E-SYSTEMS

MELPARTICULARS

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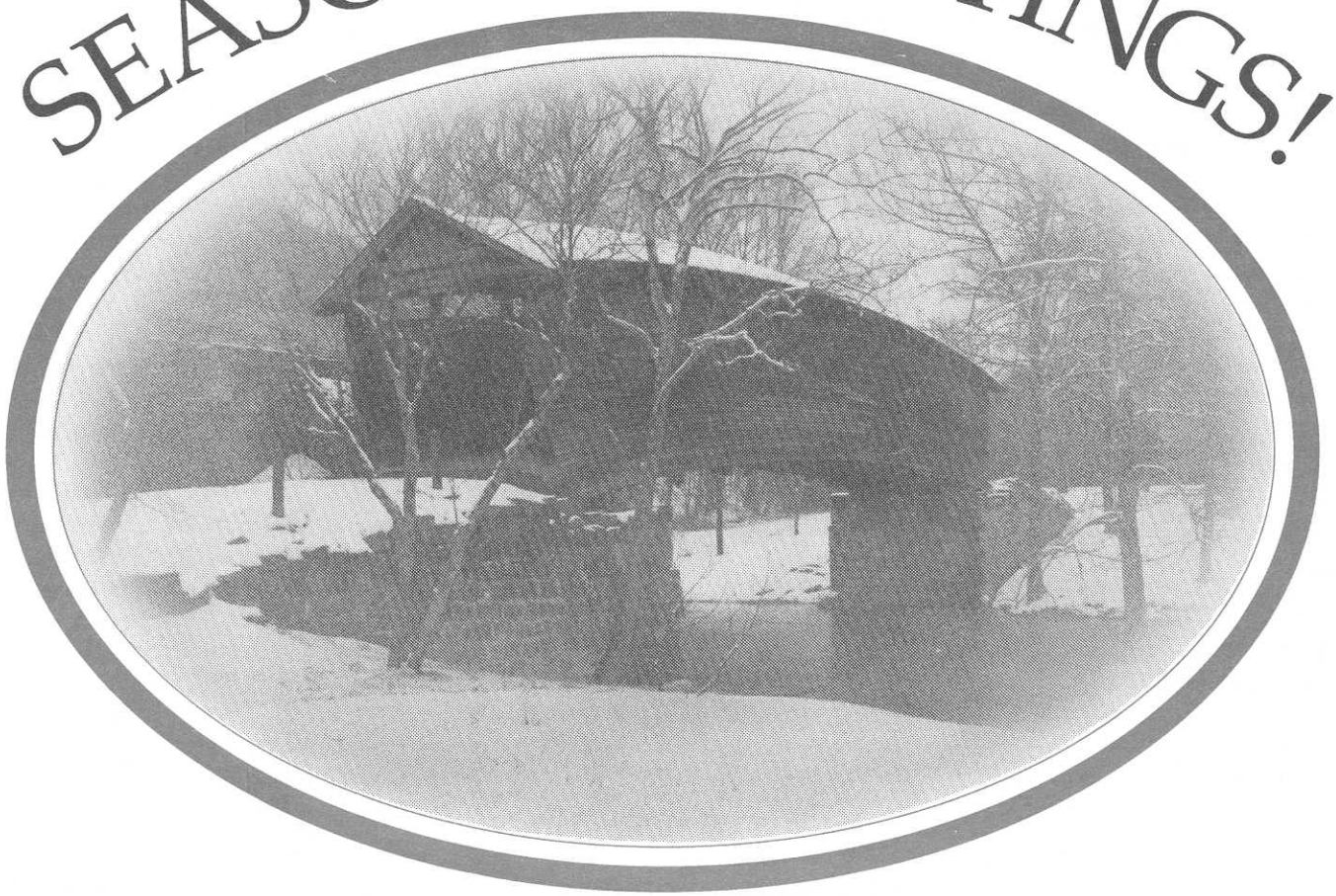
SEASON'S GREETINGS!



Humpback Bridge, located near Covington in southwest Virginia, was constructed in 1835 as part of a plan to build a passable road going west to Kentucky. Stage coaches, peddlers on foot, drovers with their herds of cattle and flocks of sheep and Conestoga wagons were the first to cross Humpback Bridge. At that time, a toll was charged for every person, head of cattle or vehicle using the bridge. During the Civil War, the bridge became a footpath for both the Blue and the Gray.

By the 1860's, railroad construction began to threaten the supremacy of the turnpikes. In July of 1869, the first train crossed the railway bridge a few feet from Humpback. A year or so later, the stage coach days and times of high adventure on the turnpikes were over. Travel over Humpback was reduced to private carriages and vehicles.

A new concrete and steel bridge replaced Humpback in 1929, leading the old oak bridge to fall into disrepair. In 1953, a fund-raising campaign helped restore the structure. It is now the only wooden, covered bridge remaining in the world with a "humpback" construction. **M**

PHOTO BY PAUL DONOVAN

Melpar As I See It

As the holiday season approaches, we can look back and see 1992 will have been an exciting year for Melpar. Despite a tumultuous chain of events, we expect to achieve record levels for bookings, sales, profits and backlog.

Particularly when we look at the future reductions in the defense budget, Melpar and E-Systems as a whole stand out as bucking the trend.

A major highlight of 1992 was the purchase of our new facility at University Center. This is the first time E-Systems Melpar has owned one of its facilities, which demonstrates the positive commitment we're making as a division.

In June, I had the unpleasant task of reporting the loss of Star Window. Today, Star Window represents a major booking and is off to a very successful start. In the Air Force area, the Contingency Airborne Reconnaissance System, or CARS, has solidified and is now a real program. Our efforts in the High Temperature Superconductivity program demonstrate our ability to make things happen instead of waiting for them to happen.

We expect very soon to book contracts for Sr. Guardian production, Coral II and several airborne programs. These awards will position us with an enviably solid backlog entering 1993.

We must, however, continue to search for creative ways to thrive in a tough market through new ideas. Some examples we are currently pursuing include a project called Hospital 2000, which is consistent with E-Systems plans to enter the medical electronics market. Another is Desktop Manufacturing, an exciting new technology representing a step in the investment casting business. Other areas are the Supercollider where our networking and packaging expertise can come into play, and environmental clean-up where our Stand-off Mine Detection System, or STAMIDS, efforts can be applied to such activities as detection of unexploded ordinances when military bases are closed.

