

# MELPARTICULARS

Volume 14, Number 7

E-Systems Melpar Division



October 1993

## Melparticulars Welcomes Dr. Larrie Judd as New General Manager

Dr. Larrie Judd took the ship's wheel in September to set a new course in Melpar's future. Since then, he's initiated several changes including forming the Committee of the Future to re-engineer the Division. Melparticulars editor Tricia Reneau talked with Dr. Judd about his plans as the new general manager.

**Q: What are your goals for the Division?**

**A:** One of the things I've been working on since I've been here is to come up with what I call a vision statement for the Division. I've been asking for inputs from a lot of different people to try and formulate that. I am still meeting people, looking at how we're doing things and reassessing our strengths and weaknesses. I hope to have a vision statement ready by the first of the year.

One thing we need to focus on is new business. Clearly that relates to bookings, sales and jobs, so I think that's real important right now.

**Q: Our main business area is intelligence. How do you see this business developing?**

**A:** I'd like to think Melpar is really more than intelligence. In a broader perspective, the niche market I would put Melpar with is C<sup>4</sup>I which is command, control, communications and computers. Also, the products Dennis Krausman's people are working are related technology fields but in areas that also have applications in the commercial and non-DoD area.

As the intelligence budget comes down, that clearly is not good because we're either going to contract or reduce our business, and I don't want to see that. I think we can expand the intelligence and C<sup>4</sup>I base into a lot of areas such as international wins. The question is how we can best move into these new market areas most effectively.



Dr. Larrie Judd, Melpar Vice President and General Manager

**Q: What are the areas that apply to Melpar in defense conversion?**

**A:** General areas are high temperature superconductivity and computer-based high gigabit ATM transducers. I also think we have possibilities within current programs such as multi-media storage and COTS-based systems in terms of an integration role. Communications, to me, is also one of the largest growing areas, both in the intelligence field and in the commercial area. And that's an area where we have a lot of expertise and where we should expand.

**Q: Do we intend to pursue non-traditional markets vigorously?**

**A:** I want to look at that. Teaming with other companies who could benefit from our technology resources represents some good opportunities.

**Q: Do you think it's realistic to expect defense firms like us to be competitive in a non-defense, open marketplace?**

**A:** Here is the challenge: It's a totally different process working in the commercial world in terms of how you do business. But there are ways, kind of obliquely, to get into that business by working with people who do understand where we can help from a technology standpoint. Then, it can become a win/win situation for both sides. We have the expertise in data processing and storage. The key is partnering with people who complement us.

**Q: Can you give an example of a company that might be a team partner who has that market savvy?**

**A:** First Data. They're a company that does credit card analysis and verification. Another area is the medical business. It's a very hard business to break into. Each of the divisions is helping out with

that pursuit. We've submitted a proposal—Melpar and E-Systems E-MED subsidiary—for some funding in that area.

**Q: Members of the Committee of the Future have been given the book Re-Engineering the Corporation by Mike Hammer to read. His philosophy is that restructuring isn't enough; you have to obliterate the organization and start from scratch. Which path do you see us taking?**

**A:** I think you need to look at the whole entity called Melpar and know every aspect of it and critique all of it. Obliterate is a strong word, and I don't think the intent is to do that. In Hammer's book, re-engineering involves looking at all aspects and deciding what is worth keeping and what needs to be

*Continued on page 2*



## Melpar Delivers Ground Surveillance System By John Smeby



Successes are made at the hands of people like these who contributed to DGIF I production.

**E**-Systems Melpar Division completed production of an improved next-generation ground surveillance system, Deployable Ground Intercept Facility I (DGIF I) in September and delivered the equipment to the U.S. Air Force. Although the program operated under a compressed schedule, the ground system was delivered on time and met all of the customer's requirements on cost and technical performance.

The DGIF I ground system is the first in a product line that is capable of command and control of all currently inventoried airborne systems. This provides an enhanced multi-sensor surveillance capability to the intelligence community.

The hardware design reduced the footprint of the equipment racks which were installed into smaller transportable shelters provided by the government. In addition,

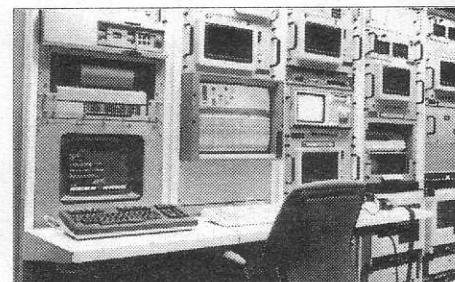
higher performance computers were used within the ground system.

The software design incorporated increased complexity to enable the system to control multiple airborne systems. In addition, the program required integration of several software processor configuration items developed on other government contracts in order to meet total ground system functionality.

"All members of the development and integration team worked long hours in order to maintain schedule," said Kay Lunn, program manager of DGIF I. "Every employee was important to making the program a success."

The system was shipped to an Air Force base for further program integration and flight test prior to operational deployment. DGIF I completed its first flight test on Sep-

tember 28, and the government test director reported "it was an unqualified success." The flight test occurred just eight days after arrival at the integration site—a testament to Melpar's ability to deliver operational deployable surveillance systems for the government. **M**



The ground system just prior to delivery to the U.S. Air Force.

### WELCOME LARRIE JUDD Continued from page 1



changed. That's the process that I intend to follow working with the Future's Committee. We want to review all aspects of how we do business with the mind that we need to focus on the bottom line, which is increased bookings, sales and profit. We have to decide which processes are encumbering and which are adding value to the bottom line. And it's pretty easy to make those kinds of tests.

Rethinking how we do things makes sense in the current market environment.

**Q: How does a business that's rooted in nearly 50 years of culture change?**

**A:** A lot of it is just started by the fact that I was moved here. I'm going to look at things

from a new perspective. I think the challenge is for everyone to look at the job they're doing and what the bottom line is. Look at it in terms of not only what we're doing now, but how we might like to do it to move forward in the future. One thing that comes to mind is that people should begin to expect change as a normal aspect of Melpar culture.

**Q: We've been talking a little about the Committee of the Future. Has this committee been empowered?**

**A:** I think they're wondering that also. I told them I wanted them to start with as broad a purview as possible—nothing was off limits, that is, organization, processes, etc. I

asked them to focus in on some things where we could get a near-term win/win. It would be good to get a little momentum going that way. I had a meeting with them and let them know I didn't want to usurp their authority, but I wanted to start off implementing some new business changes. So I will brief them on what I intend to do before I implement it and get any inputs from them. I also said that if there are changes that need to be made in the re-engineering process, well then change what I've done. So yes, they are empowered.

