E-SYSTEMS

MELPARTICULARS

Volume 4, Number 3 | E-Systems, Melpar Division | June 1983

FIVE PATENTS PENDING FOR OUR INVENTORS

Pictured (left to right) with Vice President and General Manager Talbot Huff are Melpar inventors Tom Barclay, Wayne Mack, John Zett, Eugene Jacobs, and William Livingston.

Five Melpar originated patent applications were recently filed with the U.S. Patent Office. The research leading up to these patents was funded by IR&D (Independent Research & Development) from 1979 through 1981. They represent some of the unique techniques used by the E-BUS™* Local Area Network (LAN) that optimize it for real-time distributed processing systems such as our TULIP program. Several engineers were involved in this early work: William D. Livingston, John A. Zett, Wayne A. Mack, Thomas E. Barclay, and Eugene E. Jacobs. Of these five individuals, three are still involved with E-BUS hardware and software development for the new Data Communications and Networking product areas.

The five patents dealt with the following hardware designs:

1. Multinodal Data Communications Network - This is the overview patent that covers the basic network comprised of the specific patents listed below. (W.D. Livingston, J.A. Zett, W.A. Mack, T.E. Barclay and E.E. Jacobs)
2. Prioritized Data Packet Communication - This patent describes a technique for prioritizing packets on a shared medium such as a bus as used in the E-BUS Network. (W.D. Livingston)
3. Tack-on-Acknowledgement in Computer Networks - This patent describes a technique for providing hardware generated acknowledgements in packet communications networks. (W.D. Livingston and E.E. Jacobs)
4. Variable Threshold Receiver - This patent describes a technique for maximizing the responsiveness of receivers used in a single-ended baseband Local Area Network such as the E-BUS LAN. (T.E. Barclay and J.A. Zett)
5. Delay Modulation Phase Coding - This technique allows clock and data to be encoded on a single medium such as the coaxial cable used in the E-BUS Network. (W.D. Livingston and W.A. Mack)

In addition to protecting our proprietary rights with patents, Melpar has also applied for a registered trademark for "E-BUS" as the name of the E-Systems distributed processing network. Formal registration of the trade-mark could only be done after a unit was shipped across state lines. With the delivery of TULIP, we were able to meet this requirement. Other applications of the E-BUS LAN for

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*E-BUS™ is a trademark for the distributed processing system developed by the Melpar Division of E-Systems, Inc.

MELPAR AND GEORGE MASON UNIV JOINTLY SPONSOR PHYSICS CONTEST

The first annual physics contest sponsored by George Mason University (GMU) and underwritten by the Melpar Division of E-Systems took place on March 14. The proposal for the contest was a joint effort of Melpar and GMU to stimulate interest in the study of physics and join forces with public school teachers to encourage the development of high "tech" capabilities in the county.

Melpar donated $2,000 to be divided among the 8 high school teachers whose test problems were selected, and awarded summer jobs to the 6 winning students, offering incentive to both the teachers and the students.

To be eligible for the competitive examination, students had to be at least 16 years of age, a resident of Northern Virginia, and currently attending a secondary school. Students were allowed to use calculators to tackle the problems. No advance registration was necessary.

Out of the 107 competitors, 6 students were awarded the sought after Melpar jobs. Ranked by test grade

PHYSICS CONTEST Cont. on page 5

COMMUNICATIONS COUNCIL REPS MEET IN DALLAS

Norma Francis of Contracts Administration and Ned Wright of Incoming Inspection attended this year's Annual Stockholders Meeting at Corporate Headquarters in Dallas, as representatives of the Melpar Communications Council.

Arriving in Dallas on Monday, April 18, they met the council members from other E-Systems Divisions including ECI, CMD, Memcor, Tampa, Memcor Huntington, Montek, Commercial, Garland, and Greenville. Following an address by Ken Smith and Joe Russell on Monday afternoon, they visited the Greenville Division located about an hour's drive from Dallas. This visit provided them with the opportunity to see the Greenville's Command Post Aircraft, as well as to

