

melpar-a-graph

MELPAR DIVISION OF AMERICAN STANDARD, INC.

Volume 14, Number 4

June 1969

'69 ORDERS EXCEED THIRTEEN MILLION

Melpar booked, exclusive of bookings for TCA or Wilcox Electric Company, a total of \$13,741,000 for the first five months of 1969. The largest contract involved in this figure is with U. S. Army, Ft. Monmouth, New Jersey, for our Telecommunications Department. Work under this contract will be performed for

Iran and the initial contract value was \$5,790,031.

These bookings for the first five months exceed our forecast and several large programs are expected in June. Thus the contract prospects for calendar year 1969 look exceedingly bright.

Melpar Wins \$5.79 Million Telecommunications Contract

Many months of work were climaxed when a contract was signed on May 20th for the Imperial Iranian Gendarmerie Communications System in Iran.

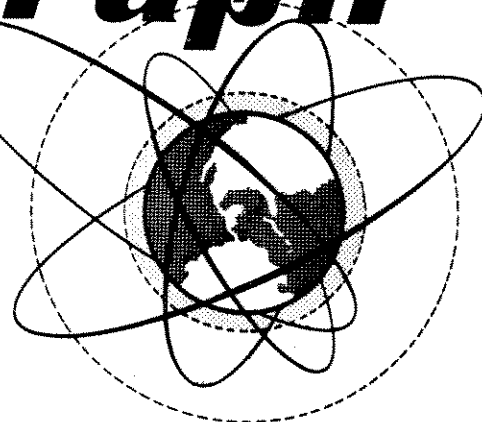
This huge radio and teletype system will provide a modern command and logistical communications system for the Imperial Iranian Gendarmerie. It will replace World War II radios (vacuum tubes) with modern solid-state radio equipment,

and will consist of more than 2,300 sites covering an area in excess of 600,000 square miles.

The Gendarmerie is the rural police force of Iran, and is responsible for maintaining law, order and internal security in about 80 percent of Iran's land area containing about 75 percent of its population.



Officials present for the signing of the Melpar contract for the Imperial Iranian Gendarmerie Communications System were: (standing left to right) Mr. Thomas Palm, Telcom; Mr. Keith Paice, Melpar; Mr. Frank L. Innacelli, USAECOM; Mr. Donald Levine, Melpar; Maj. Walter Gabrysiak, USAECOM; Lt. Col. Raymond Jones, USACSA; Mr. Michael Ruggiero, USACSA; Mr. John A. LaMotte, Melpar's Director of Telecommunications; Mr. John Knapp, Melpar; Mr. James Vallas, USACSA; Mr. John Burt, Melpar; Mr. George Hampton, USACSA; (seated, left to right) Mr. Robert Maltby, Contracting Officer, USAECOM; Mr. J. P. Chambers, President, Melpar; and Brig. Gen. Hugh F. Foster, Jr., Commanding General, U. S. Army Communications Systems Agency. (U. S. Army Photograph)



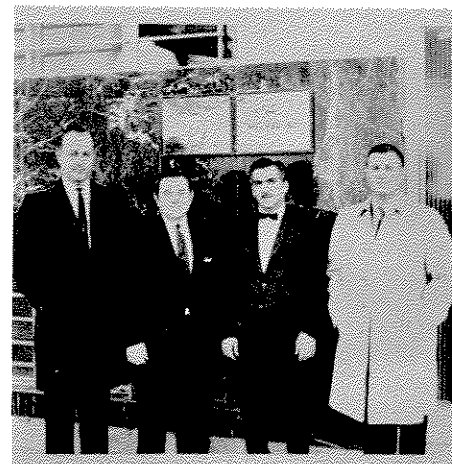
AMERICAN STANDARD MELPAR MERGE

J. P. Chambers, Melpar President, announced on June 6th the action by the Board of Directors of American Standard, Inc. which merged Melpar, Inc. into American Standard on that date.

