

# MELPARTICULARS

Volume 14, Number 4

E-Systems Melpar Division

June 1993

## First MCM Delivered to E-Systems Melpar

E-Systems Melpar Division took delivery of its first multichip module in June to be used in a system for its main Air Force customer.

Melpar engineers have been working on multichip module (MCM) design for years. MCMs attracted the Division's attention for their ability to dramatically shrink the size of electronic systems while greatly increasing performance.

MCM technology, however, is still relatively young, and although research has been widespread, applications to date have been sparse.

"MCMs are emerging technologies," says Engineering Manager Carmen Benitez, "but they are not proven technologies."

The Melpar E-Team chose to use an MCM after the customer indicated new requirements for reprogrammable hardware in its airborne

support equipment. This additional capability would have required three more boxes if configured with existing hardware. Since the engineers knew each additional pound of weight was critical, they looked to other alternatives and settled on an MCM. Richard Krassowsky, Shang Hsiung, Kirk Pruitt and Steve Shaffer were the architects behind the design.

"The problem was getting the MCM built fast enough," says Program Manager John Nannen. "We had a 9-month turnaround, and that was pushing everybody."

Of the vendors contacted to build the MCM from a Melpar design, few said they could meet the demanding schedule. CTS, a company based out of Indiana, was one of the few that could. Four prototypes were built before the actual

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## Melpar Receives 100 Percent of Goldfinch Award Fee

### The Ins and Outs of Contract Types

What's in a contract award to Melpar?

It sounds like a simple enough question with a very simple answer: money. In our business, however, few things are so straightforward, and contract awards are no exception.

Take Melpar's Goldfinch program, for example. In May, an award fee ceremony was held where Melpar received 100 percent of the available award fee from the customer. This was a success story for Melpar, but to the uninitiated, its significance may be lost.

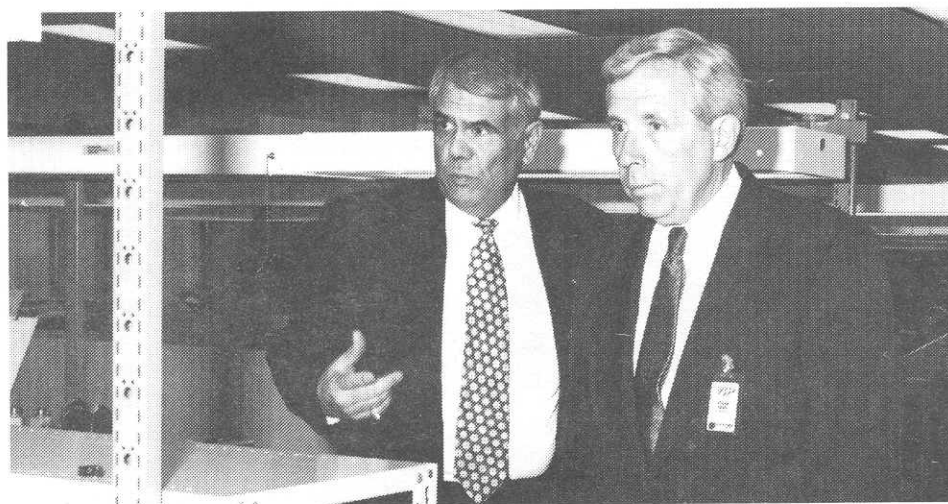
Goldfinch is a special program headed up by Director Jack Jeanes. In this contract, Melpar performs electronic support services for the U.S. government. This 5-year program turned on in 1988 and involves about 20 E-Teamers. When the contract was negotiated, Goldfinch was determined to be what's called a cost-plus award fee program, or CPAF.

CPAF programs establish a pool of money representing a specified percentage of the total dollar amount of the contract. This money pool is the profit Melpar earns on the contract. On the other hand, in a Firm Fixed Price contract or FFP, the contractor's costs determine its profit; that is, if you are under cost, you receive more profit and vice versa. Another type of contract, Cost-Plus Fixed Fee or CPFF, establishes a percentage profit that the contractor receives regardless of cost.

At certain periods during the life of the CPAF contract, the customer presents Melpar with a report card of the division's performance. Factors graded include technical, management, cost, schedule and security performance. These factors are also weighted as part of the total score; for example, 40 percent of the grade depends on technical performance, 30 percent on management, etc. The total combined score then represents

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## Congressman Wolf Tours University Center



**R**epresentative Frank Wolf, R-Va. (above right), visited Melpar's University Center facility in June to be briefed on the Division's efforts in defense conversion.

After an initial meeting on Division capabilities, Melpar Manufacturing Vice President Tony Maestri (left) escorted Wolf, along with aides David Whitestone and Charlie White, on a tour of University Center's assembly and Star Window work areas.

A 7-term lawmaker, Wolf is a member of the House Appropriations Committee and is the ranking minority member on the Transportation Subcommittee. During his tour, Wolf took note of Melpar's technological expertise which, he suggested, could be applied to several transportation initiatives including smart cars and an intelligent vehicle highway system. **M**



## Melpar As I See It...

The slow road we've been on with respect to bookings is more a program delay condition than a program loss problem. A significant international win was the award of the competitive Canadian Caribou program earlier this month (see page 1). By July/August, we expect to see a pick-up in bookings. At that time we expect award decisions on our base programs. The lengthy transition to the new administration appears to have slowed the DoD procurement process. As the situation continues to improve, I am particularly optimistic about our longer range future.

