MELPARTICULARS

Volume 7, Number 2

E-Systems Melpar Division

April 1986

LOCAL SCIENCE FAIRS PROMOTED THROUGH E-TEAMERS' PARTICIPATION

Spring is the season for science fairs and Melpar emphasized its commitment to the promotion of interaction between students and practicing scientists through the participation of E-Teamers as science fair judges.

This year, employees served as category judges at the science fairs in the areas of Engineering, Physics, Math, and Computer Science. On February 26, Ellis Reid judged projects at West Springfield High School. The Regional Science Fair for areas I and IV, held at Robinson High School on March 15, had E-Teamers: Louise Borelli, Debbie Greenstreet, Tom Hubicz, Theresa Le, Joe Linza, and Steve Matuscak acting as official

Also in March, Melpar sponsored bonds as prizes in the Organizational Judging Section of the Regional Science fairs. Three \$100 bonds were awarded at each fair. Dr. Dennis Krausman, Dr. Chris Bhagat, Carmen Benitez, Randy Smith, and Carolyn Andrukonis judged for the awards at the March 15 fair. On March 22, Dr. Dennis Krausman, Dr. Richard Brook, Dr. Chris Bhagat, Katherine Clinton, and Nancy Lindsay participated as judges to determine the recipients of the savings bond awards.

This contribution of time and effort to these science fairs is invaluable to our community and is helping to encourage the engineers and compu-

ter scientists of tomorrow.

MELPAR RECOGNIZED AS VIRGINIA'S TOP **EE BOND BUYER**

As a result of being the number one supporter of the U.S. Savings Bond program in the state of Virginia, Vice President and General Manager Talbot S. Huff was presented a Certificate of Patriotism for the Melpar Division from the U.S. Department of Treasury

The U.S. Savings Bond, once the ugly duckling of the financial world, has grown into something worth a second look. Bond rates now change SAVINGS BONDS Cont. on page 5

DIXON PRAISES MELPAR'S PROGRESS



Director of Research and Technology Development Hal Ammann, Chief Executive Officer John Dixon, Vice President and General Manager Talbot Huff, and others candidly caught in conversation.

E-Systems' Chairman and Chief Executive Officer John W. Dixon, reviewed the past yearly business performance and spoke about the Company's future objectives at the management meeting and dinner held on February 19 at the Falls Church

facility.

An introduction was made by Melpar's Vice President and Géneral Manager Talbot S. Huff, followed by Dixon's presentation which focused on E-Systems' business gains over the last year and an overview of the direction in which the Company is headed. He began by stating that there was good and bad news concerning the Company's business performance, but the emphasis would be on the good progress the Company has made overall. "1985 was an excellent year for us in getting new business," Dixon said. This was especially commendable in light of the very competitive environment currently formulating in the electronic defense business.

Dixon went on to discuss some of the Company's internal affairs, remarking that E-Systems has had a successful recruiting year. He commented that the stock ownership program has had immeasurable benefits and emphasized that the retirement trust assets had grown significantly since its original initiation in 1972. The retirement plans have become fully funded which, according to Dixon, has reduced company cost, making E-

Systems more competitive overall. He also talked about Flexcomp's success over the last two years.

From a community angle, Dixon proudly declared, "E-Systems' participation is a record in the Savings Bond plan and as a result we have received an award which is a tribute to E-Teamers' loyalty and patriotism." The Company's 1985 United Way Campaign participation resulted in over half of a million dollars in contributions from employees, which marked a 25% increase over the previous year.

Next, he outlined the Company's business results saying that invest-ment in Research and Development (R&D) was at a record high. "The new record of contracted work should prove a solid base for our leverage in the business future," he said. Dixon also mentioned that 1985 was a notable year for new facilities and auto-

mated manufacturing space.
The Division's individual financial performances were detailed by the Chief Executive Officer, who stressed that higher technical capabilities coupled with benefit programs, and prudent investments have been reflected in the performance of the Company. These resources have set the solid ground for future productivity and our competitive posture. Along with the other divisions, Melpar's business performance was reviewed by Dixon who stated, "The continued

DIXON Cont. on page 4

Melpar as I see it...



