E-SYSTEMS

MELPARTICULARS

Volume 14, Number 1 | E-Systems Melpar Division | February 1993

Keiffer Sees Opportunities for E-Systems

Despite the myriad of challenges facing the defense industry, E-Systems Chairman and Chief Executive Officer E. Gene Keiffer predicts growth and success for E-Systems over the next five years.

In his annual speech to Melpar and ERA management earlier this month, Keiffer spoke of two trends in the industry's response to the declining defense budget. One trend is to restructure and downsize the workforce, partly by selling off certain operations. The other response is to improve competitiveness by focusing on priority areas, diversifying and making appropriate acquisitions.

"You've got to know that E-Systems is in the second category," said Keiffer. "There's going to be some ups and downs. But overall, we'll follow that general philosophy, and I think we can continue to be a growth company."

E-Systems CEO E. Gene Keiffer is bullish about the Company's future.

"The defense budget is still a huge number," he said. "What matters is where the money is going to be spent."

Looking at the potential changes and the new administration's priorities, Keiffer saw some reason for optimism. Two elements of Defense Secretary Les Aspin's resource strategy are systems upgrades and limited production of new, high technology systems that offer revolutionary capabilities. Both of these, said Keiffer, offer opportunities for E-Systems.

Two factors that could impact priorities are what Keiffer referred to as equal misery and pork. Under an equal misery scenario, cuts would be made evenly among all programs without any sense of priorities. And pork, that is, legislators' personal preference for specific programs regardless of necessity may also have an impact.

Keiffer called upon all E-Teamers to send a message to decision makers that C^3I resources should increase.

"The requirements for intelligence and the means for using it are increasing since the demise of the Soviet Union," said Keiffer. "Now, we're concerned with many areas and many countries all with the potential for conflict and other competition that threatens our interests."

One outcome of the Persian Gulf War, he said, was an expectation of near-zero casualties in future conflicts, both on the U.S. side and on the enemy's. Called stand-off warfare, this situa-

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E-Systems Announces 1992 Year-End Results

In January, E-Systems reported operating results for 1992.

Sales for the year reached $2.095 billion, compared to 1991 sales of $1.991 billion. Fourth quarter sales amounted to $555 million, compared to 1991 fourth quarter sales of $545 million.

Before recognition of a new accounting rule (SFAS No. 106 described below), E-Systems had 1992 net earnings of $120.3 million or $3.65 per share, compared with 1991 net earnings of $109.5 million or $3.35 per share.

New order bookings for the fourth quarter and total year 1992 were $452 million and $1.905 billion respectively, compared to $342 million and $2.013 billion in 1991.

Backlog of unfilled orders at the close of the year was $2.320 billion versus 1991 year-end backlog of $2.509 billion. The unexpected delay in booking the German Air Force reconnaissance and surveillance program caused backlog to be below expectations.

E-Systems has adopted Statement of Financial Accounting Standards (SFAS) No. 106, "Employers' Accounting for Post-Retirement Benefits Other Than Pensions," effective January 1, 1992. The new accounting rule requires companies to record in their financial statements the estimated costs of providing future health care and life insurance benefits to retirees. By the first quarter of 1993, companies are required to accrue for the projected costs of retiree benefits during their vesting period, rather than booking the costs when the benefits are paid.

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KEIFFER Continued from pg 1

Keiffer confers with Melpar Vice President and General Manager Talbot Huff *(left)*.

tion requires an unprecedented C³I capability, said Keiffer.

In addition, the theory of defense drawdown and reconstitution in times of emerging threats will require knowledge of those threats in time to do something about them.

"Clearly," said Keiffer, "you can see this is another job for intelligence and another key reason why this country can't cut the corners in this area."

Keiffer suggested E-Teamers follow a policy of "change leadership."

"In our traditional business areas, some systems will go," he said. "Some will survive." E-Systems should not just respond to the change, he said, but take a leadership role in contributing to the change. The Company can do this by playing the role of the trusted advisor, he said.

Keiffer also challenged E-Teamers to turn bookings and backlog around and reestablish an upward trend. "I don't think we're facing a time where there is a drought of opportunities," he said.

Keiffer outlined a culmination of the divisions' five year plans which forecasted overall sales of $3 billion in 1997.

"No question about it, this number is ambitious and meeting it will not be easy," he said. The strategy for doing so includes two or three acquisitions in both non-traditional and traditional business areas.

