

E-Systems Installs Telemedicine Demo at George Washington University

by Tricia Reneau



Ron Rowlett (left) and Lori Brown played a large role in bringing the remote diagnostics concepts to reality.

Radiologists at the George Washington University medical center can now remotely consult and review medical images with internists via an interactive network system put together by E-Systems Melpar Division.

Called the Soft-Copy Image and Teleconsultation Evaluation (SITE) service, the system enhances a physician's ability to retrieve and review medical images and consult with colleagues in a timely manner. The result is significant time savings for both doctor and patient, coupled with improved control over medical film images.

The system works by displaying scanned images of x-ray film at both the radiologist's and internist's work areas. Using a mouse or trackball device, the radiologist or internist can point to specific areas of interest on the x-ray images, while the other person takes note of these observations. A video conferencing feature allows the two medical specialists to communicate in real-time.

The field trial demonstration is intended to complement efforts by E-Systems subsidiary, Advanced Video Products, to provide technological solutions to the medical market. Melpar's multimedia networking technologies are a direct outgrowth of work done in its traditional reconnaissance business.

Representatives from GWU and Melpar teamed last year on the project. Until then, much industry-wide discussion centered on telemedicine and remote diagnostics through networking technology. Melpar Principal Engineer Tim Trapp worked with Dr. Murray Loew of GWU's School of Engineering and Applied Sciences to bring the concept to reality. Also involved were the medical center's Information Services group and Melpar engineers Lori Brown, Ron Rowlett and Mike Cianciosi.

The George Washington University field trial will operate through September 1 of this year, at which time GWU may elect to permanently install the system. **M**

Melpar Teamwork Leads to Milestone in Airborne System Delivery

E-Systems Melpar Division has recently been notified of the final operational acceptance with no deficiencies of a newly designed airborne system by its primary Air Force customer. Designated RAS-1, the system represents a significant departure from previous configurations. Earlier airborne systems used two different processes working independently to collect intelligence. Working with the Garland Division, Melpar engineers combined the two processes so they work together and share resources. These improvements increased overall system capabilities and resulted in a large weight savings.

Not all of the savings were in the air, however. Test functions for both system portions were combined into a more capable support equipment package, approximately one-fourth the size of the previous version.

The RAS-1 system provided other challenges as well. Only the first system was fully integrated prior to flight test. For the remaining systems, the first time the Garland and Melpar pieces were connected was at the flight test facility. Despite these challenges, E-Teamers met the customer's requirement while remaining on schedule.

"This effort was a prime example of how teamwork produces positive results," said Program Manager Bill Pegues. "Our systems engineers maintained technical integrity; Program Management provided cost and schedule oversight; and Quality Assurance and Configuration Management kept us on the straight and narrow. Using the principles of Best Value, Quick Response and Empowered Employees, we were able to satisfy our customer's requirements."

In accepting the system, the customer obviously agrees. **M**

Where We Stand

As we enter the five-year strategic development planning season, it is appropriate to examine our priorities in new business acquisition as we seek to preserve traditional markets and selectively enter new ones.

We are making several important process improvements to increase the acquisition of new business, strengthen our win ratio and grow in our overall bookings. These include streamlining the proposal process, prioritizing our pursuits and focusing future market development on the investment we must make versus the benefits we will derive. We have hired several specialists to help us in new market exploration, and we plan to get additional people onboard.

Our software radio and digital multimedia workstation pursuits are two areas where we see significant growth potential. In addition, we're adding a ground/surface station demo room in Falls Church to complement the recently completed airborne payload demo room.

We've also adopted the approach of working with other divisions in selected business pursuits. We're teamed with Montek in various navigation/avionics areas; ERA is our partner in cellular and wireless communications efforts; and we are working with HRB, ERA and Garland in some traditional business follow-ons.

Melpar's business mix is evolving. We have several key near-term goals that will establish our airborne system as the foundation for future airborne intelligence collection. We have recently submitted a major airborne development proposal to our principal customer. Over the next five years, we predict modest growth in surface or ground processing opportunities as the federal agencies and military services work toward a common ground station architecture. Working with the Navy, we were able to transfer software from the Air Force ground station environment to Navy surface terminals. This was a big step forward leading to commonality in these systems, which position us to become the common supplier of ground/



surface stations to the joint services. We're already looking to accomplish this in airborne payloads as well. Other potential business will come from extending our traditional capabilities into selected international markets and domestic unmanned aerial vehicle (UAV) programs.

