

MELPARTICULARS

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E-Systems Melpar Division

May 1992

Melpar Fairfax Gears Up for Move to University Center



Final touches made to Melpar's University Center building will allow employees to begin moving in late August.

Construction on Melpar's new facility at University Center is nearly complete, and occupancy is expected to begin in late August and conclude in October.

"We have been looking forward to moving to University Center," says Facilities Director Bill Watson. "The building there is extremely nice, and I think everyone will appreciate the lack of traffic congestion getting into and out of the facility."

Final floor plans have been posted at the Fairfax facility, together with a schedule of moves and tentative office assignments. Those employees who will be moving to the new facility are encouraged to begin discarding unnecessary materials from their offices in order to reduce unnecessary packing later.

Employees will begin to see signs of the move when some soft panels are removed from the Fairfax facility for initial set-up at University Center.

Most of the major moves will take place on the weekends (i.e., manufacturing equipment and engineering labs) so that employees can begin unpacking and setting up the following Monday. All personal property, such as plants, pictures, or model airplanes, must be transported by the individual. Both the Falls Church and Fairfax Facilities staffs will be on hand for moving assistance.

The move to the new building will cause temporary changes that all employees need to plan for. For the first 45-60 days, employees will be unable to dial a simple

phone extension to reach someone in the other facility. Instead, calls will have to be placed by dialing the building's regular telephone number. T-1 tie lines for the transmission of bar codes and other manufacturing data will be in service.

The University Center cafeteria will offer food service beginning with soup and sandwiches and then work up to a full hot meal service when the move is complete.

Employees who have school-age children and who are relocating their homes closer to University Center may want to double check school zoning boundaries, since these boundaries may change.

For further information on the move to University Center, contact Peggy Mayhugh, ext. 2763, or any Facilities staff member. **M**

HP/ORACLE Project Lauded



Project leaders receive gag awards for their efforts on the HP/ORACLE project. (From left to right) Chris McConnell recognizes Neema Nene with bug spray, Richie Huang with a tangled interface plaque and Stanley Wozniakowski with a crawling bug.

Information Services celebrated the completion of the HP/ORACLE project at a dinner in March. This project converted the Manufacturing, Procurement and Inventory Management Systems from the IDMS data base to the ORACLE data base, and moved most of the processing of the three systems from the IBM 3083 mainframe to the HP 9000 UNIX computer.

The original plan to convert these systems to ORACLE began in 1987 when the ORACLE data base was first purchased. Information Services wanted to improve the overall functioning and integration of these systems at the same time they were converted to the more flexible ORACLE relational data base. Future enhancements to the systems would take much less time under ORACLE, and creation of ad hoc reports for users would be made easier.

Forty-two people from Information Services and various user departments attended the dinner and recalled the many ups and downs of the conversion process. Chris McConnell, IS project manager, presented a number of humorous awards to recognize various stages of the project. Typical of the awards were the apples that went to Configuration Management teachers Sandy Walker and Sandy Riedel for their ORACLE training efforts; the band-aided ORACLE patch tape which went to IS data base supervisor Bob Pletcher; the shoehorn that went to then-IS MMS project leader Bobbie Ashmore to fit into the tiny ORACLE lab; and the three envelopes explaining how to handle a problematic new job that went to IS director Jim Loudermilk. **M**

Inside the Corporation . . .

E-Systems reported an increase in sales at the close of 1992. Total sales were \$497.2 million versus first quarter 1991 sales of \$476.2 million. Net income for the quarter was \$27.5 million, or 84 cents a share, compared to net income of \$24.9 million, or 77 cents a share for the same quarter last year. Bookings amounted to \$219 million at the end of March, compared to 1991 first quarter ending bookings of \$247 million. Backlog of unfilled orders at the end of the quarter was \$2.231 billion versus a backlog of \$2.258 billion last year.

The Department of Education awarded E-Systems Greenville a multiyear competitive contract in May to provide data processing and other services related to the Guaranteed Student Loan program. The contract has options which run through the year 2000 and is expected to exceed \$70 million. Initial funding is valued at \$16.5 million.

