

MELPARTICULARS

Volume 14, Number 5

E-Systems Melpar Division

August 1993

People Make Star Window an Ongoing Success



It takes a team to make a program a success, and the Star Window group's dedicated, can-do work style embodies this idea.

A year after the Melpar Division won the Star Window contract, it's obvious that this program is handled a bit untraditionally. The reason behind this is a dedicated, creative group of E-Teamers.

Star Window entails replacing equipment in three British Royal Air Force aircraft and supporting ground systems. The contract represents a major milestone for Melpar because it is a first of international, competitive wins. But what also sets it apart is the required, extremely aggressive schedule.

The first major delivery is slated for December of this year. Program Management Director Hugh Shoemaker says his team was initially concerned about meeting such a stiff deadline. Yet only 12 months into the contract, hardware and software are already being tested, and Manufacturing has ready its first items of deliverable hardware. In Melpar's line of work, says Hugh, such a schedule is hardly the norm.

A major factor in this success has been the co-location of the design team. "Normally, there's a design team, but their desks stay

where they were before the contract turned on," says Hugh. "Here, we have our own little corner of the University Center building where everyone is in one place."

The Star Window team also took a different approach when it came to building various increments of the system. Rather than pieces of the system coming together all at once, this team chose to build and test the system piece by piece.

"We're talking about filling up the equivalent of a Boeing 707 with our equipment," says Hugh. "That's a fair amount of equipment that has to work when you put it all together. So we're building it a piece at a time."

Certainly one of the most distinctive aspects of Star Window is the warm relationship between vendor and customer. Visits from both sides are not uncommon, not simply for design and program reviews, but sometimes just to answer questions. In January, the RAF flew its plane to Andrews Air Force Base where several Melpar team members received a rare inside tour of the aircraft.

Hugh and the rest of the Star Window team are visibly enthusiastic about other opportunities they see opening up as a result of this contract. Numerous minor and one major add-ons to the contract are in the works which could boost the total value by as much as one-third. In addition, the team expects to add a digital recording capability based on the design done for a separate contract. **M**

No Smoking Policy Takes Effect

*On September 1,
E-Systems Melpar Division
will become a
smoke-free facility.
Smoking will no longer be
permitted in any building.*

Twenty-two E-Teamers Recognized with Excellence Awards

At Melpar's semiannual management dinner in July, 22 E-Teamers were recognized for excellence in their work efforts.

Individual awards were made in the categories of supervisory excellence, administrative excellence and technical excellence. In addition, two team awards were given out for administrative excellence and technical excellence.

This year, the award for supervisory excellence went to Drafting Manager John Cerio. Some of the criteria for this award include the continual encouragement of the supervisor's employees towards improvement, enthusiasm for Melpar people and products and promoting teamwork principles. An honest, hard-working E-Teamer, John has demonstrated all of these and more in his seven years of service to Melpar.

The team award for technical excellence went to the "Network Development Team" made up of Lori Brown, Bob McIntyre, Bill Galbraith, Dave Gervasio, Mike Cianciosi, Dan Leussing, Ron Rowlett and headed up by Tim Trapp. This team developed special techniques for mixing audio, data, video and imagery on a single local-area-network (LAN). Their efforts have been instrumental in maintaining Melpar's leadership position in ground station architecture follow-ons.

Mark Montesano, engineering supervisor, was this year's recipient of the individual award for technical excellence. Mark was selected because of his response to Melpar's broad push to define new materials and packaging for hotter, higher performance

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Drafting Manager John Cerio (left) receives his supervisory excellence award from Talbot Huff.



Mark Montesano was this year's winner of the individual award for technical excellence.



The Network Development Team took the team award for technical excellence. Front row (l to r) Bill Galbraith, Lori Brown, Mike Cianciosi. Back row: Ron Rowlett, Dan Leussing, Dave Gervasio, Bob McIntyre, Tim Trapp and Talbot Huff.

Inside the Corporation....

E-Systems in July reported second quarter earnings of 89 cents a share on sales of \$533.5 million compared to 1992 second quarter earnings of 82 cents a share on sales of \$486.2 million. Net income for the quarter was \$30 million versus net income of \$26.6 million a year ago.

Sales for the first half of the year were \$1.065 billion, up from sales of \$983.4 million at the end of June last year. Six-month net income was \$57.4 million, or \$1.70 a share, compared to 1992 six-month income of \$51.3 million, or \$1.57 a share before the cumulative effect of a change in an accounting principle (SFAS 106).

New order bookings for the first half of the year totaled \$564.8 million versus 1992 six months bookings of \$605.6 million. Backlog of unfilled orders at the end of June amounted to \$1.820 billion compared to \$2.131 billion for the same period last year.