Significant growth potential exists in areas such as law enforcement and wireless communications, where we can apply top-notch technical solutions to real-world problems. In addition to its intelligence processing capabilities, our Digital Multimedia Workstation offers new inroads in the area of case management for officials tasked with combating crime, as well as a number of other new customers in the Federal Information Systems area.

I also see promising opportunities in both DoD and non-DoD system integration. For example, we're preparing a bid on the integration of the SCOPE COMMAND communications system that draws on our Mystic Star and TRSU experience. In the networking arena, we negotiated \$7.4 million for the development of optical interconnect technology, which is a key part of the growing ATM market.

The image we must maintain at Melpar is that of a customer-driven company. We must stay ahead of our competition, by providing superior technological solutions at costs our rivals cannot beat. I'm counting on everyone's hard work, determination and enthusiasm to reach these goals. The challenges are great, but we are already on track and making good progress.

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Personal Absence

E-Systems, Inc. recognizes that on occasion employees need time away from work during work hours to conduct personal business that cannot be accomplished during off-duty time. Both exempt and non-exempt employees may qualify for up to five days paid personal absence in a calendar year. "This lost time is not part of our sick leave balance. It is a separate benefit that is subject to supervisor's approval. The supervisor must know the reason for the lost time and generally the employee should have a record of satisfactory attendance performance."

Continued on page 7

Inside the Corporation. . .

In June, E-Systems teamed with Lockheed in a newly formed remote sensing company, Space Imaging, Inc. Remote sensing generates accurate, high resolution images from satellites or aerial photography. These images are used in civil engineering and construction, land management, agriculture, mining, environmental monitoring, tax assessment, and infrastructure planning and management. The majority of E-Systems effort will be performed at the Garland Division.

Engineering Research Associates (ERA), was awarded a \$21.8 million increment of a \$40.8 million competitive contract with the U.S. Army. The contract is for an enhanced version of an automated, transportable, high-frequency communications system called Enhanced Trackwolf. The system will require less than 10 percent airlift capacity of the previous system and will have greater capability.

In another award, ERA won a \$1.1 million competitive contract in June to provide engineering support services to the Federal Highway Administration. ERA will examine the infrastructure and traffic impacts of Advanced Vehicle Control Systems (AVCSs), one of five major functional areas of the Intelligent Vehicle Highway System program.

The Montek Division received a \$2 million Federal Aviation Administration contract in July to demonstrate the feasibility of performing low-visibility landings of commercial aircraft using the Global Positioning System (GPS).

Mitchell "Mick" Bohn has joined EMASS, reporting to Peter Marino. Bohn and three other executives founded LSI Logic Corp. in 1981. Bohn earned bachelor and masters degrees from the University of North Dakota. He also holds an honorary Ph.D. from the Rocky Mountain Institute of Advanced Studies of the University Microelectronics Center in Alberta, Canada.

E-Systems declared a second quarter dividend of 30 cents a share (\$1.20 on an annualized basis) payable July 5, 1994 to stockholders of record on June 8, 1994.

E-Systems Greenville Division has been selected as the prime contractor for a major competitive project to upgrade 18 Royal Australian Air Force (RAAF) P-3C "Orion" Maritime Patrol Aircraft and associated support facilities. The contract value is in excess of \$360 million.

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Home Away From Home

by Linda Lund

Next to Ft. Meade in the town of Annapolis Junction, Maryland, sits Melpar's new engineering support facility. The office opened in March to provide increased support to the Ft. Meade customer as Melpar modifies the hardware and software in that ground system.

An original goal of the New Melpar was to work more closely with customers, says Senior Program Manager Frank Nadal, who leads business acquisition efforts in this area. The new site fosters partnering between Melpar and the government as well as other contractors. This partnering, says Frank, is key to capturing future business.

"Because you are working hand-in-hand with the customer, you generate a better alliance," he says. "Any relationship tends to work better when there is daily contact. Our hopes are to expand our traditional business at Ft. Meade into non-traditional areas. We see this as a stepping stone to getting there."

Twenty-three full-time personnel currently work at the facility, and plans are to increase that number to 30 by year-end. Site leader Paul Gural, software leader Glen Herzig and Program Manager Joan Marburger head up the Annapolis office's experienced staff. A full contingent of management, administration, security, hardware and software personnel take responsibility for setting up the networked laboratory facilities. **M**



Snip, and its official! Celebrating the new Maryland facility are (l to r) Melpar's Gerald Bazemore, Larrie Judd, Ft. Meade customer Greg Crites, and Melpar's Frank Nadal.