"This contract is an excellent example of an element of our basic business strategy which involves expansion of our technological capabilities and strengths into related markets outside of our traditional business," said E. Gene Keiffer, chairman and chief executive officer of E-Systems. **M**

Berger Promoted to Program Manager



Joseph Berger has been promoted to Program Manager of Melpar's Signal Storage Recall Systems program reporting to John Mitchell.

Berger will also be responsible for managing the cost proposal segment of the CARIBOU program.

Before coming to Melpar in 1990, Berger had a 27-year career with IBM where he managed various projects including that company's common signal processor program for the U.S. Navy and Air Force. He holds a bachelor's degree in management engineering from Rensselaer Polytechnic Institute and an M.B.A. in Finance from the University of Akron.

Berger is a former president of the southern tier chapter of New York state's American Production and Inventory Control Society. **M**

Tally Exceeds \$75,000 on Receipts for Graham Road School

Melpar E-Teamers joined together for the third year in a row to donate a record \$75,000+ in Giant food store cashier receipts to Graham Road Elementary School, E-Systems partner in education.

This program by Giant allows area schools to exchange sales receipts for computer equipment from MacIntosh. The higher the dollar amount of receipts collected, the more equipment can be obtained for the school.

This year, Graham Road used the receipts to purchase a MacIntosh LC computer system.

In thanking all the Melpar employees who made this possible, Graham Road PTA secretary Robbie Snow said: "It is good neighbors like you who help Graham Road to be the best." **M**

Group Formed to Enhance Software Development

A Software Engineering Process Group, or SEPG, was recently organized at Melpar.

This group will examine the software life cycle models used at Melpar and the software development processes which make up a life cycle. A primary focus of the group is to identify and promote improvements in the ways in which software is developed at Melpar.

The increased use by the government of the Software Engineering Institute's (SEI) Software Capability Maturity Model, or CMM, to help select contractors is one reason behind the formation of the SEPG. The SEPG's existence will also contribute to better scores on the CMM. The theory behind the CMM is that the higher the score, the more predictable and cost effective an organization will be in producing good, reliable software.

Members of the SEPG are Carol D'Andrea, Dennis Nickle, Neil Davis, Debbie Greenstreet, John Masiyowski, Chris McConnell, Wayne Thomson, and Sandy von Kuegelgen (chairman). Group members attended a week-long training course on how to conduct SEI self-assessments. Also attending were twenty-two representatives from other E-Systems divisions which have SEPGs in operation.

The SEPG's objectives are (1) to perform a self-assessment for each Software Development Group with an Improvement Plan to follow at the rate of one department per quarter; (2) to converge toward a more uniform life cycle model across department boundaries; (3) to institute a meaningful metrics program; and (4) to institute a software reuse program within two years.

Eight working groups are being formed to work toward these goals, with more to follow as the basic work is completed.

For more information on the SEPG, call Sandy von Kuegelgen, ext. 3596. **M**

Suggestion Awards for April



Vice President and General Manager Talbot S. Huff (center) recognized Dave Jennings (left) and Laura Barbe (right) for their cost-saving suggestion in April.

Assistant Government Property Administrator Laura Barbe and Expediter Dave Jennings were each awarded \$200 for their suggestion which greatly improved the administrative process of handling the repair of government-furnished equipment.

Their suggestion involved a procedure which reduced the number of work hours needed to handle the "Small Order Notification" form. When a piece of government-furnished equipment needs to be repaired, this form is used to track the repair cycle.

In 1991, over 950 of these forms were processed with savings of over \$4,000. **M**

Employee Suggestion Program: A Great Way to Save the Company Money and Earn You Some

Since 1985, the E-Systems Employee Suggestion Program has been part of a larger program of the Cost Avoidance Reduction (CAR) program. The CAR program seeks negotiated reductions in the prices of procured items and management actions that create a more efficient environment.

Typically, employee suggestions are eligible for cash awards if they identify a cost savings or reduction and explain in detail how to improve the particular process. Savings are calculated on an annual basis. Director-level employees and above are excluded from an award. Other suggestions which deal with health, safety and morale issues, but do

not directly avoid/reduce costs should be submitted to the Communications Council.