Outside of our traditional business, we have several exciting initiatives underway. One of these we call Hospital 2000. This effort involves applying our expertise in network technology to pass imagery and other data related to radiology around hospital computer networks. Our approach uses open architecture systems which will lower the costs hospitals now pay while improving health care capabilities. Several E-Systems divisions are involved in this medical elec-

tronics effort including the new medical subsidiary, AVP.

There is a lot of talk around now about defense conversion; that is, transferring defense technology to commercial markets. Our strategy is to maintain our traditional business while moving into some new, commercial markets. Our Hospital 2000 proposal will be submitted to the government for defense conversion funding. Two other examples are our efforts to apply optical interconnect technology to high-speed, medium distance networks and 3-D printing which can be used in the investment casting business. We have been actively strengthening our technological base over the last 10 years, and now we are applying our expertise in a number of new directions. We tend to take for granted the E-BUSes, FDDIs and our ability to connect a Sun workstation to other equipment. But many other companies and industries do not have this ability. There is a large and diverse market out there for our technological expertise.

Our role in this changing environment is to continue to be competitive in our traditional business areas while seeking out new and innovative ways to apply our technical know-how to non-traditional markets. To do this, we all must work efficiently and deliver a quality product within cost and on time.

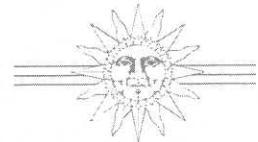
*Talbot S Huff*

## Inside the Corporation...

**E-Systems** declared a second quarter dividend of 27.5 cents a share, or \$1.10 on an annualized basis, payable July 6 to stockholders of record on June 9, 1993.

**EMASS® Storage Systems Solutions**, an E-Systems commercial products business unit, and IBM's Dallas-based Technology Consulting and Services—North America group announced in May an agreement to deliver a total open systems mass storage and archive solution. The collaboration will connect IBM's high performance workstation computer—the RISC System/6000®—to EMASS data storage systems. The combined system will be capable of delivering up to 10,000 terabytes of data to engineering, scientific and other commercial users of massive amounts of data at the price performance of a workstation.

**The National Aeronautics and Space Administration** has awarded Serv-Air, Inc., an E-Systems subsidiary, a maintenance contract worth as much as \$90 million. Under the initial 2-year contract worth about \$25 million, Serv-Air will handle maintenance for aircraft and flight simulators at the NASA Ames Research Center in California. The contract carries a 3-year option that could increase its value to as much as \$90 million **M**



## E-Systems Honors County Students



This year's science fair award winners are (front row, l to r) Michael Filler, Shilpa Saroop, Arun Mittal, Matthew Horner, Sarah Wakeham, Botol Maqsoodi, John Gundlach, Gene Waldenfels. (Back row) Matthew Kerr, Tyler Brickner, Quinn Chan, Ari Bixhorn, Scott Nyborg, Tim Eller, Jason Arndt, Brian MacCleery.

Sixteen Fairfax County high school students were recognized by E-Systems in May for their outstanding science fair projects.

The projects were all entered in the annual County science fair held March 20. Sixteen Melpar E-Teamers served as judges at the science fair and selected those projects

which stood out in their originality, level of documentation and presentation.

This is the eighth year Melpar has presented such awards. This year's effort was organized by the Advanced Technology Group headed up by Dr. Dennis Krausman. Recognition of the high school students culminated in an awards banquet at Westwood

Country Club in Vienna, Va. At the banquet, students were joined by their parents and science teachers and received either a \$200 or \$500 U.S. Savings Bond.

Awards were given to projects that fell in the areas of physics, chemistry, mathematics, engineering, and for the first time this year, biotechnology. Some project examples were "Physics Examines Soccer Safety: Which Shinguard Best Prevents Tibia Breakage?" where freshman Tyler Brickner used his own experience with a broken leg to determine the effectiveness of various shin guards. Another project, entitled "The Effects of Alcohol on Phagocytosis in Brain Macrophages" by senior Shilpa Saroop related to fetal alcohol syndrome.

At the awards ceremony, Melpar Vice President and General Manager Talbot S. Huff congratulated the teachers who, he said,

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## Effecting Change through the Communications Council

Since she came to Melpar eight years ago, Myra Weisner has seen a lot of changes. Her work, for example, has steadily evolved from her initial clerk typist position to her current job as supervisor for the Material administration group. But one of the most significant transformations she witnessed dealt with the emergence of the computer network which opened up endless possibilities for improving the way she does business.

"E-mail alone has provided a whole new avenue of communications," she says.

The installation of Melpar's electronic network was a boon to Myra because much of what she does is look at ways to improve

communications Council also affords Myra a vehicle for implementing change. A member for eight months, Myra has helped address employee concerns and facilitate improvements, like setting aside handicapped parking spaces in Falls Church's northwest lot.

"The most rewarding aspect of being a council member is seeing employee suggestions bear fruit," she says.

The Communications Council is effective, she says, because there are times when employees will approach a Council member with concerns that they might otherwise be hesitant to bring up to their direct management.

"It gives employees a chance to anonymously have their suggestions considered," she says.

And, as Myra will testify, it works pretty well. Some issues may be perceived as minor but are never pushed off as unimportant, she says. Consequently, employees should make an effort to bring issues to the attention of Council members because that is the purpose of the Council.