To ensure Melpar's future success, we need to help protect the budgets of our existing customers. A lot of companies would like to have our remotely controlled SIGINT business. I challenge E-Teamers involved in these programs to build and expand this business with innovative ideas. We must also deliver operationally useful systems on time and within cost.

The bottom line is that 1992 results are good. The future depends on all our efforts. Specifically, we must concentrate on performance on ongoing programs, enhancing our technology base, creating new programs in both traditional and non-traditional areas and seeking continued support of our programs throughout the DoD and Capitol Hill.

We cannot rely on a business as usual attitude. We need to be out front with new ideas based on changing requirements and new technologies. It is up to us to be looked upon as the company of choice.

Happy Holidays and Best Wishes for the New Year.

Talbot S Huff

Melparticulars

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Melparticulars wishes all E-Teamers a happy and safe holiday season and reminds everyone: Don't drink and drive!

Inside the Corporation....

E-Systems announced the formation of a new subsidiary, E-Systems Medical Electronics, Inc. (EMED), in October. The new subsidiary has acquired Advanced Video Products, Inc. (AVP), a privately held medical electronics company located in Littleton, Massachusetts. AVP has 50 employees and annual sales over $10 million. It will operate as a wholly owned subsidiary of EMED.

Third quarter earnings for E-Systems rose to 95 cents a share on sales of $556.6 million, up from 85 cents a share on sales of $496.7 million last year. Income for the quarter climbed to $31.3 million, up from $28.2 million a year ago.

New order bookings amounted to $847.5 million compared to third quarter 1991 bookings of $1.006 billion. Backlog of unfilled orders was $2.422 billion compared to $2.712 billion at the close of the third quarter last year.

The first E-Fellows were named in October by E-Systems. Curtis A. Ritchie of the Garland Division and Brooks R. Nolan of Greenville achieved the senior position of distinction.

E-Fellow is the culmination of a technical career path for a scientist, engineer or mathematician. Advancement from positions, such as member technical staff to senior member technical staff to E-Fellow, is comparable to those who rise through various division management ranks up to a vice president level.

In accordance with the latest changes in accounting procedures required by the Financial Accounting Standards Board, E-Systems plans to recognize post-retirement benefit costs in 1992 resulting in a one-time, after-tax charge to income of $175-200 million. In addition to this one time charge, there will be a recurring annual after-tax charge of $10-15 million.

In December of 1990, the Financial Accounting Standards Board issued new rules requiring the projected future cost of providing post-retirement benefits, such as health care and life insurance, be recognized as an expense during an employee's service instead of at a future date when the benefits are paid. Companies can elect to record the cumulative effect of this accounting change as a charge against income in the year the rules are adopted, or alternatively, on a prospective basis as a part of the future annual benefit. **M**

Career Development Program Expanded to Include Job Posting and Self-Nomination

Employees seeking advancement or career changes within Melpar now have the opportunity to communicate their interest to the employment office even before job openings occur.

"We have designed a system that will enable our current employees to be considered for a wider range of opportunities," said Ken Yancey, director of Human Resources.

Self-Nomination. Under the new program, employees may submit a self-nomination form to the employment office for the job classification(s) they wish to be considered for. When an opening occurs, the list of those who submitted self-nominations will be used to select a candidate slate. Each candidate slate will normally consist of three or more of the best qualified self-nominated employees. Self-nominations will remain active until the employee is promoted to the level of the position applied for or until the request is withdrawn.

Job Posting. Employees who do not apply in advance may elect to respond to a job posting by submitting a job posting form in a timely manner. The job posting response will be considered only for the specific opening posted. New openings will be posted weekly from 3:00 p.m. Monday to close of business Friday. Since self-nomination forms may be submitted well in advance of an actual job posting, late responses (after C.O.B. Friday) to job postings will not be considered. Posting boards are located in the Falls Church and University Center employment offices.

"We really have the best of two worlds," said Ken Yancey. "Employees may self-nominate in advance of job openings and not have to worry about missing a job posting because of absence or vacation."

Self-nomination also enables the employment office to inform employees early whether they are qualified or how they might strengthen their qualifications.

Transfers. Lateral transfer requests within a directorate are not part of the Career Development Program. Employees desiring such a change should inform their supervisor. Such requests are subject to approval of the director.

Lateral transfers between directorates will be processed through the new program. Also, other transfer requests to different job classifications of equal or lower pay grades will be accepted. To be considered for a lateral transfer between directorates or other transfers, employees should complete and submit a self-nomination form. These requests for transfers will be considered along with others applying for the position.

Downsizing. In the event of a work force reduction, employees affected by such reduction will be given priority consideration for placement in openings of the same job classification when work performance and skills are satisfactory.

Promotions Defined. Many employees receive promotions at the time of their annual review. Such promotions result from a demonstrated increase in skills and abilities and reflect the expected years of experience and sustained performance at the skill level to which the employees are being promoted. These proficiency promotions, as they have been defined under the Career Development Program, will continue. Proficiency promotions will not normally result in an open position for job posting purposes.

New assignment promotions typically involve a change in work station, supervisor or organization, job title and pay grade. Job openings that would result in a new assignment promotion are the openings to be posted. Although positions at the director level or above will not normally be posted, employees may submit a self-nomination form for such positions.

Career Information. Each supervisor has been given a copy of the Melpar Classification Plan which lists all job titles by salary grade. This will enable employees to determine if various jobs have equal, higher or lower salary ranges than their current job classification. A booklet indicating the most common job families and the normal education and years of experience expected of qualified candidates will soon be available to all employees. **M**

Melpar Receives UK Design Approval Certificate

In a move uncommon to U.S. industry, the United Kingdom Ministry of Defence has awarded E-Systems Melpar Division a Controller Aircraft Design Approval Certificate and placed the division on the Register of United Kingdom Quality Assessed Manufacturers.

The certificate gives E-Systems final approval authority for the design of upgraded airborne reconnaissance systems and ground support equipment, which are part of a contract awarded to Melpar by the U.K. this past August.

"Unlike in the United States where the customer has the final approval of the design, this certificate gives us that authority, and the customer does the final acceptance," said Program Manager Hugh Shoemaker.

Hugh said there is no equivalent certificate in the United States.

Before the contract was awarded, the U.K. required Melpar to submit a substantial amount of information to validate itself as a competent defense electronics contractor. Once the contract work is completed, Melpar must sign a verification that the approved design conforms to the contract.