The process for employee suggestions is simple. Fill out the Employee Suggestion Form, PRF-0018, and drop it in the suggestion box located in the lobby. The suggestion will be evaluated on its feasibility and cost savings/reduction. A CAR committee then decides whether the suggestion merits an award.

Cynthia Kessenich of Research and Engineering coordinates the CAR program. Each organization also has an appointed representative on the CAR committee. These repre-

Continued on page 6

Melparticulars

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Traveling Abroad? Don't Forget to Check with Security!

It's summertime again, and that means *Vacation Time*.

Employees are reminded that all foreign travel necessitates a report to Security. Whether you're going on travel overseas, or even to Canada or Mexico, you must fill out a Foreign Travel Form and return it to Security at least 30 days before your departure date.

If you have any special security accesses, you will also need to check with that individual customer's reporting requirements. Many of our customers require that you also report all foreign travel to them 30 days in advance. If this is the case, you will need to get your paperwork in to Security no later than 45 days before you plan to leave.

Employees may also be required to attend a foreign travel briefing. Although these briefings are mandatory only once a year, employees must still report all foreign travel within that year. **M**

Credit Union News

The results of the recent Credit Union election were announced at the 19th annual Credit Union meeting held on 14 April 1992. Incumbents Barbara Goble, Harold Marine and Scott Oakes were chosen by the members to continue serving on the Board of Directors. Also, Anna Robinson and Robert Wright were elected to serve on the Credit Committee.

Subsequent to the annual meeting, the Board of Directors met to elect the officers. The following are Melpar Employee Federal Credit Union Board of Directors for 1992 - 1993.

Stanley Scalsky	President
Scott Oakes	Vice President
Charley Thurber	Treasurer
Barbara Goble	Secretary
Art Beverly	Director
Susan Davis	Director
Bill Fleagle	Director
Harold Marine	Director
Hal Tunick	Director

Special thanks are extended to all MEFCU members. **M**

Do You Know Your Communications Council Representative?



Franklin Winklareth (left arrow) and Zandra Cavanaugh (right arrow) represented Melpar at E-Systems annual stockholders meeting in Dallas.

If you've ever had a question about Division policy and didn't know how to find the answer, it may have been something to take to the Communications Council.

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 currently has seven employee representatives and is chaired by Vice President and General Manager Talbot Huff. Director of Employee Relations Ken Yancey co-chairs the Council. Meetings are scheduled bimonthly and are designed 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 initiated through the Council

include: advanced safety measures, building enhancements, improved vending and cafeteria service and facility maintenance.

To keep all employees informed regarding current issues, minutes of the Council meetings are posted on the bulletin boards following each meeting.

To submit an item to the Council, contact one of the representatives, who will present your comments at the next meeting. Some issues may be quickly resolved; others may require further investigation. *Note:* items involving safety and health should continue to be reported to your supervisor or to the safety office.

Each year, two Communications Council representatives from each division are invited to attend the Annual Stockholders Meeting at Corporate Headquarters in Dallas, Texas. Programmer Zandra Cavanaugh and Senior Design Engineer Franklin Winklareth represented Melpar this year. **M**

Melpar's Current Council Representatives Are

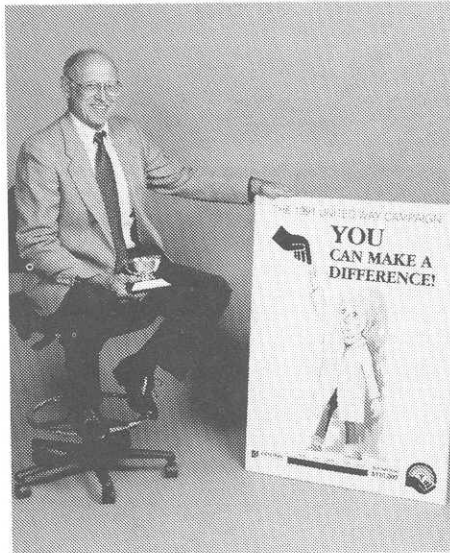
Louise Borrelli	Advanced Technology	x2428
Zandra Cavanaugh	Information Services	x4534
Shelly Nicholson	Electronic Assembly	x3027
Joyce Riddle	Quality Assurance	x3207
Anna Ryman	Contracts	x4318
Franklin Winklareth	Processing & Control	x2744

Melpar E-Teamer Wins Honorable Mention in United Way Communications Contest

Frank Lambdin, senior graphic artist in Melpar's Publications Department, recently was awarded honorable mention in the 1991 United Way Communications Contest.