This action creates a new division of American Standard to be known officially as Melpar, a division of American Standard, Inc.

Except in two cases the titles of the officers of the Melpar Division will remain the same. Mr. T. D. Kelly will become Vice President, Finance and Mr. Austin G. Roe will become House Counsel and Executive Assistant to the President. There are no other changes.

American Standard is exchanging one (1) share of its common stock for each four (4) shares of Melpar stock held by the shareholders.



John A. LaMotte, Director of Telecommunications; W. H. C. Hall, Regional Manager; A. McKirtich, Sr. Engineering Assistant and Vice President T. D. Kelly outside the Melpar office in Teheran.

FIRST QUARTER EARNINGS UP

Preliminary figures indicate that earnings of American Standard in this year's first quarter will be about the same as last year's restated earnings of 30¢ per common share or a little above, W. D. Eberle told stockholders at the annual meeting in New York on April 10. Last year's first quarter earnings as reported were 25¢ per share, but restated to reflect acquisitions made later in 1968.

"For the full year of 1969 we are estimating that earnings will range from 15% to 35% higher than 1968 per share earnings, or from \$2.10 to \$2.40 per share versus the \$1.77 per share earnings of 1968, exclusive of extraordinary income," Mr. Eberle said.

In the industrial products portion of the business, Mr. Eberle reported that the company had sold its minority interest in the Bendix-Westinghouse Automotive Air Brake Company, and in the security, technical product and graphic arts area of the business, additional production and capacity for both business forms and general printing were added.

Eberle Chairman of Urban America, Inc.

W. D. Eberle, President of American Standard has been elected chairman of Urban America, Inc., a national non-profit organization working to help private groups and communities throughout the country to take action to meet the housing problem.

Mr. Eberle was elected to Urban America's board last year. The organization was formed in 1965 from a merger of ACTION Council for Better Cities into the American Planning and Civic Association.

Fairfax Chamber Appoints Wood

Personnel Director T. L. Wood has been appointed chairman of the Fairfax Chamber Wage and Salary Committee to study Fairfax County Civil Service pay scales and policies as well as certain professional/administrative positions within the Fairfax School System.

Bonus Award Classification List Expanded

Bonus awards will be paid for placement of experienced personnel referred to the Employment Office by Melpar employees. Listed here is the expansion of classifications eligible for bonus awards.

\$100 Award
Assemblers
Key Punch Operators
Line Inspectors
Computer Operators

\$150 Award
Engineering Technicians
Draftsmen
Metrology Technicians
Junior Engineers
Machinists
Sheet Metal Specialists

\$200 Award
Design Engineers
Engineering Assistants
Intelligence Specialists
Programmers
Systems Analysts
Industrial Engineers
Test Engineers
Q C Engineers
Manufacturing Engineers

\$400 Award
Electrical Engineers
Mechanical Engineers
Human Factors Engineers
Scientists & Mathematicians

Supervisors are also eligible for placement awards including applicants that are placed in their own groups when such applicants are interviewed and approved by next echelon supervisor or manager. Melpar employment applications must indicate the name and phone extension of the Melpar employee responsible for referral. Let's all recruit a new employee in a bonus classification and win a cash award!

Symanoskie Serves on Advisory Committee

Chief Draftsman Joe Symanoskie has accepted a request to serve on the Mechanical Engineering Advisory Subcommittee for the Northern Virginia Community College of Annandale and Bailey's Cross Roads.

The purpose of this committee is to assist in establishing curriculum and to work with the faculty on industry educational interface problems.

THE PATENT PICTURE

On June 3, 1969 the U. S. Patent Office issued to Melpar a patent for "Multiple Channel Digital Readout System."

The invention concerns a system for presenting a digital readout of multiple low level analog voltages which may be derived from a single channel input or from multiple input channels sequentially connected to a single output channel.

