

MELPARTICULARS

Volume 11, Number 1

E-Systems Melpar Division

February 1990

E-Systems Reports Record 1989 Results and 50-Percent Dividend Increase

E-Systems has reported record 1989 year-end sales, earnings, new order bookings, and backlog of unfilled orders and a 50-percent increase in cash dividends.

Annual sales for 1989 amounted to \$1.626 billion, compared to 1988 sales of \$1.439 billion. Net income for the year was \$83.0 million, or \$2.65 a share, compared to 1988 net income of \$74.6 million, or \$2.40 a share.

Fourth quarter sales reached \$433.8 million versus sales of \$388.0 million a year ago. Fourth quarter net income was \$23.2 million, or 73 cents a share, compared to fourth quarter 1988 net income of \$20.4 million, or 65 cents a share.

Orders (bookings) for 1989 totaled \$1.887 billion, and the year-ending backlog rose to \$2.506 billion from \$2.245 billion at the end of 1988.

Additionally, E-Systems Board of Directors approved a 50-percent increase of the first quarter dividend to 18.75 cents a common share (or 75 cents a share on an annualized basis), up from a quarterly rate of 12.5 cents a share paid previously. The dividend will be paid April 4 to stockholders of record March 16.

Fourth quarter and total year net income included a \$7 million after-tax gain from the proceeds of an insurance policy. Separately, pre-tax reserves were established

amounting to \$6 million against operations and \$3 million for legal fees and other costs associated with our previously terminated VRC-12 contracts in Florida.

In commenting on the results, E. Gene Keiffer, chairman and chief executive officer, said, "I am pleased with our overall results for the year, particularly our 12-percent increase in backlog, in a period of declining defense budgets. I feel the move to a more conservative posture through the establishment of additional reserves is appropriate in the current defense environment."

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Applying the Principles of TQM

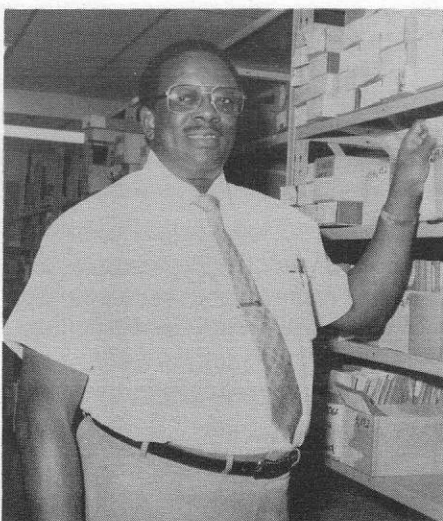
Have you ever felt that a procedure you follow on a daily basis does not make any sense or may even be unnecessary? John Johnson did. As a storeroom supervisor, he was frustrated by what appeared to be an inefficient method of processing material to be sent to Fairfax.

The procedure had been followed for years and went something like this: After material quality control (MQC) inspected material, they packaged it up. The Falls Church stockroom then picked up the material, reopened the boxes, and sorted Fairfax material from Falls Church material. The sorted Fairfax material was finally sent to shipping and on to Fairfax. John thought, "Why isn't the material sorted before being packaged the first time?"

"It was a waste of time," he says, "and time spent is money spent."

So with the help of various people in each group, he analyzed the old process by measuring what it cost and the time spent, worked out a mutually acceptable solution, and monitored the results.

Today, MQC sorts the material after inspecting it and sends it directly to shipping where the material is sent to Fairfax.



Storeroom supervisor John Johnson. "Because of the changes we made, Fairfax now receives material at least a day earlier."

The new procedure costs a fraction of what it did earlier, gets the material to Fairfax sooner, and saves time. "In addition," says John, "the process reduces the chances of lost or misplaced material."

What is Total Quality Management?

As part of the defense community, we frequently hear about TQM. TQM consists of organized activities that improve per-

formance by increasing quality and reducing cost and time. Through basic management techniques, common sense, and technical tools, we can develop structured approaches that continually improve processes like that of sorting and shipping material to Fairfax. Every employee is involved in improving performance, which ultimately increases customer satisfaction.

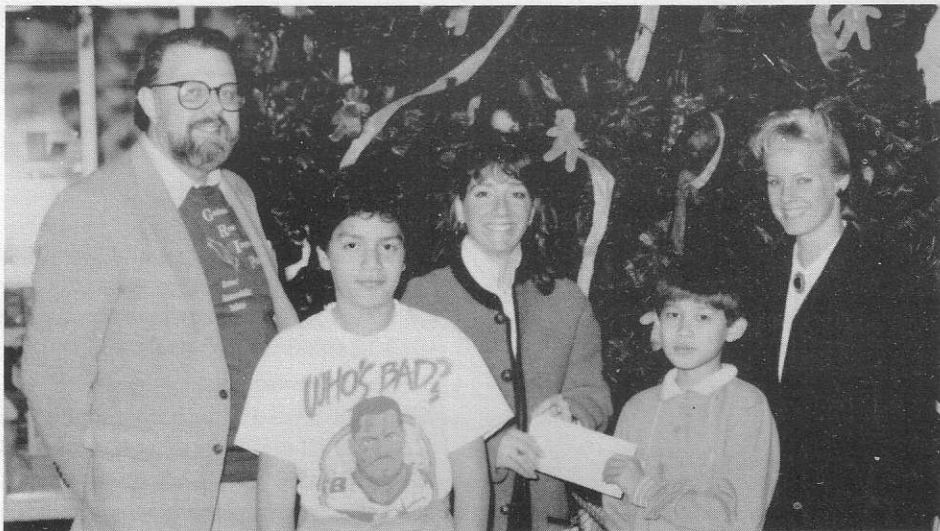
Where did TQM come from?