Besides being a vehicle to air employee concerns, Myra feels the Council provides her with the opportunity to hear first hand about the state of the Division. At the beginning of each meeting, Vice President and General Manager Talbot Huff gives a frank overview on how business is going at Melpar and how Melpar E-Teamers can play a part in the Division's success.

"Listening to Mr. Huff gives me good insight into his ideas," says Myra. "There's also an opportunity for us to ask questions. It's a great

platform that—if people pay attention to what is said—can really improve communications."

Now that Myra's year-long term is drawing to a close, she says she feels it a privilege to have served on the Council.

"The other day I was thinking I only have a few more meetings left, which is a little bit of a letdown," she says. "But I had my chance to do what I could to help. And I think I did help." **M**

## D'Andrea Promoted to Systems Software Director



Carol D'Andrea has been promoted to director of Systems Software following the retirement of Ellie Budd.

Carol will report to Larry Cecchini, vice president of Intelli-

gence Systems and will be responsible for the overall design and development of systems software for both ground and airborne applications.

Before coming to E-Systems as a senior software analyst in 1979, Carol had 10 years working experience in the software field. She holds a bachelor of science degree in Mathematics from the Indiana University of Pennsylvania. Carol is a member of Melpar's Software Technology Working Group which seeks to identify ways to improve software development at Melpar. She also represents the Division on E-Systems Corporate Software Technology Working Group. **M**

## Employees to View New Ethics Video

by Doug Wilson

A new ethics video, "E-Systems, Inc.—Ethics and Self-Governance Programs" was recently completed and will be shown to all employees. Viewing of the film is required under the terms of an agreement between the Company and the U.S. government.

The film lasts 16 minutes and covers the Ethics Hotline and the process of reporting ethics violations. The video also explains the problems that should be resolved by an employee's supervisor and those that should be taken directly to the Ethics Program Director. All employees must have viewed the new video by August 6, 1993. Signed acknowledgment cards will be required from each employee as evidence of viewing.

Remember, there are four avenues available to E-Systems employees for reporting suspected violations of the law or Company policy: your supervisor, the Ethics Hotline, the facility security officer and the Safety Action/Response Line. These avenues are designed to protect you, the employee, as well as provide an environment where ethics and integrity are prevalent. **M**



Myra Weisner believes all employees can play an active role in the Communications Council.

processes and tasks in her group. In her role as supervisor, Myra spends a lot of time working with the computerized Procurement Management System and supporting the activities of the Purchasing and Subcontract Administration groups. Through the network, Myra has streamlined the time it takes her to perform day-to-day activities such as setting up meetings or just communicating ideas.

Like the computer network, the Commu-

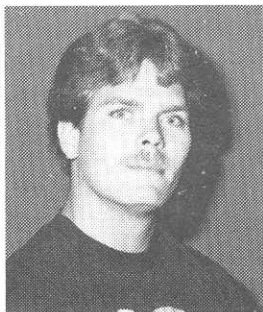
## What are You Doing Today?

by Chuck Busby

Remember five years ago, back in 1988? President Reagan went to Moscow to visit with Mr. Gorbachev. Melpar Vice President and General Manager Talbot Huff announced two new vice presidents, Al Hastbacka and Larry Cecchini. The B-2 stealth bomber was unveiled. PANTALOON, VOICECAST, GAF ECS and BGP HES were booked. Oliver North was indicted. And George Bush was elected 41st president of the United States.

This issue of Melparticulars recognizes 41 E-Teamers who are celebrating their 5-year anniversaries. Since 1988, many changes have occurred—changes in jobs, responsibilities and personal lives. Here's what five of these employees experienced:

**Sam Baker** is a maintenance mechanic 1st class group leader in Facilities. He came to



Sam Baker

Melpar as an electrician and was responsible for maintaining pumps, lights, fire alarms, security systems and just about anything electrical in nature. Sam has been

promoted twice, and his responsibilities have expanded to include plumbing and air conditioning. For the past four years, Sam has carried a beeper and is on call 24-hours a day, 365 days a year. Sam's son, who was five months old when Sam started at Melpar, is now a 5-year-old who likes to play T-Ball, which Dad coaches.

**Nancy Dubiell** is a senior personnel representative in Human Resources. In 1988, Nancy was hired to run many of the training programs at Melpar. Over the past five years, Nancy has developed the eight Core Courses and a presentation skills course; established a lending library of written, audio and video materials; and is working on a career competency curriculum. In 1991,



Nancy Dubiell

she received a Superior Performance Award for her achievements in training program development. Nancy also works with employees and supervisors to solve work-related issues and concerns. Major legislation such as the Civil Rights Act and the Americans with Disabilities Act have sig-

nificantly impacted this area of her work. When Nancy came to Melpar, she was a single parent with a young daughter, Ryla. In 1989, Nancy remarried and became stepmother to two college-age young people. Last November, she became a stepgrandmother.