Baumgardner and Woolman Receive Awards at the 1969 International Technical Art Exhibit

This year, as it has for the past two years, the Society of Technical Writers and Publishers in cooperation with the Nation's technical art community presented the International Technical Art Exhibit—a technical art exhibit drawing entrants entirely from the winners of past technical art competitions. Winning entries from the National Association of Industrial Artists (NAIA) Show were submitted by Melpar Graphic Arts Section.

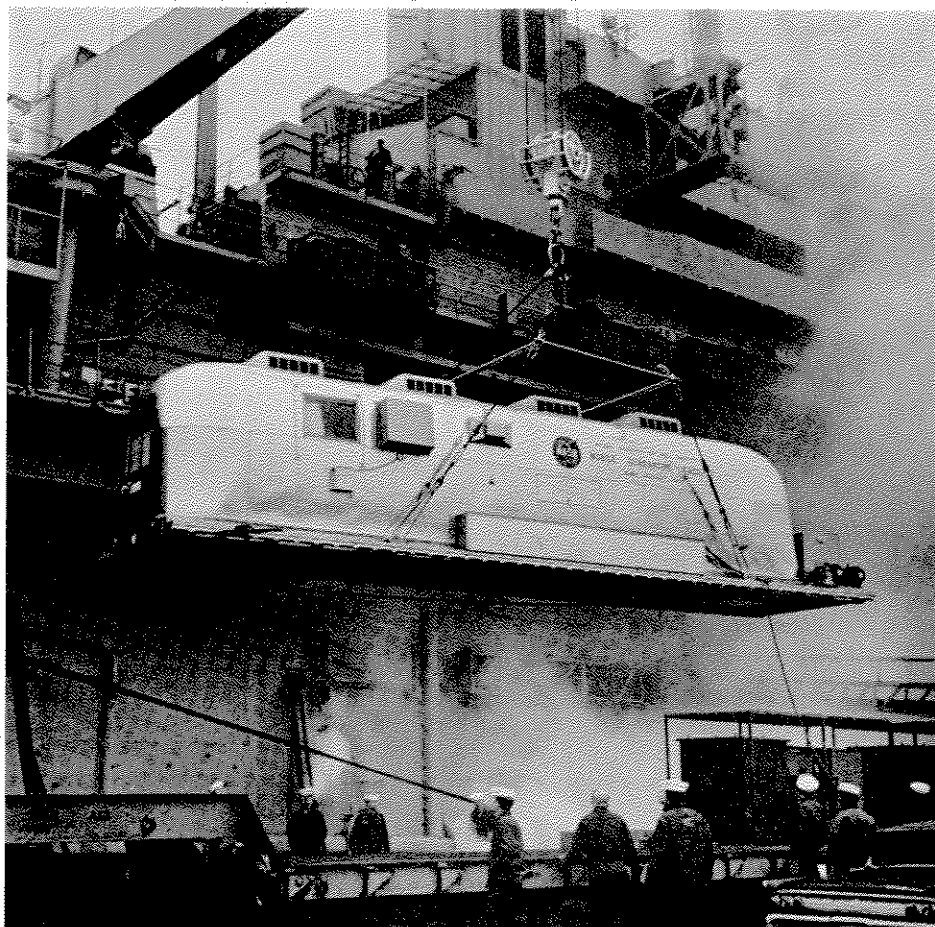
Third place was awarded to William C. Baumgardner for the brochure and pamphlet design of the Weather Center Brochure and the Vacuum-Ultraviolet Photoionization Detectors Brochure.

Third place was awarded to Richard V. Woolman in color rendering of the Mobile Quarantine Facility.