Many American companies have instituted large improvement efforts within their organizations that focus on quality improvements. These efforts were made in response to high scrap and rework cost, recalls, and customer complaints.

In 1988, the Department of Defense initiated a similar major improvement effort which they called Total Quality Management or TQM. While the DoD's philosophy and approach are consistent with those of many companies, its goal is different. Whereas most company goals are to increase customer satisfaction, market share, and profits, the DoD's primary goal is the "satisfied, quality-equipped, quality-supported soldier, sailor, airman and marine."

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Melpar's Children's Hospital Campaign is #1 in D.C. Area



E-Systems Melpar Division and Graham Road Elementary School present Children's Hospital with this year's employee contribution check, the largest donation in the D.C. area. From left to right are Graham Road special projects teacher Joe Branscomb, student body president Dino Galliano, Children's Hospital Special Events Manager Gigi Davis, Graham Road student Dai Lam, and Melpar campaign coordinator Tricia Reneau.

In an unprecedented last-minute show of support, Melpar employees turned the 15th annual Children's Hospital Fund Drive into a stunning success that surpassed all other individual and company campaigns in the D.C. area.

Mother Nature seemed to be working against the campaign efforts on the last official day of the drive. Over six inches of

snow fell on the Washington area that day, prompting many employees to use vacation hours and leave early. Until then, campaign contributions totaled just over \$8,000, well below the \$10,000 goal.

By Monday, however, the snow had mostly melted and employee contributions rallied to an all-time record high of \$12,542.44. This new figure pushed

Melpar's 15-year total to nearly \$95,000. Not only did Melpar break its previous record, but it regained the title of #1 contributor in the Washington area December campaign.

One week later, representatives from Melpar and its adopted Graham Road Elementary School presented Children's Hospital with the final check, sculptured balloons, Christmas cards, and toys. Contributions collected in the 1989 Campaign will be used to purchase a cardiac output connector and a portable EKG for the Hospital's intensive care room.

In his January 12, 1990 column, *Washington Post* writer Bob Levey commended E-Systems Melpar's contribution saying Melpar raised "a smashing \$12,542.44—this group's best total ever, and its 15th consecutive gift." Mr. Levey later called and informed Melpar that its contribution was far and above the largest in the D.C. area campaign.

Over 80 Melpar employees served as campaign solicitors and can be thanked for the Campaign's success. Without their support and perseverance, the Campaign would not have been the victory it was. **M**

Graham Road School Principal Al Manor Retires

After more than nine years and many accomplishments at Graham Road Elementary School, Principal Alan R. Manor retired this past January.

Along with his many other successes, Al can be credited with first coming up with the idea to form a partnership between his school and E-Systems Melpar Division. That partnership was established nearly two years ago and has grown into a unique friendship highly admired by other businesses and schools in the county.

On Friday, January 12, the students and teachers of Graham Road put on a show of songs, dances, and poems performed in tribute to Al Manor. During the program, Al was presented a special certificate from Melpar that recognized his "valued service to the establishment and promotion of the E-Systems Melpar/Graham Road Elementary School Partnership." Al also received an E-Systems T-shirt to wear while relaxing



Melpar's Tricia Reneau (left) awards Graham Road Principal Al Manor (right) with a well-deserved certificate of appreciation during the school's farewell ceremony.

at his new lakeside home in Fredericksburg, Virginia.

Replacing Al Manor is Mary Carter, formerly a principal at four other schools and most recently a specialist with the Fairfax

Country Public Schools' Staff Development and Training department. E-Systems welcomes Ms. Carter in her new position and looks forward to continuing our special relationship with Graham Road School. **M**

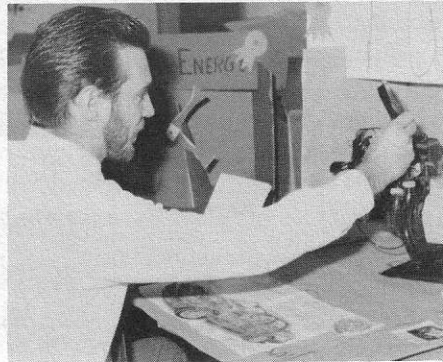
Feel Inadequate, Withholding-Wise?

If, when you filed last year's federal tax return, you had to pay a large tax bill or you received a very large tax refund, the IRS suggests you fine-tune your W-4 tax withholding certificate. Big tax bills can mean additional tax penalties and the government cannot pay you interest on your tax overpayments regardless of the size of your tax refund. For details, use the order blank in your tax package or call the IRS toll-free at 1-800-424-3676 and ask for free Publication 919, *Is My Withholding Correct for 1990?* **M**

E-Teamers Judge Graham Road Annual Science Fair



Engineers Greg Collins and Carol Ann Desmarais review a project on tastebuds while Mike Walsh (background) studies something different.



Dennis Kappeler inspects the design of a project on Turbo engines.