I want to commend the employees of Melpar on their outstanding contributions to the various organizations throughout the past year. As a result of our support, Melpar was the largest group contributor to the

Children's Hospital Fund according to Bob Levy's column in The Washington Post - our contributions totalled over \$8,000. We were given the Silver Award for our contributions to United Way by donating almost \$62,000 - an increase of 95% over last year's United Way Campaign. Our annual Savings Bond Drive resulted in a 99.6% participation rate by Melpar as well as being recognized as the largest participant in the Washington area. In our triannual blood drive last month, 162 pints of blood were donated. Also, some of you have donated your time to participate as judges in our area's High School Science Fairs.

While your donations to the different organizations Melpar regularly supports may seem to go unnoticed, I can assure you that they do not. I am proud to be the general manager of this division who, year after year, continuously shows its concern and community awareness.

Within Melpar, as I'm sure you have noticed, we are continuing our renovation process. Presently, the Falls Church cafeteria is in the midst of being upgraded and expanded. We've also added over 200,000 square feet of office space in Falls Church. This will improve the working quarters at both Falls Church and Fairfax.

The cost avoidance and reduction program is receiving increased emphasis through the employee suggestion program and by the establishment of specific goals for each Melpar organization. The adoption of several good suggestions and implementations of management actions have resulted in a savings of \$705,000 to date. I encourage each Melpar employee to be vigilant and alert to ways we can reduce our costs.

The business aspect of Melpar is starting with a roar this year - largely due to two sizeable contracts awarded to us at the end of 1985. Now we must get down to work and continue to demonstrate to our customers that we can deliver high-quality equipment on time and within budget. At the same time, we have to continue to think towards the future and look into new areas and new long-range programs. In the next few years we can expect a slower growing defense budget as a result of the Gramm-Rudman-Hollings bill. Nevertheless, Melpar can continue to grow, provided we sharpen our competitive edge. Our strengths must be our innovativeness, our ability to produce, our reputation as a highquality manufacturer, and our ability to offer affordable products and systems. It is important that our proposals are clear, concise, and well-written.

While we're executing our contractual obligations, it is important that we continue our efforts to improve the work environment and the surround-

ing community.

Talbot S. Huff

Security Spotlight

It is a known fact that foreign intelligence services are actively engaged in the collection of information through-

out the United States.

Intelligence agents enter this country under every conceivable cover. Agents are found among the official diplomatic representatives of their countries and they may enter the United States as students, tourists, commercial representatives, and members of cultural exchange groups. These agents may even infiltrate with refugees and emigres. Operations against the United States may be directed from official establishments within this country or from bordering

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nations. An intelligence agent may be in the U.S. on an official basis, or he/she may be a deep cover operative with no apparent connection with any foreign government.

Keep your guard up and remember classified information must be protected at all times. You never know if an agent of a foreign government is monitoring your moves or conversations.

Credit Union News

When you are shopping for a new car, proceed carefully! Not only must you decide on the model and options you want, but you'll most likely have to arrange financing.

While you may automatically assume that the low loan rates some dealers advertise offer you the best deal, often they do not. Here are some catches you may encounter when you

pursue dealer financing.

First, the car you want may not be available at the low rate advertised. The reduced rate is almost always offered on a limited selection of models. You may also have less negotiating power on the price of the car if you use dealer financing. You may be forced to pay a large down payment to get the low rate. In some cases dealers ask for 33% down, compared to a 10% or less down payment at a credit union. There may also be a shorter payback term required with a low rate.

Dealer financing may have certain pitfalls that are not advertised. Watch out for early pay-off penalties. In some cases, there is a substantial penalty for early repayment of your loan. The credit union does not charge a penalty for early loan repayment. You may also have to pay more sales tax due to the inflated price of the auto purchased through low rate financing and you may forfeit other benefits, such as cash discounts or a free scheduled maintenance program when you use the low rate dealer financing. Dealers may charge loan rate application fees or fees for credit checks, whereas your credit union does not.

Remember, what car dealers lose in financing, they make up for elsewhere! Once everything is taken into consideration, the monthly payments often come out to be less working through a credit union. Furthermore, repayment is easier with a credit union loan, using payroll deduction.

To make sure you are getting the best possible deal when you buy a new car, always visit two or more dealers. Ask each for the best cash price on the car you've selected and ask to see the dealer's factory invoice. Then borrow from the lender who offers you the best terms.

Be a careful consumer! Consider any purchase or financial commitment from all angles - especially one that seems too good to be true. It may

be just that . . .

