

MELPARTICULARS

Volume 8, Number 2

E-Systems Melpar Division

April 1987

JOHN W. DIXON ANNOUNCES RETIREMENT



On 12 March 1987, John W. Dixon, longtime Chairman of the Board and Chief Executive Officer of E-Systems, announced his plans to retire, effective 21 April. Dixon will remain on the Board of Directors as Chairman Emeritus.

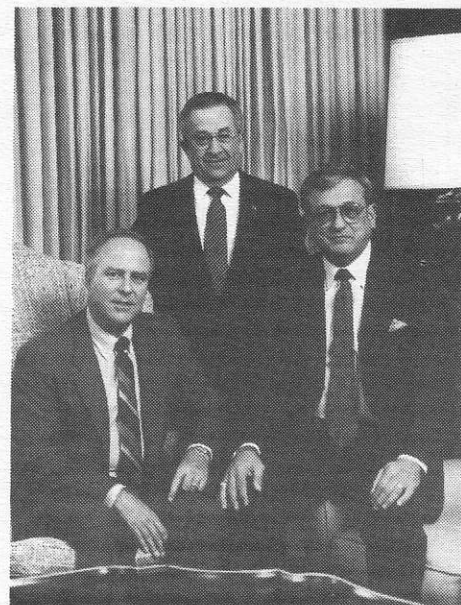
Subsequent to Mr. Dixon's an-

nouncement, the Board of Directors issued the following statement of commendation, "Mr. Dixon has guided E-Systems from near bankruptcy in 1969 to its present position as the industry leader in defense electronic warfare systems. Now that E-Systems has entered a new generation with sales exceeding \$1 billion, Mr. Dixon has stated his desire to vest the responsibility for its future in a new executive team. It is with admiration and appreciation for his many contributions to the stockholders and employees of the company, that the Board affirms Mr. Dixon's planned retirement."

Dixon will continue as a consultant to E-Systems after his retirement, as well as remain active in several local and national organizations and industry associations related to the Company's business.

The Board of Directors also announced its plans to make several key executive assignments concurrent with Mr. Dixon's retirement 21 April. David R. Tacke, E-Systems and indus-

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David R. Tacke (center) will succeed Mr. Dixon as Chairman of the Board and Chief Executive Officer. In addition, E. Gene Keiffer (right) will become President and Chief Operating Officer, and A. Lowell Lawson (left) will assume the position of Executive Vice President.

NAVY SIGNS OFF ON BGPHERS

The Advanced Systems organization at Fairfax achieved a major milestone this March by shipping the Surface Terminal of the Battle Group Passive Horizon Extension System (BGPHERS) to Norfolk, Virginia for installation. The Surface Terminal, designated AN/SLQ-50 (formerly known by the in-house program name of Dorado), represents the first major full MIL-SPEC system built by any E-Systems division for permanent installation aboard a U.S. Navy surface ship. It consists of four AN/UYK-44 Navy standard minicomputers and three UYQ-23 graphics operator terminals interconnected by a Militarized Local Area Network (MLAN). The MLAN is a full MIL-SPEC version of Melpar's E-BUS.TM

Melpar's participation in the BGPHERS program originated in 1980,

BGPHERS Cont. on page 4



Surrounded by some of BGPHERS' key personnel, K.R. Kaminski, the Navy's SPAWAR Contracting Officer's Technical Representative authorizes the shipment of BGPHERS. Present at the signing were (from left to right) Vice President of Advanced Systems M.L. Cooke, Manager, Contracts Administration W.G. Moeller, Director, Engineering Development W.E. Thomson, Engineering Manager M.L. Key, and Sr. Program Manager G.L. Semancik.

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

COMMUNICATIONS COUNCIL IMPROVING LIFE AT MELPAR

It is written in Melpar's Corporate Policy Directive that the "Success of E-Systems . . . is dependent upon the teamwork and two-way communications of personnel at all levels of responsibility."