Frank's entry, a progress chart poster used in the 1991 Melpar United Way Campaign, was entered in the Most Effective Display Materials category.

On April 3, Frank was presented a silver cup award for his entry. E-Systems Melpar also received the Silver Award which is given to companies achieving at least 60-percent employee participation and an average donation between \$25-\$50. (The next level is the Gold Award which requires at least 85 percent participation and an average giving above \$50.) In 1991, 72 percent of the 2,235 Melpar employees donated to the United Way with an average contribution of \$66. **M**



Frank Lambdin and his winning poster.

Hinzel Promoted to Technical Staff Member



David Hinzel has been promoted to Member of the Technical Staff in the Advanced Technology Signal Processing Department reporting to Tom Zeltwanger.

In his new position, Hinzel will be the principal investigator on the department's work in Monolithic Microwave Integrated Circuits (MMIC). He will also be the lead RF engineer on the Cooperative Angle Jammer Program.

Before coming to Melpar in 1988, Hinzel worked on microwave and MMIC design for Litton Amecom in College Park, Maryland. He holds three B.S. degrees, one in Math and one in Physics from Kent State University and one in Electrical Engineering from the University of Massachusetts. He also holds an M.S. degree in Electrical Engineering from the George Washington University.

Last year, Hinzel was elected a Senior Member of the Institute of Electrical and Electronics Engineers (IEEE). He also chaired last year's Washington/Northern Virginia section of the Microwave Theory and Techniques Society. **M**

Special Rates Available for Providence Rec Center

E-Teamers are fortunate to have Providence Recreation Center located just across Route 50. However, rates were established for Fairfax County residents only, and non-residents had to pay a premium. E-Systems has now established a new procedure whereby all employees can get the discounted rate.

On Fridays between 11:30 a.m. and 12:30 p.m., employees may order a discount pass from Danny Hill in Personnel Records. This pass will be for 25 regular general admissions and costs \$75 (checks should be made payable to Providence Rec Center). There is no expiration on the pass. Employees may pick up their passes the following Monday between 8:30 and 9:00 a.m. Payment must be received at the time you place the order.

Local United Way Campaign Responds to Recent Publicity

Last year, Melpar E-Teamers set a new record when over \$106,000 was pledged to the United Way Campaign. This commitment and hard work helped the National Capital Area Campaign raise a record-breaking \$74,895,519 and qualified Melpar for the United Way Silver Award.

The United Way has always been one of the primary ways Melpar's E-Teamers collectively show their support for the community. Recent news reports on the United Way of America's former president William Aramony, however, may have disillusioned some who have previously given generously. In response, the United Way of the National Capital Area recently issued the following statement:

Dear Friend of the United Way:

As you may know, questions surrounding the leadership and management of the President of the United Way of America, William Aramony, have been asked over the last few weeks. Along with other United Ways, we called for Mr. Aramony's resignation which was tendered on February 27.

As an organization whose only mission is to serve and be accountable to this community, there is nothing more important to us than the trust our supporters place in us to be wise stewards of their contributions. That is why once the allegations against Mr. Aramony became public,

we suspended paying our dues to United Way of America, which is a trade association, not a national headquarters. Those dues have now been re-channeled to programs and services in the community.

The name confusion inherent in this issue hurts all of us. It must be remembered that the United Way of the National Capital Area is autonomous, accountable only to this community and governed by a local all-volunteer Board of Directors. We raise funds for 250 agencies in this community, and the undesignated funds area located through our all-volunteer review process. We know you share our hope that this issue does not hurt the innocent, the over one million area residents who are helped by United Way Campaign-supported agencies.