Serv-Air, Inc., a wholly owned subsidiary of E-Systems was awarded a contract in July from the U.S. Army Tank Automotive Command (TACOM) for installation support services at TACOM headquarters in Warren, Michigan, and associated sites. The value of the basic 1-year contract is approximately \$15 million, and the exercise of options for four additional years is expected to produce a total contract value in excess of \$75 million.

The Garland Division has a new general manager. Marshall D. Williamson was promoted in July from assistant general manager to vice president and general manager. Williamson came to E-Systems after serving in the U.S. Air Force where he was assigned to various scientific software development organizations. He holds a B.A. in Mathematics from McMurry College and an M.S. in Computer Science from the Georgia Institute of Technology.

The Montek Division received a \$1.4 million contract in August from Sandia National Laboratories, Albuquerque, New Mexico, for the development and fabrication of a prototype seismic sounding tool that will revolutionize the science of oil exploration and recovery by mapping the earth's underground strata. After a 3-year development effort followed by testing, total sales potential for this new product could exceed \$100 million by providing equipment and support which will enhance the discovery and devel-

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EXCELLENCE Cont. from page 2



Taking the team award for administrative excellence was the Dock-to-Stock team made up of (front row, l to r) Paulina Chen, Donna Sisk, Myra Weisner. Back row: Jon Parker, Chuck Beldy, Joe Myers, Chuck Busby, Chris Robertson and Talbot Huff. Not Pictured: Jane Miley and Brian Sachar.

and higher density electronics. He led an IR&D project last year that addressed these issues, and as a result of his work, several patents were awarded.

The team award for administrative excellence went to the "Dock-to-Stock" team which significantly reduced the amount of paper-

work and time to move material from the loading dock to its final destination in Melpar. Team members are Chuck Beldy, Chuck Busby, Paulina Chen, Bob Earnshaw, Jane Miley, Joseph Myers, Jon Parker, Chris Robertson, Brian Sachar, Donna Sisk and Myra Weisner. As a result of a bar code system



Craig Fritsche of Contracts won this year's administrative excellence award for an individual.

the team implemented, cycle time to move material has been cut to one-third and paperwork was reduced to almost nothing.

Proposal Services Manager Craig Fritsche took the individual award for administrative excellence. A 34-year Melpar veteran, Craig was selected for his exceptional and singular administrative accomplishments in leading the Division's cost proposal activities, negotiating international contracts, arranging import/export licenses and being the resident expert on copyright/patent matters. In all of his work, Craig ensures that all details, no matter how small, are not overlooked. **M**

Melpar Toastmasters Enters Third Year

by Morris Kaplowitz

Chartered in June 1991, the Melpar Falls Church Toastmasters Club recently began its third year of speechmaking and fellowship by electing new officers. The club's 27 members elected Bob Moore as President, Mimi Tran as Vice President of Education, Morris Kaplowitz as Vice President of Public Relations, Gary Dixon as Vice President of Membership, Wade Gunn as Treasurer, Shelia Cutshall as Secretary and Robin Alexander as Sergeant at Arms. Member and past president Art Beverly is currently Toastmasters Area Governor.

University Center E-Teamers also have a Toastmasters group called the FastTalkers. Current club officers are: President—Karen Newcastle, Vice President of Education—Brandt Springman, Vice President of Membership—Tim Cooper, Vice President of Public Relations—Larry Tarr, Treasurer—Joe Berger, Secretary—Bruce Dautrich and Sergeant at Arms—Dave Bobick.

All Melpar employees are encouraged to visit Melpar Toastmasters' weekly meetings which take place every Thursday at 11:45 in the Training Room at Falls Church and 11:45 each Tuesday in the Manassas Room at University Center. The primary purpose of Toastmasters is to build and strengthen public speaking skills and self-confidence through a scheduled series of speeches given before club members. This not only contributes to the success of work-related verbal presentations and discussions, but also enhances an individual's overall effectiveness in communicating with others. A second and most rewarding benefit of participation is the discovery that fellow employees are surprisingly interesting people, with many ideas and experiences to share through their speeches. The Club is actively seeking new members. Those interested may contact any one of the club officers for information or just drop by for one of the weekly meetings. **M**