**Tim Glahn's** first job as an associate mechanical engineer had him researching ECNs, learning the Unigraphics CAD system and basically, as he puts it, serving time in the trenches. In 1989, Tim worked on his first



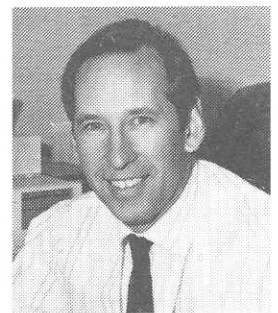
Tim Glahn

design assignment. Along with John Marks, he helped design an I/O Controller Circuit Card Assembly (CCA). He then progressed to independently designing CCAs and RF Slice Assemblies. "Currently, I am involved in the MCM [Multichip Module] project," says Tim, now a full-fledged mechanical engineer. "I am working with subcontractors, traveling to various places, talking to supervisors and contract people—essentially everybody." When Tim first came to Melpar, he was a recent graduate of Old Dominion University and lived with his parents. He has since moved into a house (euphemistically dubbed "The Estate") with three other Melpar engineers.

**Fred Roboz** is an accounting manager who started at Melpar in 1988 with a full beard and a bachelor of science degree in Accounting. Fred's accounting group is responsible for accounts payable, depreciation of capital equipment and travel. Accounts payable has 13 people who process about 45,000 invoices a year. "We typically will write 4,500 checks a month," says Fred. "One

of the big changes in accounts payable has

been the switch from manual processing to an automated system." Fred has also made headway in automating the material transfer system. After working at Melpar for two years, Fred successfully completed a CPA (Certified Public Accountant) review course, and after a strenuous exam, got his CPA. About the same time, Fred's full beard became history.



Fred Roboz

**Terri Aschenbrenner**, senior software analyst, started working at Melpar in June of 1988 just before she finished her B.S. in Computer Science at George Mason University in August. At the time, her name was Terri Sage. Terri achieved her M.S. in Systems Engineering and most recently has been accepted as a candidate for GMU's doctorate program in Information Technology. Over the past five years, Terri has been promoted twice, from her first job as a programmer to programmer analyst and most recently, to senior software analyst. Her responsibilities include system design, development, testing and deployment of the Advanced Intelligence Database System. Terri met her husband George—a software supervisor—at Melpar and will celebrate their first anniversary this month.



Terri Aschenbrenner

## Continuous Improvement Working Group Formed

by John Durgavich

In an effort to encourage increased employee participation in suggesting ways to improving work at Melpar, a new group has been formed to examine and implement employee ideas.

Called the Continuous Improvement Working Group, this committee meets monthly and oversees Melpar's Employee Suggestion, Cost Avoidance Report and Total Quality Management (TQM) programs. Members are Kathy Reeder, Rick Burch, Darcy Nguyen, Cathy Boleyn, Nancy Dubiell, John Puzder, Mark Montesano, Dorian Witcher and John Durgavich.

Melpar relies on all E-Teamers for their ideas on how to improve the workplace. Employee suggestions can play a significant role in keeping costs down. If you have an improvement idea, simply fill out a suggestion form and drop it in the suggestion box located on the ground floor entrance (UC) or the North Lobby (FC), or contact any working group representative.

In May, the working group reviewed suggestions on reducing the mountain of paper generated from day-to-day work. Shirl Pelzel of Strategic Development suggested using double-side copying for internal use to save copy paper. Signs are now posted by all copy machines capable of double-sided copying. Shirl also suggested using a photo copy draft of complex multi-copy forms to avoid making mistakes and wasting more forms. Thanks, Shirl, for these good ideas.

Irina Dobrev of Operations suggested a way to correct the redundant cover sheets printed on remote print jobs. Dorian Witcher is working her suggestion with the Division's system administrators. Thanks, Irina.

Employees will soon be able to submit suggestions via e-mail. Watch for notice announcing this new service. **M**

## Did you know...

Stationery Stores has a "free" shelf for people to turn in unused supplies. These are then made available on a first come-first served basis to other users. **M**

## Lt. Governor Don Beyer Tours Melpar Falls Church



Engineering Supervisor John O'Malley (right) discusses MCM technology with Lt. Gov. Don Beyer.

Virginia Lieutenant Governor Don Beyer and staff assistant John Graham were special guests at Melpar's Falls Church facility in June.

After a brief overview of Division capabilities, Beyer and Graham toured the facility and were treated to demonstrations of Multi-Media Networking, High Temperature Superconducting Multichip Modules and 3-D Printing.

Lt. Governor Beyer, a Democrat, faces a re-election campaign this year for a second 4-year term **M**

## MCM Continued from page 1

delivery of three workable MCMs in June. Fifty more are slated to be built under the contract.

As it turned out, the MCM not only met the customer's requirements, it opened doors to new capabilities.

"Once we saw how flexible and reconfigurable it was, we decided to go with it in the test set also," says Carmen. "We're now putting in place an architecture that allows us to grow the system capability."