Six Melpar E-Teamers volunteered to judge Graham Road's annual science fair this year. Projects judged included homemade weather barometers, computer programs, and styrofoam-melting nail polish remover.

The Graham Road Elementary School science fair is just one of several school science fairs judged by Melpar employees. Other science fairs include the Luther

Jackson Intermediate School science fair and the Fairfax County intermediate and high school science fair which displays some of the most creative projects across the county.

Special thanks go to Greg Collins, Carol Ann Desmarais, Dave Fortney, Dennis Kappeler, Claire Silvestre, and Mike Walsh who judged this year at Graham Road. **M**

Now, Get a High Tech Refund from the IRS

You can probably shave several weeks off the time it takes to receive your federal tax refund and reduce the likelihood of errors in your return by filing it electronically. For the first time, the electronic filing of federal tax returns is being offered nationwide for those who expect to receive a tax refund. Electronically filed returns are transmitted over telephone lines directly to IRS computers by tax practitioners, financial institutions, and others who have been accepted into the program. For the names and addresses of electronic transmitters in your area, call the IRS toll-free, at 1-800-424-1040. **M**

Savings Bonds Now Tax-Free for Education

It's every parent's dilemma: how to best save for a child's future college education in light of skyrocketing tuition costs. It is estimated that by the year 2006, a single year of higher education could cost anywhere from \$17,000 to \$37,000.

The key to providing your child with the best there is to offer is to start planning and saving now. And what better way to save than with U.S. Savings Bonds? Beginning this year, Savings Bonds are tax-free when used to pay for college tuition and fees.

Savings Bonds have always been exempt from state and local taxes. But now, Series EE Savings Bonds may be exempt from Federal taxes also if used to pay tuition and fees at colleges, universities, and qualified technical schools during the year the bonds are redeemed. Moreover, the exemption applies not only to the education of your children, but to your own higher education as well.

To be eligible for the interest exclusion, the Bonds must be purchased after Decem-

ber 31, 1989 by individuals who are at least 24 years old. If the Bonds are to be used for the education of dependent children, they must be issued in one or both parents' names. They cannot be issued in the name of a child. Also, the Bonds must be redeemed in the same year the Bond owner pays qualified educational expenses.

Income limits do apply to the year the Bonds are redeemed. In 1990, a single person with an income of \$40,000 or less, or a married couple filing a joint return with an income of \$60,000 or less may be entitled to the full exemption. Single taxpayers with incomes between \$40,000 and \$55,000 and married joint return filers with incomes between \$60,000 and \$90,000 will qualify for a partial exemption. No interest is eligible for exemption for single filers with incomes over \$55,000 or joint return filers with incomes over \$90,000. These income levels will be adjusted for inflation in future years.

The easiest way to save is through Melpar's Payroll Savings Plan. The earlier an employee starts to save, the more educational savings will grow. The following chart gives some examples.

Child's Age Now	Value* At Age 18 Based On Monthly Allotments Of:	
	\$50.00	\$100.00
1	\$17,356.08	\$34,712.16
6	10,328.96	20,657.92
10	6,025.72	12,051.44
12	4,226.88	8,453.76

*Assumes minimum annual interest rate of 6 percent for bonds held five years or longer. Rate could be higher.

For more information on how to start saving for education with tax-free U.S. Savings Bonds, contact Tricia Reneau (x2717) in Employee Relations. **M**
(Information Provided by U.S. Treasury Department.)

An Artist Young at Heart

A squirrel crouches outside Lucy Murphy's living room sliding glass door. Now and then, it stands on its hind-quarters as if to draw attention to itself. Its antics work, and Lucy finally opens the door and offers the squirrel a walnut.

"That's Charlie," she says. Tapping the walnut on the parquet wood floor, she entices the squirrel to enter the living room. "C'mon Charlie! I got a big one for you!"

Charlie advances and then retreats. He approaches again several times only to scuttle back to a safer distance. "People mistreat them. That's why they're scared," says Lucy as she sets the walnut down well enough in front of her for Charlie to get at.

The squirrel tentatively inches forward again. In one quick motion, it snatches up the walnut and scurries out the glass door. Lucy smiles.

"Usually, he comes all the way in to the coffee table," she says, rising from her crouched position. She points to a brown glazed ceramic bowl on the table. It is shaped like a walnut and has a ceramic squirrel perched on top. Opening it, she reveals more walnuts, almonds, and other assorted nuts inside.

"That's Charlie's bowl," she says. "I usually give him peanuts because they're cheap. Walnuts are a real treat."

Watching and listening to Melpar photographer Lucy Murphy is certainly a treat. She speaks with a frankness that is refreshing and is prone to jokes and laughter. Those who know Lucy are quick to point out her fun-loving personality. But what Lucy is best known for are her paintings.

And does she have a lot of paintings! Her apartment walls are covered with them. Nature scenes, kittens, human portraits—it's all there. Paintings complement her workspace in the photo lab at Melpar and habitually hang on at least two display boards in the Falls Church employee art exhibit. She has sold too many paintings to remember the number and cannot recall how many she painted last year. No doubt about it, Lucy likes to paint.

Her passion for art began when she was 12 and learned how to paint at the Baptist church near her childhood home in Southeast, D.C.