"The certificate is significant in that it gives us credibility and a competitive advantage for other aircraft programs in the U.K.," said Hugh. **M**

Some Tuition Reimbursements Taxed

On June 30, 1992 the law permitting employers to exclude tuition reimbursement from employees' income expired. Although Congress approved a bill extending the exclusion, the bill was recently vetoed by the president.

Consequently, all tuition reimbursements for courses completed since June 30th have been reviewed to determine if the completed education meets the standards for exclusion.

If the tuition reimbursement is for education that is related to one's current posi-

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Superior Performance Awards Given to Fourteen E-Teamers

1992 Superior Performance Award Winners: *(Front row, left to right)* John Rinn, Carol Flynn, Marie Ferguson, Louise Borrelli, Barbara Goble, Debbie Kemper. *(Back row)* Dave Jennelle, Dave Harbour, Hal Marine, Mike Holbrook, Ed Comitz, Terri Aschenbrenner.

Fourteen E-Teamers received Superior Performance Awards in November at the semiannual management dinner.

This is the second year these awards have been given by the Company. To be eligible, employees had to be in a non-supervisory position and have at least one year's experience. Nominees must have also demonstrated a consistent exemplary performance through enthusiasm, resourcefulness, dedication, initiative to institute improvements and being a team player with an ability to inspire others.

Sixty-five employees were formally nominated to the awards committee. Committee members were Linda Milton, Kathy Reeder, Rick Burch, Lynn Garland, Joe Myers, Kerry Rowe and Ron Strout.

Winners were:

Louise Borrelli, principal engineer with nine years of service, has earned the respect of her peers within Melpar and industry for her contributions to the engineering organizations. Currently the project lead for the DARPA High Performance MCM Foundry Development Program, Louise is recognized for her technical, organizational and personal relations skills.

Harold Marine, engineering design assistant with 35 years of service to Melpar. Known by many as Mr. QRC, Harold has consistently assembled PWBs, cables and LRUs in a quick and accurate manner. Those who work closely with him know his long-term dedication, persistence and patience in putting out a quality product.

Dave Harbour, assistant program manager, has distinguished himself by working successfully with departments involved in design, development, manufacture, test and delivery of critical system hardware. A Melpar employee of 17 years, Dave has steadily demonstrated a commitment to getting things done by working with others.

Marie Ferguson, senior engineering technician, has been a major player for over 20 years at Melpar. Currently responsible for the building of specialized test fixtures and the maintenance of many test stations, Marie is recognized as a top-rate performer. Many test engineers and technicians as well as engineering groups have called upon her talent to perform test station repair tasks.

Reggie Beal, maintenance assistant group leader, distinguished himself over his 10 years of service as a cordial, cooperative employee who is quick to accommodate last minute requests. In a year of unusual levels of area reconfiguration and personnel movement involving heavy and awkward furnishings, it is a tribute to Reggie that no personal injuries have occurred.

Debbie Kemper, programmer with over nine years of service, advanced her career from a secretary in Assembly through working accurately and quickly and by taking the initiative to learn new skills. She is currently responsible for administering an almost trouble-free network of five servers, 50 PCs and 180 terminals for the K organization.

John Rinn, senior mechanical engineer, has taken it upon himself to ensure that Melpar derives maximum benefit from Unigraphics, the mechanical engineering design CAD tool. He is consistently pushing the limits of the Unigraphics capability and is a leader in developing the CAD capability for transitioning designs to production. John has nine years of service to Melpar.

Mike Holbrook, CAD/CAM machine specialist group leader, has set himself apart by pursuing new and better ways to develop manufacturing methods and programming the CNC machines. In his nine years of service, he has developed several time and

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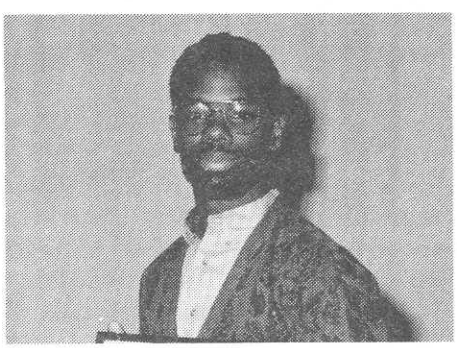
Paul Akimov



Reggie Beal

First Annual Authors and Inventors Banquet Held

Dr. Robert Barthelemy, program director for the National Aerospace Plane, describes how wide the turns of the spaceplane might be. A spaceplane taking off from Edwards AFB in California, for example, would have to turn around over Chicago at a speed of Mach 15, he said.

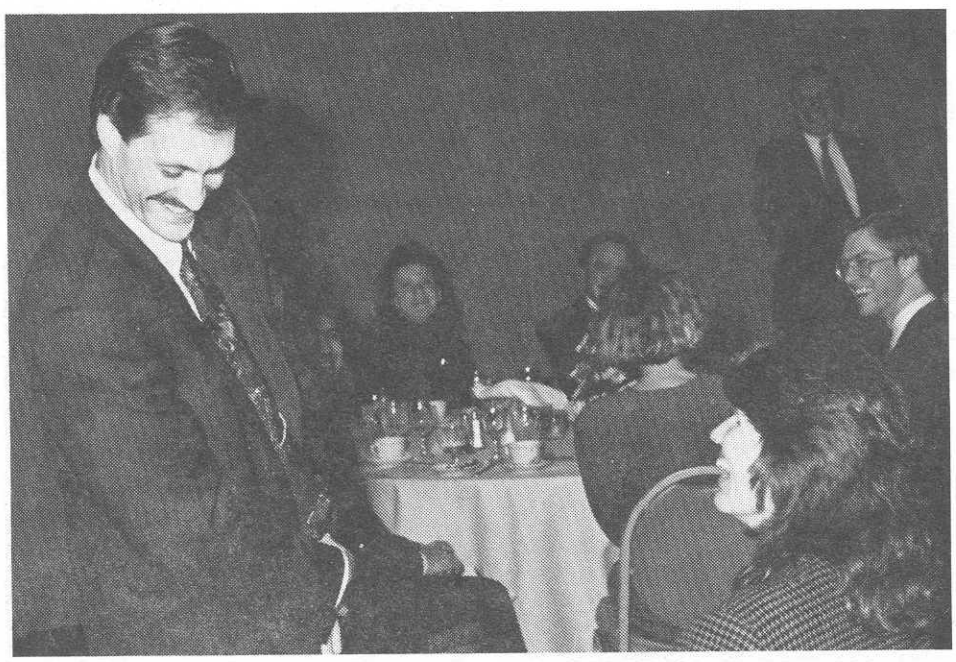
As part of an effort to beef up employee recognition and encourage professional publication and inventions, Melpar for the first time honored 26 E-Teamer authors and inventors in November at the Westwood Country Club.