In consideration of this philosophy, E-Systems established Division-wide Communications Councils as a means by which employees could "obtain and exchange ideas, opinions, and suggestions [on the] improvement of operations for the mutual benefit of all employees."

Melpar's Communications Council is chaired by Vice President and General Manager Talbot Huff, and it meets bi-monthly to address the concerns of employees.

The Council reviews a variety of topics ranging from security issues to requests for employee conveniences. Some of the improvements made possible through the Communications Council include: advanced safety measures, facilitation of parking lot and traffic flow, improved vending and cafeteria service, building enhancements, and facility maintenance. Items such as these are presented to management at each council meeting.

To keep all employees informed regarding current issues, minutes of the council meetings are posted on the bulletin boards following each meeting. The minutes serve as both a communications vehicle and a reference list of current council representatives.

To submit an item to the Communications Council, simply contact one of the representatives who will then present your comments at the next council meeting. Some issues may be quickly resolved while others require further investigation. Note: Items involving safety and health should continue to be reported to your supervisors or to the safety office in a timely manner.

Productivity, quality assurance, and cost effectiveness are influenced by how well all employees understand, accept, and support the actions of the Company. Melpar promotes an open



Above, Vice President and General Manager Talbot Huff presides over the February Communications Council meeting. The current council representatives, seated from left to right, are Cindy Barker, Gary Baldwin, Connie Pruitt, Joe Pinto, and Ronal Butler. (Not pictured is representative Jim Bittman.)

line of communication between employees and their immediate supervisors and encourages employees to take advantage of the services provided by the Communications Council. These avenues of expression offer employees the opportunity to make a difference in the success of Melpar as well as to make the workday run a little smoother.

Melpar's current Council Representatives are Gary Baldwin, Advanced Systems, ext. 3603; Cindy Barker, Advanced Development, ext. 3409; Jim Bittman, Systems Development, ext. 2207; Ronal Butler, Technical Support Services, ext. 2035; Joe Pinto, Technical Support Services, ext. 4020; and Connie Pruitt, Systems Development, ext. 4173. **M**

Credit Union News

- Melpar's Federal Credit Union's (MEFCU) Annual Meeting has been scheduled for 5:30 p.m., Thursday, April 23 in the Falls Church Cafeteria. Mark your calendars, and plan on attending.
- The Board of Directors has taken another step to enhance the loan procedure. At the February meeting, a motion was passed to begin using a new procedure called "Loan-Liner." Loan-Liner will greatly reduce time and paperwork required of employees when they apply for loans by consolidating and retaining initial loan applications. Once an employee completes the application forms for one loan, all subsequent loans will be awarded based on the initial application. Employees will only need to fill out a request. MEFCU hopes to introduce the new procedure in May. **M**

Security Spotlight ...

THREE Y's TO WORRY ABOUT SECURITY VIOLATIONS

YOUR COUNTRY

Classified information is, by definition, intelligence requiring protection in the interest of national security. Security violations help spies to do their work by reducing the vital margin of safety and leaving information without the required level of protection.

YOUR COMPANY

The revocation of a facility clearance is not a regular occurrence, but it does happen. If it does, the results are usually catastrophic for the firm and its employees: loss of business, damage to company reputation, loss of jobs. REMEMBER: the same procedures that protect our nation's secrets also safeguard your company's proprietary information.

YOURSELF

Security violations often lead to disciplinary action, and repeated violations will jeopardize your career. Security violations can and do result in loss of clearances and loss of jobs. Lastly, not only can security violations lead to suspensions or reprimands, but they are embarrassing for everyone responsible.