In this region, contributions go to the local United Way of the National Capital Area. Because of the help from the many volunteers, 92 cents of every donated dollar goes directly to the charities that the United Way supports. Melparticulars urges all E-Teamers to avoid expressing their views by cutting contributions which can only harm efforts to support the needs of our community. For more information, please call the United Way of the National Capital Area at (202) 488-2000. **M**

TQM Update: Cost-Schedule-Quality, Pick Any Two

At Melpar, we enjoy an excellent and well-deserved reputation within our customer community for high-quality products, built to demanding specifications and delivered on time. But what about within Melpar? We all have "customers". They are our fellow employees who rely on our work to get their work done. Do we give them "high-quality product" to 'demanding specifications' and delivered 'on time'?

We are all 'customers', too. As customers, how well do we define what we need, so that our suppliers can deliver? Taking the time to clearly state our requirements can save all the time it takes to do the job again—and then some.

This notion of the "customer-supplier" relationship is the basis of TQM. It is the focus of our improvement teams; namely, to improve the quality of our products and services. As we profile our teams in *Melparticulars*, you will see that they are primarily focused not on end products, but on the hundreds of little products we deliver to our fellow employees every day, products like phone service and working documents. Melpar's outside customers don't see most of these, but they make a big difference in the efficiency of the Company and in the quality and timeliness of the products that they do see.

Concentrate on quality in our processes—do the right thing the right way the first time. Cost and schedule improve as a result, and we take the pain out of our customers' choices. **M**



Suggestion Program Continued from page 3

representatives are Carol Flynn of Electronic Systems, Dean Hanson of Intelligence Systems, Frank Harris of Employee Relations, Darcy Nguyen of Operations and Manufacturing, Fred Roboz of Finance and Administration, Jill Swedenburg of Strategic Development, and Larry Terry of Quality Assurance. **M**

Acting on Impulse



A familiar face: Ethel Lorenzo retired May 1.

For 30 days in May, Ethel Lorenzo resolved to adopt a totally unstructured lifestyle.

"I don't want to make any plans," she says. "I'll just get up in the morning and decide what I'm going to do."

Many people dream of such freedom—the freedom that comes along with retirement. Ethel, a 29-year Melpar veteran and personnel manager at Fairfax, retired May 1.

Personnel was always Ethel's home department, and throughout her tenure, she says she saw many changes. During her first job as a receptionist at Melpar's old Bailey's Crossroads facility, it was not uncommon to open the doors at 8:00 a.m. and have a line of 80 or more people waiting to apply for jobs.

When she moved to the Falls Church facility in 1963, employment began to taper off, and she noticed a strange trend. Communication was nearly non-existent.

"That's one thing that has changed," says

Ethel. "Years ago, no one literally told anyone anything. Employees found out they were going to be transferred the day it was to happen. They weren't told why—just that it was in the best interest of the Company."

Another change Ethel noticed is that today, more women are entering engineering fields. She recalled a recruiting visit to the University of Maryland's engineering school where there were no women's restrooms in the entire four-story building.

Throughout the years, however, one thing has stayed the same, she says. "For the most part, the people we hire really do enjoy their work," says Ethel. "I hear it from the young engineers just out of school who can't believe the major technical work they're allowed to perform. That gives them a lot of pride."

Working in Personnel gave Ethel plenty of pride as well. She says she always felt people knew they could come to the Personnel Department with a problem and know someone was there whom they could trust.

"I've had so many wonderful relationships with people in this company," she says. "Melpar has always been a very caring place, and people had the feeling that Personnel really cared about the employees."

Because of her relationships, Ethel says it's the people she'll miss most about working at Melpar. She plans to stay in touch, however, and once her thirty days of spontaneity are up other activities will begin to take over.

"I would like to get really involved in teaching adults to read," she says. "Besides that, there are lots of fun things that I never felt like I had time for [while working]."

So when asked how she felt about retiring, Ethel didn't miss a beat.

"I'm so happy!" she exclaimed with a laugh. **M**

A Friend We'll Miss

Shirley A. Wilkins, porter at Melpar's Falls Church facility, died May 5, 1992, of cancer. She was 48 years old.