"We have lots more proposals in the works, so as these programs get funded, we'll look at using more and more MCMs," says John. "This is going to be our building block for awhile." **M**

## Robert Boyle Receives Doctorate Degree



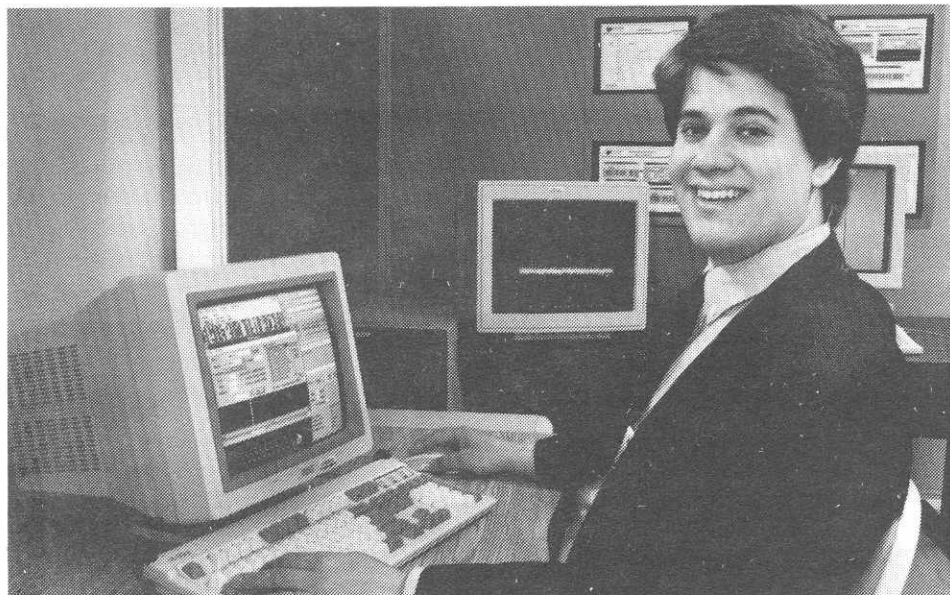
Senior Electrical Engineer Robert J. Boyle was awarded a doctor of science degree (D.Sc.) in Electrical Engineering in May from the George Washington University.

Boyle's dissertation, "Super-resolution Techniques for Bearing Estimation Under Strong Interference Conditions," was successfully defended. Boyle also minored in Mathematics and Electrophysics.

Boyle began working at Melpar five years ago. Formerly, he served as a Captain in the U.S. Army at Vint Hill Farms. He now performs analysis work on Melpar's direction-finding systems. He received a B.S. in Electrical Engineering from the University of Buffalo and an M.S.E.E. from the George Washington University. In addition to his work at Melpar, he will soon begin teaching an introductory graduate course part-time at GWU. **M**



## TechCorner . . . Melpar Develops Bitstream Workbench



Principal Engineer Chris Roller demonstrates Melpar's Bitstream Workbench. In the background is a DAP 510C supercomputer used for dedicated real-time bit processing and analysis.

**E**-Systems Melpar Division has developed a Bitstream Workbench, a collection of software tools that allows analysts to display, modify and process PCM bitstreams and their associated objects.

The workbench enables users from all backgrounds, whether operators, students or experienced analysts, to explore and understand complex bitstream structures.

The suite of tools available to the analyst is extensive. The equalizer/demodulator tool permits demodulation of any one of 30 different digital modulation schemes. Other parameters of the sampled signal are determined by an interactive spectrum display for measuring bandwidths and baud rates. Once a symbol stream is generated, tools are available for decoding, derandomizing and demultiplexing.

Due to its ease of use, the workbench excels as a PCM training tool. Graphical interfaces to complex PCM radio operations provide a gentle introduction to digital communications and allow what-if type manipulations.

The workbench provides operator notes, object history and object persistence. The workspace concept accentuates the user-friendly environment. Once the user logs in, the last session's workspace is started first. The user can then recall any previous workspace as well as manipulate objects between workspaces.

The latest version of the workbench contains two new tools, BITLAB and Structure Search. BITLAB is a script-based interpreter interface to the workbench tools and an operator workspace for bitstreams object management. Structure Search is an auto-setup routine and is ideal for hands-off bitstreams analysis.

An effort is currently underway to upgrade the workbench's capabilities using IR&D techniques developed at other E-Systems divisions. Divisions share in the development and ownership of the workbench, thus providing a common platform for disseminating advanced techniques in a unified architecture.

The workbench runs under Microsoft Windows 3.1. Developed by a team of six programmers, the workbench is a composite of community-proven algorithms combined with new techniques and approaches. Many of the tools were first developed under DOS and then ported to the multi-tasking, virtual memory environment of Windows. Porting the workbench to other environments is straightforward since the bulk of the software is generic C++. Future plans include a Window-NT port which will provide immediate commonality across multiple platforms.

Further information on Melpar's Bitstream Workbench may be obtained from Chris Roller, ext. 3729, or Joe Mitola, ext. 7042. **M**

## Melpar To Be Smoke Free

Effective September 1, 1993, Melpar will complete the transition to a smoke-free workplace.

"For the last several years, we have seen fewer and fewer employees smoking," says Ken Yancey, director of Human Resources. "Limited restrictions on smoking in hallways, restrooms and selected work areas have also helped us transition to a smoke-free facility."

"While many employees have quit smoking for the sake of their own health, a smoke-free facility will be supportive of the health of both smokers and non-smokers alike," says Yancey.

Several directorates have already taken the lead to make their work areas smoke-free. Their contributions have also helped pave the way for a completely smoke-free Melpar.

"We appreciate the efforts and cooperation everyone has made to improve our work environment," Yancey says. **M**

## GOLDFINCH Continued from page 1

what percent of the money pool, or award fee, Melpar receives.

In the case of Goldfinch, Melpar receives a semiannual report card. Testament to its commitment to excellence, the Division achieved 100 percent scores at the last seven consecutive award fee ceremonies.

"The key to our success has been our responsive technical and management performance, good customer relations and, of course, price," says Jack.