**Q: Shifting focus, do you see any more substantial personnel cuts?**

*Continued on page 10*







## September Was a Good Month for Bookings

**E**-Systems Melpar Division markedly pushed up year-to-date bookings in September when over \$75 million in contracts were won.

Several of these contracts were awarded for follow-on work, while some represented new business for the Division.

A highly competitive win was the GOLDFINCH program handled by Special Programs under the direction of Jack Jeanes. This operations and maintenance and technical services contract is a follow-on to Melpar's previous GOLDFINCH program (see *Melparticulars*, June 1993). Fourteen industry competitors vied for the five-year program award. Besides its bookings value, the program is significant in that it gives Melpar the opportunity to insert the Division's higher technology components and capabilities into this important special program area.

*Melparticulars* will report on other awards won in September once this information is approved for public release.

In addition, the Division concluded negotiations on the DOGWOOD annual support contract. This ongoing logistics and field support program for the U.S. Air

Force brought in \$40 million. Melpar expects the program to continue on an annual basis.

"The continuance of this program is testament to the confidence our Air Force customer has in us," said Vice President and General Manager Larrie Judd.

Congratulations to all the E-Teamers involved in these programs who demonstrated the ability to stand well above the crowd! **M**



### FastTalkers Meet Larrie Judd

*The University Center Toastmasters Club and Dr. Larrie Judd welcome all employees to a presentation on*

*Tuesday, November 2, at 11:45 a.m. in the Potomac Room.*

*During the meeting, Dr. Judd will provide a brief presentation concerning his first impressions of Melpar.*

*All employees are welcome to attend.*

*For any further information, call Oscar von Bredow, Karen Newcastle or Larry Tarr.*

## Senator Robb Tours Melpar

by Chuck Busby

**U**S. Senator Chuck Robb (D-Va.), visited Melpar's Falls Church facility in September. His visit was the first as a U.S. Senator. He last came to Melpar in 1982 when, as governor of Virginia, he gave the keynote address at the Fairfax facility dedication ceremony.

Robb is a member of many influential committees and subcommittees that have direct relevance to our business. He serves on the Senate Armed Services Committee, which includes the Defense Technology, Acquisition and Industrial Base Subcommittee. This group has acquisition jurisdiction over Melpar's high temperature superconductor and optical interconnect programs. Robb is also on the Commerce, Science and Transportation Committee, which is involved with defense conversion issues.

Robb came to Melpar to better acquaint himself with the division and its work. Following an overview briefing, he toured the facility and saw a number of our programs in progress. Fred

Wahl, chairman of Melpar's Political Action Committee, then introduced Robb to an audience of Melpar employees in the cafeteria.

Robb expressed satisfaction in the programs he saw.

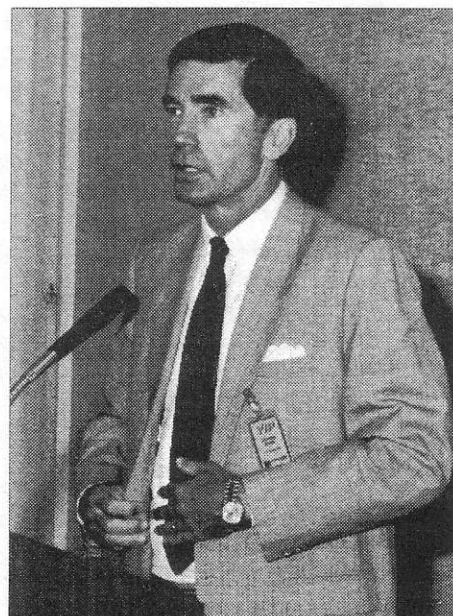
"As far as the whole defense downsizing effort is concerned, I was pleased to see some of the things that are being done here that I think will be compatible with what some of the policy makers are concerned about," he said. "I also appreciate the opportunity just to come by and get some sense of the texture [of Melpar's traditional programs]....I'm familiar with some of the systems and what they do generally, but [I'm not familiar with the hardware and software that goes into these systems and how these systems communicate with other entities]. It's helpful to get some sense of what you do to make the whole system work."

Robb said he intends to return to Melpar in the future to learn more about our programs. **M**

## We're Looking for Volunteers for Graham Road School

**E**-Systems is now in its fifth year of partnering with Graham Road Elementary School. Now that school is back in the swing of things again, it's time to start thinking about the volunteer possibilities.

Volunteers are needed for the lunch pal and tutoring programs. Participation is easy and fun and makes a big difference to the children at the school. For more information on the program, please contact Human Resources at ext. 2717 or preneau.2717@fc on e-mail. **M**



Senator Chuck Robb

## E-Systems Melpar Division Wins DMW Contract

**E**-Systems Melpar Division was recently awarded a multi-million dollar contract by a major new international customer for digital audio recording, storage and recall equipment for national intelligence mission activity.

The classified program involves multiple sites which will use the networked equipment for national intelligence missions. System delivery is slated for early 1994 with follow-on option upgrades and long-term logistics support over the next five years.

The competitive contract award represents the first major win for E-Systems Digital Multimedia Workstation, or DMW, which was developed as the next-generation of Instant Recall and Signal Storage (IRSS®) technology. Developed under a multi-year independent research and development (IR&D) initiative, DMW automatically correlates audio, fax and modem text intercepts with signal related information. The contract's customer will use a network of DMWs to store data from hundreds of input lines with the ability for every operator to simultaneously access any data.

This international program pursuit began three years ago. "A tremendous amount of hard work by Melpar personnel, company management commitment to investment and sheer patience finally paid off," says Randy Smith, director of Signal Storage and Recall Systems. "This win is very important because it shows we can be competitive on a commercial playing field. It will also help us capture more DMW-based programs in Canada, Australia, the United Kingdom and the U.S."

IRSS technology originally dealt with real-time digital processing of voice signals and has evolved over the past 15 years. In its early days, IRSS was embedded within larger systems in support of intelligence collection and processing for the Department of Defense. During the 1980's, IRSS technology culminated in the TWS-II stand-alone system, which supported three workstations and 80 hours of on-line storage. Over 200 TWS-II's are currently deployed around the world.