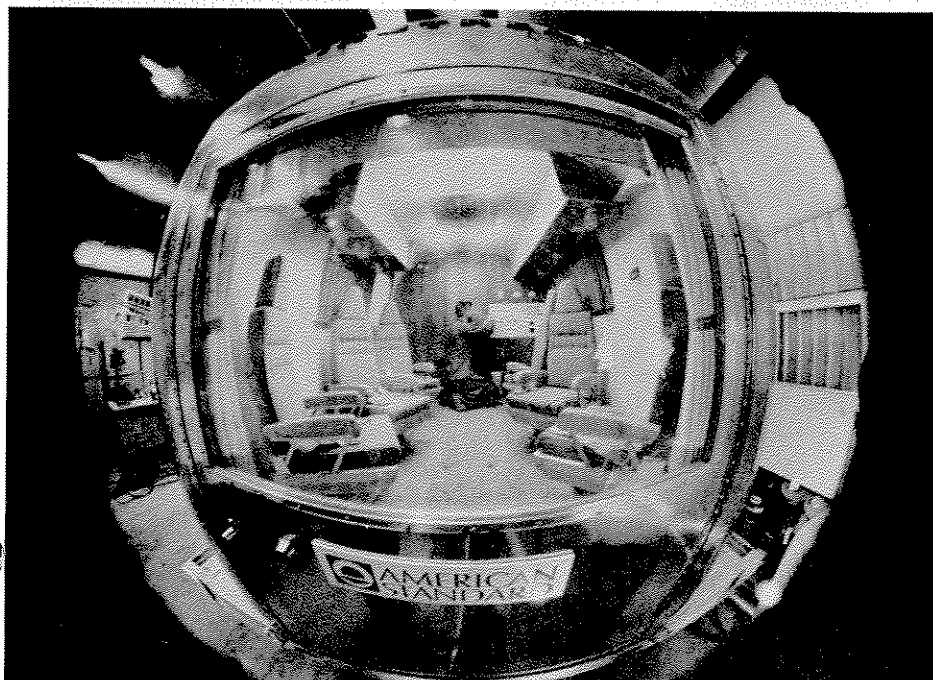


THE WINNER . . . Nola Burleson of DCAS was the winner of the Polaroid camera which was won by name drawing from slips issued at the cafeteria. The camera was given by GEM Stores as a reminder to Melpar employees that they are eligible to become members of GEM. Employment Manager C. C. Haley presented the camera to Nola.

Mobile Quarantine Facility Tested for Project Apollo Role



U.S.S. Guadalcanal lowers MQF onto dock at Norfolk, Virginia. (Photo by Virginia Pilot Newspaper)



Fish-tail view of the MQF showing the interior furnishings.

Immediately upon their return from the first lunar landing next month, the astronauts will enter Melpar's biological isolation chamber. They will remain in the chamber until such time as it is determined that the earth is not in danger of contamination from unknown pathogenic life which may exist on the moon.

Melpar designed the equipment which will be used to isolate the astronauts upon their recovery and during transportation to Houston, Texas. The Mobile Quarantine Facility (MQF) is fabricated from a modified Airstream travel trailer. It provides self-contained living quarters while maintaining biological isolation and can be transported by ship, truck, or aircraft. An emergency oxygen system and a method of protecting from rapid decompression are also included in the MQF, as well as an automatic emergency electrical power system. A decontamination lock is provided which allows films, tapes, and samples to be passed from the MQF without breaking isolation.

Melpar also designed and fabricated the pressure transfer tunnels which will be used to assure biological isolation when the astronauts enter the MQF from the command module, and again when they leave the MQF to enter continued quarantine within the Lunar Receiving Laboratory at the Manned Spacecraft Center.

Thus far the MQF has been subjected to numerous tests by NASA, including several sea trials, transportation by aircraft, and a test of the performance at flight altitudes within the large man-rated vacuum chamber at Houston, Texas. Currently, the MQF is undergoing extensive testing for biological isolation capability by the technical staff of Fort Detrick. A total of 4 MQF units have been fabricated by Melpar for NASA/MSF.

The design and fabrication of the MQF was directed by J. W. Blossom, Project Engineer. Charles A. Taylor headed the design effort and acted as liaison engineer with the subcontractor, Airstream.