In five years, Keiffer also predicted a shift in the balance of business areas. International business, especially in the Middle East and Australia, is to jump 20 to 25 percent in 1997, up from 8 percent in 1992. Non-traditional business, such as mass storage and medical electronics, are expected to increase from 2 percent of sales today to 15 to 20 percent, while traditional, or C³I, business, would constitute 60 percent versus 90 percent in 1992.

A lot of people may talk about the gloom and doom in the defense industry, but Keiffer says he doesn't see E-Systems as the typical defense company.

"I think we've got a high potential business," he said. "We've got a balance sheet second to none, good financial resources and most of all, we've got great people." **M**

YEAR-END RESULTS Continued from page 1

In adopting this new rule, E-Systems has restated previously reported first quarter 1992 earnings to reflect a one-time, after-tax charge of $178.5 million. Also, after-tax charges of $2.8 million in each of the 1992 quarters were recorded to reflect continuing health care and life insurance liabilities under the new accounting rule. Including this large "catch-up" provision reflecting health care liabilities accumulated in prior periods and additional recurring charges, the Company had net earnings of $29.3 million or $0.88 per share for the fourth quarter and a net loss of $69.5 million or $2.11 per share for the 1992 year. The one-time charge does not affect the Company's cash flow, and the Company's fundamental financial condition remains very strong. **M**

Inside the Corporation...

E-Systems increased its first quarter dividend in January to 27.5 cents a share, or $1.10 on an annualized basis, payable April 5. This increase represents a 10 percent increase from the previous annual rate of $1.00 set by the board of directors a year ago.

The Federal Aviation Administration awarded E-Systems a $63.6 million contract for two Learjet 60 aircraft systems to be used for the FAA's flight inspection mission. The contract also contains options worth over $400 million exercisable by the FAA through 1996 for up to 14 additional systems and associated systems support items.

"The acquisition of these aircraft represents the beginning of a 10-year strategic plan to replace obsolete aircraft systems, reduce our maintenance costs and increase our efficiency," said FAA Administrator Thomas C. Richards.

In January, Serv-Air, Inc., was awarded a $35 million U.S. Air Force contract to perform maintenance modification and repair of a variety of aircraft, vehicles and other types of equipment on an as-required basis anywhere in the world. The contract contains provisions for four 1-year options, which would bring the total anticipated contract value to approximately $175 million.

E-Systems Greenville Division received a $16 million 2-year competitive contract from the U.S. Department of Education for the development and operation of the national database for student loans and grants. The contract award includes three 1-year options that could extend the total value of the contract to more than $50 million. The contract calls for the development of a complex, state-of-the-art software system and database to prescreen requests for student loans and grants. It is expected to play a key role in reducing student loan defaults and the associated costs to the U.S. government.

The Greenville Division was awarded a contract valued at nearly $6 million from the U.S. Air Force in January for development and demonstration of computer-aided design and testing, and design of synthesis software tools in support of multi-chip modules. The contract is expected to be completed in 1996.

The Montek Division received two contracts totaling $4 million for three higher power AN/TRN-26 Tactical Navigation (TACAN) systems and spares. One system will be for the National Aeronautics and Space Administration (NASA) at its White Sands, New Mexico, location to be used as part of the backup navigational aids for the space shuttle. The other two systems were acquired as part of a foreign military sale through Sacramento Air Logistics Agency for Egypt. **M**

Advanced Airborne Packaging Wins IR&D Award of the Year

A three-dimensional model maker resulted from the IR&D efforts of *(left to right)* Alan Lauder, Marcy Vaughan, Joe Roesch, John Wigard, Mark Montesano and Rick Stuby.

Fascinating technical achievements that could revolutionize the way Melpar's systems are packaged helped earn the Advanced Airborne Packaging project the Independent Research and Development (IR&D) 1992 Division Project of the Year.

The overall goal of the Advanced Airborne Packaging IR&D project was to reduce the weight and improve the performance of Melpar-made airborne systems through new packaging techniques. This involved dynamic developments and prototyping of key materials, fixtures and demonstration units.

The packaging team of electrical and mechanical engineers was selected because of their significant technical accomplishments and the program's impact on both near- and long-term business, said Brooke Hutt, director of Research and Engineering. The team not only conducted the research, but also marketed their concepts and developed proposals for new customers.

"Their efforts have elevated the stature of mechanical engineering at Melpar and have significantly broadened the image of E-Systems and the Melpar Division's capabilities and expertise," said Brooke.

One of the team's most remarkable accomplishments was the development of a three-dimensional model maker, also called a low-cost rapid-prototyping machine. This device uses jetted plastic droplets to build precise models directly from a computer representation.