Mark your calendar now for the
E-Systems Melpar

COMPANY
PICNIC

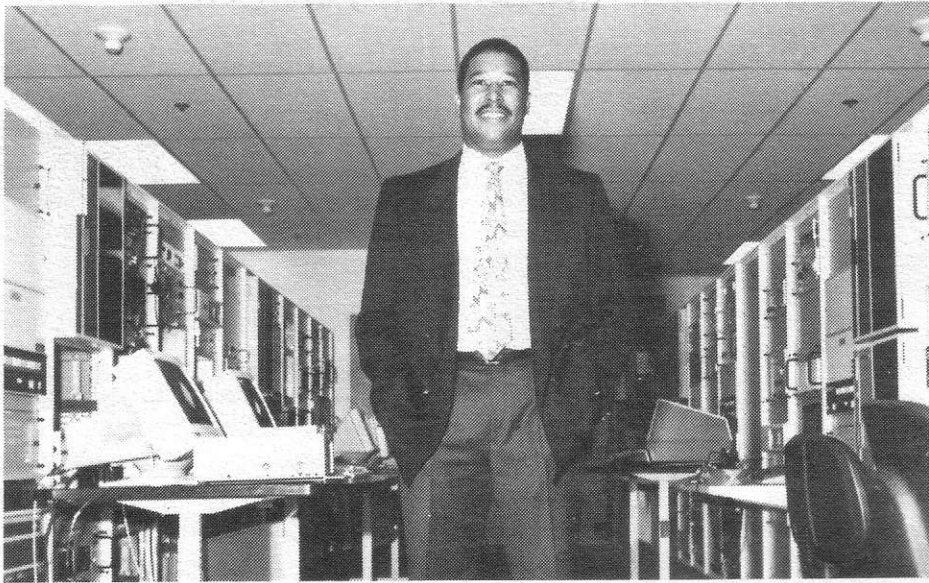
Sunday
September 12

at Festival Lakes in
Leesburg, Va.

We offer: **plenty of food**,
music, games, activities and
lots of fun and good times.

**Look for more
information soon!**

The Technical Conductor



System Engineer Merv Levy's job is to pull all the pieces of a design together to ensure they meet customer requirements.

When Melpar Systems Engineer Merv Levy went to maritime college in New York, he learned all the ins and outs of being a sailor. Basic shipping, navigation, rowing and knot-tying skills were all gleaned from his combined meteorology/oceanography degree, which he planned to use toward a career in off-shore oil exploration.

That career path didn't pan out, however. But as in all his work experiences, Merv got something out of his military schooling that he used later on. In this case, it was leadership skills.

Those skills have served him well since he came to Melpar nearly three years ago. As a systems engineer, Merv is responsible for ensuring that the design of a system meets the system requirements. And that's not always so easy.

"Software and hardware people don't necessarily speak the same language," says Merv. "Hardware will take a requirement, interpret it one way and then move off in one direction. Software might take the same requirement and go in a totally opposite direction. And unless you have someone in between giving some cohesive direction, you will never end up with a good design."

Thus, the systems engineer's role becomes that of the technical conductor—guiding the system design while maintaining awareness of schedule and cost.

In this capacity, Merv finds most of his time filled with meetings. His typical day

begins at 6:00 a.m., and if he sees his desk at all during the day, it's usually only after he comes in and before he leaves. Customer meetings, design review meetings with software, hardware and quality assurance people, meetings with his program manager Peter Rapp—all these take up the better part of Merv's day. Not surprisingly, the work can become very stressful.

"If you don't have the right attitude," says Merv, "it's a very difficult job. Everybody has different ideas on each element of the design. You just have to weed through all of that and maintain your focus on the end result—a good design that can be implemented, tested and works for the customer."

Is it possible to work without the systems engineer acting as intermediary? Hardly, says Program Manager Peter Rapp.

"If you didn't have the system engineer, each functional organization would play their part their own way, and you would have chaos," says Peter.

Systems Engineering Director Mark Neuhausen says the systems engineer is becoming more and more important as philosophies evolve in the DoD community. Emphasis on commercial off-the-shelf hardware and software to decrease costs means the system engineer's role expands as the need to tie it all together increases.

"Everyone's also talking a lot about concurrent engineering these days," says Mark. "This theory essentially brings everyone to-

gether earlier in a program to work out the kinks by using preliminary data from each other. The idea is if you have more people involved up front, it's cheaper to change something in the beginning. So this then becomes a bigger engineering effort to orchestrate."

For Merv, this may mean more challenges ahead, but he's confident his experience can help him over any obstacles. Besides, the way he describes it, you'd think he's found his career niche.

"I'm the kind of person who likes to deal with people and solve problems," he says. "And in this job, I do just that, and I love it!" **M**

Nekoba Named Security Director

Francis K. Nekoba has joined Melpar's Security organization as Director, reporting to Finance and Administration Vice President Don Gibbs. Nekoba will be



Francis K. Nekoba

responsible for overall management and administration of the Division's industrial security program to ensure compliance with government and special customer security requirements.

Prior to joining E-Systems, Nekoba served 30 years as an officer in the U.S. Air Force. During the past five years, he was director of Security for Air Force Intelligence where his responsibilities included managing the SCI security program, the security clearance office and support to Special Access Programs. His strong leadership skills in security and project management led to significant cost savings.