"I guess it was my inspiration," says Lucy. "After Bible School, I would go home and paint some more on paper bags. We were too poor to afford to paint on anything else."

The people at the church must have heard about Lucy's paper bag paintings, for they frequently came to her house and picked the paintings up to hang in the church.

As she got older, Lucy found herself painting less and less. After having her daughter Kim, she stopped painting completely. It was not until her daughter left the nest that the painting began again and really took off. In just the past few years, she has exhibited her work in area malls, took second place in an exhibit put on by Graphic Arts of Washington, D.C., and was juried in the Vienna Art Center for a pencil drawing of Harpers Ferry.

*"... If you
think old and
act old, you're
going to be
old."*

That pencil drawing now hangs in her dining room and is one of the best examples of Lucy's talent for art. Measuring about two feet high and three feet wide, the drawing is of a train bridge through the mountains in Harpers Ferry, West Virginia. The

entire picture is made up of a series of microscopic squiggly lines, a technique somewhat like that used by Impressionist painters.

"I like the Impressionist's art," says Lucy. "I like to be able to stand back several feet from a painting and see stuff that's not there when you go up close to it. My work is more of a mixture of Impressionism and other types of painting."

A mixture it is. Lucy enjoys trying out new techniques and using medias out of the norm—like toilet paper.

Toilet paper?

"Yeah, you use it as a decoupage onto the posterboard first and then paint over it," she says. "The one I did turned out real nice, and it sold."

Cont. on page 7



Paint brushes and palette—Lucy Murphy doing what she does best.

1990 Readership Survey

"Write an article on Frank Hale," an employee said to me one day. "He's got a neat hobby collecting toy trains." So with Frank's cooperation, we ran an article about his lifetime fascination with toy trains.

The response was terrific. Employees began calling me with more story ideas on other employees. Now such articles have become a regular feature of *Melparticulars*.

To offer you the best publication possible, it's important for me to know what you think, and I need your help.

Tell me what you like, what you don't like, and what you would like to see by completing this survey and sending it back to me (M117). Feel free to sign your name or leave it anonymous. We'll publish the results in the April *Melparticulars*. Of course, if you have an idea that just can't wait, give me a call (x2717).

Thank you,

Tricia Reneau

Editor
Melparticulars

How thoroughly do you read *Melparticulars*?

- ☐ From cover to cover
- ☐ Most articles
- ☐ About half the articles
- ☐ Look at the photos only
- ☐ Not at all

How well does *Melparticulars* communicate information about the company and its activities?

- ☐ Excellent
- ☐ Above average
- ☐ Good
- ☐ Below average
- ☐ Poor

I would like to read about the following in *Melparticulars* (check three):

- ☐ E-Systems corporate-wide plans and goals
- ☐ Melpar plans and goals
- ☐ Company policies
- ☐ Company activities, achievements
- ☐ Employee benefits
- ☐ Major issues facing E-Systems/Melpar
- ☐ Human interest articles on Melpar employees
- ☐ Contract wins
- ☐ What is going on in other E-Systems divisions
- ☐ Senior Management changes

Do you read these *Melparticulars* features?

Always Usually Never

- | | | | |
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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Lead (front page) cover story |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Contract wins |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | News briefs |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Stories on employee achievements |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Human interest employee profiles |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Savings Bonds information |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | United Way/Children's Hospital campaigns and results |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Melpar As I See It (Talbot Huff) |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Security Spotlight |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Credit Union News |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Know Your Benefits |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Healthtalk |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Movers and Shakers (Promotions) |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Service Awards/Retirees |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Sports Corner |

Comments?

To me, *Melparticulars* is (check one)

Always Usually Sometimes Never Don't Know

- | | | | | | |
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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Interesting |
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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Easy to read |

Comments?

If you have any story ideas, please tell me about them here:

Fred Wahl

Making Things Happen

Fred Wahl is frustrating the photographer. He fidgets restlessly in his chair while the photographer berates him to stay perfectly frozen for a four-second shot. Do not blink, do not speak, do not move, he is told. Other people in the room hold their breath while the photographer counts a slow one, two, three, four. On the count of three, Fred pokes his tongue out at the camera, effectively ruining another shot.