The banquet allowed each employee to be honored by their peers, spouses and organizational heads. In all, these employees were responsible for 18 technical papers or presentations and 21 patents or invention disclosures.

Featured as the banquet's guest speaker was Dr. Robert Barthelemy, program director for the National Aerospace Plane Joint Program Office at Wright Patterson AFB. An experimental research program, the National Aerospace Plane, or NASP, is a hypersonic, runway-to-orbit spaceplane. This aircraft will be capable of extremely high flight speeds beginning with cruise test in the Mach 5 to Mach 15 range and later up to Mach 25 (25 times the speed of sound or 17,000 miles per hour). Such a plane could cross the United States in just seconds.

In his presentation, Dr. Barthelemy told the unique story behind the plane's design, which not only involved top-notch engineers, but also science fiction writers and junior high school students. Some of the research has dealt with materials that are very lightweight (since 80 percent of the plane's weight will be fuel). These materials are already finding their way into spin-offs such has artificial hip joints and automobile materials.

The banquet capped three years of effort by employee authors and inventors. Future banquets will be held annually. In addition, all originators of papers or presentations received a $200 award. For inventors, $200 was awarded for invention disclosures and $1,000 for a patent. **M**

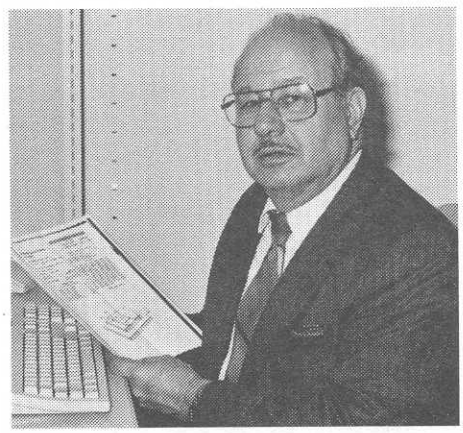


Author Bill Rinard shares a laugh with wife and co-worker Carmen Benitez during the individual honors.

1992 Author and Inventor Honorees

Brian Barry	J.-P. Osterwalder
Ed Chan	Bill Rinard
John Ferro	Chris Roller
Jeff Giordano	Ed Rose
Tim Glahn	Kerry Rowe
Tim Harvey	Bryan Ruffner
Rob Hooper	Tim Trapp
Denny Husch	Doug Vujcic
Joe Kennedy	John Whelchel
Jim McArthur	John Wigand
Joe Mitola	Lang Withers
Mark Montesano	Joe Zablotney
John O'Malley	Marilyn Zett

J.-P. Osterwalder Issued Patent



In October, Technical Staff Member J.-P. Osterwalder *(above)* was issued a U.S. patent for a micromagnetic circuit.

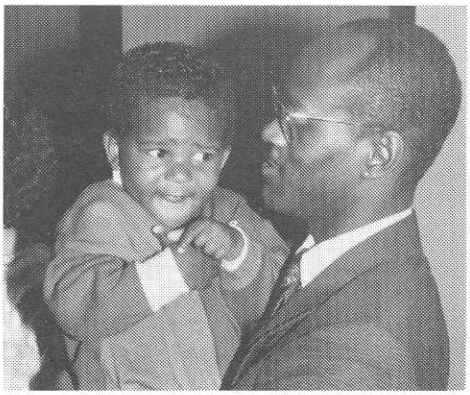
The circuit represents a new technology to shorten the height of an antenna. In some military applications, currently available antennas capable of receiving certain frequencies are too large. J.-P.'s idea was to make them smaller while making them still useful. Shorter antennas were needed to fit into smaller places, like a truck, for easier mobility. However, the range of frequencies that the older, shorter antennas could receive was too narrow, and their small size resulted in an electric loss when transmitting. Also, because of their size, even the stationary larger antennas were easily detected by the enemy.

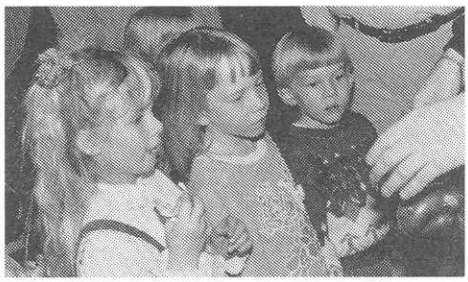
J.-P.'s micromagnetic circuit allows smaller antennas to work as well as the large ones.

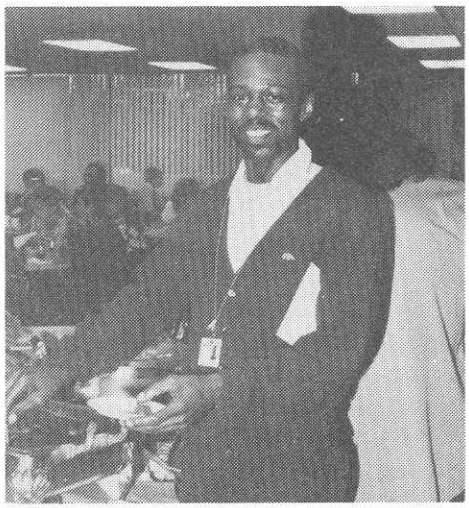
Melpar is already exploring ways to insert this new technology into future systems.

J.-P. received $1,000 from E-Systems for his invention as part of the Company's enhanced recognition program for inventors. **M**