The DMW product initiative grew out of a need to provide Melpar's customers with expanded capability in multimedia which includes voice, fax, modem data and video exploitation. These enhancements needed to be operable in a networked environ-

ment that demanded instant connectivity to many users.

With DMW, information is managed in a hierarchical database which provides the user with an index to one or more intercepts of interest. By selecting an entry, the user can launch multiple windows that play back audio, monitor live input channels, display fax images, recall transcription files and much more.

The DMW system uses commercial off-the-shelf hardware and software and works under an open system architecture which allows rapid implementation of new and different applications.

"This program is only the beginning," says Randy. "By adhering to open systems design standards, the DMW software can be used in other applications without redesigning the entire system." **M**

## Parking Lot Security Warning

**A** number of incidences relating to theft and auto damage have been reported recently in the Falls Church employee parking lots.

Although Melpar Security keeps a close eye on activity by patrolling the lots, employees are reminded to take certain precautions: lock your car at all times, do not leave valuable items in the car and report all suspicious activity immediately to the North Lobby security desk. **M**

**Gotta get the word out fast?  
Use e-mail  
for quicker communication needs.**

## Inside the Corporation...

**E-Systems reported** third quarter earnings of 95 cents a share based on sales of \$509 million, compared to 1992 third quarter earnings of 86 cents a share on sales of \$557 million. Net income for the third quarter was \$32.6 million versus net income of \$28.5 million a year ago. Third quarter new order bookings totalled \$905 million, up from third quarter 1992 bookings of \$847 million and second quarter 1993 bookings of \$284 million. Backlog of unfilled orders at the end of the third quarter was \$2.216 billion versus 1992 third quarter ending backlog of \$2.422 billion.

**The Greenville Division** won \$70.5 million in options for two additional medium-size/medium-range aircraft and one large-size/long-range aircraft to be used by the Federal Aviation Administration for flight inspection missions. E-Systems is currently under contract with the FAA for \$63.6 million, awarded in January 1993. With the addition of the options, the current contract value brings the total to five aircraft at a value of over \$135 million. The total contract, with options, is worth over \$400 million, exercisable through 1996, and will include 11 additional aircraft and associated support systems. The program is part of a 4-year plan to upgrade the FAA aircraft inspection fleet.

**The Air Force Electronic Systems Center**, Hanscom AFB, Mass., awarded the Garland Division a \$50.7 million 3-year contract for the U.S. Air Force Joint Service Image Processing System (JSIPS) to be delivered in 1996. JSIPS is a modular, tactically deployable system, capable of receiving, processing, exploiting and disseminating digital imagery from multiple sensor types and multiple image sources. Under a full-scale development contract awarded in 1987, E-Systems produced two JSIPS, one of which has been delivered and installed in Germany, and the other system is undergoing integration and test at a U.S. Air Force base in Florida. Other orders are expected in 1994 for an Army system and multiple awards in 1995 for the Air Force, Army and Marine Corps.

**The ECI Division** won an \$11.7 million production contract in September for its new UHF radio, the Multimission UHF SATCOM Transceiver (MUST). MUST is an advanced full-duplex transceiver with integrated 100W power amplifier that upgrades and enhances existing communications systems while com-

*Continued on page 9*



## Accounting Introduces Sleeker Accounts Payable System

As part of the Division's overall efforts to streamline processes, Accounting debuted its Automated Accounts Payable (AP) System in August.

The new system markedly saves time while diminishing the possibility of errors. It also allows cost analysts and others in various groups to immediately access the status of individual purchase orders.

Before the AP system was implemented, accounting clerks manually completed sheets with invoice information. That data would then go to a materiel commitments section where the information was keypunched into a dBase program and the unpaid value of the purchase order was reduced. The package then was entered into the former AP system which would add the purchase order to the cost reports for the Division.

The new AP system eliminates three steps. An accounts payable clerk now enters the information into the system directly, and the subsequent steps are handled automatically. As a result, the data is more accurate. The system features on-line edits to ensure that what is on purchase orders matches the materiel received and the information Accounting processes. To make this work, the new system communicates with the automated Dock-to-Stock system, which was also just recently implemented.

The Accounts Payable system also features the ability for groups throughout the Division to immediately access information on their purchase orders. For example, the system will provide on-line histories of purchase order activity by both organization code and charge number. To make this possible, the concerns and needs of cost analysts and other operation personnel were elicited and considered in the design of reports and on-line queries.

"The successful implementation of this project was due to the coordination between members of Accounting, Information Services, Material and others," says Accounting Manager Fred Roboz. "It was an enormous project. The fact that the conversion went so smoothly shows the planning and cooperation of a lot of employees."

*Continued on page 9*

## Melpar E-Teamers Take Second Place Technical Paper of the Year



E-Systems Vice President, Research and Advanced Technology Dr. Sam Musa (left) and Melpar Advanced Technology Managing Director Dr. Dennis Krausman (far right) present the second place award for technical paper of the year. Award winners are center, from left to right, Principle Engineer Lang Withers, Senior Electrical Engineer Robbin Hughes and Senior Software Analyst Elena Lawrence.

Three Melpar E-Teamers were recognized by Corporate in August for a paper they co-authored and presented to the 26th Asimolar Conference on Signals, Systems and Computers.

Entitled "A Robust CMA and Adaptive Array for Multiple Narrowband Sources," the technical paper was one of several across all E-Systems Divisions submitted for consideration as E-Systems Technical Paper of the Year. The paper took second place.

Authors Robbin Hughes, Elena Lawrence and Lang Withers wrote the paper as a result of efforts undertaken with the Division's In-

terference Cancellation System, or ICS, IR&D project. This VHF beamforming array is designed to cancel out signals that might otherwise interfere with listening to a very weak signal.

CMA, or Constant Modulus Algorithm, is a calibration-free technique for accomplishing the beamforming. Besides military uses, the ICS has potential commercial applications as well. In cellular phone communications, for example, the ICS can make it possible to separate signals coming from multiple mobile phones operating on the same frequency. **M**



### CREDIT UNION NOW OFFERING MORTGAGE FINANCING



Melpar Employee Federal Credit Union members now have the additional benefit of mortgage financing. Through an association with C.U. Mortgage Centre of Fairfax, members may now choose from a complete line of mortgage programs to accommodate the purchase or refinancing of their homes.