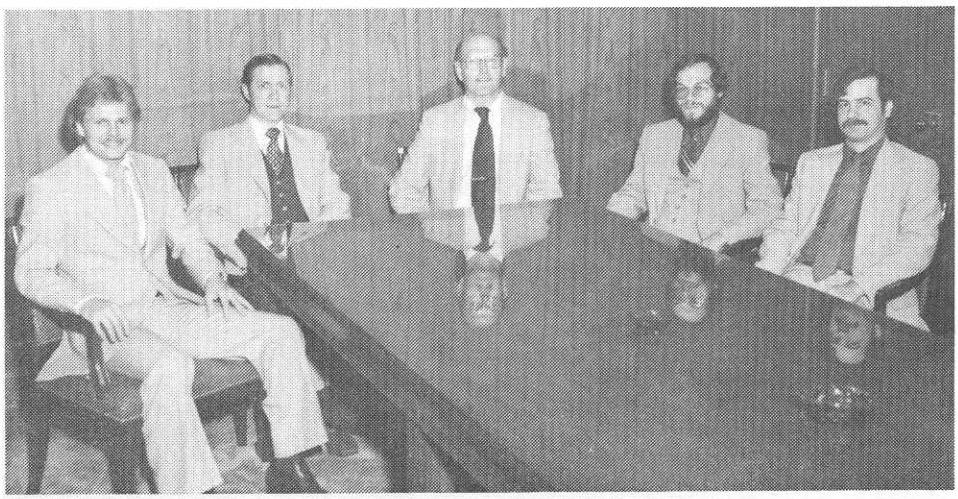
COUNCIL REPS Cont. on page 2

Security Spotlight

Propriety and Company Private Data should not ordinarily be removed from work premises. These materials, if disclosed to the wrong person, could damage the Division's growth and competitive position in the marketplace. Not withstanding, almost everyone does take that special project home from time to time just because there are not enough hours in the workday. The Division's confidence in the employee by the assignment of these sensitive tasks must be matched by the employee's awareness of his responsibility to protect proprietary/-sensitive information to the best of his ability at all times when away from his normal work place.

It is a good practice to use lockable briefcases. Refrain from inadvertent disclosure through personal pride or neighborhood gossip concerning, inventions, salaries and new products. Avoid reviewing, studying or discussing sensitive papers on public transportation when unknown individuals can also "review" your paper. All work removed from the facility should be returned to the facility as soon as possible. At conventions or meetings speak sparingly about the Division's proprietary or sensitive projects, suppressing the urge to "tell the world" about the Division's advancement in our various fields of interest.

FIVE MELPAR EMPLOYEES AWARDED MASTERS DEGREES IN ELECTRICAL ENGINEERING FROM GEORGE WASHINGTON UNIVERSITY



Pictured above are (left to right), Robert M. Sliwiak, MSEE in Communications; Roy D. Bailey, MSEE in Communications; William Mahood, MSEE in Computer Science; Jack Lloyd, MSEE in Communications, and Peter W. Grzybowski, MSEE in Computer Science. Congratulations to all for a job well done.

Credit Union News

New car rates are now at 12% up to $15,000.00. Please keep your credit union office informed of a new address, phone number, or a marital status change, as we are a separate entity from the company.

MELPARTICULARS

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COUNCIL REPS Cont. from page 1

get to know their counterparts in the other divisions. Back in Dallas, they had a relaxing dinner while discussing the activities of the day and anticipating the next day's Stockholders' Meeting.

At the Annual Stockholders Meeting on Tuesday, Chairman of the Board, John Dixon showed a slide presentation highlighting E-Systems' past performance and expectations for the future. Speculation of a stock split added to the excitement. Following the Annual Stockholders Meeting, a vote was taken at the Board of Directors Meeting and the stock was officially split taking effect on May 13.

The Communications Council members ended their Dallas trip with an enjoyable Mexican luncheon hosted by Don Bird and Sylvia Banks of Corporate Personnel. Norma and Ned felt their trip to Dallas gave them an understanding of the workings of other Communications Councils and a broader perspective of the workings of E-Systems beyond Melpar.

Shown with Greenville's Command Post Aircraft are Norma Francis, Ned Wright and Council Representatives from other E-Systems Divisions.

ROY ANTOINE GIVES LUNCHEON TALK ON COMPUTER BUYING

One of the more popular lunch time talks this spring was Roy Antoine's talk on computer buying. In his talks at Falls Church and Fairfax, Roy, Chairman of the Melpar Computer Club, gave some pointers to first time buyers of home computers. Roy stressed the importance of looking and trying all sorts of computers whether or not they are in your price range. By looking at the more expensive computers, you can determine which functions are of particular interest to you. Roy referred to several articles in recent trade magazines that can give you an overview of the field. It is important when purchasing a computer to buy one that can be expanded as your needs change. Copies of the referenced magazines will be held on reserve in the Technical Library at Falls Church and at the Fairfax Personnel Office for the benefit of interested employees. The references compare the various computers on the market and the available software for each.

For information on employee discount purchase plans with both Radio Shack and Computerland, check with Vicky Woodbury on Ext. 2052 in Industrial Relations.

Those interested in learning more about computers might consider joining Melpar's Computer Club; call Bob Pletcher on Ext. 2393 for details.

Roy Antoine explains some specifics of the TRS-80 to Philip M. Sica, Senior Engineer, and Frances Hart, Engineering Aide.

FIRST WOMAN ENGINEER ELECTED TO ALUMNI BOARD AT MD U

Kathryn Garber was recently elected Vice President of the University of Maryland Engineering Alumni Association's Board of Directors. She is the first woman to be elected by the Engineering Alumni Board.

Kathy graduated from the University of Maryland in May 1982. While at Maryland, she was the President of the Society of Women Engineers for two years. Upon graduation, she was invited to be a member of the University of Maryland Engineering Alumni Association's Board of Directors.

Kathy has been employed by Melpar for four years. While she was a student at Maryland, she worked part-time in Ground Systems and now works in Advance Systems.