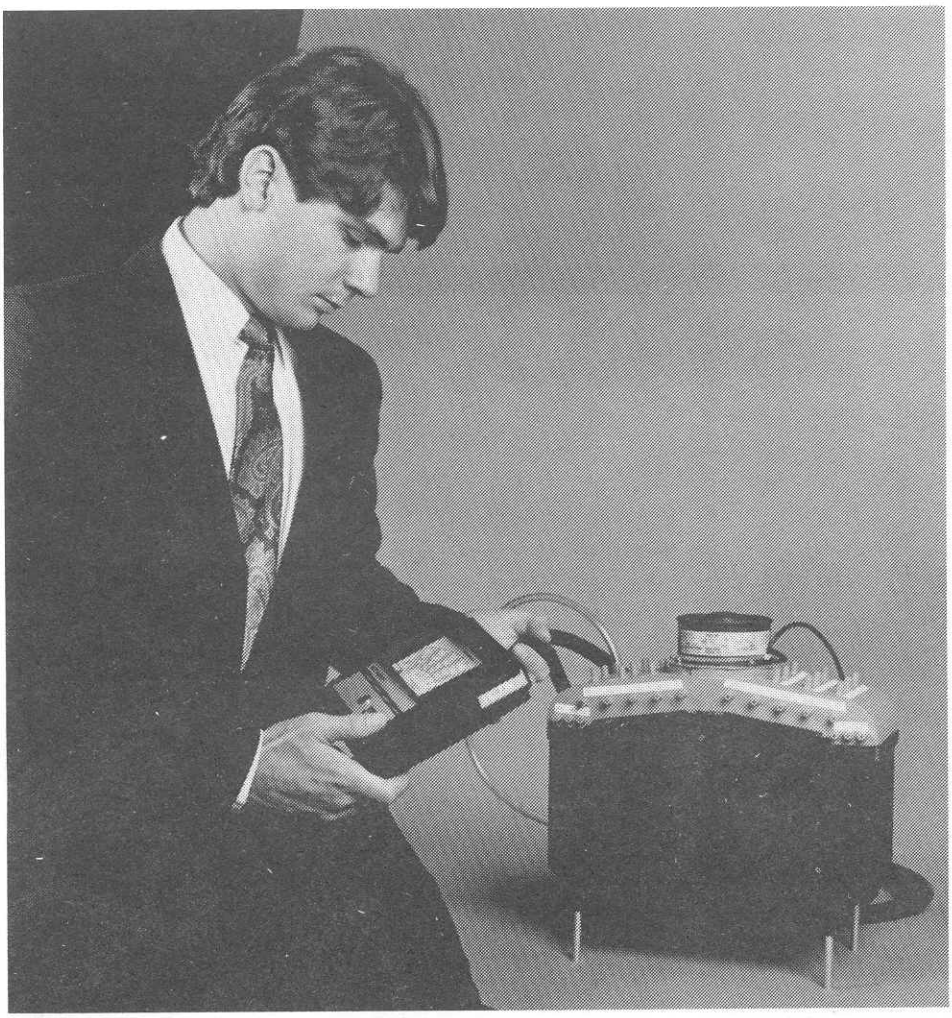
Holiday Festival







Melpar's Scott Kunkel Works to Get the Heat Out By Wiley Peck



Scott Kunkel with the advanced air-cooled modular chassis he developed.

In an effort to improve heat transfer out of Melpar designed and developed systems, Mechanical Engineer Scott Kunkel has created an Advanced Air-Cooled Modular Chassis (ACMC) and a Thermal Core Wedge Clamp called the E-Wedge. Both projects were developed under the 1992 Independent Research and Development Advanced Packaging High Density Thermal Management initiative.

The new chassis is designed to air-cool high power Circuit Card Assemblies (CCAs) by reducing the overall temperature rise from the components on the printed wiring board to the area where the heat is removed.

Current systems use a thermal core secured into an aluminum chassis via a wedge type clamp. This wedge applies pressure at the interface where the core touches the chassis wall. The heat then conducts through the chassis wall into a finned heatsink where it is finally removed via air convection or liquid cooling.

In greater than 50-watt CCAs, however, there is a large temperature rise that occurs at the interface between the thermal core and the chassis wall, which can lead to poor heat conduction.

The ACMC eliminates this interface making the heat transfer path uninterrupted from the thermal core to finned heatsink. This design allows the fin, core material, and cavity geometry to be tailored to the power dissipation requirements of each individual slice. Because the heat transfer path length is reduced, the chassis can undergo a lower pressure drop than previous systems. The chassis is modular and therefore can be custom sized with minimal effort. The result is a design that can handle more weight per watt.

Preliminary test results using 125-watt CCAs cooled with aluminum cores have been promising. Other advanced materials continue to be experimented with to allow cooling for greater than 200-watt CCAs.

The general purpose of the E-Wedge is to secure CCAs within a chassis and improve thermal conduction. The E-Wedge also eases extraction of the CCAs from the chassis—a capability necessary for high insertion force connectors.

Currently used wedges are three- and five-piece designs. The major drawback of these wedges is the small amount of surface they can contact with, which allows for minimal heat transfer. The three- and five-piece designs also hinder the ability to extract the CCAs.

With the new E-Wedge, the surface area where heat must pass increases between five to eleven times over the three and five-piece wedges. This allows for greater heat transfer out of the chassis.

The E-Wedge is constructed out of two pieces, and the angle between the wedge pieces is very small. What can result is a five-fold greater pressure exerted on the chassis wall, than currently used wedge clamps. Also, the pressure is distributed evenly along the chassis wall thereby improving heat transfer across the contact area.

Initial test results using thermal imaging equipment show a better thermal distribution with the E-Wedge than either the three- or five-piece designs. **M**

Melpar FastTalkers Win at District Competition

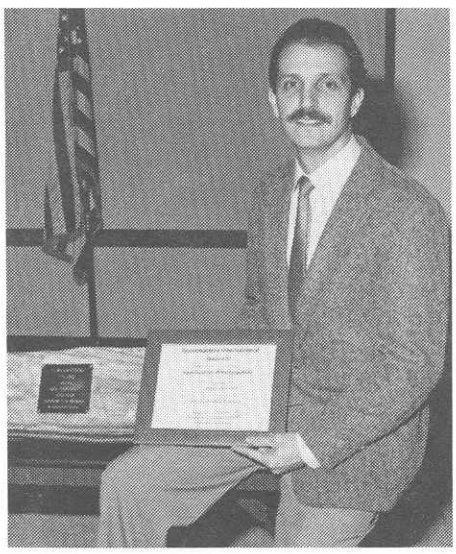
by Tim Cooper

Melpar's University Center Toastmasters group, the FastTalkers, were well represented at this year's area humorous speech contest.

Oscar von Bredow, Systems Engineering supervisor, won second place with a speech entitled "Damn This Traffic Jam, How I Hate to be Late."

Director of Software Engineering Bruce Dautrich participated as an evaluator. Evaluators present a 1-1/2 minute evaluation of prepared speeches. Because of his busy schedule, Bruce's goal was to represent the club and have fun, but not to advance to the next contest level. However, Bruce won both the area and division contests and advanced all the way to the district finals. The FastTalkers club also won the "Cornerstone Award" for having the largest number of guests at the contest.