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Pet of Employee's Daughter Wins at Kennedy Show

Janet Paine, daughter of Chief Plant Engineer Eugene Paine, was second place winner in the most unusual pet category at the Kennedy Pet Show on May 17th. The pet show, an annual charity affair was held at the home of the late Robert F. Kennedy, Hickory Hill in McLean for the benefit of Northwest Settlement House.

Janet's entry was her long haired albino Abyssinian guinea pig named "VIP" (very important pig).

The affair was attended by Mrs. Ethel Kennedy, widow of the late Senator, Senator Ted Kennedy, some of the Kennedy children plus 2000 others and the Washington Redskins.



Janet Paine with "VIP"
(very important pig).

Melpar Rewards Top Vocational Education Students

Fairfax County Public School's Vocational Education Awards Day for all seniors graduating from vocational courses was held at Oakton High School on May 27th.

Melpar's Employment Manager C. C. Haley presented awards to six outstanding students in Industrial Education. \$25 Savings Bonds were presented for Electronics to David Swift of Marshall High School, Steven Monson of Edison High School and Patrick Matthews of Annandale High School. For Drafting and Design the winners were David Ernst of Marshall High School, Gary Travis of Woodson High School and Everitt Sexton of Edison High School.

Going Up!

April and May brought promotions to a number of Melpar employees. We list them here, with their new titles and extend hearty congratulations to each.

NAME	NEW CLASSIFICATION
W. J. Edwards	Sr. Test Technician
R. B. Elliott	Sr. Test Technician
S. P. Heston	Sr. Accounting Clerk
S. Drake	Lt. Assembler I/C Task Leader
S. M. Banks	Lt. Assembler I/C
C. J. Baumgartl	Storekeeper
V. L. Davis	Lt. Assembler I/C
J. F. McArthur	Electrical Engineer
L. A. McVay	Sr. PBX Operator Lead
W. T. Michael	Sr. Electrical Engineer
E. W. Pacuch	Design Engineer
E. R. Pulsifer	Manager Project Staff
M. E. Wilson	Clerk A
B. J. Seal	Secretary
M. A. Whitney	Clerk A
C. D. Hill	Personnel Clerk
F. J. Tillen	Sr. Research Assistant
Leona Gayle	Executive Secretary
George Schaefer	Assembly Foreman

This is This Is How It Was— And Is

Ben Dennison, Melpar's senior employee in years of service (23 years in April 1969) recently brought your editor a copy of Melpar's first Group Hospitalization and Insurance policy.

We found it fascinating to see how it was then compared to how it is now. The policy, issued around 1949 stated that the insurance paid \$6.00 per day towards the hospital room and board as opposed to \$30.00 per day or 5 times as much under our present policy. The hospital expense benefit for expenses other than room and board was \$60 as opposed to \$450 now, which is 7½ times greater.

The surgical allowance was \$150 maximum which has now increased to \$400, or almost 3 times as much.

We should also consider that under the original policy, there were no Major Medical benefits, which under our present policy pays 80% of compensable expenses after the deductible of \$100 has been met.

The life insurance phase of the original policy for the class 3 earnings employee was \$1500 for the death benefit, plus \$1500 for accidental death benefit. Compare this with today's life insurance which would amount to \$12,000 basic life insurance with an equal AD&D benefit.

HOSPITAL INDEMNITY INSURANCE AVAILABLE ON A CONTINUING BASIS

Melpar recently offered to full-time permanent employees on a payroll deduction basis, a hospital indemnity payment plan. The initial period for enrollment ended May 16th.

The plan will now be offered to all full-time permanent employees on a continuing enrollment basis without a requirement for an evidence of insurability.

Each enrollment period will run from the 21st day of a month through the 20th day of the following month.

An employee enrolling during any enrollment period will have coverage effective the first day of the following month with payroll deductions to begin on the first payday on or after the effective date of coverage.

An employee wishing to enroll should visit the Insurance Desk in the Falls Church dispensary between 1300 and 1600 hours daily.