Because the Goldfinch program is a 5-year effort, the customer will soon recompute the contract. Melpar's proposal was submitted at the end of May, and an award decision will be made in October. Despite the Division's excellent track record, however, Jack Jeanes says his group will not rest on its laurels.

"Being the incumbent helps," says Jack, "but the challenge is to make the proposal stand on its own merit and write it as if the reviewer has no knowledge of the past program."

"We cannot be complacent," he says. "A lot of companies out there are very hungry, so you have to think competitively by being creative and aggressive. Fortunately, that's exactly what we are, so I feel very bullish." **M**

## Melpar's Supercommuters by Chuck Busby

Let me tell you about my ride to Melpar. When there's no traffic, I can make it here on I-66 from Manassas in about 35 minutes. Except, last Friday, there was this pickup that rear-ended a motorcycle, and it took me an hour and 45 minutes. I thought I had it rough, until I talked to some of our supercommuters.

Karie Woods is a Senior Facilities Planner in Falls Church. For the past four and a half years, she has commuted from Annapolis, MD (a one-way trip of 55 miles), averaging one to one and a quarter hours each way. Karie adds a little variety to the trip by using the northern loop of the beltway in the morning and the southern half at night. The key to surviving the commute, she says, is to "drive defensively, and don't get in a hurry."

Eston and Sue Bonner both work in Falls Church and take one hour and 45 minutes to two hours each way in their daily trek from Berkeley Springs, West Virginia. Eston, supervisor of the Fabrication Shop, has done all the driving for the past 13 years. Sue, a planning specialist in the Production Control group, likes to read on the 86-mile trip.

"I read everything—newspapers, magazines, you name it," she says. Meanwhile, Eston keeps an ear tuned to the CB radio to check out the activities of the Smokies.

The biggest problem commuting through rural areas is the deer, they say. Since they've been driving from West Virginia to Melpar, the Bonners have had run-ins with deer four times.

Eston says, "I put about 48,000 miles a year on the car and spend about \$8.00 a day on gas." It is not unusual to trade in a car after four years with a quarter-million miles on it, he says.

Dale Strong, design engineer in Mechanical CAD at University Center, may have the record for commuting to Melpar within the state of Virginia. Dale travels 95 miles each way daily from Luray, Virginia.



Husband and wife team Eston and Sue Bonner have trekked the long road to Melpar from West Virginia for 13 years. While Sue reads, Eston keeps an ear tuned to his CB radio.

"I drive all 2-lane roads," he says. "There are no problems and no hassles."

Dale listens to the radio—"mostly country"—and munches on doughnuts with coffee on the way in. He says that commuting puts almost 4,000 miles a month on his car, and he typically changes his oil 12 times a year. Dale has been making the commute from Luray for six years now. He bought a new car in September that already bears 42,000 miles on the odometer.

Melpar's super supercommuter, George Flaherty, comes in from Baltimore on his easy days, but two to three days a week, he comes from his home in Mt. Union, Pennsylvania. The easy days are a mere 102 miles one way from Baltimore, while trips from home are

142 miles in each direction (about three and a half hours each way).

George, an operations analyst in Falls Church's Systems Engineering group, says "It's difficult commuting every day from home because I only get three to four hours sleep at night. But when my son has a ball game or something like that, I try to get home."

"I have to be up at 4:00 a.m. to begin my trip," he says. When asked what was his longest trip home, he replies, "It was during a snow storm on a Friday. That trip took four and a half hours."

I guess we all have a little bit longer commute some Fridays, George. But you've got the record. **M**

## Core Courses

A dozen supervisors and assistant program managers became the first Melpar E-Teamers in May to successfully complete all eight Core Courses of the Division's comprehensive training program.

E-Systems began the Core Course Curriculum in 1990. Designed for first-line supervisors and assistant program managers,

the Core Courses focus on creating a management team who is well informed in all aspects of our business. The eight Core Courses are: Contracts, Engineering, Effective Supervision, Ethics, Materials, Performance Appraisal System, Program Management and Quality.

Course participants are already finding ways to use their new skills in their daily

activities. Cost Analyst Supervisor Jill Swedenburg found the Contracts section especially useful.

"The legalities involved in contracts administration were enormously helpful and interesting to learn about," says Jill. "I often refer to the Core Course manuals now in my work."

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## From Graham Road School...

Dear Friends at E-Systems:

The students and teachers of Graham Road Elementary School would like to say Thank You for the Giant and Safeway receipts you gave us. We have been able to accumulate enough Giant receipts to receive a new Macintosh LC computer. The MAC LC is a hard disk drive computer which, with a special card, converts to a regular Apple II machine; thus, it is two computers in one. This means that we can use new MAC software as well as older Apple II software, which we already have. We also have enough Safeway receipts to get 12 or 13 pieces of new software, mostly for our new MAC!

At Graham Road, we are committed to making a difference in the lives of children. We believe that technology is an important part of education. With the help of friends like you, we can make a difference.

Thank you so much.  
Sincerely yours,

*Mary J. Carter*  
Mary J. Carter  
Principal

## COUNTY STUDENTS Continued from page 2

were key to the success of these students. Huff encouraged students to continue their studies in the sciences while exposing themselves to a healthy dose of liberal arts studies.