Think of a document drafted on a computer screen. When the text is printed out, it prints in two dimensions; that is, the X and Y dimensions. A 3-D Model Maker allows the user to draft a three-dimensional drawing using Computer-Aided-Design, or CAD, and then print out a three-dimensional model. If the design of the model needs to be changed, the user simply alters the design on the CAD and prints out a new model. The result is quicker modeling than traditional machine shop or clay models at a lower cost. Besides packaging, the 3-D model maker holds the promise of spin-offs in many other areas which could benefit from desktop manufacturing.

Heading up the Advanced Airborne Packaging project is Mark Montesano, engineering supervisor in the Advanced Technology group. Mark is supported by two lead engineers, Wiley Peck and Phil Sica, and more than ten electrical and mechanical engineers and technicians. Out of their efforts have come a patent award and 19 patent applications. **M**

Key project engineers for the Advanced Airborne Packaging IR&D project are:

Mark Montesano - Princ. Investigator
Wiley Peck - Lead
Phil Sica - Lead
Rick Burch
Scott Kunkel
Marcy Vaughan
John Rinn
Rick Stuby
Gary Dixon
Tim Glahn
Alan Lauder
John Marks
Joe Roesch
John Wigand

What Was New in '92?

Employee benefits continued to improve at Melpar in 1992. Improvements included:

Benefits for Part-Time Employees - Employees working part-time schedules of 20 hours or more became eligible for flex benefits including medical and dental coverages, T-CAP participation and partial tuition reimbursement.

Tuition Reimbursement Program Improvements - Early in 1992, program procedures changed to provide employees with advances to cover tuition costs. Later in the year, tuition for undergraduate courses was increased from 75 percent to 100 percent for students achieving grades of A or B.

Bereavement Pay Expansion - Up to three days paid absence may now be granted in the event of death of an employee's grandchild, half-brother or half-sister. Family leave also applies in the event of death of a spouse, child, mother, father, brother, sister, stepparent, stepchild, stepsister, stepbrother, grandparent, father-in-law and mother-in-law.

Job Advancement System - Employees now have a formalized structure for seeking transfers and promotions within Melpar. As announced in the last *Melparticulars*, employees may now self-nominate for a given position even before it opens. Employees may also wait and respond to a job posting.

Revised Leave of Absence Policy - Our leave of absence policy was revised to clarify leaves of absence for college study, medical reasons, military duty, Peace Corps, personal and professional reasons.

Safety and Environmental Programs - Executive and Plant Safety Committees were established to better communicate and implement safety and environmental programs. Nine new policies and programs were initiated covering such things as foot protection for certain tasks to special training for those

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FUZZY LOGIC

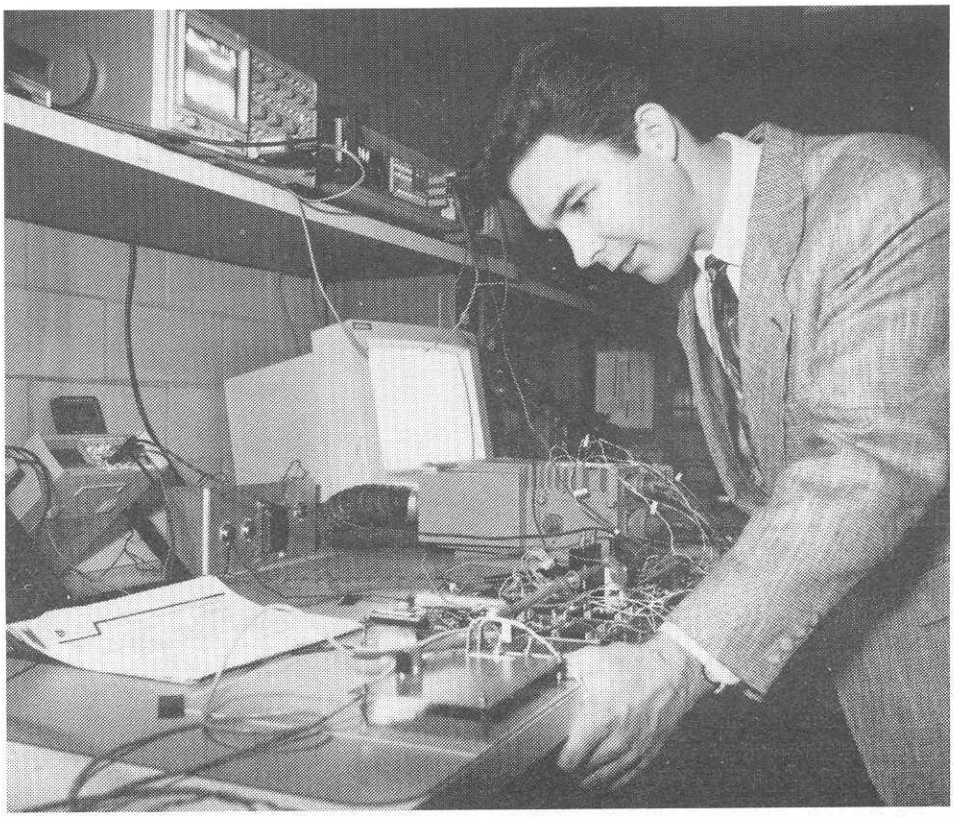
Becomes a Clear Solution to Building a Better System