DON'T MISS THE BOAT—
CUTOFF DATE FOR THE LATEST
STOCK PURCHASE PLAN IS JUNE
30TH. GET YOUR SUBSCRIPTION IN
NOW — OR CALL LARRY SHAW,
X2864, FOR DETAILS.

Drafting and Manufacturing Awarded Certificates

Melpar's Drafting and Manufacturing Departments were awarded certificates at the W. T. Woodson Industrial Cooperative Training Distributive Education Employer-Employee Banquet held on May 27th at the Mosby Inn of Fairfax. Frank Boyko, Drafting Supervisor and T. L. Wood, Personnel Director represented Melpar at the dinner.

For the past school year, Melpar has employed John Lacy as a Detailer, and T. R. Warren as an Assembler on a part-time basis in conjunction with their studies at W. T. Woodson High School. Melpar has participated in the ICT program for the past two years.

The Certificate of Appreciation read "Melpar is hereby recognized by the Industrial Cooperative Training Program as having given guidance, inspiration and support to their educational goals. We appreciate your faith and valuable contribution to the ICT instructional and club program serving many youth of this county".

know your group insurance

- Q. My wife had her routine 6 months check-up at the doctor's office and a "Pap" test was done. Please tell me why I could not collect out-patient lab fees for this?
- A. To be compensable, out-patient lab work must be done because of an illness or accident.
- Q. What is meant by the clause "Authorization to Pay" on the insurance forms? Should I sign it?
- A. When you sign the "Authorization to Pay" it means that you have assigned your insurance benefits to the doctor or to the hospital. The insurance company will issue the checks in this manner.

Fail and you fail alone. Succeed and the world succeeds with you.

Personnel Notes...

Keep your paycheck stubs. Whenever a change in your deductions occurs they furnish you with important information on your current paycheck and the year-to-date status of your salary and deductions. Look over each one and then file it away with other personal records.

When you are returning from a Leave of Absence, the Employment Office must be notified 24 hours in advance. On the morning of your return, report first to the Employment Office to pick up your new time card and sign necessary re-instatement papers.

You are reminded that safety shoes, in work and dress styles for men and women, and safety glasses are available to purchase by payroll deduction through the Safety Office. Call Ext. 2182.

When you are unable to report to work for any reason it is essential that you advise your supervisor promptly so that he can re-schedule your work. Unreported absence can result in termination for job abandonment.

Be sure to notify Office Services or the Mail Room of any internal work location or telephone extension changes. This is the only way you can be sure of getting your mail and phone calls without delay.

Melpar Sets 1969 Goals in Plans For Progress

Melpar has established its goals in the 1969 Affirmative Action Program of Plans for Progress. These goals are in keeping with Melpar's policy "Equal Opportunity in Personnel Actions." Our goals will be reviewed quarterly and progress measured.

Goal No. 1 -

To intensify and strengthen our present recruitment sources to specifically attract more minority group personnel, all sources will be contacted personally by the Employment Manager monthly to communicate our needs and interest in hiring additional minority personnel.

Goal No. 2 -

To improve the opportunity for minority personnel to serve in supervisory positions and in keeping with Melpar's policy of "Promotion from Within," an intensive effort will be made to select minority group personnel for lead positions in all areas of the Company, with special emphasis on those groups which are expanding their personnel strength and where greater opportunities for advancement will exist for the remainder of 1969.

Goal No. 3 -

To provide increased support to community action programs the Company

will intensify its effort within the Fairfax County Chamber of Commerce, the Northern Virginia Community College, the Fairfax Vocational Education Advisory Committee to the Fairfax School Superintendent to identify, select, and train minority group personnel for direct entry into productive employment within the County upon graduation from high school or from the local community college.

Goal No. 4 -

To intensify in-plant skills training for minority group personnel, the Personnel Director will monitor personally all training classes formed during 1969 to insure that minority group personnel are given encouragement to participate in skills training to improve their long-term prospects for advancement.