"Learning is not a one-time event," said Huff. "Speaking as an engineer, I'd like to emphasize the importance of history and other liberal arts subjects, as these are essential to understanding events such as the war in the former Yugoslavia. We all should be aware what's happening around us and take the time to get involved in government processes."

Special thanks to the following E-Teamers who judged this year's science fair:

Dennis Krausman	Tim Cooper
Sam Alexander	Diane Earp
Paula Franks	Debbie Greenstreet
Dan Homiller	Tei Ito
Nancy Lindsay	Mark Patten
Joe Roesch	Chris Roller
Jim Sealock	John Wigand
Tom Zeltwanger	Louise Borrelli

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## Academic Applause



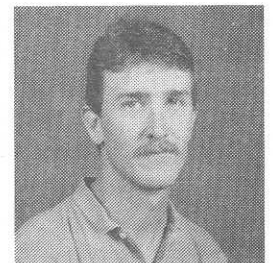
**Norma J. Francis**  
A.A.S. Business Mgmt.  
Northern Va. Comm. Coll.



**John I. Humphrey**  
M.B.A.  
Liberty University



**Orville B. Minter**  
Apprenticeship  
Heating & Air Conditioning  
Virginia Merit Shop  
Educational Foundation



**Timothy C. Westley**  
Apprenticeship  
Electricity  
Virginia Merit Shop  
Educational Foundation

## CORE COURSES Continued from page 7

Mechanical Engineering Supervisor Wiley Peck was impressed with the content and organization of the Materials course. "It's obvious that John Monahan [Director of Materiel] put a lot of effort into the course," he said.

Assistant Program Manager Bill Pegues did not have a favorite course but viewed the experience as beneficial as a whole. "The reason the Core Courses are so useful is that they provide a survey of relevant information that we need to do our jobs," he says. "In the sense that we are responsible for orchestrating tasks, all the courses are valuable because we have been exposed to many areas of responsibility within Melpar."

Many other employees are nearing completion of the curriculum. According to Senior Personnel Representative Nancy Dubiell, the courses will soon be open to other employees who can benefit from their content. "For example, senior analysts can learn information in the Program Management course that can be useful in their jobs, while principal engineers might benefit from the Engineering course," she says.

What's next?

"We're working on the Career Competency Curriculum which will help employees maintain the skills, knowledge and technical competence they need to progress in their careers," says Nancy. "Such training not only benefits the Company, it invests in the development of our employees as well."

M

### The first graduates of the Core Course Curriculum are:

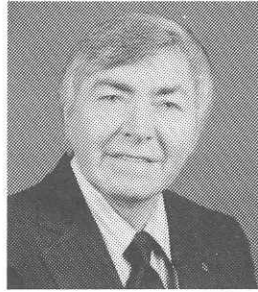
Bob Beck	Dave Eliot	Dan Horvath
Peg Kwadrat	Kay Litchfield	Roger Lohman
Linda Milton	Wiley Peck	Bill Pegues
Phil Sica	Jill Swedenburg	Anne Thornton



## 1993 Service Awards May/June



**David F. Guinn**  
30 Years



**James O. Holmes**  
30 Years

### Fifteen Years

Robert C. Benford  
Charles J. Eby Jr.  
Margaret M. Mayhugh  
Eduardo Melendez  
Maria Q. Mucino  
Geraldine A. Rosen  
Robert L. Schroeder

### Ten Years

Edward F. Barr Jr.  
Bach Callaway  
Edwin R. Conrad  
Lawrence R. Conroy  
Robert S. Davis  
Gary A. Dixon  
Elizabeth T. Doyle  
Robin J. Gailliot  
Yvonne M. Garner  
Madeline F. Griffin  
Emery W. Hampton  
Cary J. Hancock  
Sidney F. Harris Jr.  
George A. Heitz Jr.  
James J. Henry  
Mikel L. Holbrook  
Debbie K. Kemper  
David A. Kilgore  
Manuel Mayobre III  
Melvyn L. Mazza  
Thomas W. Moxon Jr.  
Richard H. Myers  
Dennis M. Overstreet  
Yong K. Pak  
Brenda J. Palmer  
Craig R. Price  
John S. Puzder  
Carolyn M. Richardson  
Jill T. Swedenburg  
Frank E. Tursic  
Charles R. Weaver  
Phillip A. Zuk

### Five Years

Theresa S. Aschenbrenner  
Samuel T. Baker  
Yon C. Barker  
Daniel J. Bindbeutel  
Chinarat Chotikul  
Carolyn G. Davis  
Marianna G. Dorsett  
Nancy C. Dubiell  
Mark E. Dugroo  
David B. Eliot  
Richard A. Esser  
James C. Frank  
Rosalie A. Georgeadis  
Timothy J. Glahn  
Steve F. Gorman  
Emily W. Hassick  
Donald E. Henley  
William J. Hunter  
Vincent Ingersoll  
Tina M. Jerome  
Heuan Kong  
Shirley M. Kozler  
Hai L. Le  
Robert F. Livingston  
Jeffrey A. Manuel  
Diane E. Morrical  
Trisha C. Mulvaney  
Luis A. Riesco  
Fred R. Roboz  
Jeffrey T. Sackett  
Timothy R. Schoen  
Douglas W. Singel  
Rehana Syed  
Lorraine M. Tain  
Jeffrey E. Thomason  
Carolyn L. Thompson  
Timothy G. Tignor  
Lan H. Tran  
Raymond K. Uhler Jr.  
Jeffrey A. Widor