FACILITIES REORGANIZES UNDER DIRECTION OF JOHN GRIZZARD

To meet the continuing demands of Melpar's rapid growth and space requirements, Facilities has been reorganized under it's new director John Grizzard into three main groups: Building Maintenance and Construction, Advanced Facilities Planning and Project Planning and Engineering.

Gene Paine, Manager of Building Maintenance and Construction is responsile for general maintenance and operations of all Melpar facilities. Reporting to Gene are four subgroups: Building Maintenance, Telecommunication, Construction/Custodial Services and Work Control.

Under the supervision of Karen Jones, Advanced Facilities Planning is tasked to develop conceptual layouts for immediate space requirements including office furnishings and projected space requirements over a five year period.

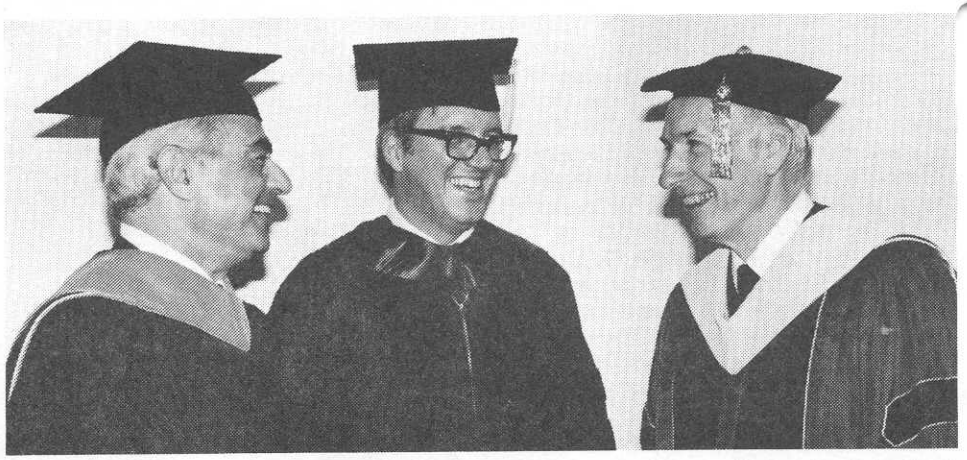
The third part of the Directorate, Project Planning and Engineering, supervised by Bob Payne is in charge of the preparation of plans and specifications for contract work.

Whether your problem is with phones, general maintenance or furniture requirements, Work Control is where you start to get the job done. The number to call in Falls Church is 2220 and 3035 in Fairfax or use Form M-94 available from Stationery Stores.

By timely and efficiently performing high quality work, the facilities reorganization will keep our "growing pains" under control.

TEXT OF TALBOT HUFF'S ADDRESS TO GW GRADUATES

On May 8, as commencement speaker, Mr. Huff delivered the following message to the graduates of the Engineering School:



Left to right, Harold Liebowitz, Dean of the George Washington University School of Engineering and Applied Science. Talbot S. Huff, Vice President and General Manager of E-Systems, Melpar Division, and Lloyd H. Elliott, President of George Washington University.

President Elliott, Dean Liebowitz, and the class of 1983: First, I want to thank you for the opportunity to speak on this important occasion. I would also like to congratulate those of you receiving degrees. I am not a graduate of George Washington University. However, I feel a part of its future because of the strong ties that are developing between this university and the high technology companies in the Washington area. Presently, George Washington offers off-campus graduate courses in Computer Science and Electrical Engineering in both Virginia and Maryland. The university and companies in the area have jointly initiated an Industrial Liaison Program to promote closer cooperation between the two. I see this as only a beginning. In the future, strong private universities, such as George Washington, will be critical in the development of the greater Washington area as a center of high technology research and industrial development. You, as graduates, can be a part of this process, whether you seek a career in government, in industry, or in education.

Today I will talk about the responsibility we as engineers have in guiding our nation's future. To be specific, engineers must begin to play a central role in the decisions affecting that future. This has not been true in the past. In government, the engineer has left management to lawyers and professional administrators. In industry, he has deferred the critical decisions affecting his company to managers trained in finance and marketing. In education, he has stood aside while professional educators determined the curriculum in our public schools.

The engineer has been content to design boxes specified by others and to provide technical advice to nontechnical managers. He or she has left significant decisions in industry, government, and education to individuals having little or no knowledge of technology and its role in the world. The result has been basic industries that can't compete in the world market, government procurement policies that exclude new technology, and public schools that graduate students educated for jobs eliminated by new technology. In the past this has proven to be costly. In the future, it could be disastrous. It is time that the members of the engineering profession get out of the laboratory and begin to participate in the management of our society. Let's look at three key areas where the engineer should begin to provide leadership.

Internationally, we are still in an era of tension. We must maintain a strong defense to assure peace and the United States' role in world affairs. Technology is essential for a strong defense at a realistic cost. If, however, we look at our present procurement practices, we see an inconsistency between the time required to develop defense systems and the rate of change of technology, particularly electronics and computers. Today, a realistic estimate of the time for developing a major weapons system is ten years. This means that weapons systems in production today are based upon 1973 technology and cannot take advantage of the increased capability of the new semi-conductor devices and their reduced cost. The reduction of the procurement cycle will require changes not only in procurement practices but also in maintenance and logistics concepts. The engineer must propose systems designed for change and technology insertion. I believe, that because technology is reducing the cost of electronic hardware, we could realistically see a decrease, rather than an increase in the cost of systems. A professional administrator can only describe the problem. An engineer has the opportunity to solve it.