If you are interested in improving your presentation skills in a fun and friendly environment, come to a Toastmasters meeting in your building. All are welcome to come and watch. Toastmasters at University Center meets every Tuesday from 11:45 to 12:30 in the Manassas room. Falls Church Toastmasters meets every Thursday at the same time in the Training Room. For information, call Art Beverly (ext. 2706) in Falls Church or Tim Cooper (ext. 3577) at University Center. **M**



Oscar von Bredow proudly displays the awards acquired by the Melpar FastTalkers Club.

Board of Directors Welcomes University Center to the E-Systems Family

E-Systems Chairman and Chief Executive Officer E. Gene Keiffer *(left)* prepares to clip at the University Center ribbon cutting ceremony in October while Melpar Vice President and General Manager Talbot Huff stands by.

E-Systems Board of Directors were treated to a tour of the new facility before they convened for their annual meeting. Melpar Program Management Director Donna Alter *(center left)* describes a Melpar system to E. Gene Keiffer *(left)* and board members James Bitonti and Francine Neff.

Melpar's 2-Year Recycling Report Card: How'd We Do? by Frank Harris

Between December 1990 and December 1992, our division recycled 185 tons of white office paper, 53 tons of cardboard and 37 tons of aluminum and other materials such as phone books and steel.

The result? Our recycled paper and cardboard has saved over 4,000 trees. Recycled aluminum has saved the equivalent of 130,000 gallons of petroleum products; that is, enough gasoline to drive the average car 2.6 million miles or around the world 104 times.

The goal for recycling that was mandated by Fairfax County in 1990 was a 25-percent reduction of trash going to the landfill. We reached 21 percent in November 1991 and peaked at 28 percent in June 1992.

Figures show that trash going out of plant has been reduced by 36 pounds per person a year. At our present employee level, this amounts to a 40-ton trash reduction per year.

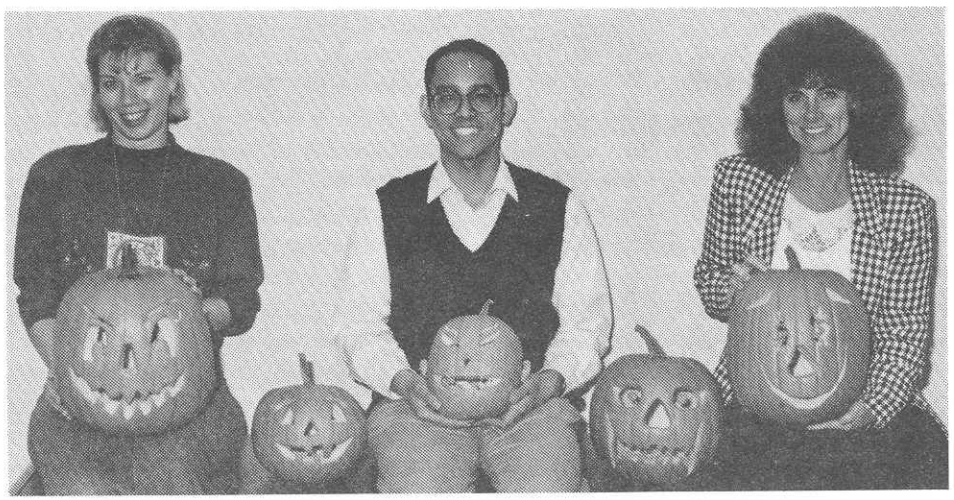
The recycling program is not a money maker for Melpar. The costs for handling, providing equipment and services are expensive. However, total cost for the overall trash removal has been reduced from previous years. **M**

United Way Campaign Winners

Melpar's 1992 United Way Campaign wrapped up in November with the drawing for the campaign door prizes—a trip for two to Mountain Lake resort in Virginia (grand prize) and $75 gift certificates to either Tony and Joe's Seafood Place or the Sequoia Restaurant, both in Washington, D.C. Winners were *(first row, left to right)* Clarine Cockrell, Van Bankson, Jennifer Tursic, *(second row)* Carol Sudol, Jerry Matus (grand prize winner), Chris Bilbie.

Total employee contributions for the 1992 campaign exceeded $95,000, which was short of our $110,000 goal and the $107,000 raised last year. Nevertheless, the effort was tremendous. Thanks to everyone who made this gift possible! **M**

Scary Stuff



The Coral Project team got into the Halloween spirit when they staged a pumpkin carving contest during a lunch in October. The winning gourd *(second from the right)* was sculpted by Bob Flanders and Greg Collins. Holding the other entries are *(left to right)* Karen Lewis, Geri Rosen and Teri Seger. **M**

TUITION TAXED from page 3

tion, the reimbursement is excludable. Many of our employees are taking job-related programs. In these cases, the tax law permits the employer to exclude the amount from an employee's income. Since the company excludes the reimbursement from income, the employee may not declare it as a deduction.

However, some education does not meet the job-related test because such education will enable the individual to perform significantly different tasks or activities that qualify the individual for a new trade or business. Education programs that fall into this category are non-excludable and must be included as income that is subject to withholding.

Advances: In January 1992, we began advancing employees the money required to pay for their tuition. Such advances are not counted as income and are not subject to taxation until the courses are completed and grades submitted. Then the "advance" becomes a "reimbursement" which may be subject to withholding.

Year End 1992 Treatment: For those subject to withholding, the full tuition reimbursement will be reported as income on applicable W-2 forms.

Beginning 1993: Tuition advance checks will be made out directly to the college or university the employee is attending. When the course work is completed and grades submitted, the tuition advance becomes a tuition reimbursement. For some this will be a taxable event.

Education that Meets Job Related Test

- Degreed engineers taking advanced degrees in engineering
- Supervisors taking MBAs or other management degrees
- Non-degreed employees taking degrees related directly to their job, i.e., non-degreed cost analyst completing a degree in business.

Educational that Does Not Meet Job Related Test

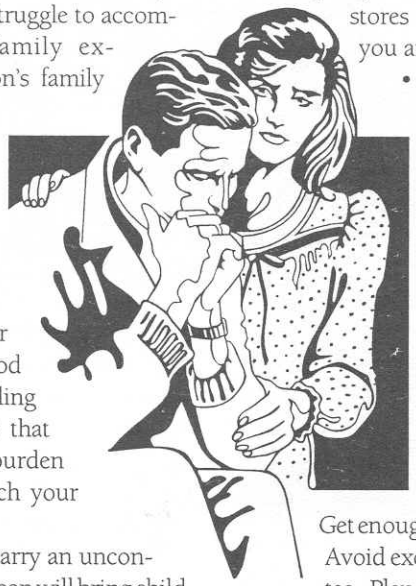
- New grad engineers or non-supervisory personnel taking a management degree, such as MBA
- Non-degreed employees completing baccalaureate degrees that qualify them for different trades or occupations, i.e., secretary taking a degree in computer science.