E-Systems Melpar Exhibits at Unmanned Vehicles Show

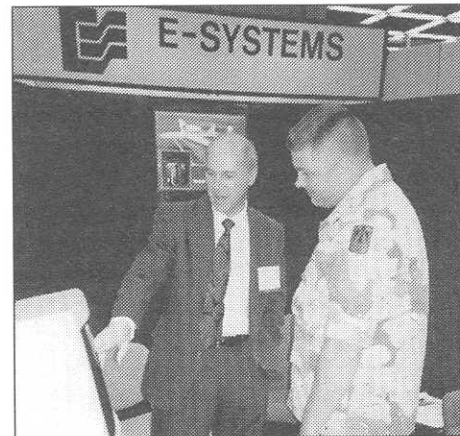
by Tricia Reneau

In preparation for a bid on the Pentagon's Tier II+ high-altitude Unmanned Aerial Vehicle (UAV) program, representatives from E-Systems Melpar traveled to Detroit, Mich., in May for the Association of Unmanned Aerial Vehicle Systems show.

At the show, Melpar featured its unique expertise in designing and developing both airborne payloads and ground station facilities for aerial reconnaissance missions. Also on display was the division's Dynamic Airspace Management Systems, or DAMS. DAMS provides a technological leap in the method used by military airspace planners to deconflict crowded airspace.

The competitive Tier II+ program encompasses 10 aircraft and two ground stations with a potential for another 50 production UAVs. Proposals are due to the Advanced Research Projects Agency, or ARPA, in mid-July with awards later made in phases. In October will be Phase 1, which involves multiple awards for a 6-month design study. Two contractors will be selected in Phase 2 to build and flight test two aircraft. By 1997, the list will narrow to one contractor, who will build another eight UAVs and two ground stations as part of Phase 3.

Many companies are lined up to compete for the program. In its bid, Melpar will



Marketing manager Gordon Steever (left) points out the benefits of Melpar expertise in unmanned vehicle systems.

supply ground station expertise, threat warning capabilities and potential payloads.

"This program is important because it provides a significant development in airborne reconnaissance systems for the United States," says Gordon Steever, Melpar's UAV business segment leader. "Unmanned aerial vehicles are a natural outgrowth of our existing manned reconnaissance systems. So for Melpar, this program means future growth in our traditional business." **M**

Tuition Reimbursement Program Changes

The tuition reimbursement program at Melpar will be revised effective January 1, 1995.

- Tuition costs will be reimbursed 100% (grade "B" or higher) at accredited state colleges and universities.
- Tuition costs will be reimbursed 60% (grade "B" or higher) at accredited private colleges and universities.
- Employees must attach a degree plan to their application for tuition reimbursement (Form PRF-0002)

For employees actively pursuing a degree program with a private school, the following criteria will be used to determine if the current 100% reimbursement rate will be allowed to continue until graduation:

- Currently enrolled and attending classes with an approved tuition assistance ap-

plication on file with Human Resources.

- An official "degree plan" from the university must be submitted to Human Resources by December 1994 for evaluation and determination of reimbursement percentage.
- The degree program must be applicable to the company business needs and career development opportunities within E-Systems.

New tuition assistance applications received for 1995 will be evaluated and approved using the new criteria. All tuition assistance applications must have a degree plan attached for evaluation and be submitted for approval prior to the start of the semester term.

Degree plan forms are available in Human Resources. For further information call x2727. **M**

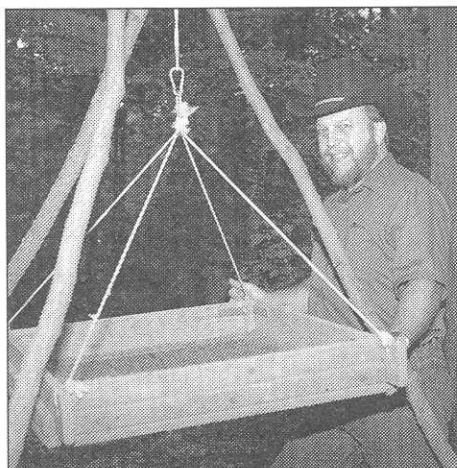
Archeological Dig at Melpar

Unknown to a majority of employees at Melpar is the fact that an archeological dig has been taking place on this property for about four years. The project is being headed by the Fairfax County Heritage Society whose members and volunteers work the site. Doug Price, a machinist in the Fabrications Department, has been involved in the project for some time.