Another interesting observation is that many, if not all, of our military officers with strong technical backgrounds retire from the military with the rank of lieutenant colonel or commander. They retire because at the age of 40, they have few possibilities for career advancement. Some of that problem may lie with the military establishment. However, I believe the central problem is that the military engineer or scientist does not take the time to learn military operations and become a problem solver in the true sense. He is content to be simply a builder or specifier of equipment.

In critical negotiations, such as arms limitations, the engineer has left key decisions to diplomats and politicians. One may wonder if the graduate in political science has the knowledge to foresee how changes in technology will shift the balance between our adversaries and ourselves.

Thus, in government, it is clear that the technical person has confined himself to a support role. He has held high-level staff positions, acting as an advisor, but he has been unwilling to assume management responsibilities within our government.

Industry is the second example of the engineer's reluctance to manage. During the past few years, we have heard a great deal about low productivity, the inability of our basic industries to compete in the world market, and the lack of investment in research and development. If we compare U.S. industry with that of Japan, we see remarkable contrast. While the U.S. may have pioneered the development of new technology in the laboratory, Japanese industry has successfully applied this technology to its basic industry. Their competitiveness in products ranging from electronic calculators to automobiles, results from investments in factory modernization. Current investments in robotics and machine tool automation will increase their lead if comparable investments are not made in the U.S.

The absence of these investments in our basic industries has been blamed on many things: unions, tax laws, and government regulations. These might be factors, but the overriding cause is the lack of vision of many of those responsible for managing U.S. industry. In Japan, most corporate managers are comfortable with the technical disciplines. In the U.S., many of our basic industries are run by persons trained in finance who have little, if any, background in engineering or technology.

We have heard about the promise of high technology. In fact, every state in the Union has some committee trying to attract high technology industry to its state in order to promote growth and relieve unemployment. The critical difference between what we call high technology industry and industry as a whole is that in a high technology company, key decision makers generally have a strong technical background and are able to anticipate and plan for change. This is true whether the company is building computers or using robotics and other automated techniques to manufacture more efficiently. But, in much of our basic industry we have left management to the professional financial manager. His business objectives, as they should be, are related to profit and loss. Unfortunately, long-term strategies related to investment in new technology cannot be judged by simple return-on-investment calculations. Because the nontechnical manager cannot understand the details of the risk himself, he is reluctant to make many of the key decisions that are critical to future growth. Also, because the technical staff will not be held accountable for such decisions, he is unwilling to rely totally on the engineers' judgment. Total dependence on financial and marketing considerations in making business decisions may be the key to short-term profits; however, long-term planning and investment must take into account a rapidly changing technology.

The last area I would like to cover is education. The engineer's role in this area is far more difficult. With the exception of the faculty in the engineering and computer science schools, the engineer is completely outside the educational establishment. In our public schools and with the public at large, there is no real understanding of what exactly an engineering education is and what the engineer's role in society should or could be. To illustrate this point, I'd like to tell a story about my sister-in-law. She is a graduate of a respected liberal arts college, a CPA with a masters in taxation, and a partner in an accounting firm in Boston. Therefore, she must certainly be regarded as a well-educated member of the business community. Her 14-year-old son is mechanically inclined, good at abstraction, and excellent in mathematics. One day, while discussing the boy's future education, I suggested he consider an engineering school. My sister-in-law took issue with my suggestion. She knew her son, left to his own devices, would concentrate on math and science to the detriment of a more rounded education. He should, she said, go to a good liberal arts college. Then, if he were still interested in an engineering career, he could spend a year in

Cont. on page 5

PHYSICS CONTEST Cont. from page 1

they are: Steve Waltman, Woodson High School; Patrick LaVarre, Oakton High School; Grant Shumaker, Robinson High School; Victor Barocas, Woodson High School; Brian Berns, Langley High School; and Paul Plucinsky, Bishop Ireton High School.

On May 17, the winning students, their parents, and the teachers were honored at a special luncheon hosted by Melpar at the Westwood Country Club. Dr. George Johnson, President of the University and Dr. Robert Ehrlich, Chairman of the Physics Department represented George Mason University. Vice President and General Manager, Talbot Huff took the occasion to congratulate the students and emphasized the Divisions interests in the public school system and its preparation of students to pursue higher education in the rapidly developing high technology areas.

A copy of the physics exam is in the Melpar Technical Library, for anyone wanting to test their skills.