Extracts from PFCU Newsletter

MELPARTICULARS

needs your input. Submit material to Anne-Marie Eid, ext. 2717

GWU SCHEDULE FOR SUMMER STUDIES

George Washington University's Department of Electrical Engineering and Computer Science announces the following Summer 1986 course offerings:

EE 144 Elements of Communications Engineering Design II (Monday - 5/12-8/18, Fletcher)

CSci 154 Digital Computer Design (Tuesday - 5/13-8/12, Liebowitz)

CSci 161 Discrete Structures for Computing (Wednesday -5/14-8/13, Wang)

Registration for these courses will be held on May 6, 1986, between 5 and 7 p.m. at the Falls Church facility. All registration material and textbooks will be available at the time.

Computer Science degree candidates may take EE 144 for graduate credit, and EE majors may take CSci 154 and CSci 161 for graduate credit as well. For information, or if students are interested in signing up, they are urged to call Professor Pickholtz at (202) 676-6583, or 676-2478.

For those who are looking ahead to the fall session, we will be offering the

following classes:

CSci 258 Advanced Programming Languages CSci 238 Computing Systems I CSci 203 Microprocessors and Microcomputers Computing Algorithms Stochastic Signals and CSci 217 EE 204 Noise EE 242 Coding Theory Communications Theory I EE 243 EE 251 Switched Telecommunications Networks

EE 277 Satellite Communications Systems

BLOODMOBILE DRIVE COLLECTS 162 PINTS

The Melpar Bloodmobile drive that took place in February resulted in a total donation of 162 pints.

This was well below the normal donation due to the fact that many employees were absent because of the flu and various cold symptoms. Note: according to the new pamphlets distributed by the Red Cross, you cannot get AIDS from donating blood!

The next bloodmobile drive will be held in June:

Falls Church - June 10, 1986 Fairfax - June 9, 1986

CBT SYMPOSIUM HOSTED BY MELPAR

On Wednesday March 5, 1986, John J. Durgavich welcomed more than sixty participants to a symposium on Computer-Based Training (CBT) which was hosted by Melpar.

The symposium was sponsored by the Computer-Based Learning (CBL) Network of the American Society for Training and Development (ASTD). Michael J. Hillelsohn, a Sr. Training Analyst at Melpar, is a member of the Executive Committee of the CBL Network and was responsible for coordinating the program at the Melpar Division.

Symposium participants represented the government, private industry, and academia. They were all practitioners in some area related to Technology-Based Training, primarily interactive video and/or computerbased training. During the day they shared their experiences and expertise on such topics as: the impact of high technology on training; CBT design and development issues; the bridge between artificial intelligence and CBT; authoring systems for CBT; CBT project management, and how learning styles relate to training efficiency and effectiveness. The format for the symposium consisted of roundtable discussions about each issue for about an hour, followed by presentations by representatives from each table to the entire group. Each participant sat in on three discussions during the course of the day.

The outcome of this symposium will be presented to the entire CBL Network (1700 members) at the national

ASTD conferences in May.

AWARDS PRESENTED FOR COST SAVING SUGGESTIONS



From left to right: Dennis E. Nickle, SQA Manager; Paul Akimov, Senior Electrical Engineer; Vice President and General Manager Talbot S. Huff; John E. Shaffer, Field Engineering Support Supervisor; Tim S. Hausfeld, Associate Electrical Engineer; and Rex J. Muenzer, Quality Inspection Supervisor. Not pictured above is Clarence Abercrombie, Sr. Technical Illustrator, who contributed the suggestion of a "Film Developer Substitute".

As part of the Cost Avoidance Program at Melpar, the Employee Suggestion Program was implemented as a fundamental part of the cost reduction efforts being conducted company wide.

Photographed above are the recipients of the suggestion program awards that were presented to them for their submission of ideas benefiting E-Systems.

Dennis Nickle received a certificate of appreciation for his suggestion, "Standardized Bid Spread Sheets". Paul Akimov was awarded several prizes for his two suggestions,

"Reduction in Mailroom Costs," and, "Revised Test Equipment". John Shaffer was recognized through a certificate of appreciation for his submitted idea, "Field Service WATS lines", and Tim Hausfeld received an award for his suggestion, "Phone List Update". Rex Muenzer was also presented with a certificate of appreciation for his idea to implement a "Buzz-out Check List". All of these suggestions were carefully reviewed by an evaluation team, along with assistance from various focus groups, and ultimately approved by the CART committee at Melpar.