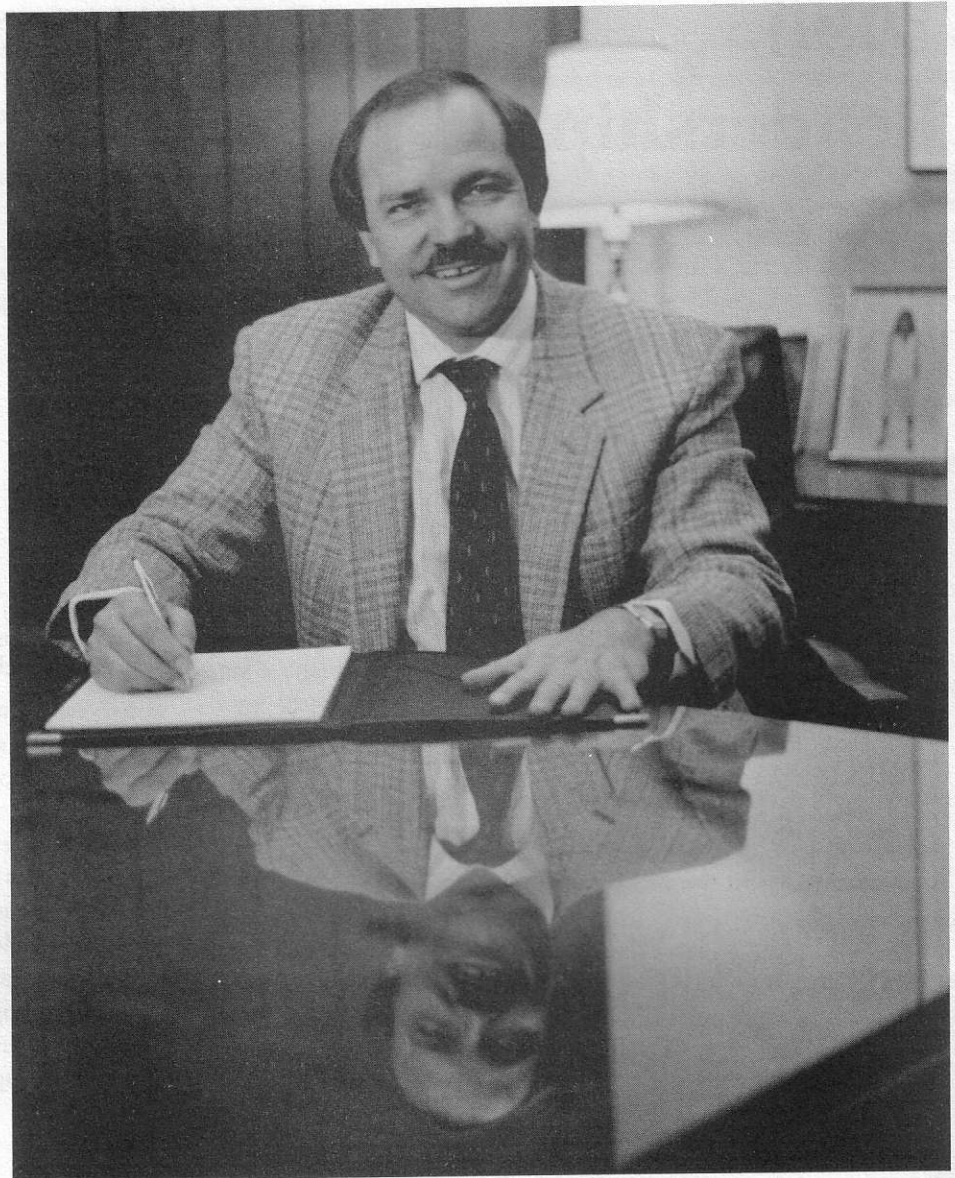
"Fre-ed!" the group cries out in exasperation. Fred, obviously delighted with their reaction, grins sheepishly.

Fred Wahl: witty, pesky, sharp-as-a-tack. You can't help but like the man. Even as he smiles, his eyes glint with mischief.

And yet beneath that playful exterior is an exceptionally intelligent person dedicated to E-Systems and the betterment of the community. As executive assistant to Vice President and General Manager Talbot S. Huff Jr., a man who is also very community-oriented, Fred Wahl could be nothing less.

His list of activities is impressive. He heads Melpar's Political Action Committee. He sits on the Board of Directors for the Fairfax County Chamber of Commerce and is a participant in Leadership Fairfax, a program designed to train future civic leaders. He is a member of the U.S. Procurement Policy Council of the U.S. Chamber of Commerce. In addition, he serves as Chairman of the County Chamber's High Technology Council.

"And people think I kid around all day!" he jokes.



Fred Wahl and the shot that took almost half an hour to get.

As a former student body president at Idaho State University and U.S. Senate staffer for four years, Fred is not new to the world of politics. "Having had a long involvement in politics," he says, "I had an inclination already for getting into the governing apparatus and trying to affect and change it.

"It's not just that it's a way to contribute to the community, but it also helps our business at E-Systems Melpar."

Melpar's interests are part of the reason Fred heads up the High Technology Council, which he also helped to establish. Began two years ago, the High Tech Council acts as the voice of high technology industries in the Northern Virginia area. Through the council, high tech businesses

identify issues of mutual concern and press solutions with the county and state governments.

"The economic engine driving our community has now become the high tech industries," says Fred. "We saw a need to start representing that sector better."

Education, for example, was one area that needed improvement. The education subcommittee, one of three subcommittees on the High Technology Council, did a survey of high tech employers last summer. Among other things, what the committee found was a perceived shortage of skilled technicians and the need for additional

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WAHL Cont. from Pg. 6

graduate-level technical degree programs.

"The preparatory work done by the Fairfax County Public School system is critical," says Fred. "Not all students are going to go to college. And not all of the people that we, in the high tech community, employ need to be college graduates."

Through his position as chairman, Fred advocates solutions for such issues to the County Chamber of Commerce. In addition to addressing education, he has briefed the state legislature on an amendment to the Virginia Trade Secrets Act which would strengthen protection of trade secrets. That amendment is now under consideration in

Richmond. With the Council, he also persuaded the Fairfax Tax Assessments Office to agree to changes in the depreciation schedule for capital computer equipment.

"This type of activity," says Fred, "does have a clear impact on us at E-Systems Melpar and how we do business. It affects our viability and robustness as a business in the County."