No, fuzzy logic is not the collection of disorganized thoughts running through your head as you attempt to solve a tough problem. It is, however, a new tool engineers like Brennan Roy are finding useful in improving Melpar's systems.

Fuzzy logic already appears in products we use everyday. It's in elevators, air conditioners, automotive systems and video equipment. For example, some video cameras now have an anti-jitter feature to eliminate the bouncing picture we might get if we don't hold the camera still. That's fuzzy logic.

Fuzzy logic, which essentially stems from a branch of mathematics, deals with ambiguity. Traditional binary logic—true/false cannot accommodate the in-between. These "in-betweens" are easily understood by the human mind but are difficult for computers to comprehend. Rather than have a device be either on or off, fuzzy logic allows a slow, smooth transition. For example, an automated subway train using fuzzy logic knows that when it nears a station, it should slow down and ease to a stop. A subway train not based on fuzzy logic runs at a constant speed until it reaches the destination, then come to a rough halt.

E-Systems is a good candidate for fuzzy logic because many of the decisions we make in our systems do not easily fit into hard and fast rules and equations. Signal recognition and control theory are two areas where Melpar has sought to apply fuzzy logic. In the case of an airborne power supply, Brennan's objective was to increase the system's functionality, not by adding more circuitry but by making what he had smarter. With help from fellow engineer Jim Worden, Brennan turned to fuzzy logic and an IR&D program to test the method.



Brennan Roy *(above)* and other engineers pulled off a successful demonstration of a power supply controller using fuzzy logic. The next-generation controller will now be customer-funded.

Like other controllers, the power supply was governed by a set of rules. In the case of a power surge, one rule might be, if voltage is 400 and duration is one millisecond, then operation ceases. The problem with this traditional method is the amount of code that must be written to accommodate each possible transient condition. A circuit using fuzzy logic, however, can distinguish between a condition for which it should shut down and one which it can just ride through.

"With fuzzy logic, it's easier to design complex systems," says Brennan. "If you were going to design something in very concrete engineering terms with traditional digital techniques, you'd have to be very precise. That means for every variation in voltage and time, you must have a rule that covers that case. So either you end up with a very large control program, or you end up with something that operates in a very jerky fashion."

The vast reduction in the computation required to handle inputs and create outputs makes a big difference. Reduced number crunching means greatly enhanced response time, resulting in increased productivity. The key is being able to group data inputs into qualitative categories or sets. Fuzzy logic, through the use of overlapping sets, can understand ambiguous concepts, such as "voltage is high." Best of all, it does this quickly with less software than traditional intensive controlling programs.

The result was that, in just nine months of development time, the fuzzy logic IR&D project culminated in a viable demonstration using Melpar's latest airborne power supply controller working with a fuzzy logic circuit. The demonstration passed muster, and the next-generation controller using fuzzy logic will be customer-funded.

The productivity gains are so significant it's a wonder that fuzzy logic, which originated in 1965, is still relatively unknown in the United States today. The technology has caught on in Japan where washing machines and other electronics are touted for their fuzzy logic innards. In America, fuzzy logic finally seems to be catching on, albeit at a slow rate.

"You could say that Melpar is on the cutting edge because there really are not that many fielded applications," says Brennan. "When you want to add functions to a system, the tendency is to go with conventional logic and circuitry. Or you can use some inferencing technique like fuzzy logic. We chose fuzzy logic." **M**

Toward a Better Workplace With the Communications Council

Editor's note: The following is part one of a series of articles profiling members of Melpar's Communications Council.

The best part of being a member of Melpar's Communications Council, says Jeff Giordano, is hearing about Melpar's business direction first-hand from Vice President and General Manager Talbot Huff, who also chairs the Council.

"He's more candid than I thought he would be," said Jeff, "and he always seems to be in pretty good spirits!"