JANICE ROBINSON HONORED FOR SCHOLASTIC ACHIEVEMENT

Program Management Specialist Janice G. Robinson was recently honored with an award for her outstanding scholastic accomplishments. She received a Certificate of Achievement which is presented to one senior accounting student annually from each area college and university by the District of Columbia Area Chapter of the American Society of Woman Accountants.

Deciding to return to school a few years ago, Janice is near completion



of a B.S. degree in Accounting from Strayer College. She was selected for the award as a representative of the Arlington campus, one of Strayer College's two area locations. "I urge all E-Teamers to take advantage of

the opportunity to further advance themselves through the tuition reimbursement program at Melpar," Janice said. She already holds a BS in Business Administration from American University and is entertaining the idea of sitting in for a CPA exam in the near future.

A student member of the American Society of Woman Accountants, Janice is a goal-oriented individual who likes to keep extremely busy. "I've always worked while attending school," she stated. Janice believes that succeeding at both working and studying simultaneously is a matter of time management. "I am a worker," she said, "I have to be gainfully occupied and I'm always striving towards some goal."

Janice was born in Washington, D.C., and currently lives in Arlington where she has resided all her life. Going back to school has been an important and valuable experience for her. "The rules are different," she said. "In the field of accounting the competition is fierce and independence becomes a great factor."

In addition to being a hard worker, Janice has a wonderful sense of humour. She enjoys swimming and horseback riding in her free time — something she does not have much of these days, with final exams approaching. "I think everyone should go back to school at least every 10 years or so, because it is interesting to see not only all the changes that have taken place, but to witness new approaches to old problems as well."

Library Up-date

The Technical Library's reference collection consists of a variety of reference material, both technical and general. The types of reference works in the collection include: dictionaries, handbooks, directories, and encyclopedias. Following are descriptions of some representative books.

Among the technical dictionaries is the IEEE Standard Dictionary of Electrical and Electronics Terms. Published in 1984, this edition updates the previous edition by including terms from standards generated since 1977. Each entry includes a reference to the source of the definition. The dictionary is followed by a list of acronyms and abbreviations relating to the fields of electrical and electronics engineering. Another specialized dictionary, the Department of Defense Dictionary of Military and Associated Terms, serves as the authority for the application and use of terms and definitions throughout the Department of

Defense. Examples of handbooks in the collection are Reference Data for Engineers: Radio, Electronics, Computer and Communications and the International Countermeasures Handbook. The first is the seventh edition of a standard reference book that originated more than forty years ago. Classical material has been retained, while new material, reflecting advances in the field, has been added. The reference includes tables, graphs, and sample worked problems on a wide range of topics relevant to engineers, such as frequency data, semiconductors and transistors, and computer communications networks.

The International Countermeasures Handbook is a major reference source in the area of electronic warfare and is published annually. The current edition is divided into five main sections: Electronic Warfare Budgets, Systems of the West, Guided Missiles of the World, Soviet Weapons and Electronics, and Analysis and Technology. The last section includes a bibliography on electronic warfare.

The International Defense Directory is a directory of companies and organizations throughout the world that are involved in defense products or services. The directory gives the products and/or services provided, key personnel, address, and telephone number for each entry. There are also alphabetical listings by company name, by key personnel, and by product trade names, as well as a section arranged by products and services.

Of a more general nature, one can find an unabridged dictionary, world

DIXON Cont. from page 1

growth rate, with a 25% increase over 1984, shows that the momentum of the Division has increased with the onset of new programs". He congratulated everyone and wished the Division luck saying that Melpar was mak-

ing excellent progress.

Following his division's performance analysis, Dixon discussed the current business environment saving there have been great changes in the defense contract environment. "E-Systems, our vendors, and the government all share in the responsibility of quality, reliability, and maintainability." He also stressed competition as the key to further bookings and delineated the three different types of competitors E-Systems will have to contend with. "We must recognize their strengths and weaknesses if we are to grow, and we must be aware of our own growth potential as well." He then spoke about future defense budget allocations stating, "Electronic contracts will increase. The opportunities available are bountiful. We must concentrate on highly winnable programs and the broad range of market possibilities." He went on to summarize by saying, "These objectives are challenging, but well within our capabilities.