So why worry? Remember, your country, your company, and your future are at stake if you commit a security violation — a violation of security rules and standard practices that are clearly stated in the Government's *Industrial Security Manual* and Melpar's *Security Manual — Security Practice Procedures*. **M**

MELPARTICULARS

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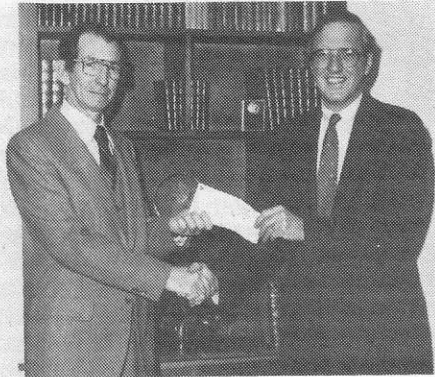
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Lawrence Terry, Wayne Thomson

BURKE SHIRES RECEIVES LARGEST SUGGESTION AWARD TO DATE

This February, the Cost Avoidance/Reduction (CAR) Committee presented its largest award ever to Burke Shires for a suggestion that is estimated to save Melpar over \$122,000 per year. In appreciation of his suggestion, Vice President and General Manager Talbot Huff presented Shires with a check for \$1,750.00.



Shires, who is a Quality Engineer at Falls Church, received his award for establishing a new shipping data form (FAF-5130) which contains . . . "pertinent contract information needed to prepare shipping documents for con-



Pictured from left to right, Employee Suggestion Program Award winners James Lok, Otto Caifra, Bob Sanford, and Jean Osterwalder accept awards and congratulations from Vice President and General Manager Talbot Huff (center).

tract deliverables," said CAR representative Larry Terry.

The form is an expanded version of the previous shipping document. It is designed to help expedite the shipping process by including additional relevant information on a concise and accessible reference sheet. The consolidation of this information will also facilitate the tracking of shipments.

Other individuals who have received monetary awards in 1987 include Otto Czifra, James Lok, and Jean Osterwalder for their suggestion on an "Improved Sheet Metal Shield Fabri-

cation Method", and Bob Sanford for his suggestion entitled "Multiple Work-board Holder." Their contributions alone will result in a savings of at least \$58,000 during the first year of implementation. In addition to these cost reduction ideas, 17 additional suggestions involving improved security, safety, or efficiency of operation were approved by the CAR committee for implementation in 1987. The originators of the suggestions were each awarded special certificates of appreciation.

M

DIXON Cont. from page 1

try veteran, will succeed Dixon in the position of Chairman of the Board and Chief Executive Officer. Tacke currently is President and Chief Operating Officer.

Two other executives will be named to major posts. E. Gene Keiffer, currently a Senior Vice President, will become President and Chief Operating Officer. A. Lowell Lawson, also a Senior Vice President, will become Executive Vice President. Both will continue as Board members.

Dixon said, "Messrs. Tacke, Keiffer and Lawson are today fulfilling a portion of the Company's long standing succession plan. These three talented individuals have been vital to the Company's recent expansion and are well qualified to lead its next generation's growth."

No one was named to replace Keiffer and Lawson, and on this point Dixon commented, "Along with Tacke, these two executives have been instrumental in bringing the Company to its current business level. It is appropriate to extend that success and working relationship to a new organization. Further, the business sophisti-

cation of our divisions and the high caliber of operating management facilitates this streamlined organization."

Also effective April 21, Brian D. Cullen, Vice President and Assistant General Manager of the Greenville Division, Greenville, Texas, will be elevated to General Manager of that Division. Cullen replaces Lawson who has been directing that Division as an additional responsibility. Mr. Cullen joined E-Systems in 1984 after 14 years with Harris Corporation, Melbourne, Florida.

The Board of Directors also plans to elect Cullen, Talbot S. Huff, Jr., Vice President and General Manager of the Melpar Division, Falls Church, Va., and Jackson D. Maxey, Vice President and General Manager of the ECI Division, St. Petersburg, Fla., as Corporate Officers, to become effective April 21.

The upcoming promotion of Vice President and General Manager Talbot Huff represents the first time a Melpar executive has been selected to concurrently serve as a Corporate Officer.