A native of Hawaii, Nekoba earned a B.S. in Accounting with a minor in Electrical Engineering from Oregon State University and an M.B.A. in Management from the University of Hawaii. He also attended the Industrial College of the Armed Forces at the National Defense University where he earned an M.S. equivalent. **M**

Melpar Certifies Four Suppliers

by Chuck Busby

In presentations made in July, four companies were recognized as certified suppliers to E-Systems Melpar Division. Representatives from Capital Fasteners, Time Electronics, Deanco and Hall-Mark each received plaques presented by Vice President and General Manager Talbot Huff and Directors Tom Bailey of Quality Assurance and John Monahan of Materiel.

All four suppliers exceed the six consecutive month requirements for both quality and delivery performance as well as meeting a number of other certification requirements.

Deanco, headquartered in Ithica, N.Y., distributes connectors and wiring. Time Electronics, a division of Avnet EMG, is an assembler and distributor of military connectors, which they supply to Melpar's first certified supplier, Hamilton. Capital Fasteners of Gaithersburg, MD, is a division of NYF Fasteners in New Jersey and distributes military hardware. In the process of acquisition by Hamilton, Hall-Mark also distributes electronic parts.

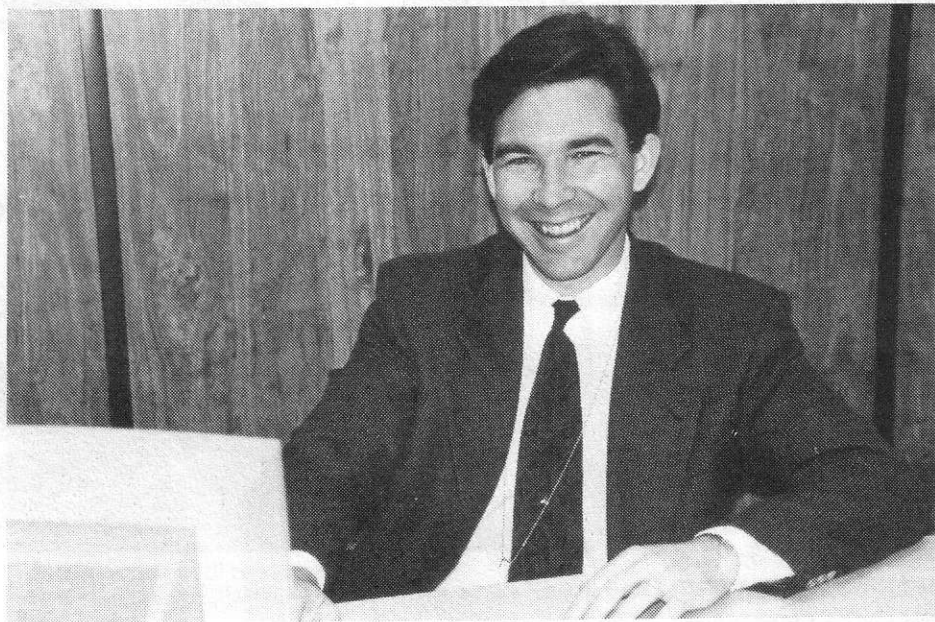
The certification of these companies combined with that of Hamilton earlier this year accounts for approximately one-third of all deliverable products received by Melpar. Melpar began certifying its suppliers earlier this year to recognize continued excellent quality and delivery performance. The Division Certification Program is jointly sponsored by the Materiel and Quality Assurance directorates. **M**

Tips to Help You Quit

So you can't smoke any more inside Melpar facilities starting the first of September, and you're thinking maybe now is as good a time as ever to try to quit. Like any bad habit, smoking has long-term negative consequences but still offers immediate comfort, which is why people revert to their bad habits when under stress. Thus, the best way to quit is to unlearn those bad habits and replace them with new behaviors that provide gratification. It may not be easy, but persistence in following some steps will pay off:

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Multiple Interests Come Together at the Communications Council



Communications Council member Brennan Roy. Experience on the Council has widened his perspective of Melpar culture.

One of the best parts of membership on Melpar's Communications Council, says Engineering Supervisor Brennan Roy, is being exposed to the perspectives coming from different areas of the Division.

"An employee from Contracts is going to have ideas that are unlike Manufacturing," he says. "In this way, it's an opportunity to get insight into Melpar's culture."

Brennan describes Melpar culture as one much like that of a family. "Employees are analogous to siblings," he says. They all are representative of their departments, and all of the departments have individual personalities. Together, they form Melpar's multifaceted culture.

"These are all different organizations," he says, "and if you don't have a vehicle like the Communication Council, you don't get the whole perspective. It is a unifying medium."

A well-spoken and amiable person, it's no wonder Brennan was selected to be a Council representative. At the time he was informed of his appointment, he was pleased at the opportunity.

"To be a conduit for information is fun," he says. "I really didn't know anything about [the Communications Council]. Now, people will say something to me, and I'll say 'hey, I'll bring that up at the next Council meeting,' and they say 'What's that?'"

Indeed, the Communications Council is a somewhat obscure entity to some employees. Although its existence goes back over a decade, many employees are not familiar with the yellow meeting minutes posted on Company bulletin boards. Nor do many E-Teamers know how to get an issue brought before the Council (simply contact a current representative).