The viability of Melpar also depends on employees like Fred Wahl. His hallmarks are his personality and knack for making things happen in the local, state and federal governments. Although he may not be easy to photograph, Fred's civic involvement will certainly enhance the picture of his future. **M**

ARTIST Cont. from Pg. 4

"I like doing unique stuff—stuff that's out of the norm. That's what sells. Besides, I don't want to do what everybody else does."

And what does she think of people who criticize her work?

"You can't take people's opinions seriously," she says. "If, say for instance, I don't make it in an art show, the rejection means nothing to me because it's usually just one judge's opinion. Someone else may like it, so I don't get discouraged. And if something I paint doesn't sell, then I'll do another one. Something will sell eventually."

Such determination combined with her free-spirited attitude lend Lucy, at 43, an extraordinarily youthful air. She even admits to a passion for playing hide-and-seek.

"If someone wants to play hide-and-seek," she says, "I get really enthused about it. I look at it this way: if you think old and act old, you're going to be old. As long as you're alive, you should act alive. For me painting, playing games, and feeding the birds and squirrels keep me feeling alive." **M**

TQM Cont. from Pg. 1

Thus, TQM efforts are not only aimed at transforming how the DoD does business internally, but also at how it does business with its contractors and suppliers.

What is Melpar doing about TQM?

At Melpar we have many varied improvement efforts underway. Over the next months, employees will hear more about plans for expanding and building upon these efforts. Like John Johnson, employees in every organization and at all levels are invited to contribute to improving our processes, reducing cost and cycle time, and improving quality. **M**

E-SYSTEMS RESULTS Cont. from Pg. 1

"I continue to believe that E-Systems is unique in the development and deployment of reconnaissance, intelligence, and communications systems. Therefore, the Company is well postured for future growth, and our decision to raise our dividend at this time is confirmation of our ability to achieve the growth," Keiffer said. **M**

NOTICE

Your paycheck deductions will be changing because social security taxes continue to increase.

Social Security is one of the most costly fringe benefits paid by Melpar each year on behalf of its employees because Melpar matches dollar-for-dollar what you pay. Under law, the wage base on which Social Security is paid is tied to changes in inflation.

In 1989, you and Melpar each paid 7.51 percent for Social Security and Medicare. This figure rose to 7.65 percent on January 1, 1990. By combining what each will pay, the amount deducted from Melpar's taxable payroll in 1990 will be 15.3 percent, up to as much as \$7,848.90 per employee.

The table to the right compares the amount Melpar is required by law to deduct from your pay in 1990 and what was deducted from the same amount of pay in 1989.

Annual Wages	In 1990 Employees Will Pay 7.65%	In 1989 Employees Paid 7.51%
\$10,000	\$ 765.0	\$ 751.00
13,000	994.50	976.30
16,000	1,224.00	1,201.60
19,000	1,453.50	1,426.90
22,000	1,683.00	1,652.20
25,000	1,912.50	1,877.50
28,000	2,142.00	2,102.80
31,000	2,371.50	2,328.10
34,000	2,601.00	2,553.40
37,000	2,830.50	2,778.70
39,600	3,029.40	2,973.96
43,800	3,350.70	3,289.38
45,000	3,442.50	3,379.50
48,000	3,672.00	3,604.80
51,300	3,924.45	

Know Your Benefits

Effective January 1, 1990, Kaiser Permanente benefits will have the following changes:

Mental Health. Outpatient mental health visits for short-term therapy changed from the current level of 20 visits per calendar year at no charge to 25 visits per calendar year with a copayment of \$20 per visit.

Prescription Drugs. The \$0/\$6 prescription drug benefit changed to a \$3/\$10 benefit. Plan prescriptions may be purchased at Kaiser pharmacies for \$3 per prescription or refill. Prescriptions purchased at other participating pharmacies are available at \$10 per prescription or refill.

Dental. Routine visits for preventive services had a copayment of \$20 per adult and \$15 per child. Preventive services are now \$25 per member regardless of age.

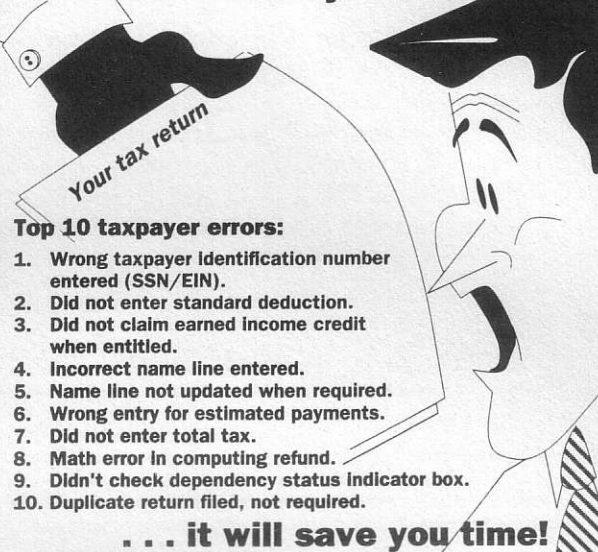
Newborn Children. Newborns were covered until the end of their birth month unless enrolled accordingly. Now newborns will be covered up to 31 days after birth unless the newborn is enrolled within 60 days of birth. **M**