Why here? The Historical Society decided to explore the North Lot as soon as it learned it had been zoned to be a parking lot. They then dug test holes in the area and examined the artifacts in each hole. Based on what they found, they decided this site had possibilities worth looking into.

According to Doug, this property belonged to George Walters in 1815 who bequeathed the 470 acres near Fairview to his son Isaac Walters. Isaac Walters is listed as the first resident of the property. Then in 1898, this site was used during the Spanish American War as part of Camp Alger which included 33,000 enlisted men and over 1,300 officers. Currently the site is being dug in search of Native American tribe remains from prehistoric years, before the recording of history on the property.

Some of the artifacts discovered include



Doug Price sifts through plots of dirt to discover remains of old bones and artifacts from prehistoric times.

arrowheads, hide scrapers, and pieces of flint used for making arrowheads. They are looking for plant seeds, animal blood, charcoal, and tools. These items will help the group decipher the time period and extent of the occupation.

Doug has been interested in archeology since he was a child collecting arrowheads. Growing up in a rural area of Texas provided him the opportunity to hunt and collect things during his walks in the woods.

He spent four years in the 1980's scuba diving in an underwater dig in San Marcus, Texas, with Dr. Joel Shiner of Southern Methodist University. Doug dove for artifacts left from one of the oldest Native American sites in the United States. He is a certified PADI (Professional Association of Diving Instructors) diving instructor in underwater archeology and is using his dig here at Melpar to get additional experience in land digging. His aspiration is to someday go to Central America to explore the remains of early Mayan Indians.

The reason you haven't noticed this dig before is because it is located on the hill near the south side of the building and set back into the woods. The work site has been cleared in a cross-grid pattern and sectioned into squares. There are approximately two volunteers who work each square on weekends. They use trowels to remove the dirt which is then filtered through a screen. Any pieces of debris left on the screen are examined and washed to see if anything of value has been discovered.

Want to help? Contact Doug Price at x2495. **M**

E-Systems Acquires New Companies

E-Systems made two key second-quarter acquisitions to strengthen the Company's competitiveness.

In May, HRB Systems, an E-Systems company, acquired Dallas-based Auto-Trac, Inc., in a move to strengthen HRB's position in the mobile data communications field. Auto-Trac is a provider of vehicular location and navigation systems. The acquisition will assist HRB in offering both ground-based and satellite-based mobile communications systems to air-, land-, and sea-based fleets and fleet managers.

The HRB Systems/Auto-Trac team is already under contract to deliver a Global Positioning System-based automatic vehicle location system for the County of Lackawanna Transit System in Scranton, Pa. When that system becomes operational, it will be one of the first such systems in the United States to use GPS to automatically trigger audio messages announcing stops.

Bus passengers, especially the sight-impaired, will benefit from these location announcements along the route.

In June, E-Systems announced the ERA niche acquisition of ARCO Power Technologies, a Washington, D.C.-based subsidiary of the Atlantic Richfield Company. Following the acquisition, the name of the company was changed to Advanced Power Technologies, Inc. (APT), an E-Systems company.

The acquisition will expand the capabilities of Engineering Research Associates (ERA), an E-Systems subsidiary, in the field of high-frequency communications. Dr. Ramy Shanny, president of the acquired company, will report to Dr. Terry Collins, vice president and general manager of ERA. Advanced Power Technologies is currently under contract to develop and construct a high-powered transmitting phased array in central Alaska. **M**

Congratulations Savings Bond Winners!

The prize drawing for Melpar's 1994 U.S. Savings Bond Campaign resulted in the following winners:

Grand Prize — Brian Barry and Gerry Ehlers — each will receive a \$200 Savings Bond.

New and Increased Savers — Reggie Rich and Greg Kline — each will receive a \$100 Savings Bond.

All Savers — Derek Ketterer and George Ward — each will receive a \$100 Savings Bond.