Members will be referred to C.U. Mortgage and will receive competitive interest rates and applications processed in a timely manner. Applications may be taken over the phone so members don't have to lose time on the job to get the process going. Signed papers are sent by courier to C.U. for quick response. Thirty-year, 15-year fixed and ARMs (adjustable rate mortgages) are available and may be packaged to fit your financial needs.

MEFCU Manager Patty Kimmel says several Melpar employees have already taken advantage of the program.

"Applications have been completed quickly, and the closing process has been eased," she says. "So far, all applicants have sought refinancing and have been very pleased with the service."

For more information on the program, contact either Deborah Vandorn or Patty Kimmel in the Credit Union at ext. 4798.





Future equestrian  
extraordinaire.



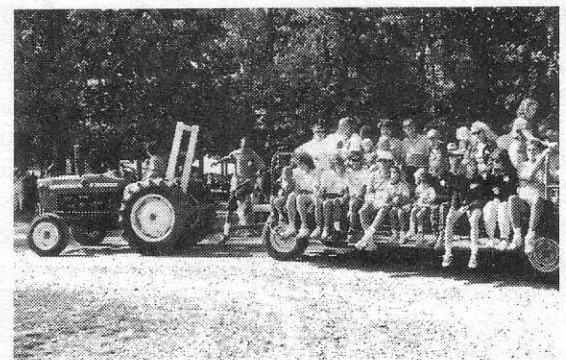
"Using a fork is really just a waste of time."



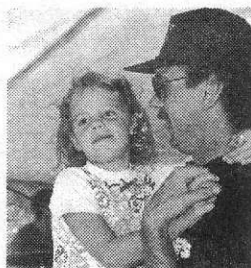
Having second thoughts on  
the child toss contest.



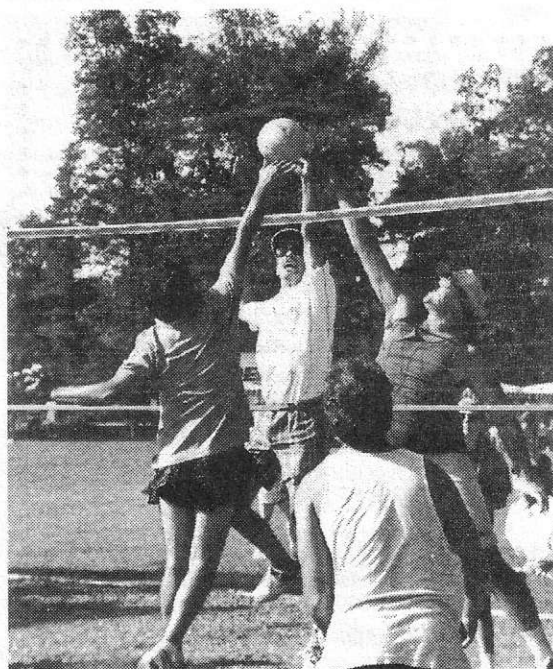
"You need these helmets to get near the beer truck."



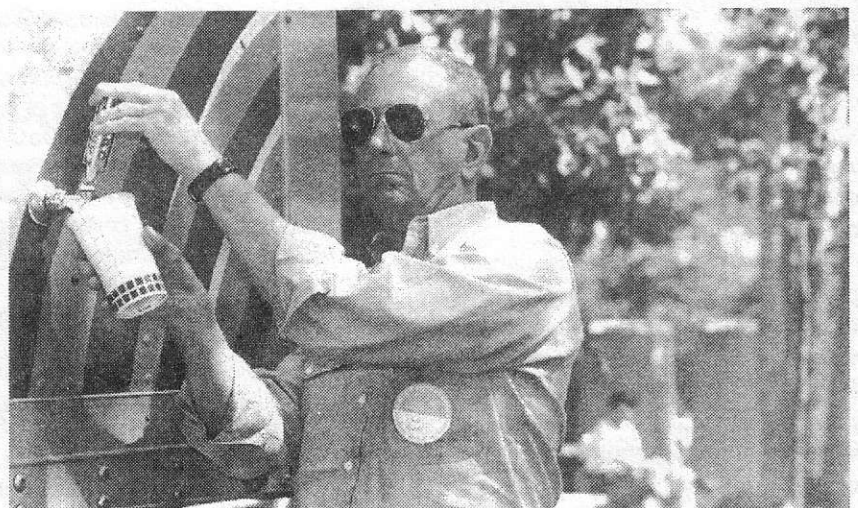
The UC shuttle bus arrives.



Joe Yavulla dances with his  
daughter and wishes she'd  
always be his little girl.



Displaying unparalleled grace, the volleyball players  
execute perfect arabesques.



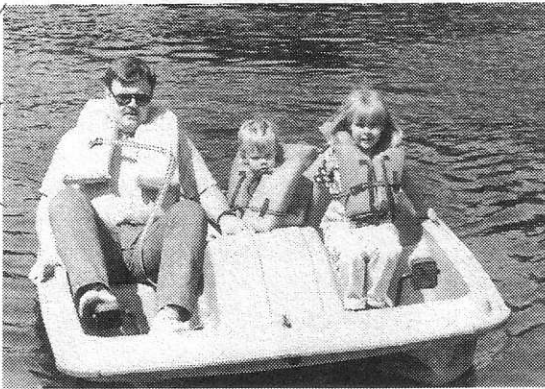
"Just one more. It's non-alcoholic after all."

# THE P

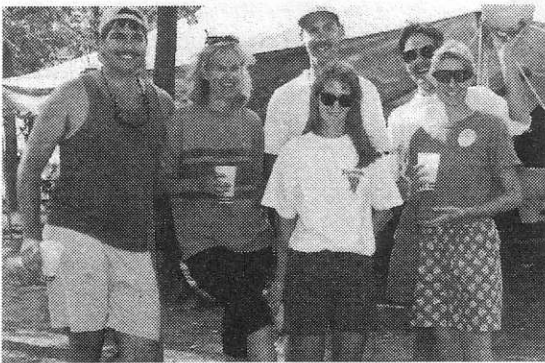




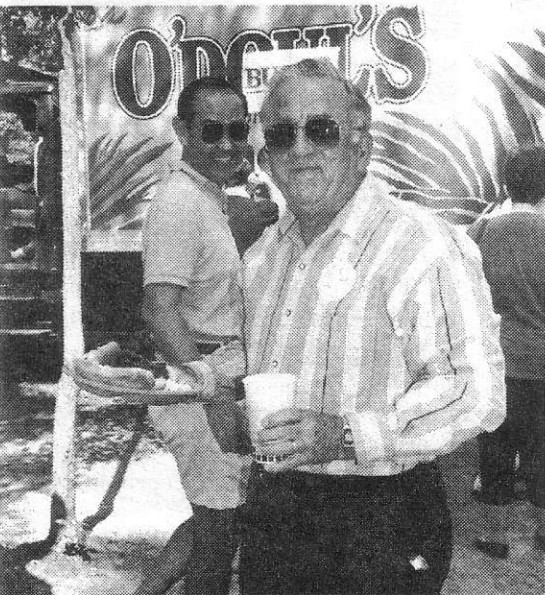
# PICNIC



What a great day to go boating!