M

MELPAR INTRODUCES INTERACTIVE VIDEO AT AFCEA CONFERENCE

This past February Melpar participated in the 8th annual Armed Forces Communication Electronics Association (AFCEA) Western Conference and Exposition held in Anaheim, California. Among the items exhibited by Melpar representatives were the Comm DF display, a Physical Security System model, and the Micromin and Nanomin receivers. Also featured at the exhibit was Melpar's new interactive video disk system.

The interactive video disk system is Melpar's newest marketing tool designed to introduce potential customers to the key products and operations of E-Systems. With the touch of a finger, viewers can select topics from a touch-sensitive monitor screen and explore the various Melpar organizations.

The video program contains a general overview of E-Systems, a brief introduction to each of the divisions, and specific information on some Melpar products/systems, including

AFCEA Cont. on page 6

**BGPHERS** Cont. from page 1

when, under a program named Senior Jump, Melpar outfitted a shelter with existing DOD ground equipment and installed it on two different ships to demonstrate the feasibility of controlling remote payloads from a ship-board terminal. In 1981, we were awarded a contract by the Navy to do a system definitions study and perform architectural tradeoffs in order to describe a system that would meet Navy operational, environmental, and logistics requirements. Preliminary system design was started in 1982. Successful systems development over the past five years has resulted in delivery of the system in March. Melpar will participate in Navy system testing.

The system represents a number of "firsts" for Melpar. It is the first in our line of surface terminals, controlling remote payloads, to meet full military specifications (MIL-E-16400). It is the first time datalink and ESM control functions have been totally integrated into the Melpar-designed operator terminals. It is the first time flight test-