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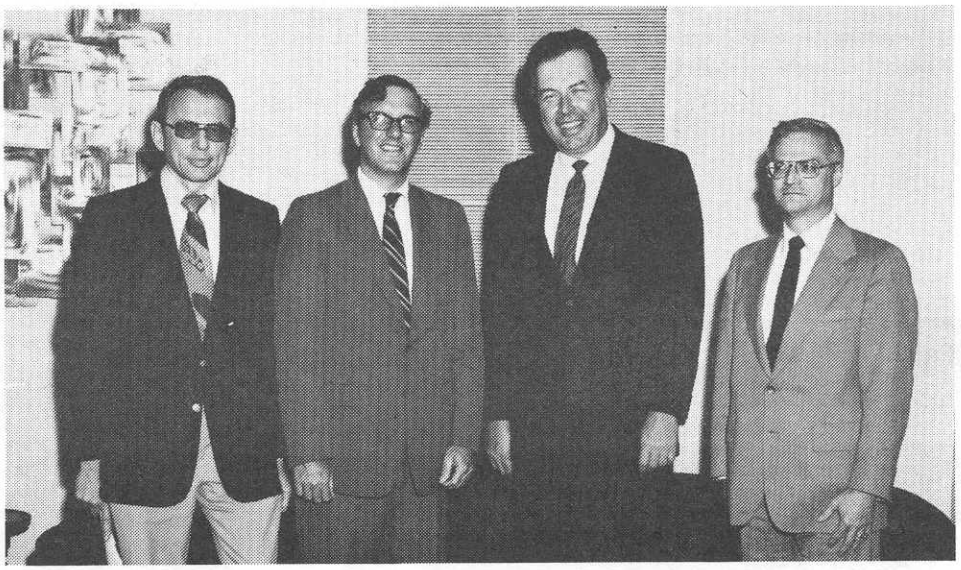
DORADO, PINE and as an independent system are under development.

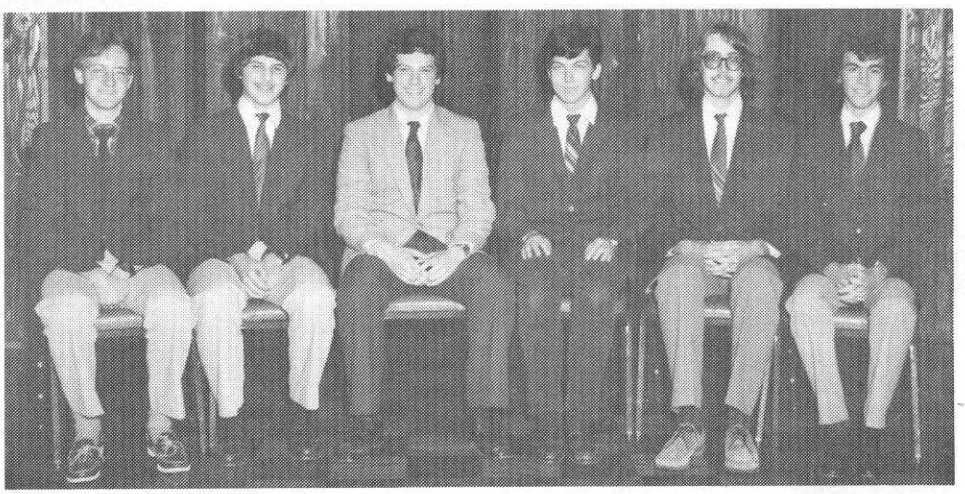
Employees singularly or collectively may present disclosures to W.C. Stribling, Patent Liaison for patent consideration. When deemed patentable and an application is filed, each inventor is awarded $100 by Melpar. When a patent is awarded by the U.S. Patent Office, a single inventor receives $250 from Melpar while multiple inventors share $500.

New and unique developments or applications designed under IR&D are the property of E-Systems and should be protected with patents.

LUNCHEON HONORS PHYSICS CONTEST WINNERS



Left to right, Dr. Robert Ehrlich, Chairman of GMU Physics Department; Talbot Huff Jr., Vice President and General Manager of Melpar; Dr. George Johnson, President of GMU; and Neal Ishman, Vice President Advanced Development of Melpar.



Physics Contest Winners: (seated left to right) Paul Plucinsky, Bishop Ireton High School; Victor Barocas, Woodson High School; Brian Berns, Langley High School; Patrick LaVarre, Oakton High School; Steve Waltman, Woodson High School; Grant Shumaker, Robinson High School.

Cont. from preceeding page

graduate school and pick up the tools necessary to become an engineer.

Now, if this is what a well-educated person knows about an engineering education and the engineering profession, we have a very real problem. Unfortunately, her ignorance is shared not only by most of the educational establishment but also by the community at large. We, as engineers, have stood aside and left the education of our children to the professional educators. Many of them have little or no training in mathematics or science. Very few of them have an intimate knowledge of what is required for a career in engineering or science. The result has been a continuing decrease, not only in the number of graduate engineers, but also in the number of students who have taken sufficient mathematics and science courses by the end of high school to pursue an engineering education. The engineer stands back and complains about our public schools but has been unwilling to take the time to participate in the development of the curriculum necessary to educate our children.

Whether in government, industry, or education, the engineer has traditionally stood aside and left the key decisions to others. He has been an advisor, not a participant. He has not become a part of the decision making process and I believe we are harvesting the fruits of his inertia. In all cases, the engineer has been content to build equipment, write computer programs, and develop processes specified by others.