## Movers and Shakers

### FALLS CHURCH

Michael T. Fitterer  
Richard A. Hahn  
Daniel M. Kallick  
Christine J. Kangas  
Michael E. Krawczyk  
Ronald K. Mihara  
Thomas M. Nape  
Julie S. Plante  
Jeffrey G. Platts  
Rusty W. Rose  
Calvin L. Stone  
Julie A. Whitson

### PROMOTED FROM

Test Technician  
Prin Oper. Analyst  
Programmer  
Sr Security Asst.  
Sr Software Analyst  
Assembly Technician  
Prin Oper. Analyst  
Assoc Cost Analyst  
Sr Program Analyst  
Electrical Engineer  
Supv Contract Admin.  
Sr S/W Analyst

### PROMOTED TO

Sr Test Technician  
Supv Operations Analysis  
Software Analyst  
Security Specialist  
S/W Engineering Supv  
Assembly Tech Grp Ldr  
Supv Operations Analysis  
Business Analyst  
Assoc Program Mgr  
Sr Electrical Engineer  
Mgr Contract Admin.  
Prin Software Analyst

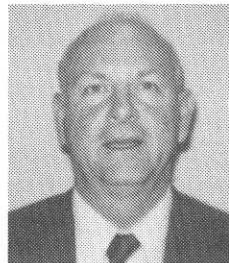
### UNIVERSITY CENTER

Alana G. Crisp  
Edward F. Hagen  
Sidney D. Honaker  
Marvin A. Hunter Jr.  
Clarence B. Johnson Jr.  
James W. Sealock  
Jeffrey E. Thomason  
Tuan M. Ton

Jr Test Engineer  
Systems Engineer  
Sr Systems Engineer  
Prin. Engineer  
Sr Design Engineer  
Sr Systems Engineer  
Software Analyst  
Assoc Elect Engineer

Test Engineer  
Sr Systems Engineer  
Field Ops Supv  
Engineering Supv  
Field Oprs. Supv  
Principal Engineer  
Sr Software Analyst  
Elect Engineer

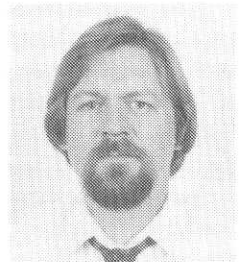
## Friends We'll Miss



**Joseph F. Geraghty**, died May 18, 1993 of cancer. He was 56 years old. Joseph was hired in May of last year as a component engineer. He is survived by his wife, Celia, and three children, Joseph, Peter and Charles of Severna Park, Md.

**Franklin R. Winklareth**, 36, died June 6, 1993 of an aneurysm. He started working at Melpar 14 years ago and was recently promoted to the position of Mechanical Design Supervisor. He is survived by his wife and fellow E-Teamer, Jennifer, of Centreville, Va. and his sister Marilyn Zett, also an E-Teamer.

Melparticulars wishes to extend sympathy to the families, friends and colleagues of the above employees. They will be missed very much.



## Retirees



**Selma Z. Baxt**  
6 Years



**Eleanor J. Budd**  
15 Years



**John G. Gallagher**  
34 Years



**Jeanette C. Woolfolk**  
19 Years

**Celebrate  
Summer!**



## Sports Corner... Bowling League Rolls to Season's End



New awards were added this year to recognize individual achievement. Some of these winners were (front row, l to r): Alice Nash, Carol Blanchard, Linda Frazier, Mary White. (Back row) Dean Hess, Dave Harbour, Tracey Serle, Art Beverly.

The Melpar Mixed Bowling League ended its season in May with a celebratory banquet at P.J. Skidoos in Fairfax.

Congratulations to Guy Fansler's #10 team for winning the championship with a strong finish in both the first and second half. Our roll-off for second place culminated with Pat Cordray's #11 team prevailing over Art Beverly's #8.

Awards for men's and women's high average were given to Dean Hess (191) and Mary White (156). Other individual awards were given to Tracey Serle (688) and Art Beverly (752) for high handicap series; Alice Nash (270) and Reggie Rich (291) for high handicap game. Linda Frazier (556) and Wayne

Hodge (642) won the high scratch series award, and Carol Blanchard (223) and Dave Harbour (257) won the high scratch game. Tracey Serle and George Randall received the most improved recognition. In addition, two gold pin winners were awarded for the first time this year for scratch games over 265—Dean Hess (278) and Reggie Rich (276). Congratulations!

New teams are now forming for the 1993-94 season. University Center Bowlers, we will need more new faces to keep our league alive. Anyone interested in joining Melpar's Bowling League should call Tracey Serle at ext. 2384. Bowling offers a great night of fun and a break in the work routine. Husbands, wives,

boyfriends and girlfriends are welcome. The season is made up of 33 weeks of Thursday evening competition beginning in September at 6:00 p.m. Cost is \$10.00 weekly.

Officers for the coming season will be Art Beverly, President; Dave Harbour, Vice President; and Tracey Serle, Secretary-Treasurer. **M**

### Use The Melpar Division **ETHICS HOTLINE**

**CALL 849-1577 (or ext. 1577)**  
**You can call the Corporate**  
**Hotline COLLECT 214-661-1000**  
**ext. 255**

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

### Answers to the May Savings Bond "Top Dog" Crossword



### Melparticulars

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