Shirley began working at Melpar in 1987. She is survived by her husband, Reuben, and six children of Alexandria, Va. She will be missed by her colleagues and friends.



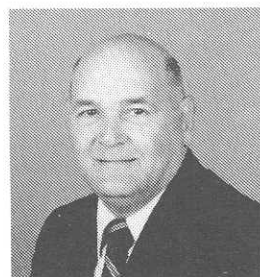
1992 Service Awards March/April



Joseph C. Bullman Jr.
Thirty-five years



Joseph B. Tompkins
Thirty-five years



Rudolph L. Wilke
Thirty-five years



Faye L. Wood
Thirty-five years



Howard P. Willis
Thirty years

Twenty-five Years

John L. Reeves

Twenty Years

Lawrence D. Whitney

Fifteen Years

Sheila B. Adams
John H. Cole
John R. Hood
James B. Hutt III
Roger I. Lohman
Malcolm C. Mercer Jr.
Stephen A. Sommer

Ten Years

John V. Anderson
Donald T. Bailey
Tracy R. Beigie
Melissa J. Burton
William Chalkley
Jeffrey D. Dailey
Philip J. Dietz Jr.
Timothy C. Donohue
Dennis E. Ekardt
Don W. Fikes
Steven L. Fleming
Barbara L. Goble
Leroy Henderson
Elena M. Parker
Martin A. Patton
Thomas R. Plesko
Philip A. Rickey
Clifford E. Shannon
Paul N. Williams

Five Years

Gerald A. Bazemore
Hoa L. Chu
Jade P. Cowles
Desiree Green
Clay A. Hardin
Karen M. Hess
Walter D. Hill
Andrea C. Jensen
Nancy J. Kaufman
James E. Maple
Ray A. Mott
Hien M. Nguyen



Ethel D. Lorenzo
29 years

Movers and Shakers

Falls Church

R. G. Beckman
T. C. Benson
J. G. Berger
T. A. Bonner
E. R. Brunk
J. T. Chrzastek
J. R. Finch
C. L. Gabor
D. C. Harbour
D. H. Hinzle
J. Hill
S. L. Shang Hsiung
H. W. Hutchison
S. A. Jauch
J. W. Jenkins
S. H. Kunkel
B. J. Kyker
E. J. Lawrence
M. E. Levy
M. S. Logan
J. F. Masiyowski
M. A. McCann
V. S. Mercado
B. W. Morris
C. L. Oztel
D. L. Posey
K. E. Reddersen
D. S. Roberts
M. R. Sassone
J. V. Tarnowski
D. C. Thoma
H. M. Thompson
N. R. Ward
B. A. Weaver
R. M. Webb
J. K. White Jr
K. L. Wolf

Fairfax

T. R. Bussing
F. P. Conner
J. P. Cowles
W. L. Fleagle
S. H. Fredrickson
L. A. Guy
D. Hawley
D. A. Jenkins
C. M. Knapp
W. L. Olson
D. V. Owen
C. M. Shaw
A. C. Wright

Promoted From:

Sr Opr Analyst
Fld Eng Spec
Asst Prog Mgr
EMI 1/Class
Jr Act Spec
Jr Test Eng
Sr S/W Quality eng
Accounting Clerk
Assoc Prog Mgr
Prin Eng
Assembler 1/CI
Sr Elec Engineer
Assoc Logistics Analyst
Acct Clerk
Sr S/W Analyst
Assoc Mech Eng
S/W Analyst
S/W Analyst
Systems Eng
Sr PC Fab Tech
Sr Elec Eng
Sr Elec Eng
Program Analyst
Sr Clerk Typist
Sr Elec Eng
Computer Opr
Sr Drafter
Sr Elec Eng
Prin Eng
Programmer
Sr Logistics Eng
EMI 1/Class
Programmer
Document Integrator
Receptionist
S/W Analyst
Eng Asst

To:

Systems Eng
Fld Design Eng
Prog Mgr
Sr Assembly Insp
Act Spec
Test Eng
Prin S/W Quality Eng
Sr Accounting Clerk
Asst Prog Mgr
MBT Tech Staff
Assembly Tech
Prin Engineer
Logistics Analyst
Sr Acct Clerk
Prin S/W Analyst
Mech Eng
Sr S/W Analyst
Sr W/W Analyst
Sr Systems Eng
Sr PC Fab Tech Grp Ldr
Prin Eng
Prin Eng
Sr Program Analyst
Contracts Asst
Prin Eng
Computer Oper A
Design Eng
Prin Eng
Eng Supv
S/W Analyst
Eng Supv
Inspection Supv
S/W Analyst
Assoc Editor
Security Asst
Sr S/W Analyst
Logistics Analyst

Sr Elec

Jr Comm Analyst
Assembler 1/class
Quality Eng
Jr Fac Layout Tech
Assoc Prog Analyst
Sr Eng Tech
Assembler 1/Class
Assembler
Eng Supv
Design Engineer
Sr Personnel Rep
Assembler

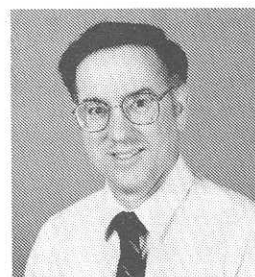
Prin Eng

Prin Comm Analyst
Assembly Tech
Sr Quality Eng
Fac Layout Tech
Prog Analyst
Jr Test Eng
Assembly Tech
Assembler 1/Class
Fld Opr Mgr
Sr Design Eng
Personnel Supervisor
Assembler 1/Class

Academic Applause



Ken Olson
M.B.A.
Shenandoah University



Jasper D. Saunders
B.S. Mathematics
University of Maryland



Larry V. Hartley
B.S. Computer Studies
University of Maryland

Sports Corner... The Thrill (and Agony) of the Ballgame



Danny Kallick sports a shiner—one of several injuries he's sustained for the sake of a softball trophy.

Although he sometimes gets in the line of fire, programmer Danny Kallick likes to pitch for Melpar's men's softball team. Last month, that preference earned him what he called a "beautiful huge black eye" when a batted ball bounced off the pitcher's plate and whacked him in the face.

Danny doesn't mind such abuse. He loves to play softball.

In fact, many would consider Danny to be the softball guru at Melpar. He's been playing with and managing the men's softball team for six years and last year initiated a women's

team. Both teams play in the Fairfax County industrial league, and the men's team is considered a top-rate team, according to Danny. The women's team is experiencing growing pains that make it challenging to compete against some of the other well-established teams, he says.

He always wanted to play on a team, but says it was difficult because many league teams were already full.

"So I made my own team," says Danny. While working as a recruiter in Melpar's Employee Relations department, he said he

gained special access to sniffing out good men's team players who previously had played baseball in college. Now, he's pleased with the results.

It might be that his team, called the Pole Cats, does so well partly because of Danny's dedication. Last year, he took a break in the middle of his two-week vacation to come back to Virginia and play in a game.

"The team needed players, and I'm not the type of person who would say, 'I'm on vacation, so I can't be there,'" he says.

So, he says he'll continue to coach and play in anywhere from 80 to 100 games a year—even if that means more injuries.

"Softball is my main interest," he says. "I know it can be dangerous. I just can't envision not playing."

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USE THE MELPAR DIVISION ETHICS HOTLINE

For Questions or Concerns About Proper Conduct by:

- E-Systems Employees
- E-Systems Suppliers and Vendors
- Consultants
- Government or Other Customer Personnel

DEFENSE INDUSTRY INITIATIVES

CALL 849-1577
(or ext. 1577)

IDENTITIES OF CALLERS WILL BE HELD IN STRICTEST CONFIDENCE
(Anonymous Calls Will Be Accepted)

Tennis Ladder Tournament Kicks Off

The Melpar tennis season has begun, and with that comes the annual tennis ladder competition. Last year saw a record number of E-Teamers vying for the first place trophies, and new tennis enthusiasts are encouraged to participate this year.

The tennis ladder is posted on the sports bulletin board located near the Falls Church cafeteria entrance. For further information, contact Chuck Busby on ext. 1696. **M**

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Forwarding and Address Correction Requested