Goal No. 5 -

To improve our recruiting efforts through employee referrals the Company will increase efforts to publicize the Employee Referral Plan to all Company personnel with special attention paid to having minority personnel refer their friends for employment. This program has been very successful in the past among minority group personnel and further publicity about the program should bear even higher returns throughout the remainder of 1969.



MELPAR'S PRESIDENT APPOINTED REPRESENTATIVE FOR HEROES, INC.... J. Pierce Chambers, Melpar's President and Chief Executive officer was recently appointed Falls Church representative for Heroes, Inc. at a luncheon seminar for a group of Northern Virginia police and fire officials held at Melpar.

Heroes Inc. is a non-profit organization of 100 outstanding area businessmen dedicated to assisting the widows and children of policemen and firemen who are killed in line of duty.

Shown in photo, left to right, Paul S. Gilbride representing Heroes President, Leonard B. Doggett; Maj. Murray Kutner, Chief of Police, Fairfax City; Robert Wheeler, Falls Church Chief of Police; Arthur J. Lamb, Fairfax County Heroes representative; J. Pierce Chambers; Willis H. Burton, Jr., Fairfax Fire Administrator; and Col. William L. Durrer, Chief of Police, Fairfax County.

TWENTY-EIGHT PINS AWARDED

FIFTEEN YEARS



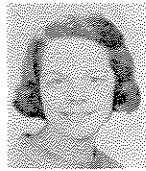
J. G. Anding



S. T. Dellinger



D. C. Hinchey



C. S. Hess



W. A. Huffman



E. C. Johnston



G. W. Koditek



F. P. Opalko



R. C. Wright

TEN YEARS



O. O. Alderman



E. Balchunas



H. N. Brown



G. B. Dean



L. L. Franklin



J. J. Fugate



J. G. Gallagher



R. E. German



P. E. Hartman



M. G. Henry



W. B. Holland



W. H. Ingram



C. A. Little



C. R. McLear



G. E. Powell



G. I. Rench



B. P. Sollers, Jr.



H. C. Watkins



A. C. Williams

One of the largest groups of employees ever to be awarded service pins will gather in the cafeteria for luncheon on two separate days in June to accommodate the crowd. Nine will receive 15 year pins and 19 will be awarded their ten year pins. Pins will be a new style Melpar pin instead of the previous WABCO service pin.

With this group, the new totals for service pins awarded will be:

TWENTY YEAR PINS - 15
FIFTEEN YEAR PINS - 142
TEN YEAR PINS - 748

The first demand of success is that you better yourself.

OBITUARIES

Clifford J. Hammond

1909-1969

Clifford J. Hammond, a Buyer in the Material Directorate passed away on May 21st following a long illness.

"Cliff" joined Melpar in March of 1958 and received his ten year service pin last spring.

He was an active contributor to Procurement Savings Plan of Melpar's Cost Reduction Program.

Cliff will long be remembered for his warm friendliness, his efficiency and his pride in doing his job well.

He lived in Annandale and is survived by his wife and one daughter.

Clifford P. Wilson

1916-1969

Senior Marketing Representative Clifford P. Wilson died at Shawnee Mission, Kansas, on May 1, 1969.

He came to Melpar from Wilcox Electric in December 1968, having joined The Wilcox Electric Company in May 1955 as a Test Engineer. During his 13 years with Wilcox in Kansas City, he served in increasingly responsible positions both in sales and engineering. He was Director of Technical Services at the time of his transfer to Melpar.

Mr. Wilson was a recognized expert in the field of navigation aids and communications, and his efforts while at Melpar were instrumental in further establishing corporate eminence in these fields.

He is survived by his widow and a son.

TAX FACTS

- In 1902 the average American paid \$17 in taxes of all kinds. By 1948 this had grown to \$349; by 1958, \$568. In 1969 it is estimated that the average for every man, woman and child in the U. S. will be \$1,000 in taxes.
- Employed Americans will work about 2½ hours out of every 8-hour work day to pay their tax bills in 1969.

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