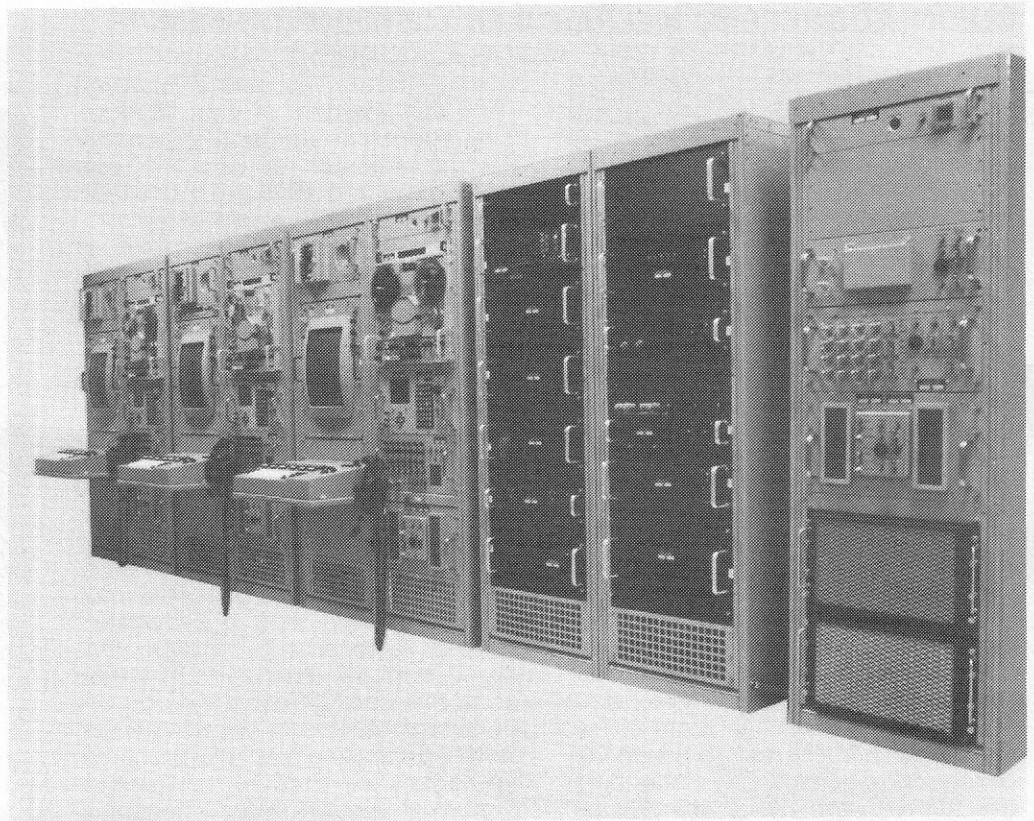
"I'm impressed with the dedication

ing has been conducted directly from the Melpar facility. Extensive built-in performance monitor/fault location (PM/FL) circuitry and full maintenance documentation enables complete customer maintenance and support capabilities. In a Navy-conducted maintainability demonstration, all specification requirements for mean-time-to-repair were met with considerable margin.

The successful completion of this phase of the BGPHERS program indicates a very positive picture for follow-on business. In the years ahead, we expect to build many similar systems for installation aboard a number of Navy ships, and we will be a major participant in the development and production of remote payloads for Navy aircraft.

The Melpar employees who have worked on the BGPHERS program over the past five years can indeed be proud of their contribution to the success of this program and its importance to the future of our Company.

M



Displayed above are the operator terminals, the data link, and the Integral Receiving System of BGPHERS.



everybody who worked on the program. It was as if each individual took on the project as a personal challenge." — Sr. Program Manager G.L. Semancik

DIXON ADDRESSES MELPAR MANAGEMENT DINNER



This February, E-Systems Chairman of the Board and Chief Executive Officer John Dixon once again came to Melpar's Annual Management Review dinner to personally greet employees and deliver his "State of the Company" address. In addition to the Melpar Management Club, attending the dinner were corporate officers from Dallas and E-Teamers from CAPA, GIO at Rosslyn, and ESSG and ETAG, Garland.

Dixon's speech centered on the financial performance of the Company and the explosive future potential of E-Systems as a prime contractor in the defense industry. He spoke of the dawning of the *New Generation* of E-Systems.

Dixon's words were encouraging. "Our defense establishment has helped cause the technology revolution and has been responsible for a large part of it," said Dixon. "The electronic content of defense budgets has grown rapidly over the past decade and electronics now pervade our military structure and functional capabilities."

"Last year's defense budget was flat, yet electronic content was up again, particularly in the Research,

Development, Test and Evaluation (RDT&E) portion of that Budget. The recently submitted Presidential Budget indicates requests for fiscal years 1988 and 1989 are more than 18% above 1987."

However pleasing the statistics may be, Dixon emphasized that the attitude we project is a vital component in achieving our goals. "Even though our planning indicates continued and vigorous growth, I believe we need to become a M.U.S.T. company in order to capture and realize that growth." Dixon defined M.U.S.T. as Mature, Unique, Substantial, and Technological. Dixon went on to describe the characteristics critical to the success of the *New Generation*.

According to Dixon, one of the main factors that will lead to E-Systems' success is focused expansion. "Focused from the standpoint of a total corporate concentration of resources on a particular target pursuit that will lead to an expansion of market share, an expansion of customer penetration, or an expansion of our technical capabilities leading to newer and larger market targets." In the same vein, he expects to see more of our "secured" technology moving toward applications in nonproprietary and unclassified prime systems areas.

A second characteristic of the *New Generation* is longer lasting joint ventures, both within the Company and

with other industry leaders, including (allied) international organizations. "Such joint ventures will provide the needed systems strength to take on, as a prime contractor, the larger but fewer defense electronic programs that will be fielded in the next decade," said Dixon.

The *New Generation* will also be characterized by investment flexibility. "We will assume heavier risks for pursuits that project higher reward opportunities," he explained. "Beyond the risk/reward issue, we will also be very sensitive toward bidding for programs that will add to our technology base and add to our overall capabilities." In the same way, E-Systems will seek to acquire only those companies that can make positive contributions to our product and technology base and to our systems integration capabilities.