"The good thing about the Council," says Brennan, "is that it gives employees some control over their work environment." Due in no small part to the Council, for instance, automation in the workplace has proliferated. Computers now make nearly all employees' jobs a little easier. Brennan says his group can be much more competitive as a result. Also, the Council's continued requests for smoke-free facilities played an important role in the adoption of that policy.

These results, says Brennan, are testimony to the Council's effectiveness.

"It's an alternative to the suggestion box," he says. "You're dealing with people here, and you get a response from a warm body."

"The least I can do for my colleagues is to let them know where minutes are posted. Word of mouth is just a great way to let people know it exists and that it's a viable medium for their suggestions, thoughts and concerns." **M**

HOWRYA? by Chuck Busby

If you happen to commute on I-66, you might notice a blue pick-up that says BZZBDAD. That's me, Busby dad.

Personalized license plates, or vanity plates, say a lot about car owners. At Melpar, plenty of E-Teamers pay that extra registration fee to individualize their cars' I.D. Here's what a few of them are all about:

CBYFAN belongs to Pat Lambert in Planning at University Center. Pat is a Dallas Cowboys fan who has Cowboy paraphernalia throughout her office and rec room at home. She even has a Dallas Cowboys cheerleader outfit that she wears to local parties when her team battles the Redskins.

APLEONE and OLDWAGN are both Ray Booth's of Program Management at Falls Church. Actually, APLEONE belongs to his wife who is the executive secretary to the president of the International Apple Institute. OLDWAGN is Ray's old station wagon which is 13 years old with 198,000 miles.

OUT2SEE is Jerry Jarrett's car. Jerry works in the Test group in Falls Church. "I'm adventurous," he says. "I'm out to see the world and



In a sea of Redskins die-hards, Pat Lambert isn't afraid to cheer for the Cowboys.

what the world has to offer."

FULOLFE belongs to Shelia Cutshall of Human Resources. Until recently, her plates read O SHELIA, but too many commuters were getting familiar calling out her name, so now she's FULOLFE.

DEACON is Dennis Nickle, software quality assurance manager, who is an ordained deacon in the Catholic Church.

PUDELS belongs to poodle lover Jodi Watts, manager of Publications. "I have a very big poodle," says Jodi (her poodle weighs 72

pounds), "and I'm getting another in the fall."

NANOMIN is worn by a Ford Festiva belonging to Karen Hess, manufacturing supervisor at University Center. "My car is really small like our Nanomin receivers," she says. "Since I help build the Nanomins, I thought it was appropriate."

KUNTREI personifies Blanche Losh's interests. "I'm just a country girl," says Blanche, who works in Materiel Control. "I go to a lot of country concerts and love just about anything that's country."

LVN HIST is what Donna Cafarella does in her spare time. Donna works in Contracts at University Center. For the past 13 years, she has participated in living history portrayals of Civil War events. Some of the roles she has played include nurse, civilian and sanitary worker.

ALV4NML is on Debbie Posey's car. She has "a love for animals." Debbie owns two cats and cares for a third stray. Her fiancé says, "She needs a zoo." **M**

TIPS TO HELP YOU QUIT

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Find alternatives. Recognize what attracts you to smoking. If it gives you something to do with your hands, try doodling or get a magnetic sculpture toy and form your own "art." If cigarettes help you relax, do a deep breathing exercise or drink a large glass of water. Get started on your new habits well in advance of quitting, and practice them as regularly as you would smoke.

Make smoking more difficult for yourself. The less accessible cigarettes are, the easier it is for you to cut down and eventually quit. Start off by buying your cigarettes by the pack instead of by the carton. Wait until one pack is finished before you buy another. Never carry cigarettes or a lighter

with you. Store them in a container that's hard to open.

Avoid high-risk situations. If you always smoked a cigarette with coffee, switch to tea or soft drinks. Frequent places you can't smoke such as libraries, movie theaters or department stores. Skip tempting social situations if you know there will be a lot of smokers. Watching other people smoke can make it difficult to resist the urge for a cigarette. If co-workers are meeting outside for a smoke, take a walk instead and listen to your Walkman.

Don't let a lapse become a relapse. If you do yield to the urge for one cigarette, don't decide the whole game is over. A lapse calls for emergency action, and you need to act fast. Ask yourself why you lit the cigarette. What were the circumstances and how can you avoid similar situations?

If you learn from a lapse, you're more likely to recover and succeed.

Give yourself rewards. In subduing the urge to relapse, you need to substitute rewards. They needn't be large. Make a list of some things you would like to have—a new C.D., a dress or a tie, a night out for you and your loved one at the movies, etc. Next to each item write down the cost. Now convert the cost of these to packs of cigarettes. If you save money each day from the packs of cigarettes you would have bought, you will be able to purchase these items.