Winning the volleyball tournament was the "Still Employed" team made up of (l to r) Jeff Sackett, Cindy Williams, Kevin Martin, Janet Hacker, Les Newcastle and Karen Newcastle.



"Diet? Did I say I was on a diet?" says Tony D.



On that day, the fish were really biting.



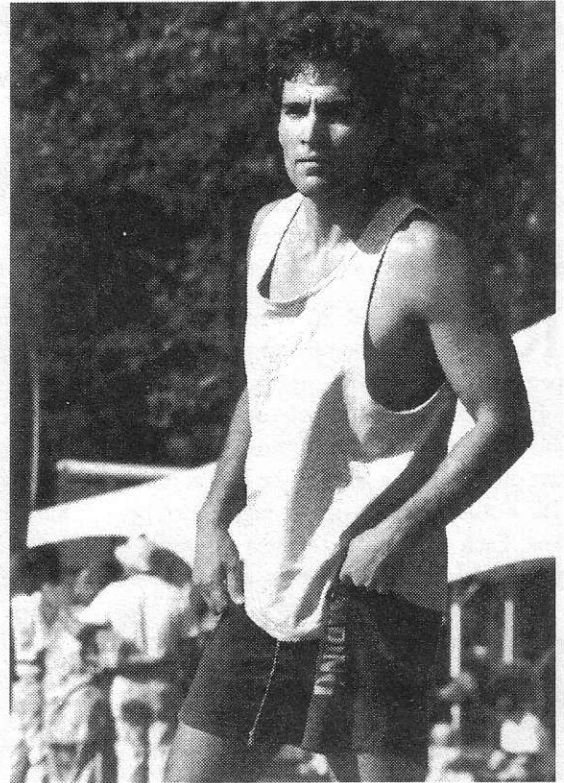
"I think one of my flies fell in here," says Larry Cecchini.



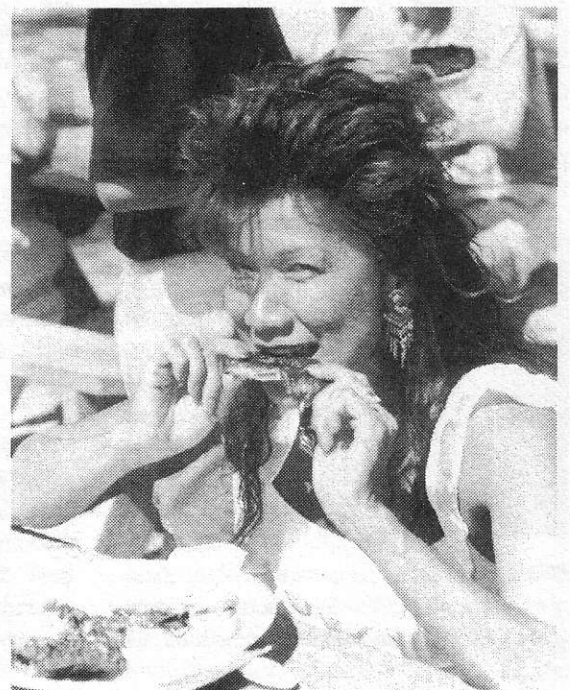
Lily the Clown was on hand to greet everyone to the festivities.



Who let this Cowboy fan loose?



In the final volleyball match, Tony Wood anticipates a serve.



Thien Held puts a dent in the food supply.



If you were asked how you like your job, you might say "I like my job" or "I'm really happy with my job" or "My job's great." You might even say . . .

## ♥♥ I Love My Job! ♥♥

by Chuck Busby

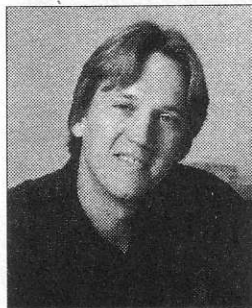
Recently, I polled some managers and directors for nominations of Melpar people they knew who genuinely love their jobs. I looked for people who approach their jobs with extraordinary enthusiasm, a positive attitude and a zeal for the task at hand. The results were the people highlighted below. Each of these E-Teamers possesses a number of very positive traits, and it shows.

**Gayle Dawson** works as a material cost estimating assistant. "Gayle has a very upbeat attitude," says her manager, J.B. Flanagan. "She has a lot of friends and really enjoys her job."



Gayle Dawson

"My job is very challenging, which I like," says Gayle. "A lot of us are as close as family and have formed a pretty good bond together. It's a good feeling." In addition to her work, Gayle is mom to 11-year old Mike. She is also pursuing her bachelor's degree in Computer Science at Strayer College. When asked to identify the favorite part of her job, Gayle responded "I enjoy working together with people. Everybody's there to help one another."



Charlie Swanick

**Charlie Swanick** is a group leader in the Material Quality Control Group. Charlie works with dozens of people from outside the department on a daily basis. He enjoys the satisfaction of juggling jobs, priorities and work schedules. It's

not unusual to find two or three people waiting to speak to him about their parts and priorities. A year ago, Charlie married De Swanick, who works in Intelligence Support. His favorite part of his job is to see the product through and working with Engineering and Manufacturing. Also, "We see most if not all of the fab parts that we use," he says. "I find that really interesting."

**Cal Stone** is Contracts Manager at University Center. "I have been very fortunate here," says Cal who also spent two years working for the Greenville Division.



Cal Stone

"Cal is full of enthusiasm," says Contracts Director Bill Moeller. "Besides handling multiple contracts for several different customers, Cal also teaches portions of the Contracts Core Course. It's a labor of love."