A Principal Systems Engineer, Jeff Giordano works on the high-temperature superconducting multichip module insertion program. This multi-million dollar program explores new technology in advanced packaging. Jeff finds his work especially interesting because the program has all the investigative elements of an IR&D project but is customer funded and requires meeting challenging budgets and timetables.

Principal Systems Engineer Jeff Giordano says his experience on the Communications Council has made him more attuned to communications between employees.

Since he was nominated to the Council last August, Jeff has found the experience more enjoyable than he had anticipated. True, when he was asked to be a representative on the Council, his first thought was, "What did I do wrong?"

That's because many employees don't know much about the Council, says Jeff. That the Council meets bimonthly and addresses timely employee concerns, for example, may not be common knowledge.

The Communications Council was formed so that employees could exchange ideas, opinions and suggestions to improve operations for the mutual benefit of all. The Council currently has seven members who serve year-long terms. Talbot Huff chairs the Council, and Director of Human Resources Ken Yancey is co-chair.

The Council reviews a variety of topics, ranging from security issues to requests for employee conveniences. Some of the improvements initiated through the Communications Council include: advanced safety measures, improved vending and cafeteria services, career development through job posting and self-nomination and facility maintenance.

Council meeting minutes are posted on hallway bulletin boards following each meeting, but Jeff says he also tries to spread the word around to other employees.

"It was important, for example, to get the word out on the tuition reimbursement being taxable to some employees," he says. "When you mention money issues like that, employees are all ears."

From his perspective, the Communications Council turned out to be a surprisingly effective vehicle for handling employee suggestions and ideas.

"Most places ask for suggestions but there is little follow through," says Jeff. "But in our case, it's more than a sounding board. They may not solve every question, but it seems like they make an effort to act on most of the items brought up."

Although Jeff still has most of the year to go before his term is up, he says his experience on the Council has been great so far. The best part, he says, was meeting E-Systems Chief Executive Officer E. Gene Keiffer and E-Systems board of directors at the University Center ribbon cutting ceremony.

"Keiffer was just a regular guy," says Jeff. "He was very relaxed and easy to talk to. You know, when you see photos of these people, all you see is a picture. But when you meet them first hand, you see they are fun." **M**

Current members of the Communications Council are:

Tim Blosser	ext. 3030
Jeff Giordano	ext. 4774
Debbie Hightower	ext. 3460
Joyce Riddle	ext. 3642
Brennan Roy	ext. 2566
Sandy Walker	ext. 2687
Myra Weisner	ext. 4423

Melpar Awards First Certified Supplier

by Chuck Busby

Electronic distributor, Hamilton-Avnet, has become the first certified supplier to Melpar.

In a January ceremony, representatives from Hamilton were presented a Certified Supplier Certificate by Melpar Vice President and General Manager Talbot Huff.

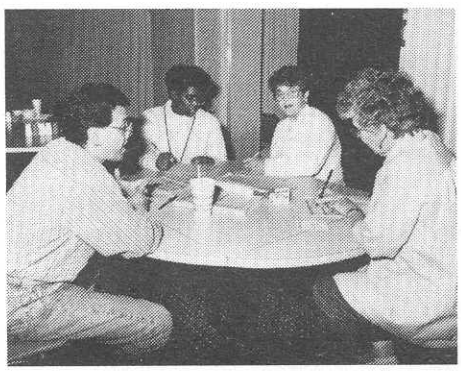
Hamilton has surpassed the following stringent requirements for a certified supplier:

- A six-consecutive-month quality rating of 99.7 (the requirement is 97 or better)
- A six-consecutive-month delivery rating of 87.8 (of 85 or better to qualify)
- A very good receiving history
- A very good rating for business level, service, sensitivity to Melpar needs, pricing and other variables.

The ceremony marked over a year of joint effort by both the Materiel and Quality groups to establish criteria, monitor suppliers and produce candidates for certification. It is the combined goal of Materiel and Quality to certify other suppliers in 1993. **M**

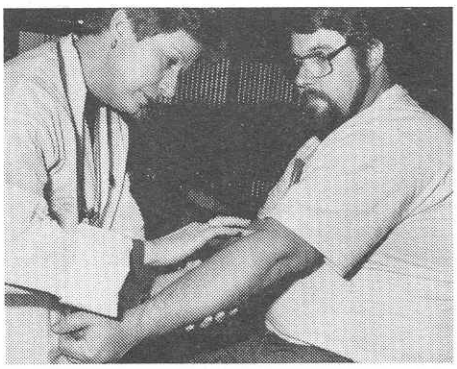
The Gift of Life

Blood drives have become a ritual at Melpar, occurring two to three times a year. The Falls Church facility's last drive in February yielded 120 pints of blood. To many of us, the scenes on this page are familiar. For others, perhaps you may also be inspired to give. Special thanks go to the following E-Teamers who recruited volunteers for the February drive: Richard Dickerson, Debi Byram, Barbara Goble Quantrille, Michael Fullen, Sheila Oliver, Michael Smith, George Sarris.