Concluding his speech to an audience of approximately 400 E-Teamers, Dixon declared, "For the future, expect tough and smart competition. Our business climate has changed dramatically. The customer demands quality, reliability, and maintainability and we can meet these challenges." He finished his presentation by saying, "We have good, innovative, patriotic, and determined employees and all of you present the future and the possibilities for our Company."

and road atlases, the G.P.O. Style Manual, the U.S. Government Manual, the Statistical Abstract of the U.S., local telephone books, and the Zip Code Directory in the Technical Library's reference area. Other reference sources are available on-line through DIALOG, including Books in Print, the Encyclopedia of Associations, American Men and Women of Science, and various business directories.

The reference area is also the location of the library's card catalog. Reference books do not circulate, so come to the library to use the reference collection or call Peggy Simon, Division Librarian, on x2157.

NEW HELP FOR AILING HEARTS

Now, thanks to a tiny balloon and a procedure called coronary angioplasty, some people with coronary artery disease may temporarily or permanently avoid surgery to bypass blocked coro-

nary arteries.

Coronary angioplasty, a non-surgical procedure to open clogged arteries, is used frequently today on patients who just a few years ago would almost inevitably have had to undergo coronary bypass surgery. There is no chest incision, no long recuperative period, and the patient experiences little discomfort.

In people with coronary artery disease, the arteries are blocked with a substance called plaque, a collection of things such as fats, cholesterol, and calcium. Artery disease can start when low-grade damage occurs to the wall of the vessel. Scar tissue builds up during the healing process, and the spot becomes "sticky". Platelets and lipids then accumulate until what looks like a little cyst builds up from the wall. Sometimes the blockage is hard, from a layer of calcium, other times the

blockage is soft.

Angioplasty allows a cardiologist to reach and treat this blockage without opening the chest cavity. The procedure itself is a simple one involving the insertion of a needle into an artery, the placement of a wire through the needle and a sheath over the wire. After the sheath is in place, a small tube or catheter is moved through the artery, up through the bloodstream to the opening of the coronary artery. Next a smaller catheter is passed through and directed over a guidewire to the point of the blockage in the artery. A tiny balloon wrapped on the tip of the second catheter is inflated at high pressure, actually breaking up a hard blockage so that it can be washed out through the capillaries, or compressing a soft blockage and forcing it back into the vessel wall.

After angioplasty, which usually takes no more than a half hour to two hours, the patient is watched carefully for 24 hours in the Cardiac Care Unit (CCU) and then sent home. Occasionally-in 20 to 30 percent of the casesthe procedure must be done a second time, but this usually occurs when soft

blockages are involved.

For heart patients who can benefit from it, angioplasty is preferred over bypass surgery because it is far less traumatic. Angioplasty is most often used on patients in a relatively early stage of coronary artery disease. Angioplasty cannot necessarily replace coronary artery bypass surgery, but for about one-third of the total cost of

PROMOTIONS — JANUARY AND FEBRUARY

M.E. Anderson Basham

D.F. Becker

D.R. Branscome Charters J.P

O.G. Czifra L.M. Delio

S.L. Fanelli S.E. Fones II

Hammill F.L.

D.C. Haught Herndon L.L.

G.F. Hibner Hilborn

TK V.E. Hunter

C.O. Hwang T.R. Ireland

W.S. Jenkins, Jr. VA Lawrence

M.I. 100 J.W. Morrison

K.E. O'Brien L.M. Pinson

Riley J.T. B.H. Romine

J.A. Schafer

J.R. Schell Schroeder R.L.

C.A. Snyder M.L. Waltermire

R.F. Willis

From

Jr Budget Analyst Prin Oper Analyst

Drafter

Software Analyst

Elec Eng Design Eng Jr Facilities Eng Word Proc Oper Jr Elec Eng

Accounts Payable Clerk

Elec Eng Assem Tech QA Asst Secretary Planning Aid Assem Assem Tech Jr Elec Eng Programmer Assem