What Cal likes most about his job is the frequency of changes he sees. "There is always something new, exciting and challenging in government contracts," he says. "I also get to work with some pretty talented folks. They are very bright and keep me on my toes. They're not just good to work with; they're good friends too."

**Diane Howard** is a report secretary in Falls Church's program management group. "She is always pleasant," says Sam Alexander, her boss. "She takes time to smile and is very positive

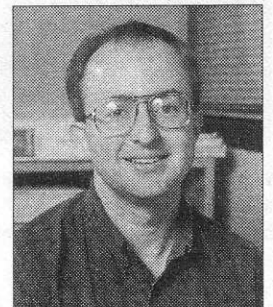


Diane Howard

about Melpar." During her five years in the program management group, Diane has provided support to just about everyone. Most know her for her proficiency in making travel arrangements as well as typing Major Program Review charts and staffing charts. She recently began learning the advantages of using e-mail in her job.

"We have a great bunch of people here," says Diane. "I know I am appreciated because they don't hesitate to tell me! I always try to be helpful. It's just the way I am."

**Jerry Aschenbrenner** is a supervisor in the ground systems software group. "I really enjoy good challenges in real-time software development," says Jerry. "Programming is something I love. Today, I work mostly on improving the programming process and teaching these tasks to other people."



Jerry Aschenbrenner

"Jerry plays a key role in our group," says Systems Software Director Carol D'Andrea. "He is highly motivated, willing to take on new assignments and very knowledgeable. He has earned the respect both from our group and from outside systems personnel." When asked what he likes best about his job, Jerry says, "I like working with the people in teams and getting our ideas together."

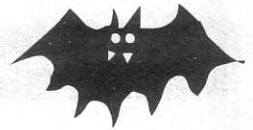
The E-Teamers above all seem to have found a niche—a good match between their skills and the demands of their position. They all have a caring relationship with co-workers that goes beyond business-as-usual. To them, Melpar is more than just a place to work; it's a workplace where other people are like family.

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## Communications Council Member Profile: Sandy Walker



Communications Council member Sandy Walker makes a point of investigating employee complaints about the workplace and bringing suggestions to the meeting table.

One of the best aspects of the Communications Council is the diversity of the members and the jobs that they do. Take Configuration Management Supervisor Sandy Walker, for instance.

Sandy's office is down on the second floor of Falls Church's new wing in a corner not many people get to. The relative physical isolation of the department does as much to foster obscurity as the name Configuration Management whose meaning draws a blank from the minds of the uninitiated.

Actually, says Sandy, Configuration Management, or CM, helps prevent a certain

amount of chaos. Its main function is to manage Melpar's product data. In other words, all items manufactured here are tracked in this library of sorts.

"Without CM, you would have a hard time keeping track of what was built and what was delivered to the customer," says Sandy.

The process begins when an engineer comes up with a design and documents it on a drawing or parts list. This information is then turned over to CM which logs the information into Melpar's manufacturing management system (MMS). When it's time to build the part, CM

releases the drawing, then later cross-checks the part to see if it matches the drawing.

Of course, better ideas for the design often come up, and amendments need to be made. These changes are brought about through engineering change notices or ECNs. CM processes these ECNs and ensures that unauthorized changes do not occur.

Sandy has worked almost all of her nine years at Melpar in the CM group. She now supervises eight employees and spends her workdays maintaining the integrity of the MMS.

"For example, Production Control buys parts

based on information in the MMS," says Sandy. "It's important that, if this is the company record, it be accurate and up to date on authorized drawing revisions."

Sandy says she likes CM because she gets to deal with many different people in the company.

"It's very challenging," she says. "We have an opportunity to work on all the projects at Melpar. That makes the job more interesting and dynamic."

Being a Communications Council member also has its rewards. In her own group, for example, she's noticed a change in attitude because employees feel their concerns are being addressed.

"People feel they have a voice to make changes in the workplace," she says. "A lot of these issues may seem minor—like speeding in the parking lot—but they impact on how happy employees are and how productive they can be."

Before she became a Council member, Sandy says she wasn't as aware of the changes coming out of Council meetings.

"Being on the Council gives you a completely different insight because you see the Company really trying to make changes for the benefit of employees," she says. "I've found it to be a very positive experience." **M**



### INSIDE THE CORPORATION *continued from page 4*

binning state-of-the-art modem and transceiver functions into a single airborne transportable rack package.

In September, E-Systems appointed Dr. James R. "Bob" Collins to the position of Vice President, Strategic Planning and Development, replacing Eaton Adams Jr., who passed away earlier this year. Collins was recently the vice president of business development for the Garland Division. He joined E-Systems in 1979 and has been involved in intelligence related programs for more than 15 years. He graduated from Lamar University with a BS in Mathematics. He received a masters degree in Electrical Engineering and a Ph.D. degree from Texas A&M University. In 1974, he was awarded an MBA in Management from the University of Dallas. **M**

### Attention Crafters!

The Melpar Holiday Craft Shows are fast approaching. The shows will be Friday, December 3 in the Richmond Room at University Center and Monday, December 6 in the cafeteria at Falls Church. Both shows will be held from 11:30 a.m. to 1:00 p.m. Interested crafters should contact Sande Wilson, ext. 3207 (UC show) or Debi Byram, ext. 2220 (FC show) no later than November 22 to participate. All crafts should be handmade by Melpar employees or their families.

### ACCOUNTS PAYABLE SYSTEM *continued from page 4*

The system was originally designed by Information Services Software Supervisor Yvonne Resnick after many coordination meetings with Accounting members Carl Carnes, Gary Hall, Elaine Knight, Jane Miley, Fred Roboz and Becky Testa. Programming improvements were due to Diane Shapiro, Mike Smith and Deborah Snow of I.S. Also involved were Chris McConnell, Stan Wozniakowski, Tom Nguyen and Terri Tolosko of I.S. and Myra Weisner of Material Administration who modified Material's Procurement Management System (PMS) to accommodate the AP system enhancements. **M**

## Good Telephone Manners Make a Big Impression by Phil Kless

We all need to constantly be aware of our telephone manners and the system operation. The telephone is often our first contact with some customers, applicants and vendors while being a communication link to our community as a whole. Politeness extends from interrupting your schedule to take a message to following a call through until the caller finds a satisfactory resolution.