By far the most important characteristic of the *New Generation* is the more effective use of our primary resources—money, people, capital equipment, facilities, and R&D technology. "We must better utilize and cross share these most critical resources. As we posture for the *New Generation*, existing duplicative capabilities will be absorbed through consolidation for more effective utilization."

The consolidation that Dixon speaks

SPEECH Cont. on page 8

AFCEA Cont. from page 3

Physical Security Systems, Instant Recall Signal Storage (IRSS), Unmanned Airborne Vehicle (UAV) payloads, and Automated Manufacturing. Also featured is the Melpar organizational structure and an interview with each of Melpar's V.P.'s.

The conference attracted approximately 4300 people, including 125 exhibiting companies, five of which were military exhibits. Other participating E-Systems divisions were CMD, ECI, and Garland. **M**



Customers at this year's AFCEA West Conference enjoyed the hands-on experience of investigating E-Systems with Melpar's new Interactive Video Disk System (located to the far right of the picture).

GWU SUMMER REGISTRATION ADVISORY

The George Washington University School of Engineering and Applied Science has scheduled summer registration at the Falls Church facility for May 5 between 5:00 and 7:00 p.m. The three courses offered provide several rewarding opportunities. EE/Communications MS Degree candidates may take CSci 157 (Assembly Language Programming of Large System Computers) as an elective. Computer Science MS Degree candidates may take EE 144 (Elements of Communications Engineering Design II) for elective credit.

Students who are not yet degree candidates may take either of these courses as well as EE 204 (Stochastic Signals and Noise) to prepare themselves for a graduate program of studies leading to a Master of Science, Professional or Doctoral degree. For academic counseling, please contact Professor Pickholtz on 994-6538.

Tuition for the 1987 Summer Session will be \$318 per credit hour (\$954 for each three-credit course.) Books and all administrative forms will be available at registration. Fees may be paid in installments, by credit card, or in full. Please contact GWU Program Coordinator Lee Martin on 994-7024 for advance information on registration requirements and procedures and for general administrative assistance.

Note that CSci 157 and EE 144 are offered in an accelerated seven-week schedule, while EE 204 is on a standard fourteen-week schedule.

- CSci 157 Assembly Language Programming of Large System Computers—
Tues and Thur, 6 to 9 pm,
May 12 - June 25
- EE 144 Elements of Communications Engineering Design II—
Tues and Thurs, 6 to 9 pm,
May 12 - June 25
- EE 204 Stochastic Signals and Noise—Wed, 6 to 9 pm,
May 13 - Aug 12