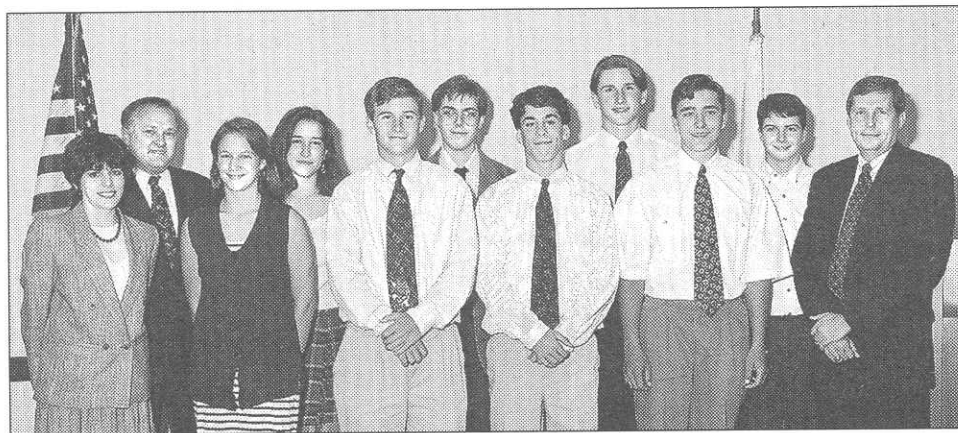
Team Captain — Barbara Quantrille — she will receive a \$200 Savings Bond.

Melpar's 1994 Savings Bond Campaign closed with 97% of the employees purchasing Savings Bonds through payroll deduction.

Congratulations to the winners and thank you for another successful campaign. **M**

Melpar Awards Savings Bonds to Fairfax, Loudoun County Science Fair Students

by Alice Ross



In support of the community and the future of science, Dennis Krausman (*second from left*) and Larry Judd (*far right*) stand with science fair participants in Falls Church.

In May, Melpar honored area high school students for their outstanding performance in regional science fairs. Thirteen Fairfax County students and eight Loudoun County students received either \$200 or \$500 U.S. Savings Bonds at awards luncheons held at both the Falls Church and University Center facilities. The programs were attended by students, parents and project advisors as well as E-Teamers who served as judges at Fairfax and Loudoun County regional science fairs.

In welcoming remarks, Vice President Al Jackson referred to Melpar's tradition of providing judges for the science fairs, explaining that it was one way for the Division to "give a little back to the community." Jackson praised the honorees for their work, saying, "You have impressed some of us who are not easily impressed."

With titles ranging from "Microwave Radiometry" to "The Effect of a Winglet on Induced Drag," this year's outstanding entries demonstrated a dazzling array of projects. Nicholas Pappas, from McLean High School, was recognized for his "Robot with Analog Brain," a robotic vehicle using a mechanical and electronic kit which he had to modify due to weaknesses in the design. Pappas plans to enhance the vehicle using digital control and a microprocessor.

Bond recipient Malika Seth, from Thomas Jefferson High School, constructed a proof for the existence of the Ramsey Theory in a set of selected structures and diagrams. Her project, entitled "Ramsey Theory: Existence of Patterns Within Disorder," was

a third-place winner at the statewide competition held this past spring in Charlottesville. Seth is hoping to build on her project by developing an algorithm for a computer-simulated demonstration of the theory.

Honoree Ian Zacharia, a 1994 graduate of Thomas Jefferson High School, examined the dynamics of liquid drop formation. His project, "Theoretical Model of the Pendant Drop Based on Computational Analysis," was awarded the grand prize at this year's regional science fair in Fairfax County. The Harvard-bound physics enthusiast's model went on to win first-place honors in international competition in Birmingham, AL.

Science fair judge Tony Zinicola commented on the quality of this year's projects. "I was quite impressed with the maturity of

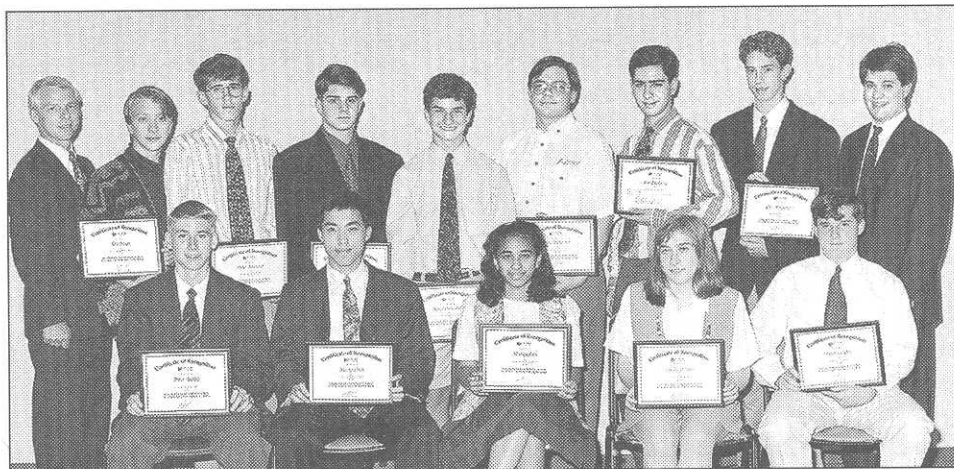
the students and the sophistication of the entries," he said. Nelson Corcoran found the experience of judging science fair entries to be enjoyable and rewarding. "The experience for the students is valuable since it is one of the few opportunities they have to independently develop a project and exercise their innovation and imagination," he said.