Don't get discouraged. It's not easy changing behavior, and few people are 100-percent successful the first time they try. It may take several tries to quit smoking, but stick with it. Your heart and lungs will be glad you did. **M**

TQM...Continuous Improvement News

Suggestions Can be Submitted by E-mail by John Durgavich

All employees who have e-mail accounts can now submit suggestions via the network. The address is sugbox@fc.

To get instructions on how to submit a suggestion, send a mail message to sugbox@fc with the word "help" as the subject. You do not need to put in anything in the message. The suggestion mailer will mail back instructions.

To get a blank suggestion form, send a mail message to sugbox@fc with the word "form" as the subject. You will receive a one-page blank suggestion form by e-mail. Just fill it in, change the subject line to a brief suggestion title and send it back to the sugbox@fc by return mail.

Scheduling Team Completes Effort

The Continuous Improvement Team of George Rudy, Bob Earnshaw, Pat Harbour, Shang Hsiung, Terry Kennedy and Kay Litchfield completed an analysis of scheduling tools and practices at Melpar. The objective of this team, known as the Master Schedulers, was to improve the use and communication of schedules through the entire program cycle.

The team discovered there were many different methods and tools in use: these interfered with attempts to get schedules to play together. Most of the program managers and cost managers the team members interviewed said that it was more important to have a standard schedule—even if it wasn't the tool they were using now—and the training to go with it to improve their performance.

The team evaluated over a dozen software packages using a literature search and settled on two for a hands-on comparison before submitting a final recommendation. Human Resources is following up to improve the training.

Cost Reductions

Steve Lovewell of Metrology received a cash award for two Cost Avoidance Reports, one for repair of equipment which was no longer vendor-supported and the other for making an inexpensive modification to cardkey boards, which enabled us to avoid the purchase of new boards. Congratulations, Steve.

Wiley Peck, Scott Kunkel and Charles Swanick shared an award for their idea to reduce the amount of time spent inspecting circular military connectors. They reported that the use of a simple tool cut the time required by 95 percent. Cost savings like these directly benefit our customers as well as improve our performance. Congratulations, Wiley, Scott and Charles.

Did You Know . . .

Human Resources has a library of video training resources and also offers training in the most commonly used software at Melpar, such as dBase, Lotus and WordPerfect. Check the Training Resources Guide, or contact Shelia Cutshall for more information. **M**

New Severance Policy Now in Effect

Effective August 1, 1993, E-Systems Melpar Division's severance benefits for employees have changed.

While plan benefits are reduced, should an employee be laid off after August 1st, the employee may actually receive more severance pay under the new program. The Company will provide additional payments if an employee agrees to sign a release waiving all claims he or she may have against the Company. The release will not be a waiver of entitlement to benefits the employee may have under the Company's various benefit plans. Electing to sign this agreement is strictly voluntary, but for those who make such an election, an additional amount in severance pay is received. The following table compares severance plan benefits before and after August 1st:

OLD PLAN BENEFITS		NEW PLAN BENEFITS		NEW PLAN BENEFITS IF SIGNING RELEASE	
YEARS/SERV	WEEKS	YEARS/SERV	WEEKS	YEARS/SERV	WEEKS
<2 2-5	2	0-5	1	1	2
	4			2	2
				3	3
				4	4
				5	5
5-10	8	6-10	2	6	6
				7	7
				8	8
				9	9
				10	10
10-15	12	11-15	3	11	11
				12	12
				13	13
				14	14
				15	15
15-20	16	16-20	4	16	16
				17	17
				18	18
				19	19
				20	20
20-25	20	21+	5	21	21
				22	22
				23	23
				24	24
				25	25
25+	26			26	26

In addition, part-time employees will no longer be eligible for severance pay benefits. **M**

Non-Exempt Sick Leave Benefits Enhanced

The use of non-exempt sick leave expanded in July such that non-exempt employees may use up to five days of sick leave each year for personal business.

Personal business is defined as that which cannot normally be conducted after regular work hours such as family illnesses or school problems. Non-exempt employees should report such absence as sick leave on their time cards.

Exempt employees may only use sick leave for personal illness and related doctor's appointments or medical treatments. To meet

the needs of exempt employees to conduct personal business, supervisors may approve time off as follows:

One day or less	Immediate Supervisor
Two or three days	Third level Supervisor (i.e., the level reporting directly to an Organization Head)
Four or more days	Third-level Supervisor and Organization Head

Exempt employees must record such approved time off on their time cards as personal absence. **M**

Melpar E-Teamers Achieve 98.5 Percent Savings Bond Participation

Melpar wrapped up its 1993 U.S. Savings Bond Campaign with 98.5 percent of its employees participating in the payroll savings plan. Although this figure is down from last year's 99 percent, Melpar came out just behind Serv-Air in leading other E-Systems divisions and subsidiaries.