M

PROMOTIONS — JANUARY AND FEBRUARY

	From	To
Fairfax		
G.L. Borelli	Elec Eng	Sr Elec Eng
M.H. Brown	Secretary	Exec Secretary
J.A. Brumfield	Stock Clerk	Storekeeper
D.G. Cafarella	Planning Aid	Planning Asst
F. Chanka	Test Tech	Sr Test Tech
P.A. Coyle	Assoc Elec Eng	Elec Eng
J.T. Cummiskey	Programmer	S/W Analyst
K.M. Dixon	Assoc S/W Analyst	S/W Analyst
R.V. Folea	Elec Eng	Sr Elec Eng
A.C. Jensen	Tech Writer	Sr Tech Writer
K.G. Kenyon	Fld Design Eng	Prin Design Eng
J.L. Knox	Assem 1cl	Assem Tech
S.T. Meyers	Sr Clerk Typist	Secretary
L.S. Robinson	Admin Asst	Bus Analyst
F.L. Shetley	Metrology Aid	Jr Metrology Asst
Falls Church		
R. Angel	Sr Facilities Planner	Facilities Supv
D. Ballenger	Machine Opr B	Machine Opr A
C.L. Beldy	R&I Grp Ldr	Receiving Supv
L.E. Borrelli	Elec Eng	Sr Elec Eng
S.F. Bosco	Drafter	Drafter Grp Ldr
M.J. Bowser	Jr Programmer	Programmer Asst
G.L. Brown	Assembler	Assembler 1cl
W.A. Burke	Sr Subcontract Admin	Mgr, Subcontract Admin
M.H. Carper	Report Typist B	Asst Librarian
E.M. Cipriano	Eng Aid	Jr Eng Asst
A.L. Clark	Data Entry Opr	R&I Grp Ldr
L.K. Cology	Accts Receivable Clerk	Sr Accts Receivable Clerk
E.J. Comitz	Illustrator	Graphics Grp Ldr
R.A. Crabtree	Assoc Elec Eng	Elec Eng
R.R. Das	Assoc Elec Eng	Elec Eng
A.L. Fristoe	Planning Specialist	Sr Planning Specialist
S.C. Fortier	Systems Support Coord	Spares Supv
M.E. Fox	Programmer	S/W Analyst
L.A. Gegick	Sr S/W Analyst	S/W Eng Supv
E.F. Hagen	Assoc Systems Eng	Systems Eng
D.P. Herod	S/W Analyst	Sr S/W Analyst
T.K. Hilborn	Exec Secretary	Sr Exec Secretary
H.W. Hutchison	Eng Aid	Jr Eng Asst
M.B. Kohlhaas	Sr Admin asst	S/A to VP
S.H. Koslow	T/A to Director	Dir Advanced Programs
R.P. Latanzio	Sr S/W Analyst	Test Supv
M.Y. Layne	Assem Tech	Assem Tech Grp Ldr
D.N. Le	Planning Aid	Planning Asst
R.A. Leidig	Sr Design Eng	Test Supv
C.A. Lewis	Planning Asst	Planner
M.F. Marchese	Procedures Analyst	Sr Procedures Analyst
R.L. Michael	Prin Prod Spec	Graphics Supv
W.H. Monroe	Sr Security Spec	Security Supv
R.H. Neely	Secretary	Exec Secretary
J.B. Oliver	Programmer	S/W Analyst
W.P. Quantrille	Sr. Cost Analyst	Cost Analysis Supv
J.H. Radcliff	Jr Eng Asst	Planning Spec
C.W. Robertson	Receiving Supv	Traffic Manager
R.N. Senko	Assoc Elec Eng	Elec Eng
C.M. Streeter	Assoc Elec Eng	Elec Eng
T.T. Ton	Assoc Elec Eng	Elec Eng
C.G. Turnage	Bus Programmer Asst	Programmer
N.L. Van Nest	Programmer	S/W Analyst

RETIREES

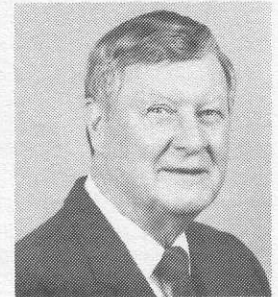
(Left to Right)

Lucy A. Garren
28 Years of Service

Charlotte M. Layne
23 Years of Service

Richard K. Sakamoto
33 Years of Service

Bill Taylor
28 Years of Service



Sports Corner

TOUGH SEASON FOR THE EAVESDROPPERS

Although their record would lead you to believe otherwise, the Eavesdroppers performance this basketball season has been impressive.

After a disappointing start (three losses, each by a few points), the team displayed a dramatic comeback, outscoring their opponents by large margins for the next three games. The seventh game matched the Eavesdroppers with the undefeated "Ron's Moving," a team that won the Division III Championship in the preceeding season. The Eavesdroppers lost the game, but only by five points.

The Eavesdroppers had to overcome two major handicaps this season. The foremost being the absence of Player/Coach Mike Dutchak. According to team member Eric Stiegmann, Dutchak was a key player on the team, and his support as a coach has been sorely missed. Another key player, Ronal Butler, was also out for the season due to a knee injury.