While our tuition assistance program would apply to all the above examples, only tuition reimbursement for programs that do not meet the job-related standards will be subject to tax withholding. **M**

Coping with the Holiday Blues

It's a paradox. The December holiday season is supposed to be a time of cheer, goodwill and family tradition. But for some, the holidays can be lonely and stressful times.

Feeling stressed by the demands of the holiday season is common, and it's easy to overreact. Perhaps you struggle to accommodate conflicting family expectations (i.e., your son's family wants you to travel to their home this year, while your daughter expects a traditional Christmas at grandpa and grandma's house). The strain of shopping trips, late or irregular hours, or too much food and drink can cause a feeling of general malaise. Top that with the added financial burden when the holidays stretch your budget.



Many of us also still carry an unconscious fantasy that the season will bring childhood magic. We feel sad and disappointed when we do not receive the right gift or the day somehow does not mirror those depicted in Hollywood musicals.

No one is immune to or completely protected from the holiday blues. But these suggestions can help you reduce stress and make the most of the holidays:

• If you dread the loneliness of the day, don't set yourself up to be alone. Reach out to others who may need companionship.

• Set limits. Decide what you can afford to spend. Also examine responsibilities such as who will plan the holiday dinners, bake the pies or hang the decorations.

• Even shopping can be more enjoyable if you plan ahead. Try to shop when stores are less crowded or when you are not rushed.

• Take advantage of social support. Research suggests that the same trigger for conflict during the holidays—family and friends—is also your greatest coping device. To buffer holiday stress, find a strong sense of community from your family gatherings, religious services and by providing for those less fortunate.

• Take care of yourself. Get enough sleep. Eat well and slowly. Avoid excessive amounts of coffee or tea. Plan regular exercise into your schedule. And recognize that alcohol, cigarettes, tranquilizers and other drugs increase stress.

By learning how to manage the stress of the holidays, you can make the season better for yourself and everyone who comes in contact with you. When the holidays are over, you will reflect on a season that may not have been perfect, but at least one that has satisfied you emotionally and renewed your spiritual hopes. **M**

Huff Teams with Bob Levey of the *Washington Post* on Children's Hospital Fund Drive

Melpar's 18th annual fund drive for Children's Hospital took a slightly different turn this year when Vice President and General Manager Talbot S. Huff and *Washington Post* columnist Bob Levey together asked 23 CEO's of high tech firms in the Baltimore/Washington area to join Melpar in its drive.

In a letter, both Huff and Levey, cited numbers of children treated at the hospital whose parents were employed by each company.

"Although these kids were probably insured," says Huff, "most people don't realize that Children's Hospital never turns a child away, even if their parents can't pay."

Last year, that open door policy translated into over $48 million in free care. The result has been staff and program cutbacks at the hospital.

"If we're going to continue being a leader in children's health care, then we need to find creative ways to come up with the finances," says Steve Rum, assistant vice president for marketing at Children's Hospital. "The fact that E-Systems has taken the initiative to help out in this area is extremely important." **M**

SUPERIOR PERFORMANCE from page 4

money saving techniques in the production of machining center parts.

Barbara Goble, material assistant, supports the entire Subcontract Management Department and has demonstrated her ability to perform efficiently and create flawless work during her 10 years of service. Barbara easily supports the mountain of paperwork that engulfs this department while continually taking on extra duties in such areas as the Political Action Committee and the Credit Union.

Ed Comitz, Graphics group leader with seven years of service, is adept at multi-task schedule juggling. Many E-Teamers have needed illustration support for the myriad of reports and presentations which are part of the daily business. Ed is regarded as a proficient coordinator, artist and tactician.

Terri Aschenbrenner, senior software analyst, is a top-notch software architect, programmer and task leader. With four years of service, Terri rapidly progressed from being an entry-level programmer to a key player on the system I&T team. Her enthusiasm and initiative complement her reputation as one of Melpar's best software diagnosticians.

Dave Jennelle, maintenance mechanic 1st class group leader, has always exhibited a cooperative get-the-job-done attitude in his 10 years of service. His outstanding work in building operations and services was exemplified during the move to University Center where he devoted countless hours of overtime to see that the move went as smoothly as possible.

Carol Flynn, business analyst, for the past four years has been responsible for the layout and outfitting of the Fairfax plant between Facilities and Electronic Systems. Her efforts during the move to University Center were described as heroic. She exhibits a continuing dedication, initiative, resourcefulness and ability to negotiate acceptable solutions to head off potential disasters.

Paul Akimov, principal engineer, exhibits a talent for applying new ideas and creative thinking to the design and development for Melpar's family of miniature airborne receivers. With 13 years of service, Paul consistently possesses a cooperative, team-player personality and is often sought out by name for difficult assignments. **M**

1992 Service Awards for November/December

George F. Hibner
40 Years

Ronald L. Michael
30 Years

Twenty Years
Edward K. Chan
Marie H. Ferguson
Eileen M. Kehoe

Fifteen Years
Thomas W. Moyer
Steven D. Sprague

Ten Years
Russell S. Brown
Cheryl W. Brummell
Stacea Deoudes
Eugene J. Fisher Jr.
Rebecca J. Gladden
David W. Jennelle Jr.
Carol R. Lalley
Eleanor P. Poole
Sarah L. Russell

Five Years
James A. Andrews
Michael E. Blake
Michele E. Brown
Sul J. Chin
Michael J. Dreslin
Tane R. Hall
Sampson Hallums
Elizabeth L. Kyker
Richard D. Law
Edgar A. Pineda
Rene D. Swanick
Lora M. Tacey
Peggy L. Williams