Planning Aid Prin Software Analyst

Report Typist Computer Oper A Lead

Eng Supv

Word Proc Oper Eng Tech

Oper Analysis Supv Software Analyst Programmer

Assem 1cl

To

Budget Analyst Oper Analysis Supv

Sr Drafter Sr Software Analyst

Sr Elec Eng Sr Design Eng Facilities Planner Sr Word Proc Oper

Design Eng Sr Accounts Payable Clerk

Sr Elec Eng

Assem Tech Grp Ldr Sr QE Asst

Executive Secretary Planning Asst Assem 1cl

Assem Tech Grp Ldr Design Eng Software Analyst Assem 1cl

Planning Asst Software Dev Manager Sr Report Typist

Computer Oper Spec Eng Manager Sr Word Proc Oper

Jr Elec Eng Manager Oper Analysis Sr Software Analyst

Software Analyst Assem Tech Grp Ldr

RETIREES



Bill S. Alderson 25 Years of Service



Earl J. Diehl 38 Years of Service



Richard W. Lowe 12 Years of Service



Bill F. Martz 4 Years of Service

bypass surgery, fewer days of hospitalization, and far less post-procedure discomfort, angioplasty is an attractive alternative for patients who can have it.

From Health Talk Fairfax Hospital

SAVINGS BONDS Cont. from page 1

every six months, with owners receiving an average of the rates for the periods the bonds are held. Each six month period is calculated at 85% of the average return of five-year Treasury securities. Current Series EE savings bonds vield 8.36% in interest, outpaying most short term certificates of deposit, NOW checking accounts, treasury bills, passbook savings accounts, IRA certificates, and moneymarket checking accounts. Older savings bonds, issued when rates were far higher than today's, will sell for more than their face value - what you get when they mature.

Personal financial planning involves many considerations and Savings Bonds are a favorable alternative when reviewing many of these factors. Bonds can be purchased with an

investment as small as \$25.

E-Systems conveniently offers a payroll savings plan for all of its employees and the near 100% participation from E-Teamers last year was recognized through the various awards the Company and Division received. E-Systems definitely ranks as one of the country's leading supporters of the U.S. Savings Bond program.

Sports Corner

TENNIS . . . COMPETITIVE RECREATION FOR ALL

The 1985 tennis season was a challenging one, ending with competitive matches to determine the champions

of various categories.

Another active tennis season is anticipated this year and the ladder should prove as competitive as last year's. Players interested in signing up for the 1986 season should consult the sports bulletin board periodically for information. In brief, Melpar has a tennis ladder in which participants compete throughout the summer as they move up (or down) the ladder. The ladder is basically a warm-up for the Tournament which begins in August. Players are matched according to their skills and expertise level. There are five categories of players ranging from beginners to seasoned tennis veterans.

Whether tennis is your life or you are merely intereted in learning the game, there is usually someone to challenge on the ladder. Some beginners may be a little intimidated to play at first but here are some good tips to remember which will help you to

become a tennis lover.

Tennis can be a frustrating game to learn, but with dedication and

EAVESDROPPERS SUFFER FOURTH QUARTER BLUES!

The Melpar Eavesdropper's 1986 Fairfax County Adult Basketball League season has been a frustrating one, filled with fourth quarter letdowns.

Their March record of 4-4 could have easily been an 8-0 record, for in all their games they were either tied or in the lead, until midway through the fourth quarter! Key player absences and disruptive conditions, due to snow cancellations, were as much to blame as the bad breaks and just plain being outplayed in the stretch. This year's team consisted of Tim Harvey, Ronal Butler, Clive Melbourne, Eric Steigmann, Brian English, Pat Lane, Tim Kesecker, Mike Dutchak, Mike Christofferson, and Ken Taggart.

Better luck next year guys!



patience anyone can pick it up in time. If you are a beginner, take a bag of balls to practice at a tennis court with a half court wall. The secret to tennis is eye contact. Never take your eye off the ball! Hold the racket as if you were shaking hands and when you swing the racquet, use your shoulder and not your wrist. Put your whole weight into the swing and try not to lean back.

The follow-through is very important. Your swing should span about 180 degrees. Tennis is a graceful game but it can also be very fast; so, stay on your toes and be ready to move!

Everyone is encouraged to sign-up this Spring - especially women to diversify partner opportunities during the ladder games, It is a whole lot of fun and a good way to stay in shape.



Melpar tennis award recipients with Vice President and General Manager Talbot S. Huff, from left to right: Rick Bardwell, Paul Hahn, Tei Ito, Mike Long, Ruth Kraft, Norma Francis, Carmen Benitez, Molly Solomson, Tamera Hilborn, and Tim Harvey.