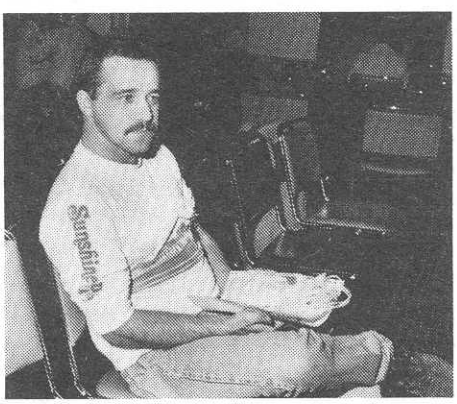


Melpar Nurse Rosalie Georgeadis *(center right)* is accomplished at signing up volunteers like Paul Allocca (l) and Stephanie Barnes *(center left)*.

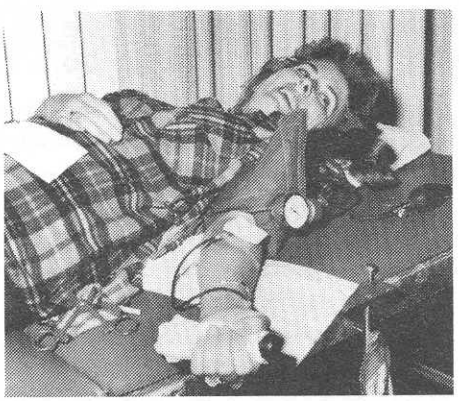
"I'm not sure about this thermometer thing," says Paul Garcia.



A Red Cross volunteer checks Rick Dickerson's arm for good veins.



Empty blood bags in hand, Randy Testerman waits for an open donor cot.



Belinda Cason's smile testifies that giving blood is easy and painless.

Cookies are one of the best rewards for giving, says Lou Bruhn.

E-Teamers Give Record Amount to Children's

Despite fewer employees than in 1991, Melpar E-Teamers managed a record $12,877.97 contribution to Bob Levey's Washington Post campaign for Children's Hospital in December.

In his weekly column, Mr. Levey wrote that E-Systems employees made a fabulous donation, "the 18th year in a row that these generous people have made their presence felt." Steve Rum, assistant vice president for development at Children's, wrote in his thank you letter, "I can tell you if we had 100 companies like E-Systems, our problems would be solved, our issues would be addressed, and our children would be leading healthier and happier lives. For the commitment and the love and warmth of sharing one's wealth with those who are in need, we are forever indebted to your fine company."

E-Systems began holding organized fund drives for Children's Hospital 18 years ago when employees decided to focus their resources on a needy cause in lieu of exchanging gifts during the December holiday season. Each year, the Company works toward a specific fund raising goal. This year's goal was to raise $12,000 for the Children's Hospital Discovery Fund which facilitates scientific research programs to fight childhood diseases like cystic fibrosis, AIDS and cancer.

Over the past 18 years, Melpar E-Teamers have donated nearly $135,000 to the Hospital. **M**

NEW IN '92 continued from page 3

working on live electrical circuits. An Employee Safety Handbook was also drafted for distribution in 1993.

Employee Recognition Programs - Employee recognition programs continued to expand. The first annual Authors and Inventors Awards banquet was held to recognize employees who published or presented a technical paper or who filed an invention disclosure or had a patent issued. In addition, a Mentor Program was implemented that pairs new engineering graduates with mid-senior level managers. The program is designed to provide the new graduates with an advisor, coach and technical resource during their initial six months of employment. **M**