Movers and Shakers

FALLS CHURCH	PROMOTED FROM	PROMOTED TO
Bryan S. Blackman	Programmer Analyst	Sr S/W Analyst
Zandra L. Cavanaugh	Programmer	Software Analyst
Erin V. Julca	Planning Aide	Planning Asst
Kevin C. Martin	Network Analyst	Sr Network Analyst
Lawrence J. Mason	Sr S/W Analyst	Prin S/W Analyst
Daniel A. Nathanson	Programmer	Software Analyst
Michael J. Smith	Programmer	Software Analyst
David J. Spille	Assoc Cost analyst	Cost Analyst
Hector Velez Jr.	Drafter	Sr Drafter
Sherri L. Winnick	Data Base Analyst	Sr Data Base Analyst
Karie A. Woods	Facilities Planner	Sr Facilities Planner
UNIVERSITY CENTER		
Gary H. Ellis	S/W Eng Supv	S/W Devel Mgr
Barry D. Fitzpatrick	S/W Eng Supv	S/W Eng Mgr
Mongxuan T. Nguyen	Assembler	Assembler 1/CL
Mercedes Otero	Assembler 1/CL	Assembly Tech
Maureen C. Valdez	Sr Security Asst	Security Specialist
Chung S. Yang	Assembler 1/CL	Assembly Tech

Retirees

William L. Hux III
36 Years

Barbara Moore
20 Years

Lois J. Weimer
26 Years

Academic Applause

Marc Salko
M.B.A. Finance & Mgmt.
Averett College

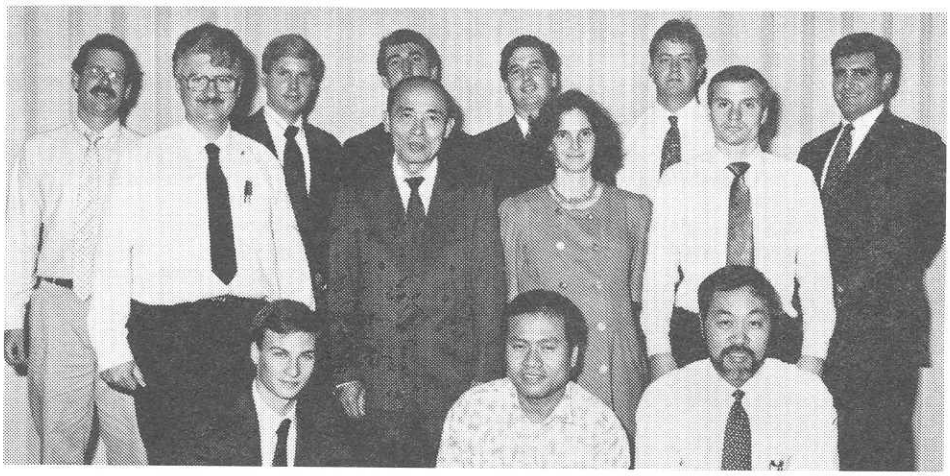
Strive for Perfection—OR ELSE!

If 99.9 percent is good enough, then . . .

- Two plane landings daily at Chicago's O'Hare International Airport will be unsafe
- 5,517,200 cases of soft drinks produced in the next 12 months will be flatter than a bad tire
- 2,488,200 books will be shipped in the next 12 months with the wrong cover
- 12 babies will be given to the wrong parents each day
- 315 entries in Webster's Third New International Dictionary of the English Language will be misspelled.

M

Sports Corner . . . Tennis League Goes Off Court



Receiving trophies at this year's tennis awards luncheon were *(first row, l to r)* Brian Sachar, Kane Insomphou, Jim Lok *(second row)* Chuck Busby, Tho Ly, Lynn Garland, Mike Stallings *(third row)* Dan DeBold, Greg Valentine, Craig Warnick, Dave Hairfield, John Ryan, George Sarris.

The Melpar tennis players closed their 13th tournament season in November at the annual tennis awards luncheon.

Over 40 employees competed in the league, this year organized for the second time by Chuck Busby of Quality Assurance.

Director of Human Resources Ken Yancey congratulated each of the participants and presented this year's winners with trophies. Following is a list of the 1992 season champions:

Special Awards:	
Over 50	Tho Ly
Women's Division	Lynn Garland
Tennis Ladder	Kane Insomphou
1st Place, B Doubles	Dave Hairfield
	Jim Foster
B Singles, *1st Place*	Greg Valentine
2nd Place	Lynn Garland
3rd Place	Mike Howard
1st Place, A Doubles	Craig Warnick
	Tei Ito
A Singles, *1st Place*	Kane Insomphou
2nd Place	Brian Sachar
3rd Place	Dan DeBold

The Melpar Tennis League begins its season every spring. Information may be found on the Falls Church sports bulletin board where players can sign up to play each other. Employees of all skill levels are invited to play. For more information, contact the league organizer, Chuck Busby, at extension 1696. **M**

Let It Snow!

Lift your post-holiday spirits and your skis on Melpar's annual ski fling to Seven Springs, Pennsylvania. This year's trip is scheduled just after the holidays—January 8–10 to give you something to look forward to besides the back-to-work routine.

A bus will leave Friday afternoon in time to arrive for night skiing and will come back to D.C. Sunday evening. The package includes lift tickets for Friday night, Saturday and Sunday, two nights' lodging, roundtrip coach transportation, two breakfasts and a smorgasbord dinner Saturday night. Cost is $200 per person (four to a room), $235 per person (two to a room). For slopeview rooms, add $6 per person. Discounts on rentals and lessons are also available. A limited number of spaces are available, so make your reservation now. Contact Tricia Reneau, ext. 2717. **M**

News from the Dugout by Danny Kallick

Melpar men's and women's softball season finally closed at Halloween. The fall women's team, Purple Haze, moved up a division after a strong second place summer team finish of 16-5. The team achieved a record of 3-10-1 but lost several close games. With its powerful roster, the women's team is sure to be very competitive next summer.

The fall men's team, called the Dream Team, finished first in Reston, while the other team, the Polecats, batted to a fifth place finish in Fairfax County. The Polecats wound up in third place with an 11-10 record in the spring Industrial League, partly due to a 1-8 make-up record. The summer team finished 17-4, coming in second. This final record was followed by a fifth place finish in the county tournament.

Thanks to all E-Teamers who participated on the teams. Practice starts in March for next year's men's and women's teams. Anyone interested in playing next year should contact Danny Kallick, ext. 2638. **M**

Melpar's Purple Haze women's softball team members for 1992 are *(front row, left to right)* Loretta Thompson, Mary Parker, Joanne Whitcomb, Pam Rice, Brenda Bryant, Coach Danny Kallick, Marlene Wolfe. *(Top row)* Lisa Bossert, Carolyn Whitney, Daraline Whitney, Amy Kaufman, Denise Gould, Erin Monaghan, team mascot. *Not pictured:* Kim Palumbo, Janet Hacker, Lisa Knop.

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