Our automatic attendant system helps ease the flow of incoming calls to you but requires that you have your phone forwarded when working elsewhere. An unanswered phone is irritating to your caller as well as to your neighbors. If the caller is returned to the operator still seeking assistance, the call will be put through to the supervisor.

Another caller irritation results when you forward your phone to someone who was unaware it was done and has no idea where you have gone or for how long. This is

compounded when a secretary's phone is forwarded to another secretary who then is puzzled by the caller asking for an employee who is not known.

Our phone system has many features to assist you. In addition to *forwarding*, you may *transfer* calls, *ring again* a busy number automatically, *conference* with others and dial other divisions or Corporate quickly using *speed call*. Instructions for using these features can be found in the Division telephone directory on the back of the title page. Become familiar with these functions yourself and ensure that new employees are, too.

Paging should be limited to outside emergencies or critical internal matters. When you are paged to dial the operator (for an outside call), please give your name and the extension number so the information may be directed to the operator who is holding the call. If you fail to answer a page, the operator will notify

the caller. Outside callers must be patient when the operator is required to page you several times.

If you transfer an outside caller back to the operator, please stay on the line to explain what is needed. Don't make our telephone guests repeat their request from the beginning.

Finally, keep your extension listing up to date. If your number changes or if your group listing in the yellow pages is incorrect, notify the operator.

To improve service or make a comment, please call Mary White, operator group leader, or Phil Kless, personnel services manager

**M**

## WELCOME LARRIE JUDD Continued from page 2

A: I'm sure that's a big issue in a lot of people's minds. All I can say is from what I've seen of the base we have right now, there's probably going to be a few changes in terms of priorities of where people are needed. I see an increase in software and maybe a decrease in some of the hardware areas. Clearly, if there are some programs that we don't win and we don't have the base, we're going to have to reduce the workforce. But if we do well in some of our new business pursuits, we could be back in a hiring mode. One other area that could potentially cause some layoffs is in reviewing our overhead structure. That doesn't sound good, but to be more competitive to win business, we may have to make some changes here.

**Q: What kind of talent do you see we'll need to be more competitive?**

A: As we get more into the integration business, we're going to need some very strong systems people. We're also going to need some people who have background on the commercial side. People in the intelligence community don't think like people do in the commercial world, so we'll have to hire some people just to strengthen our communication abilities.

**Q: We have a very inflexible cost structure with single sets of rates which is not very competitive. Do you think this will be modified?**

A: Yes. We've already started to look at that. We're looking at a value-added approach to the current way we price materials. And as one of the new strategies on one of the new programs, we're looking at joint ventures. One thing we need to look at as opposed to just rates is where we stand on total cost. If you look at total cost, I think Melpar is very competitive. We may not be as competitive in certain pursuits, so there may be things we need to restructure. Clearly, those things need to be done within government guidelines.

**Q: How do you see us using the synergy of our sister divisions and subsidiaries to be successful?**

A: I'd like to see the divisions take more advantage of our premier position with our flywheel customer in terms of bringing technology from other divisions into that program. The tendency to have a not-invented-here attitude will not serve us well. Also, in this competitive environment, there's some overlap between the divisions which fosters competition. I think if people from this area

personally know people from another division, it usually works better and builds inter-divisional trust.

**Q: Can you name some general processes here, like meetings, that need to be changed?**

A: I think we have too many meetings and too many signatures. A lot of these things are there for a reason, and I'm not going to start throwing things out until I understand them better. But the initial perception is that we have a lot of meetings attended by a lot of people. Meetings are good from a communications standpoint, but you can overdo anything.

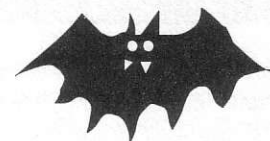
**Q: How do you like D.C.?**

A: It's beautiful. I am very impressed with how friendly the people are. So I'm really looking forward to living here.

**Q: On a lighter note, which football team are you now rooting for?**

A: Well, neither the Cowboys nor the Redskins have demonstrated any ability worth rooting for this year. I have been a Cowboys fan for a long time, so I can't see that changing. I do want to say that I don't need any more Redskins coffee mugs for my office!

**M**

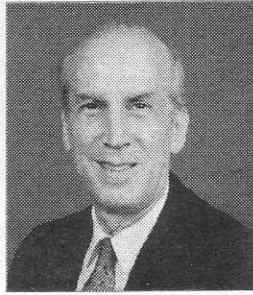




## 1993 Service Awards September/October



**Herman S. Townsend**  
35 Years



**John W. Hale**  
30 Years

### Twenty Years

William T. Mitchell  
Elaine W. Knight  
Robert B. Swanson

### Fifteen Years

Janos Bogнар  
Dennis Krausman  
Rebecca L. Testa  
Anne M. Thornton

### Ten Years

Clyde L. Bonebrake III  
Robert J. Breinig  
Sarah A. Chapman  
Hazel G. Cockrell  
Deborah M. Davis  
Dewey L. Davis  
Mark S. Eaton  
Cheryl L. Farewell  
John B. Finucan  
Daisy P. Jones  
William I. Jones  
Carlos A. McCue  
Lucy A. Murphy  
Billy D. Oldridge  
Larry A. Peura  
John P. Rinn  
James E. Sclater  
Scott P. Bradley  
Hugh L. Shoemaker  
Eric A. Shull  
Ralph M. Stephens  
Rocco Tenaglia  
Elizabeth G. White  
Arthur R. Whittum  
**Five Years**  
Helmi H. Banegas

Betty K. Bauman  
Fred R. Booth  
Timothy J. Boyd  
Brennan P. Roy  
Dwight F. Bues  
Daniel E. Chatham  
David Conti  
Alana G. Crisp  
Deepak M. Daryanani  
Albert A. DeFazio  
Paul D. Garcia  
Eric R. Henry  
Justine Hill  
Robert W. Hooper  
Diane C. Howard  
Robin B. Jones  
Edward D. Kuykendall  
Patricia A. Lambert  
Thomas R. Lear  
Daniel J. Leussing  
Kay K. Litchfield  
Linda J. Monroe  
Ngoc V. Nguyen  
Louis D. Orehek  
Daniel T. Pawlowski  
Lauren F. Peace  
Jeffrey G. Platts  
Philip W. Ragsdale Jr.  
Patricia N. Reneau  
Pamela F. Rice  
Scott C. Smith  
Michael S. Swift  
Stephen W. Tedesco  
Marilyn M. Van Wagner  
Marilyn Williams  
Rosemary K. Womack  
Karie A. Woods