E-Systems as a whole finished the campaign with participation at 96.7 percent, versus 97.8 percent in 1992. Division/subsidiary percentages were as follows:

Corporate and GIO	100
Serv-Air	99.5
Melpar	98.5
Montek	98.1
ECI	97.7
Greenville	97.6
HRB	96.2
Garland	94.4

As of this writing, no word had been received on whether the Company still led the nation for the highest percentage of participation. For the past 20 consecutive years, E-Systems has held the coveted number one spot.

For the Division, organizational results were as follows:

Org	Name	# Emp.	Participating
A	Executive Office	5	100 %
F	Finance & Admin.	194	99.5 %
H	Intelligence Sys	635	98.6 %
K	Manufacturing	353	97.7 %
L	Electronic Sys.	358	97.5 %
P	Employee Rel./Facilities	122	100 %
Q	Quality Assurance	82	100 %
R	Strategic Development	90	98.9 %
T	Operations	218	99.1 %

Last year, Melpar also ranked number one in the Washington area campaign and expects to hold its position again this year. Much of this success is due to the efforts of over 130 team captains who led the campaign.

Other final figures show 22.5 percent, or 462 Melpar employees, increased their savings this year compared to 33 percent last year. The average savings by employees stayed constant from 1992 at just over \$23 per pay period.

Savings Bond Winners



Robert Anderson



Dennis Ekardt



Carol Garritty



Sheryl Jones



James King



Steve Shaffer



Tim Westley

Seven E-Teamers were the lucky winners of this year's Savings Bond drawing prizes. Two \$200 bonds went to James King of Field Operations and Carol Garritty at Melpar's Dulles South Four facility. Winning \$100 bonds were Dennis Ekardt of Systems Engineering (UC), Robert Anderson of Technology Development (UC), Steve Shaffer of Processing and Control and Sheryl Jones of Quality Assurance. Among this year's canvassers, Tim Westley of Facilities was the lucky recipient of a \$200 prize bond. The Corporate grand prize winner was Sandy Satterthwaite, an 11-year E-Teamer from the Montek Division. **M**

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opment of additional crude oil reserves in the United States and abroad.

Serve-Air, Inc., teamed with Lockheed Aeromed Centers, Inc., to win a contract for Contractor Logistics Support in August. Under this U.S. Air Force contract, the Lockheed/E-Systems team will provide worldwide maintenance, technical, and logistics support for 59 KC-10 aircraft. Serv-Air's subcontract to Lockheed has an initial first-year value of \$47 million, with four additional years to exercise options expected to produce a total value of \$220 million.

The ECI Division won its first award in its Telesecurity business area. Sprint, Government Systems Division, awarded ECI a \$4 million, 3-year contract to provide hardware and software for 41 Sprint switching sites and one control center of the Government Emergency Telecommunication Service (GETS) program. GETS will provide authorized government officials priority access to telecommunications lines during emergencies. It is planned for activation in late 1994.

EMASS[®], an E-Systems commercial products business unit, announced in August its first commercial patent for a technology that stores unprecedented amounts of data, from 5 terabytes to 10,000 terabytes (1 terabyte = 500 billion pages of text). The patent covers mass storage systems and will be available for licensing under a program being formulated at E-Systems. **M**

New Virginia Law Requires Child Support Inquiry

A newly enacted Virginia statute requires employers to ask new employees at the time of hiring whether they are presently subject to any income withholding order for child support payments. Where such an order exists, employers must begin withholding immediately. E-Systems Melpar Division complies with this statute.

The new law, which became effective July 1, 1993, was enacted to ensure that Virginia's children receive support while saving taxpayer dollars, thus reducing welfare costs. The law requires employers to keep any information disclosed confidential, except as necessary for the administration of the child support enforcement program or where otherwise authorized by law. The law does not apply to employees hired before July 1, 1993. **M**

1993 Service Awards July/August



Allen F. Haley
35 Years

Twenty Years

Dieter V. Billick

Fifteen Years

Carol J. Chausse
Debra M. Dokken
William H. Donnelly
Michael P. Dutchak
Carol A. Eberhart
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Douglas B. Jaynes
Donald R. Lavallee
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Ten Years

Donnan F. Becker
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Christopher J. Bulinkis
Carlos A. Burns
Donald R. Cantner
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Sandra E. Givan
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Charles H. Thurber Jr.
30 Years

David C. Thoma

Carol A. Wade
Marcus T. Walker
Donald G. Wesley

Five Years

Roel R. Abacan
Paul M. Bartenes
Robert J. Boyle
Geneva L. Brown
Zandra L. Cavanaugh
Benjamin W. Christopher
Garrett E. Coble
Jack W. Cohill Jr.
Lan N. Dao
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Joseph H. McLaughlin
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Arthur P. Schifflin
Ning C. Sung
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Matthew W. Whiddon
Mae T. Williams-Robin
Eric H. Wolf

