enrollees and was extended for three semesters of 16 weeks each. Later the course was changed to two semesters of 25 weeks each.

A formal class for machinists was started in 1958 and four students graduated in July.

Three Melpar engineers received their BSEE's from GWU in June of 1960. Many of their courses were taken in-plant.

The first course in Reliability Orientation started in November 1962. This was repeated several times during the Minuteman Missile Program at the Leesburg Pike plant.

Hundreds of Melpar personnel were trained in-house in assembly certification, test methods, and inspection techniques during 1962 and 1963.

Twenty-eight employees completed a course in Government Contract Administration in the Falls Church plant in August 1963.

The first use of educational television was initiated in June 1965 using Station WETA's Supervisory Development Course. This series ran for two years at Melpar and was sponsored by the Virginia Chamber of Commerce.

A course in Probability Theory was taught by Melpar's **William Alderson** to eleven engineering personnel in May 1968.

In June 1968, 37 persons completed the Vicore communications skills course at Melpar. Due to popular demand this course was repeated in the fall of '68. Average reading speed improved from 325 WPM to 990 WPM during the course.

Early in 1968 GWU chose Melpar as the site for a new graduate program in management leading to a Masters degree. The program is currently in process and the fourth course is now being taught at the Falls Church plant.

Retiree News...

From the land of sunshine, we have heard from **Col. (Ret.) Mike Riley** who is living at 312 Crestwood Lane, Harbor Bluffs, Largo, Florida 33540.

He would like to hear from his friends at Melpar and tells us that he is really enjoying "Florida living" on the gulf coast.

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Steve Covaleski writes from 3302 West Desert Cove Drive, Phoenix, Arizona 85029 that he has finally settled down from his travels and parked the trailer in the back yard. Tired of just loafing, he is teaching electronics at DeVry Institute 4 or 5 hours a day, to keep him out of the 19th holes, he says! He would like to hear from any Melparites who may travel near the sunny state of Arizona.

(Continued from page 4)

The old rule of one car length for each 10 miles per hour of speed is not enough at the high speeds of expressways. Double the living space between you and the car ahead. If cars cut in front of you in heavy traffic, try to leave yourself an out—a clear space in the lane to the right or left—to dodge possible chain reaction crashes.

If your car breaks down, get as far onto the shoulder as possible before stopping. Get your passengers out of the car and completely off the highway and wait for help. When you can't fix the trouble yourself, raise the hood and tie a handkerchief to the antenna or door handle. Switch on four-way flashers if you have them. At night, turn on low beams and interior lights. You can ignite flares either day or night as a warning signal.

Remember that in bad weather, you must compensate for road conditions on turnpikes just as you would anywhere else. Slow down to deal with ice, rain, sleet, or snow.

If you take the right steps, turnpike driving can be the shortest and safest distance between two points.

Planning for Retirement?

Mr. Blake T. Newton, Jr., president of The Institute of Life Insurance, has recently called American Industry's attention to the attitude of people toward retirement.

Ten years ago research showed that among older employees only 25% viewed future retirement with a positive attitude as a form of compensation for the years they had worked.

More recently a new survey indicates that 66% of older employees view retirement in a positive manner.

Mr. Newton suggests that it is better to talk and think about plans for retirement while a person is still several years away from retirement age. This "planning room in which to move" gives a person time to adjust mentally and to develop new interests to occupy his time.

One constructive approach to retirement has been the growing practice of traveling to various parts of the country, or the world, to explore retirement sites.

If you want to know more about this subject you may write The Industrial Relations News, 20 N. Wacker Drive, Chicago, Illinois 60606.

Technical Information Systems Branch Cited

The following letter from Mr. Alfred Asch, Chief, Office of Computer Engineering Services of the National Library of Medicine to Mr. William G. Smith, Chief, Processing Support Section, praises the work of MEDLARS, the Medical Literature Analysis and Retrieval Systems. MEDLARS is a part of the Technical Information Systems Branch of the Systems Science Center under the supervision of **Mrs. Sandra Werner.** It reads:

"It is indeed a pleasure to congratulate your Input Unit and Melpar for the outstanding performance of data preparation for the April issue of Index Medicus. The overall error rate of 3.3% for input processing is the lowest rate that has been achieved during my tenure at the Library. I know that the diligence and attention to duty on the part of all persons engaged in input preparation permitted this achievement and I am certain that this outstanding performance will continue.

I wish you would convey my congratulations and appreciation to all persons that contributed to this achievement."

MARCH-APRIL PIN LUNCHEON

Annah S. Rohr is First Woman to Receive 20 Year Pin

Annah Rohr, center, receives congratulations from Melpar's President and Chief Executive Officer, J. Pierce Chambers, right, and Ira Apter, left, Manager of Manufacturing, adds his smile of approval. The occasion marked Annah's 20the anniversary with the company, making her the first woman to receive a 20 year Melpar service pin.

FIFTEEN YEARS

B.L. Breeden

B.C. Comstock

J.C. Knox

P.J. McCabe

L.B. Orth

TEN YEARS

S.E. Bush

T.F. Forrester

A.J. Garnett, Jr.

L.A. Garren

J.B. Gregg

J.R. Hunt

C. Lukowski

R. Ricucci

A.G. Roe

V.M. Sagendorf

A.G. Traband

J.J. Vogel

When **Annah Rohr** completed 20 years service with Melpar in April, she became the 15th recipient and the first woman to receive a 20 year service pin. Five employees completed 15 years service and 12 completed 10 years.

The luncheon was held in the cafeteria on April 23rd. Pictured here are the pin recipients.

OBITUARIES

EDWARD W. DUNKLIN 1919-1969

Edward W. Dunklin died on April 12th at Veteran's Hospital in Washington, D.C. He was Supervisor of Melpar's Pollution Control Branch of the Environmental Sciences and Instrumentation Laboratory.

Mr. Dunklin joined Melpar in February 1968 as a Senior Chemist and was promoted to Branch Supervisor in December of that year.

Prior to joining Melpar, he was Vice President of the Resource Development Corporation, a company engaged in developing a method for recovering fresh water from waste water and desalting sea water.

He received his BS degree in Chemistry from Beloit College and did graduate work at the University of Chicago and the Illinois Institute of Technology. He was an outstanding and a dedicated scientist whose talents will be difficult to replace.

He is survived by his mother and a daughter.

RUSSELL L. GROSS 1922-1969

Russell L. Gross, a Melpar employee for the past 14 years succumbed on Easter Sunday, April 6th at Circle Terrace Hospital in Alexandria after a brief illness.

"Russ" was employed as an Electro-mechanical Inspector in August 1955. His advancement was rapid and he served as Task Leader, Group Leader and then Line Inspection Foreman. In January 1962 he was promoted to Q.C. Engineer and was assigned to the Minuteman project. Upon completion of this contract, he joined Manufacturing where he remained until assigned duties as Field Research Quality Assurance Inspector on the NASA-Goddard contract. He remained with NASA until 1968 and then joined the Manufacturing division, where he was an Inspection Foreman until the time of his death.

Russ was held in high regard by all who knew him and he will be sorely missed not only for his fine personal qualities but also for the excellence of his work.

He is survived by his wife, one son and one daughter.