Today, I issue a charge and challenge to you, the graduates of this class. You must be leaders rather than followers. You must be willing to assume the responsibility for success and failure on a large scale, rather than simply serving in an advisory capacity. With your education, you have the potential to anticipate the future. To be leaders requires more than just technical knowledge; it requires management skills. You must acquire an understanding of people and money, and, above all, learn to solve problems. You must also learn to write clearly and to communicate intelligently with individuals outside the engineering community. You must set your goals high and make sure that each step in your career is consistent with those goals.

In government, there should be more engineers in cabinet level positions. In the military, engineers should know enough about operations and the other aspects of military affairs to qualify for general officer grade. In industry, engineers should not be satisfied to be the vice presidents of engineering, working for someone trained in finance or marketing. They should know enough about the management of people and dollars and the marketplace to be able to rise to the presidency of major corporations.

In education, each engineer must exercise his civic role, taking time to advise students in high school on their course of study and to become involved in the development of programs designed to improve the math and science curricula. And, whether the engineer is in government or industry, he or she must work closely with the college community. Only if engineers can do these things will they have a significant impact on where this country is going.

Thank you.

SERVICE AWARDS SECOND QUARTER

Thirty-Five Year Service:

Frank L. Carau

Thirty Year Service:

Carmen L. Bowles

Thirty Year Service:

Carol S. Hess

Thomas K. Parks

Twenty-Five Year Service:
Carl W. Carnes
John A. Cicotello
Lawrence E. Dronfield
Nora K. Flick
Norman T. Jeffries, Jr.
James W. Taylor

Twenty Year Service:
David F. Guinn
James O. Holmes

Ten Year Service:
Elena G. Guerra
Peggy E. Lewis
Dennis E. Nickle
Acacia C. Ojeda
Freda L. Sites

Five Year Service:
Ralph D. Barlow
Robert C. Benford
Barbara A. Chess
Carol A. Eberhart
Charles J. Eby Jr.
Rudolph R. Gestl
Dorothy O. Gladden
C. Ray Glass
Gerald K. Johnson
Francis Lubinsky
Margaret M. Mayhugh
Cheryl A. McRae
Eduardo Melendez
Maria Q. Mucino
Donald V. Owen
John S. Pierucci
Geraldine A. Rosen
Robert L. Schroeder
Sullivan G. Scott Jr.
Robert T. Sparkman
Barbara A. Trimmer
Harold Tunick
Steve R. Williams

PROMOTIONS—MARCH AND APRIL

	From:	To:
J.D. Bailey	Sr Programmer	Sr Software Analyst
D.V. Billick	Assem Tech Grp Ldr	Assem Supv
R.N. Brooke	Sr Software Analyst	Prin Eng
C.F. Bullard	Prin Design Eng	Eng Supv
J.A. Cicotello	Design Eng	Sr Design Eng
E.J. Davies	Assem Tech	Assem Tech Grp Ldr
G.I. Desgranges	Material Control Supv	General Supv
K. Douglas	Sr Personnel Clerk	Personnel Rep
W.L. Fleagle	Electro-mech Insp	Inspection Supv
R.W. Flynn	Software Analyst	Sr Software Analyst
D.C. Gallagher	Assembler	Assem 1cl
W.P. Georgen	Elec Eng	Sr Elec Eng
P.W. Grzybowski	Elec Eng	Sr Elec Eng
J.D. Heald	Assembler	Assem 1cl
L.L. Herndon	Assembler	Assem 1cl
J.R. Hood	Drafter	Drafting Supv
J.M. Hope	Prin Oper Analyst	Supv Oper Analysis
J.W. Hugo	Asst Program Manager	Program Manager
T.R. Ireland	Assem 1cl	Assem Tech
C.L. Jenkins	Mech, Inspec 3cl	Mech Inspec 2cl
K.U. Jones	Facilities Develop Planner	Facilities Supv
A.G. Keen	Design Eng	Drafting Supv
J.D. Knickerbocker	Mech Inspec, 3cl	Mech Insp 2cl
J.J. Knies	Sr Clerk Typist	Clerical Grp Leader
J. Kowalik	Jr Test Eng	Assoc Test Eng
R.R. Krebs	Program Manager	Sr Program Manager
E.D. Lorenzo	Sr Personnel Rep	Personnel Supv
M.R. Lugar	Personnel Rep	Personnel Supv
M. McHugh	Software Analyst	Sr Software Analyst
A. Maestri	Eng Director	V.P. Production Electronics
D. Miller	Jr Cost Analyst	Cost Analyst
N.C. Miluszewski	Assem Tech Grp Ldr	Assem Supv
M.Q. Mucino	Assembler	Assem 1cl
H.L. Payne	Storekeeper Grp Ldr	Supv Storeroom
R.L. Payne	Sr Facilities Eng	Facilities Supv
J.C. Purvis	Jr Eng Asst	Assoc Elec Eng
W.R. Rinard	Elec Eng	Sr Elec Eng
S.J. Scalsky	Sr Elec Eng	Prin Eng
J.T. Scruggs	Material Assistant	Supv Storeroom
C.D. Showalter	Data Base Analyst	MIS Supv
A.W. Starliper	Prin Design Eng	Drafting Supv
N. White	Member Tech Staff	Sr Member Tech Staff
W.J. Wilson	Maint Asst	Sr Maint Asst
C.F. Wood	Design Eng	Drafting Supv
E.J. Wood	Facilities Eng	Facilities Supv