The awards programs were coordinated by science fair judges Chris Roller and Louise Borrelli. "Once again, the science fair proved to have extremely high-caliber students and projects across the board," Roller said. "A wide range of topics, many of them extremely current, was represented. Often, especially among the brightest 11th- and 12th-graders, the research is extremely well thought out and is suitable for publication in referred journals."

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Thanks to these E-Teamers who helped judge this year's Fairfax and Loudoun County Regional Science Fairs:

Sam Alexander	Louise Borrelli
Tei Ito	Tim Cooper
Elena Lawrence	Nancy Lindsay
Nelson Corcoran	Simon Quan
Larry DiCerbo	Joe Roesch
Kevin Doherty	Chris Roller
Dave Florek	Jim Sealock
Diane Gallagher	John Wigand
Debbie Greenstreet	Tony Zinicola
Dan Homiller	



Al Jackson (*left*) and Chris Roller (*far right*) proudly pose with some of the science fair participants in University Center.

Melpar Puts a New Face on Information Flow by Jane Miley

Over the past several months, Melpar has looked at ways to streamline, both to enhance our ability to win new business and to reduce overall operating expenses. One aspect of this effort is the retooling of our information delivery systems.

Traditionally, our Information Services department developed applications and systems to fit Melpar's unique needs. The increased availability of commercial-off-the-shelf, or COTS, packages is serving to change our focus by enabling us to upgrade computer systems with less internal development.

Why Change? Three fundamental issues require us to re-engineer our information delivery systems:

- Development Cost
- Support
- Flexibility

The cost of in-house information system development is substantially higher than for a vendor-supplied product. Vendors can spread the cost of development and maintenance across many customers, whereas Melpar must bear the full burden of in-house development costs.

Software maintenance, or support, is also

costly. Such maintenance is necessary to accommodate changes in government or external requirements and to fix inevitable bugs. The COTS marketplace drives vendors to anticipate policy and technological changes, and to release new software versions. This allows Melpar to focus its assets on processes that set our products apart in the marketplace.

As we look at new approaches to getting the job done, we are discovering our existing systems do not have the flexibility to quickly adapt to needed changes. When our systems were designed, providing for such flexibility was too costly.

The plan. Melpar is rapidly re-engineering several of its most pressing business issues through COTS. Four major projects are:

Strategy. This effort, led by Lucas Bragg, will develop an overall plan for implementing COTS at Melpar. Team membership spans the Division.

When our systems were designed, providing for such flexibility was too costly.

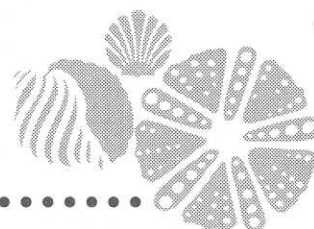
Payroll/HR. Melpar is actively working with other divisions and Corporate to implement a corporate-wide integrated Payroll and Human Resources system. Lynn Garland and Chris Coogan lead this project with team members from Accounting, IS and Human Resources.

Financial. Jane Miley leads this endeavor which considers the full impact of finances to our business and what solutions may be available to satisfy the pressing financial reporting requirements.

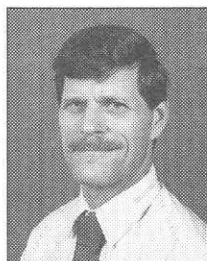
Executive Information Systems. Information flow to leadership is key. This project, headed up by Donna Alter, is looking at the location and presentation of critical business indicators to the appropriate leaders across the Division and the Corporation.

Your participation. Successful re-invention requires the full participation of the organization. Members from each project may be calling on you for your support. If you have suggestions contact the appropriate team leader.

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..... Academic Applause



Clyde L. Bonebrake III
A.A. General Studies
No. Va. Comm. Col.