1993 Service Awards for January/February

Carmen L. Bowles
40 Years

Charles Evanto
35 Years

Steven Y. Lim
35 Years

Barbara S. Mullins
30 Years

Not Pictured:
Wayne E. Dawson
30 Years

Twenty-five Years
Everson J. Hottel

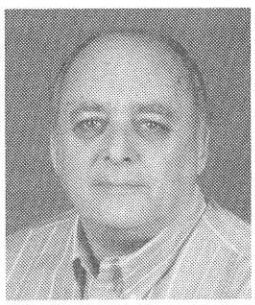
Twenty Years
Mattie L. Lassiter

Fifteen Years
Charles C. Jones
John I. Humphrey
Ned F. Wright

Ten Years
Benjamin E. Basham
Esther K. Black
Glenn L. Borrelli
Joseph S. Dahle
Roy L. Dailey
Bruce S. Foster
Klaus H. Geineder
William R. Haegele III
Antonio Herrera
James R. Nesmith
Steven H. Norwood
Joseph L. Pinto
Burl K. Pudleiner
William P. Quantrille
Bruno Regoli Jr.
Karen M. Spriggs
Tin C. Van
Deborah S. Wager
Steven F. Whitaker
Barbara A. Whitney
Kenneth W. Wood
Thomas L. Young

Five Years
Stephen C. Beuttel
Robert W. Bradshaw
Arleen I. Cain
Ray F. Cherry
Jolaine W. Christopher
Tracy L. Ciuffo
Anna M. Dristas
Philip J. Freemer
Albin A. Hastbacka
Mary Ann A. Haverland
Richard H. Jacobson
Karen L. Kramer
Jack W. Lee
Jean P. Linden
Michael H. Llewellyn
Carol A. MacClary
Deborah A. Matthews
Carlos M. Montenegro
Corbinett A. Morgan
Lisa K. Pittman
Yvonne Resnick
Marie A. Smith
My K. Truong

Retirees



Gordon C. Whitacre Jr.
8 Years

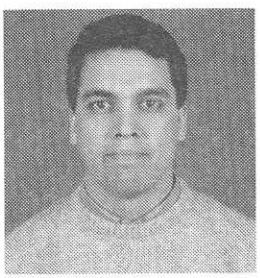
Aileen C. Wright
5 Years

Movers and Shakers

	PROMOTED FROM	PROMOTED TO
FALLS CHURCH		
Michael J. Dreslin	Maint Mech 1/CL	Sr Maint Mechanic
Kamran Givpoor	Sr Quality Engineer	Prin Quality Engineer
Warren E. Groom	Systems Engineer	Sr Systems Engineer
Thomas W. Kirkland	Sr Design Engineer	Prin Programmer
Stephen E. Lunsford	Programmer	S/W Analyst
Todd S. Montemorano	Elec Engineer	Sr Elec Engineer
Linda S. Swasy	S/W Analyst	Sr S/W Analyst
Nguyet M. Tran	Assoc Systems Eng	S/W Analyst
Thanh-Van C. Tran	S/W Analyst	Sr S/W Analyst
Steven W. Truxal	Programmer	S/W Analyst
UNIVERSITY CENTER		
Michael L. Chmielowiec	S/W Analyst	Sr S/W Analyst
Philip R. Lawrence	Sr S/W Analyst	Prin S/W Analyst
Barbara C. Lowitz	Fac Planner	Sr Fac Planner

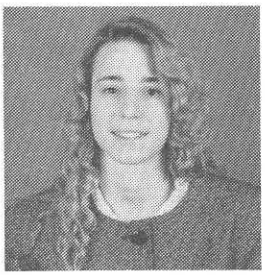
Academic Applause

Anita M. Callahan
M.B.A.
Averett College



Neil C. Greenfield
B.S. Tech Mgmt.
University of Maryland

Irene K. Lunn
B.S. Computer Science
Strayer College



Wendy L. Vertal
M.B.A. Finance
George Washington Univ.

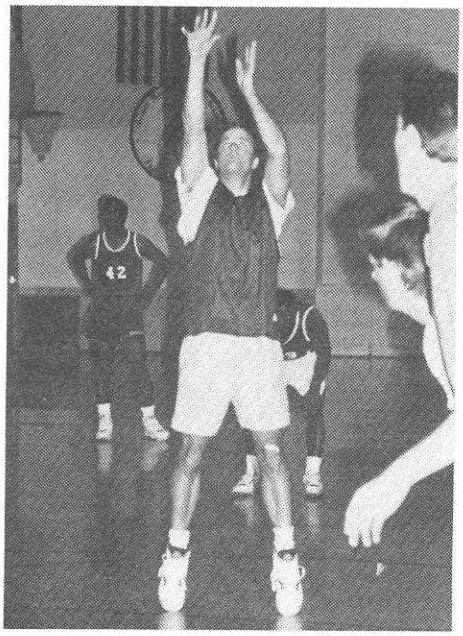
Sports Corner . . . **Taking It Through the Hoops** by Bill Pegues

The basketball season is upon us, and the E-Systems teams are out of the blocks. Because of the increased interest in playing this year, E-Systems has entered three teams in the Falls Church Recreational "A" League.