With only three games left in their season and a 3 win - 4 loss record behind them, the Eavesdroppers aren't expecting to make the finals, but they are hoping for an overall winning season. **M**

STEADILY ELIMINATING THE COMPETITION

In their second season together, the E-Systems Eliminators have been impressive in the third division of the Fairfax County Men's Basketball League. After reaching the finals of a preseason tournament and losing a tough championship game, the team has built a 5 win - 2 loss regular season record.

The combined contributions of the team resulted in their impressive record for the season. Notable contributions were the strong inside play of John Kody and Bill Kyker; the sharp shooting of Jeff Campbell, Jim Crown, Kevin Martin, Bernie May, and Clive Melbourne that added to the high scoring. Last, but far from least, was the tremendous defensive play of Tim Kesecker that prevented opponent scoring. **M**

MELPAR MAULERS

The Melpar Maulers have become tough competition for the other members of the Fairfax County Coed Volleyball League. Going into their last regular-season volleyball game, the newly founded team is enjoying a winning record of 13 wins and 8 losses.

Team captains Jim Nesmith and Joe Bickford have lifted the team from a losing season last fall to be possible contenders for the championship in early April. According to Melpar Mauler Jim Larosa, "team spirit and a never-ending quest for fun", have helped the Maulers bump and spike their way to a successful season.

RETIREMENT? . . . PLAN AHEAD

Beginning April 30, E-Systems will introduce a new employee service, a preretirement program. This program is for all employees 55 years and older, and is being offered to those who wish to participate. Spouses are encouraged to attend.

The purpose of the program is to assist Melpar employees in planning their retirement. Much of our lives are spent hard at work, in the hopes that we may someday relax and enjoy the fruits of our labor. But today, retiring comfortably requires more than a secure bank account. Careful planning is the key.

The Preretirement Program is designed to help employees make informed decisions about the future by addressing their questions and concerns, and by outlining the variety of opportunities available to them.

Local professionals and specialists will make presentations and encourage discussion on such topics as: Legal Affairs, Working Options, Company Benefits, Social Security, and Financial Investments.

Each seminar will include the topics listed above and will consist of seven two-hour sessions. The sessions will be held once a week from 7:00 p.m. to 9:00 p.m. at the Falls Church facility.

Attendance is absolutely voluntary and is not to be interpreted by anyone as an implication that an individual is ready to retire; only that he/she wants to plan for future retirement, WHENEVER that may be.

For additional information on Melpar's Preretirement Program, contact Leslie Schoppert in Employee Relations, extension 2518. **M**

In Memoriam...



John M. Marcev., Director of Special Projects in Advanced Development, died on April 1, at the age of 55, following a long-term illness.

John joined Melpar as an electrical engineer nearly 30 years ago on

June 20, 1957. During his successful career here, he played an important role in major telecommunications support programs and special engineering projects. John was highly respected by all his co-workers, customers, and friends. He will be greatly missed.

John was interred in New Orleans, Louisiana, where he is survived by his mother, Frances, and his brother, Joseph. **M**

SPEECH Cont. from page 6

of revolves around an improved organization of the Company. No plans have been made yet, but the basic structure that Dixon wants to build upon is that of "homogenous operations utilizing common technical and administrative support."

Dixon envisions a structure that will make the best use of technical and administrative resources—both capital and human. One that will provide "better career progression opportunities for those of our many professional engineers and scientists who wish to remain technically committed," as well as provide more opportunities to those of an entrepreneurial nature. It will also provide a structure that will allow E-Systems to limit di-

visions to a manageable size while accommodating expansion by the addition of divisions as market demands and acquisition needs may dictate.

E-Systems is looking towards a promising future, and we are well on our way with our recent achievement of \$1.35 billion in sales for 1986. According to Dixon, if we maintain our current rate, we will reach our second billion in sales by 1990. He stressed, "Ultimate customer satisfaction will be the principle motivating guidance for all our efforts. . . customer satisfaction with the quality, reliability and maintainability of our systems and products." **M**