Movers and Shakers

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Michael G. Guydish
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John P. McCartin
Mark D. McHugh
Thuan V. Phan
Brian N. Sachar
Mona L. Shorter
Ly S. Tran
Kenneth K. Vu
Carmen V. Warren
Jeffrey A. Widor

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Report Clerk
S/W Eng. Supv
Assoc Mech Eng
Assembler 1/Class
Stock Clerk
Assoc Elect Eng
Jr Elec Eng
Assembly Tech Gp Ldr
Systems Eng II
Clerk
Elec Eng
Assoc Network Analyst
S/W Eng Supv
Elec Eng
Programmer
Assembler 1/Class
Assembler 1/Class
Elec Eng
Security Asst
Design Eng

PROMOTED TO

Eng Supv
Report Typist B
S/W Eng Mgr
Mechanical Eng
Assembly Tech
Storekeeper
Elec Eng
Assoc Test Eng
Supv Drawing Ctrl
Sr Systems Eng
Clerk Typist
Sr Elec Eng
Network Analyst
S/W Eng Manager
Sr Elec Eng
S/W Analyst
Assembly Tech
Assembly Tech
Systems Eng II
Secure Document Proc
Lead Design Eng

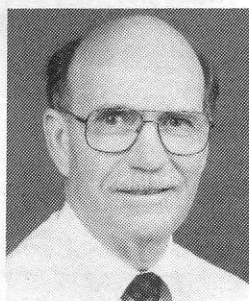
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Report Typist A
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Elec Eng
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S/W Eng Supv
Elec Eng
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Test Eng

Retiree

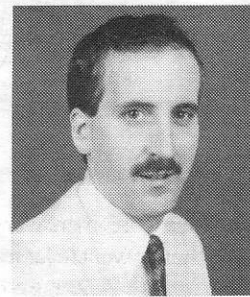


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Thank You

In June, a memorial service was held for Franklin Winklareth, and many floral arrangements were received. The Winklareth family would like to express their appreciation for the flowers (several were identified only as from E-Systems) and thank all who have offered their sympathy and support.

Sports Corner... The Long Ride to Victory



Chris Unser and horse Nugget are regular competitors in Virginia's Old Dominion endurance ride held near Front Royal.

Chris Unser of Production Control has incredible stamina. But then, so does her horse, Nugget.

Together, the pair frequently teams up to compete in what's known as endurance riding. These cross-country races vary from 50-mile 1-day rides to 200-mile 4-day rides across varying landscapes.

It wasn't really Chris' decision to become involved in such a grueling hobby. According to the rider, it was all the horse's idea.

"He's the one who wanted to do this stuff," she says of Nugget, a 9-year-old who is half Arabian and half something unknown. "When I first got him, we'd ride 20 miles, and he wouldn't even be winded. Since he's capable

and willing, I thought 'why stop him?'"

But then Chris didn't know she'd be riding 100-mile marathons. After her first 100-mile ride, she figured she'd had enough. The next morning, her legs and feet were numb. Nugget, on the other hand, looked chipper and ready to set out for another trek.

Now, three years since that first competition, this team has traversed over 1,000 miles during six 100-mile rides and numerous 50-mile rides. Early this July, Chris and Nugget placed second in the prestigious 100-mile Race of Champions held in South Dakota. They came in just eight seconds behind the first place winner with a total time of 9 hours, 58 minutes, and 8 seconds.

Not all horse and rider teams make it through the entire race. Vet stops are set up throughout the race where trained veterinarians evaluate the horses' condition. If the horse's pulse is too high or the animal is dehydrated, the contestant will either be delayed or pulled from the race. Lameness is also a frequent reason for not continuing. In Chris' case, she's only withdrawn from one race after she sensed something wasn't quite right.

Like race car drivers, endurance riders have a pit crew that helps horse and rider revitalize at each vet stop. Fellow E-Teamer Kris Kissinger of Processing and Control frequently volunteers her efforts to Chris' pit crew.

While out on the trail, Nugget normally maintains a steady trot. Steep hills slow him down to a walk, and Chris often dismounts, grabs hold of Nugget's tail and lets the horse tow her uphill, which she says is easier on him than carrying her.

There's no money in endurance riding, just the thrill of victory and an occasional odd

prize. At the Race of Champions, Chris won a leather chair and an oversized belt buckle she says she'll never wear.

"I don't know where they came up with these prizes," she says.

Chris already has her eye on bigger and better things, specifically, the World Championships in Holland next year. She's now looking into what it would take to qualify and has begun saving her pennies. Even if she doesn't make it then, there's still plenty of other years.

"I don't think Nugget's reached his prime yet," she says. "He should go another six or seven years as long as I don't overuse him." **M**

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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,
Kevin Droney

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Falls Church, Virginia 22046
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