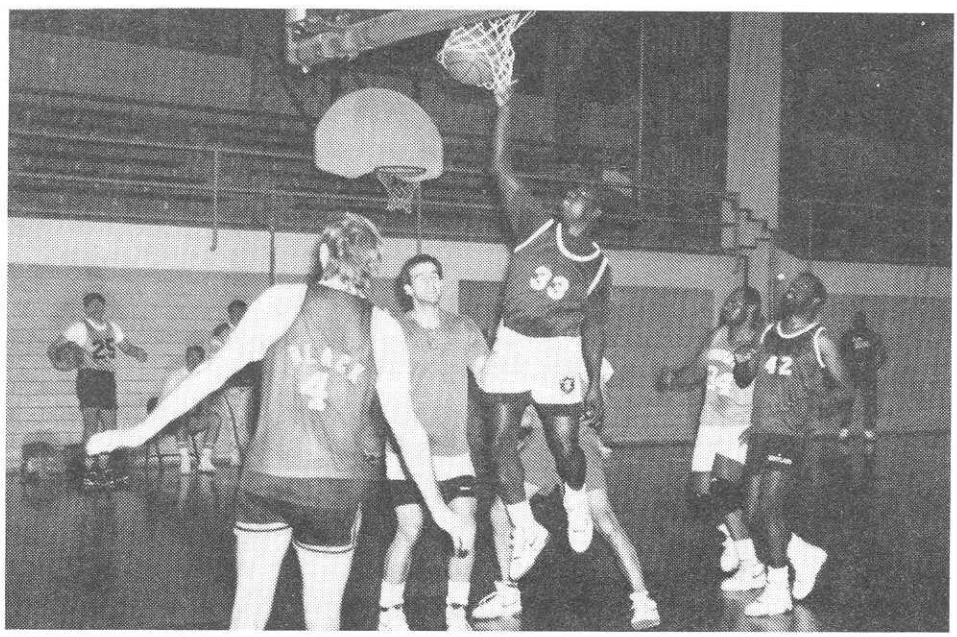
The Over-30 League is off to a good start. Their current 2–1 record reflects the increased competition in the league. But with returning veterans such as "Smooth" Craig Warnick and "Leaping" Gary Coble, and with inside play from "Rookie" Leon Tillman and "Mr. Consistency" Dave Black, the team should fare well.

The two E-Systems teams entered in the open league are currently 0–5 and 1–3. For both teams, losses have come by a very narrow margin. Coaches Dave Harris and Jerry Jarrett agree that both teams can benefit from playing tough close games during the regular season. This experience can provide them with a slight edge during the playoffs.

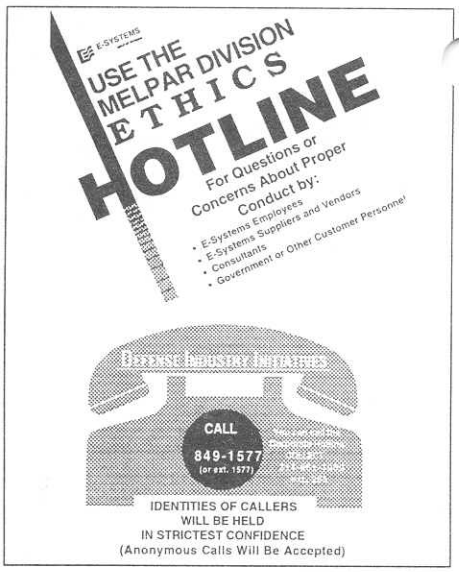
All three teams play a fast-paced, run-and-gun type offense. Games are fun to watch, and fans are encouraged to come out and root the teams on. For a schedule and locations of games, please contact Bill Pegues for the "Over-30 League" and Dave Harris or Jerry Jarrett for the two open league teams. **M**



Super Dave Eliot shoots for a 3-pointer.



Rex Muldrow *(#33)* is "just hangin'" while Dave Black *(#4)* and Gary Coble *(#42)* look on.



Melparticulars

Published by
E-Systems Melpar Division
7700 Arlington Boulevard, Falls Church, Va. 22046

Editor: Tricia Reneau

Photographers: Lucy Murphy, Joe Baran,

Production: Mary Wohlford

Printing: Doug Dreibelbis

E-Systems, Inc. Melpar Division
7700 Arlington Boulevard
Falls Church, Virginia 22046
Forwarding and Address Correction Requested

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