ALCOHOLISM, ONE DISEASE—MANY VICTIMS

Unlike other diseases, alcoholism produces a patient who is only one of many victims. Its devastating effects are felt by family, friends, and business associates. There are an estimated 15 million alcoholics in the United States today. In the workplace, statistics prove that at least one out of ten co-workers has a drinking problem. Despite its too common occurrence, alcoholism is probably the least understood and most falsified disease by the lay public.

The first step is understanding this pervasive problem. The facts are:

- Alcoholism is a chronic, progressive disease that results in physical and mental disabilities, and ultimately—if left untreated—death.
- The alcoholic is unable to stop drinking because he (she) is both physically and psychologically addicted.
- Alcoholics are not that easy to recognize, many consume large amounts of alcohol with no outward indication of trouble.
- The down and out derelict alcoholic is a myth. "Skid Row" has no socio-economic boundaries—more alcoholics are probably sitting in offices than in back alleys.
- And most important, *alcoholism is a treatable disease.*

Identifying it is the second step. If you suspect someone is suffering from alcoholism, there are several common symptoms to look for:

- Drinking to get over a hangover, drinking alone, or drinking at a specific time of day.
- Losing time from work, losing drive or efficiency.

ALCOHOLISM Cont. on page 7

Know Your Benefits... DENTAL INSURANCE

While everyone recognizes that a program of regular dental care is essential to good health, this care is often neglected due to the cost. The E-Systems dental plan is designed to help pay your dentist's bill and thus encourage a program of regular dental care for you and your covered dependents.

Our plan is unusually comprehensive and includes coverage for everything from preventive care to braces.

- Under the E-Systems plan, usual customary and reasonable (UCR) preventive services are 100% covered with no deductible. Included under this category are up to two check-ups per year.
- Basic services are 80% covered with a $25.00 per person life time deductible. Basic service includes oral surgery, X-rays, anesthesia, root canal, therapy, gum care, tooth pulp treatment, restorative dentistry and space maintainers.
- Major services are 50% covered with $25.00 per person calendar year deductible. Included under major services are crowns, inlays, and dentures up to $500.00 per person maximum.
- Braces are 50% covered. There is a $25.00 per person lifetime deductible and a maximum of $500 per person.

Within the above categories, the insurance covers all usual, customary and reasonable charges for covered service. The plan does have a provision for predetermination of benefits if the estimated charges are to be over $300.00. This simply allows you to have the dentist presubmit the charge to the insurance company so you will know exactly what portion of the bill will be covered before you proceed with the treatment.

The cost to the employee for this benefit is very reasonable. You may choose to pick up coverage for yourself only, or for yourself and your eligible dependents. Eligible dependents include your spouse and your unmarried children under 25 years old, if they are included as your deduction under IRS and depend wholly on you for more than one-half of their support. Cost per pay period varies as follows:

- Employee only $1.68
- Employee & One Dependent $3.48
- Employee & Two or more Dependents $6.12

If you are not currently enrolled in the Dental Plan, you may join during the next open enrollment period, held early in each calendar year.

Claim forms are available in the Dispensary. These forms should be picked up prior to your dental appointment and taken to the dentist for completion and processing.

Your Dental Insurance benefit booklet outlines the details of the coverage provided to our employees. Should you have any further questions after reading this booklet, please feel free to call Shirley Kissinger.

TONY MAESTRI NAMED NEW VICE PRESIDENT

Vice President and General Manager of the Melpar Division, Talbot S. Huff, announced the promotion of Anthony Maestri, Jr., to Vice President, Production Electronics. Mr. Maestri reports directly to Mr. Neal Ishman, Vice President, Advanced Development.

Mr. Maestri joined Melpar in 1954 as a Jr. Engineer, advancing to serve the company as Manager of the Antenna Laboratory, and, later, as Program Manager for the production of fuses for the LANCE missile. Mr. Maestri's latest position was Director of Production Electronics and Acting Director of Program Management in Advanced Development.

In addtion to his B.E.E. degree from George Washington University, Mr. Maestri has taken graduate level courses at George Washington University and has published several technical papers.

As Vice President of Production Electronics, Mr. Maestri will be responsible for manufacturing and test operations for the high volume production of electronic equipments. He will also be in charge of the Advanced Development Program Management organization, responsible for the bidding and management of large programs.

Mr. Maestri and his wife, Ruth, reside in Fairfax. They have three children and one grandchild.

RETIREES

Faith Monch
28 Years

Gerda Rench
24 Years

ALCOHOLISM Cont. from page 6

- Difficulty in getting along with others.
- Loss of memory while or after drinking—moodiness.
- Drinking to relieve stress, fear, shyness or other emotional problems.
- Family members showing signs of stress or expressing concern.