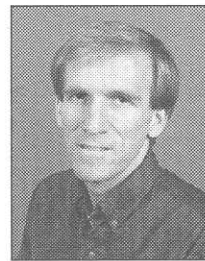
Darryl Cook
B.S. Computer Science
Strayer College



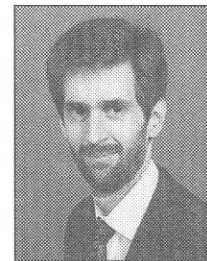
Tim Donohue
B.S. Computer Science
Marymount College



Robert Hitchner
M.B.A.
Marymount College



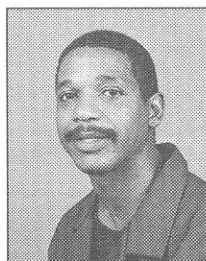
Eldon E. Mack
M.S. Elec. Engineering
George Mason Univ.



Richard V. Meredith
M.S. Computer Science
George Washington U.



Vivian L. Messner
A.S. Computer Science
No. Va. Comm. Col.



Donald L. Saunders
B.S. Computer Science
Strayer College



Ken Seganish
M.S. Info. Services
George Washington U.



David C. Thoma
A.A. Business
Frederick Comm. Col.



Nathan R. Ward
M.S. Computer Science
George Mason Univ.

Not Pictured:

Carl E. Snyder Jr.
M.S. Software Systems
George Mason Univ.

1994 Service Awards May/June



Marie H. Yawornicky
40 Years

Twenty Years

Arthur H. Rich

Fifteen Years

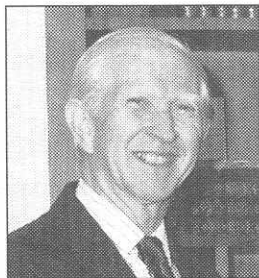
Thomas E. Carver
David U. Gervasio
Kenneth D. Kuck
Jack D. Lloyd
Elizabeth P. Robinson
Oscar von Bredow

Ten Years

Clarence Abercrombie
Kevin M. Doherty
Rudolph M. Duncan III
James B. Farquhar
Carol S. Flynn
Julia M. Jackson
Steven H. Koslow
James C. Lok
James T. McDaniel Jr.
Susan L. O'Donnell
Larry K. Reed
Kerry M. Rowe
Calvin L. Stone

Five Years

Christopher T. Bilbie
Brian D. Bollinger
Thomas J. Bova
John H. Brown



Lawrence R. Terry
35 Years

Theron D. Carter
Larry E. Coughenour
Roger C. Forsyth
Jeffrey A. Giordano
Scott G. Graus
Kevin L. Hall
Wendy M. Havens
Stephen P. Johnson
Dennis J. Kappeler
Christopher M. Kitts
Lisa E. Knop
Eldon E. Mack
Gordon L. Masters
Joseph A. Mazzu
Francis J. McGearry
Joseph E. Myers
Mary E. Parker
Kenton K. Pham
Nathan E. Posey
Natalie J. Ramsey
Robert J. Sakmyster
Susan J. Schiffman
Mittie R. Scott
Danny E. Shields
John M. Stallings
Toan D. Tran
Jennifer L. Valdez
Wendy L. Vertal
Marilyn M. Vu
Michael L. Werking
Lisa A. Winters

Movers and Shakers

FALLS CHURCH

Stephen J. Bennett
Paul H. Bock Jr
Dwight F. Bues
Larry E. Coughenour
Michael A. Curry
Daniel F. DeBold
Mark E. Delozier
Hiep T. Dong
Marianna G. Dorsett
David B. Eliot
Mark B. English
William J. Galbraith
Timothy J. Glahn
Susan K. Hansen
Joseph Q. Imler II
Donovan H. Jacoby
Louis L. Klepec
Nancy J. Lang
Jeffrey A. Manuel
Gordon L. Masters
Eduardo Melendez
Steven H. Norwood
Robert L. Parks
William T. Pegues
Mark R. Phillips
John R. Pruitt
William J. Rinard
Fred W. Seidler III
Ralph M. Stephens
Patrick L. Udell
Krissa L. Van Hoorebeke

PROMOTED FROM

Logistics Engineer
Sr Systems Engineer
Sr Elect Engineer
Sr Design Engineer
Princ Engineer
Sr Software Analyst
Maintenance Mech
Software Analyst
Prin Business Analyst
Asst Program Manager
Jr. Inc. Test Engineer
Software Analyst
Mech Engineer
Sr Software Analyst
Assoc Elect Engineer
Assoc Mech Engineer
Fld Engineer Spec.
Clerk Typist
Software Analyst
Plan Specialist
Engineering Manager
Sr Elect Engineer
Sr Systems Engineer
Asst Program Manager
Software Analyst
Design Engineer
Engineering Manager
Fld Engineer Spec.
Sr Software Analyst
Design Engineer
Sr Software Analyst