## Movers and Shakers

### EMPLOYEE

Donald T. Bailey  
Susan G. Briggs  
Larry V. Hartley  
Margaret R. Hicks  
Jack W. Jenkins  
Dennis J. Kappeler  
Derek S. Ketterer  
Kristine J. Kopay  
Aaron W. Linton  
Tammy L. Lonjin  
Robert E. Ossakow  
Michael D. Platter  
George M. Sarris  
Brian M. Schechter  
Marcus J. Taranto  
Terri A. Tolosko  
Michael A. Viazanko  
Charles R. Weaver  
Rodney O. Williams

### UNIVERSITY CENTER

Donna G. Cafarella  
Eugene J. Fisher  
Bradley J. Harshman  
Andrea C. Jensen  
Merrill K. King Jr.  
John J. Mazzitelli  
Robert L. Schwartz  
Michael C. Thomassy

### PROMOTED FROM

Engineering Spec  
Sr Business Analyst  
Prin Fld Elect Eng  
Planner  
Prin S/W Analyst  
Software Analyst  
Assoc Elect Eng  
Cost Analyst  
Maint Mechanic  
Programmer  
Matl Price Estimator  
Engineering Spec  
Programmer  
Asso S/W Analyst  
Asso Elect Eng  
Software Analyst  
Elect Engineer  
Sr Program Analyst  
Sr Electrical Eng

Secretary  
Sr Program Analyst  
Test Technician  
Business Analyst  
Elect Engineer  
Assoc Elect Engineer  
Programmer  
Programmer

### PROMOTED TO

Fld Design Engineer  
Prin Business Analyst  
Engineering Supv  
Planning Specialist  
S/W Engineering Supv  
Sr S/W Analyst  
Elect Engineer  
Sr Business Analyst  
Maint Mech 1/class  
Software Analyst  
Buyer  
Facilities Architect  
Software Analyst  
Software Analyst  
Elect Engineer  
Sr S/W Analyst  
Sr Electrical Eng  
Prin Business Analyst  
Principal Engineer

Contracts Assistant  
Prin Business Analyst  
Sr Test Technician  
Sr Business Analyst  
Sr Elect Engineer  
Elect Engineer  
Software Analyst  
Software Analyst

## Academic Applause



**Karen L. Kramer**  
M.S. Information Systems  
George Mason University



**Karen M. Hess**  
A.S. General Studies  
No. Va Comm. College

## Retiree

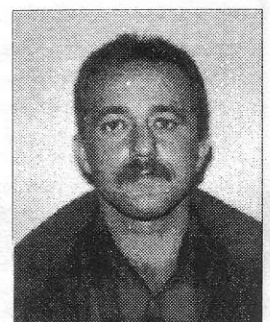
Bruno Regoli  
10 Years  
Not Pictured

## A Friend We'll Miss

Randy D. Testerman of Manufacturing died October 16, 1993 of a heart attack. He was 33 years old. Randy began working at Melpar two years ago as a sheet metal mechanic 2/cl.

He is survived by his sister Janet Stephenson, also a Melpar E-Teamer, a son Daniel, his parents and other siblings.

**M**



## Sports Corner... E-Teamers Establish Solid Presence in United Way 10K



Melpar runners were (front row, l to r) John Clizbe, Rex Enos, Dave Conti, Larry DiCerbo, Wiley Peck, Steve Vaughan, Debbie Greenstreet, Nathan Ward. (Back row) Eldon Mack, John Humphrey, Tom Cross, John Bysiewicz, Jennifer Glass, Bill Pegues, Mike Dutchak, Lee Jenkins, Ken Olson, Jim Redel and Mark Taranto.

**E**-Systems Melpar Division held on to its previous year's title and earned a new one when two company teams placed in the United Way's annual 10k race in September.

Twenty Melpar E-Teamers competed alongside 2,000+ other runners in the race

which kicks off the national capital area's United Way Campaign each year. The race was held at West Potomac Park in Washington, D.C., and featured a new course this year which accidentally wound up measuring two-tenths of a mile short.

Seven E-Teamers plus one former E-Teamer and her husband formed an open co-ed team and took second place. Most of the team members are veteran participants in this race. Former E-Teamer Jennifer Glass and husband John Bysiewicz also ran last year on the team. Because of the shorter course, captain Larry DiCerbo said most runners were pleased with their finishing times. Team members were Eldon Mack (one of Melpar's top runners, back from an absence last year), captain Larry DiCerbo, Debbie Greenstreet, Lee Jenkins, Mike Dutchak, John Clizbe, Marc Taranto, Jennifer Glass and John Bysiewicz.

In the corporate co-ed category, E-Systems took third place for a team of yet eight other veteran runners. This team included Mary Parker, Wiley Peck, John Humphrey, Sangutai Wongchote, Bill Pegues, Steve Vaughan, Dave Conti and Nathan Ward.

Also running in this year's race were Reid Earley, Ken Olson, Jim Redel, Rex Enos, Tom Cross and Jim Menke. **M**

## Get Ready for Ski Bash '94

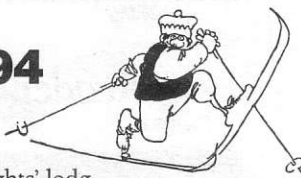
**I**t's time to dig those snow skis out of the closet and start thinking of making the most out of the cold weather!

For a change of pace, Melpar's sort-of annual ski trip will be relocated this year to Camelback Ski Resort in Pennsylvania's Poconos mountains. The trip will be the weekend of January 28-30. A fully-equipped bus, complete with TVs and a VCR, will depart Melpar's Falls Church facility at 5:30 p.m. on Friday, January 28 and return Sunday evening (departure time will depend on whether skiers want to watch the Superbowl at the resort or on the bus).

The weekend package includes round trip

transportation, two nights' lodging, hearty buffet breakfast Saturday and Sunday mornings, smorgasbord dinner Saturday and Sunday evenings, private party each evening and transfers to other activities such as horseback riding and snowmobiling. Cost is \$154 per person—cheap! (four to a room), \$174 per person (three to a room) or \$184 per person (two to a room). Lift tickets are an additional charge.

Don't miss out on this fun time! Get your reservation in by November 15, and secure your space. Contact Human Resources at x2717. **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)

### Melparticulars

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