Do It Right for Fast Refund

A few minutes spent double-checking a tax return can pay off with a speedier refund. You should check your credit for withholding; make sure that you have the correct amount from your Forms W-2 and 1099, and if you have more than one, check

your addition at least twice, even if someone else prepares your return. Checking for accuracy helps spot and eliminate mistakes, and a carefully prepared, easy-to-read return can be processed faster. **M**

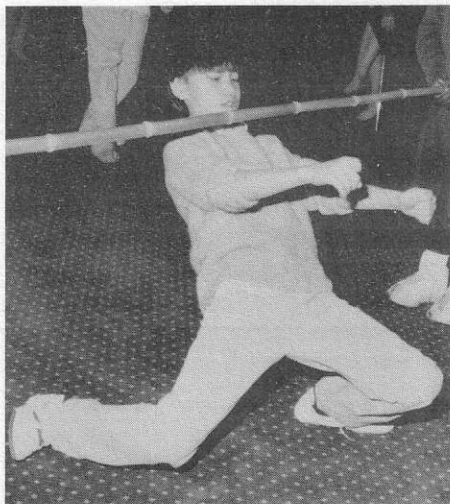
Check for accuracy . . .



Top 10 taxpayer errors:

1. Wrong taxpayer identification number entered (SSN/EIN).
2. Did not enter standard deduction.
3. Did not claim earned income credit when entitled.
4. Incorrect name line entered.
5. Name line not updated when required.
6. Wrong entry for estimated payments.
7. Did not enter total tax.
8. Math error in computing refund.
9. Didn't check dependency status indicator box.
10. Duplicate return filed, not required.

. . . it will save you time!



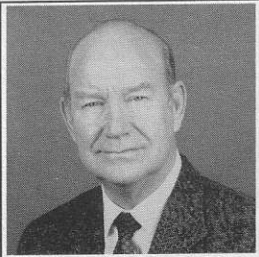
Graham Road sixth grader Dai Lam shows off his agility while doing the limbo.

Scenes from the Holiday Pageant

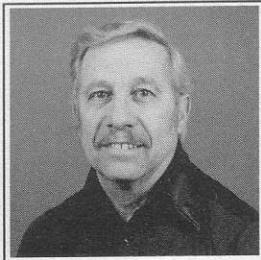


Melpar Vice President and General Manager Talbot Huff takes a moment to visit with students Jennifer Relyea (left) and Karin Blankenship (right) during the pre-performance lunch.

1990 Service Awards for November and December



Charles W. Sisk
Thirty-Five Years



James C. Propst
Thirty Years

Not pictured:

Phillip L. Montague: Thirty years

Fifteen Years:

Margaret A. Franklin
David C. Harbour
Terry A. Real
John E. Shaffer

Ten Years:

Mark D. Dokken
Ronald Dubinsky
Junior B. Flanagan
Charles W. Stump
Douglas E. Toppin
Nicholas J. Verna
Constance A. Wilson

Five Years:

Roy L. Banning
Teresa L. Berona
Georganna M. Chase
Edmond J. Comitiz
James. T. Cummiskey
Charles L. Ghent
Jeremiah Gray, Jr.
Candice A. Hazen

Five Years Cont.:

John W. Jeanes
Ellen A. Kaminsky
Kevin C. Martin
James F. McGibbon
Warren H. Miller, Jr.
Diane R. Montemorano
Kathryn E. O'Brien
Josephine S. Randolph
Janine M. Smith
Lois S. Walker
Gordan C. Whitacre, Jr.
Sherri L. Winnik
Laura K. Woodward

Movers and Shakers

Falls Church

M. D. Bayuk
L. E. Borelli
G. M. Davis
T. D. Dawson
C. E. Faber
J. P. Fiala
J. C. Frank
T. A. Gadomski
M. Dorsett
J. C. Gosch
W. E. Groom
D. B. Hanks
L. L. Harris
L. A. Hickman
J. D. Houser
K. L. Kissinger
R. B. Lavery
M. S. Lookabaugh
H. L. Nguyen
K. A. Powers
K. E. Pruitt
P. A. Ricky
T. J. Shusta
C. G. Silvestre
J. B. Smallwood
P. D. Smith
R. G. Thomas
M. E. White
A. R. Whittum
J. T. Wigand
J. P. Wright

Fairfax

D. A. Bobick
M. C. Bodie
M. Brevig
R. H. Hand
G. R. Hollister
S. M. Jennelle
M. Mayobre III
R. R. Nicholson
M. M. Ramsey
B. J. Ruffner
M. A. Trbovich
C. V. Ward
P. A. Zuk

Promoted From:

Jr Test Engr
Sr Elec Engr
Mail Room Spec
Security Spec
Clerk Typist
Prin Engr
Test Tech
Sr S/W Analyst
Cost Analyst
Report Secretary
Assoc Systems Engr
Sr Drafter
Sr Business Analyst
Subcontr Admin
Fld Prog Asst
Sr Engr Aide
Sr Fin Analyst
Sr S/W Analyst
Programmer
Data Entry Opr
Assoc Mech Engr
Sr Elec Engr
Programmer
Assoc Elec Engr
Secretary
Test Tech
Sr Design Engr
Sr PBX Opr
Sr Systems Engr
Assoc Mech Engr
Opr Analyst

To:

Fld Engr Spec
Prin Engr
Mailroom Supv
Sr Security Spec
Sr Clerk Typist
Fld Engr Spt Supv
Sr Test Tech
S/W Develop. Supv
Cost Analyst Gp Ldr
Jr Fld Mgmt Asst
Systems Engr
Design Engineer
Prin Bus Analyst
Sr Subcontr Admin
Fld Programmer
Report Secretary
Fin Analyst Supv
S/W engr supv
S/W Analyst
Sr Data Entr Opr
Mech Engr
Prin Engr
S/W Analyst
Elec Engineer
Exec Secretary
Sr Test Tech
Sr S/W Analyst
Gr Ldr Sr PBX Opr
Prin Systems Engr
Mech Engr
Sr Opr Analyst

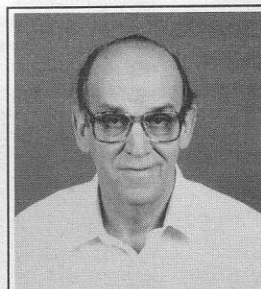
S/W Analyst
Sr Elec Engr
Assem1cl
Sr Comm Analyst
Test Engr
Report Typist B
Test Engr
Report Typist B
Assem Tech
Elec Engineer
Test Engr
Jr Cost Analyst
Eng Spec

Sr S/W Analyst
Prin Engr
Assem Tech
Supv Fld Ops
Sr Test Engr
Rpt Secretary
Sr Test Engr
Report Typist A
Asm Tech Gp Ldr
Sr Elec Engr
Sr Test Engr
Cost Analyst
Fac Architect

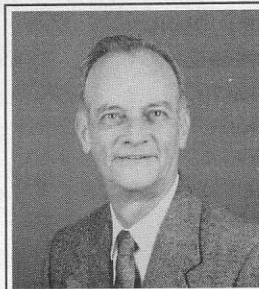
Retirees



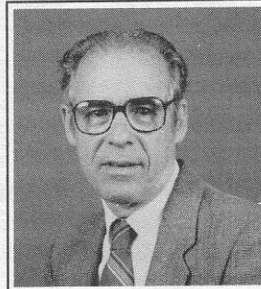
John T. Bize, Jr.



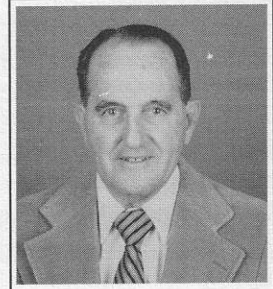
Richard J. Bottenfield



Walter L. Browning, Jr.



Martin Butler



Guy R. Hollister

Sports Corner . . . Tales of a Ski Bash

Despite poor skiing conditions and a less than full busload, 24 Melpar employees and their families and friends enjoyed a high-energy, wacky weekend during Melpar's 12th Annual Seven Springs Ski Bash.

The group boarded the bus on a much-too-balmy Friday afternoon, and though hardly anyone knew one another, friendly camaraderie soon developed. After hitching up with a ski club from Frederick, Maryland, the bus was on its way.

Minutes after their arrival at Seven Springs, nearly everyone was on the slopes for a round of night skiing. Some extended the night into the wee hours dancing in the Matterhorn Lounge.

The mild temperatures on Friday softened the snow before dropping below freezing that night. As a result, Saturday's skiing tended to be more like ice skiing than snow skiing. Even the good skiers fell down more than usual, and aches and pains were not uncommon.

The day's skiing conditions were forgotten, however, as evening approached. After a round of dancing in the Foggy Goggle pub, the skiers trekked to the convention hall for a smorgasbord dinner that left them all overstuffed. Trip leader Tricia Reneau knew the group would be headed for sleep after such a big meal coupled with



Melpar's 12th Annual Ski Bash had a smaller group than usual, but was just as much if not more fun than ever.

a full day of skiing and dancing. So she directed them into the lodge's roller skating rink to work off their grogginess. The tactic worked, and a fun evening of conversation, dancing, and socializing resulted.

Sunday morning greeted the skiers with a good deal of freshly made snow, and most hit the slopes with enthusiasm. A few skiers preferred a relaxing day in the lodge.

It didn't seem long before it was time to pack up and return to Falls Church. After dropping off the Frederick Ski Club and challenging them to a game of softball in the spring, the Melpar skiers sat back and sang melodies to the talented guitar playing of Fairfax engineer Jamie Grant.

It was a weary, but happy group of new-found friends that finally returned to the Falls Church parking lot. **M**

MELPARTICULARS

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Eliminators Basketball Team Begins New Season

The E-Systems Eliminators are hoping for a better season this year.

Last summer, the Eliminators men's basketball team continued their seasonal trend by finishing with a 9-1 record. The playoff woes continued, however, as the team was dealt a first round playoff loss for the third straight season.

The Eliminators felt they had to acquire one key player to become serious playoff contenders.

Now, after three straight victories and no defeats since the beginning of the winter season, the Eliminators feel they have finally filled the void. Tom Hoth of Systems

Software has been the additional spark to an otherwise identical roster.

"The way Tom came into our established lineup and made a contribution was remarkable," said forward player Kevin Martin.

Center Bernard Durham may have said it best when he stated, "It was amazing that the spark Tom provided could boost the team so much. His playing ability has been a big factor in the retention of his nickname 'Sparky'." **M**