While alcoholism is the one disease where *recovery is up to the individual,* others can help. Understanding and identifying the problem comes first—the next step is to help the alcoholic find his (her) way into capable hands for treatment. Frequently alcoholics are not aware of the serious nature of their problem. A consistent campaign of caring and firmness among family, friends and co-workers can have a beneficial effect.

As society has become more sophisticated about this disease, treatment has become better and more available. There are a number of excellent treatment facilities. Some provide both inpatient and outpatient care and many are linked with hospitals. Ideally, a program will address itself to individual needs, provide counseling and help for the family as well.

For more information about community based treatment services available in the area, check with Shirley Kissinger, RN, (Ext. 2206) or call the Alcoholics Annonymous Chapter nearest you. A 24-hour hotline is also available at CATS—Comprehensive Alcoholism Treatment Services located on the grounds of the Fairfax Hospital, 698-1530.

Also available are Al-Alon, an organization for family and friends to better understand the alcoholic, and Alateen, a program to help teenagers in an alcoholic environment. For information on both Al-Anon and Alateen, call 241-2011.

(Based on a Community Service column by Fairfax Hospital).

Sports Corner

GOLF LEAGUE

The 3-man scramble held on April 29 was a big success. The team of Don Fitzpatrick, Tom Bridges, and Ken Detro combined for a 4 under par 68 to take first place.

The regular Melpar Golf League got under way the week of May 2. Pete Piraneo led the way with a 3 over par 39, while Bob Sparkman came within 3 feet of a hole-in-one on number 6. There are still 2 open slots in the league. If interested, contact Al Hayes extension 2807, Bob Fish extension 2487, or Joel Goldberg extension 3178.

TENNIS LADDER

Play has begun on the tennis ladder with active competition in both the men's and women's ladders. This is the first year Melpar has had a separate challenge ladder for women. We presently have ten women players and thirty men players who compete at Jefferson Regional Park.

Beginning in September, there will be a tournament of singles, doubles and mixed doubles. Rules for ladder play are posted on the Sports Bulletin Board at Falls Church and on the break area Bulletin Board at Fairfax. Sign-up and play . . .

SUMMER BASKETBALL

Despite the warm weather and hot stuffy gyms, Melpar's Basketball Teams, the Eavesdroppers and the Marvels plan to "sweat" it out in the Fairfax County Summer League. Both teams finished the Winter League with 7-3 records and will start summer play on June 22. They would appreciate your "cooool" support. Check the Sports Bulletin Board for the game schedule.

The Stingers (left to right), front, Brenda Collins, Phyllis Welborn, Anna Fish, Sharon Kirkland, Susan Elliott, Brenda Bryant; center, Debbie Gallagher, Susan Bayless, Beatrice McCray, Belinda Roberts, Pam Crissman. Standing with Coach Doug Snow are Cathy Atkinson, Debbie Moore, Linda Turner, Nancy Miluszewski, Barbara Hohenstein, Ann Lampkin, Janet Gleason. Missing are Scorekeeper Billie Clark, and Verna Moore. Photo by Bob Brett.

WOMEN'S SOFTBALL

Melpar's women's softball team—the Stingers—started off their first season ever with a decisive 15-4 win. They went on to take their next game 14-10 due to a final inning 6-run comeback.

For a young team, the Stingers have shown real hitting potential and are improving fielding skills. But, inexperience contributed to the first loss of the season (4-9).

The next Stinger game added to the win column with a 7-0 shutout.

The Stingers continue to improve overall and to work cohesively. Fan support sure would help! Most of the games are played at Whittier field off Annandale Road. Why not come out and support Melpar's newest (and prettiest) softball team!

BOWLING CHAMPS

The Melpar Mixed Bowling League ended it's split season with a roll off on May 5 between the Bombers and the Hadta Havits for the championship of the league. Congratulations to both champion teams and the First Place Award Winners, Hadta Havits. The Hadta Havits team members were Tracy Ramey, Frank Chanka, Jim and Beverly Kowalik and Ken Taggert. The Bombers won second place with bowlers Ernestine Wilkins, Arthur Beverly, Susan Roger, Wendell White and John Heath.

A.C. AND PA. BECOME ANNUAL TRAVEL CLUB EVENTS

A trip to the many clothing outlets in Reading, Pennsylvania was taken by 45 Melpar employees and friends on Saturday, April 30. The trip got under way at 6:05 a.m.

Everyone was pleased with the day spent shopping at the various outlets including Vanity Fair, Moss Street and the Burlington Shopping Center. Highlighting the trip was a delicious family style dinner at the famous Good 'N Plenty Restaurant in Smoketown, Pennsylvania. Louise Hobbs has been the hardworking coordinator for this annual trip for the last eight years.

On May 21, the Travel Club sponsored a trip to Atlantic City. Two chartered buses took Melpar employees, spouses and guests to try their luck at "hitting it big". Upon arrival, everyone went their own way, returning Saturday evening tired but happy, with thoughts of next year's trip. Thanks go to Gene Dake for taking on the organizational details for this trip.