PROMOTED TO

Sr Logistics Engineer
Prin Systems Engineer
Prin Engineer
Prin Design Engineer
Engineering Supervisor
Prin Software Analyst
Maintenance Mech 1/CL
Sr Software Analyst
Assoc Program Manager
Program Manager
Assoc Test Engineer
Sr Software Analyst
Sr Mech Engineer
Software Supervisor
Elec Engineer
Mech Engineer
Fld Design Engineer
Sr Clerk Typist
Sr Software Analyst
Mat'l Control Supervisor
Director
Princ Engineer
Prin Systems Engineer
Program Manager
Sr Software Analyst
Sr Design Engineer
Director
Fld Design Engineer
Prin Software Analyst
Lead Design Engineer
Prin Software Analyst

UNIVERSITY CENTER PROMOTION LIST

Thomas K. Baker
Minh T. Dao
David W. Jennelle Jr
Larry K. Reed
Peter J. Scott
Frank W. Wright

Software Eng Supervisor
Test Engineer
Maint Mech 1/CL Grp Ldr.
Prin Software Quality Eng
Stores Supervisor
Programmer

Software Eng Manager
Sr Test Engineer
Sr Maint. Mechanic
Software Prod. Assu. Supv.
Mat'l Control Supervisor
Software Analyst

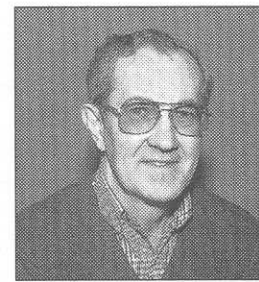
Retirees



Barbara S. Mullins
31 Years



Joe B. Tompkins
37 Years



John Yawornicky
10 Years

PERSONAL ABSENCE Continued from page 2

says Ken Yancey, Director Human Resources. Common examples of the type of personal absence that are likely to be approved are: illness in the family, deaths or funerals, appointments with school teachers, or major legal or financial transactions with banks or mortgage companies involving closing, refinancing, etc.

Partial day absences are preferred over whole day absences. For instance, appointments at schools or banks usually can be arranged early or late in the day to minimize the time away from work. Car breakdowns may warrant a partial day of paid personal absence, but time off for minor or routine repair or maintenance would not. Likewise, a furniture delivery to one's home can be prearranged and thus necessitate only a partial day's absence.

The objective is to lose as little time as possible, but not to lose pay when such absence is compelling and cannot reasonably be conducted after hours or on weekends.

Approval for paid personal absence is subject to supervisor's approval and judgments will vary. "It helps to: Have a record of good attendance performance, request the time off in advance, when possible, and inform your supervisor of the nature of the absence," remarks Ken Yancey.

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GRAHAM ROAD SCHOOL PROGRAM

E-Systems is again partnering with Graham Road Elementary School.

School will be opening soon and we are looking for volunteers to participate in our programs. Volunteers are needed for:

- Lunch Pal Program • Tutoring Program • Holiday Events Coordination

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 extension 2733 or e-mail cblunt.2733@fc.

Sports Corner . . . **Roughing It Up** by Tricia Reneau



Photo by: Michael J. Kacmarcik © 1994

Bedecked in all sorts of protective padding are Melpar's street hockey members, (l to r) Ron Gustafson, Jeff Herath, Mike Bodie, Greg Erler, Clarke Fowler.

If a sports team's name is any indication of athletic ability, then the *nom de guerre* of Melpar's roller hockey team, Road Rash, is ill-conceived.

Gregarious and determined, Road Rash's eight team members slap sticks and knock elbows twice a week, either out on the blacktops around University Center or in a nearby roller rink. These E-Teamers are part of a growing craze in what most people refer to as rollerblading or in-line skating. Roller hockey is just one facet of the sport, which also features events such as racing and slalom.

The guys at UC—mostly engineers—started skating when they became bored of running. "But then we got bored with that,

so we picked up hockey sticks and learned how to play," says Electrical Engineer Jeff Herath. What began as pure recreational exercise evolved into a quest to compete.

And as their first competition last year proved, this rolling bunch is a force to be reckoned with. Out of 28 teams, Road Rash placed sixth. Jeff attributes this success to more than just skill. "We will sacrifice ourselves to make goals," he says.

Besides the frequent skin rub on pavement, the team members found other things they had to get used to. Playing on the street wears down a skater's wheels enough where replacement is necessary every three weeks—not an insignificant expense. In addition, the lightning quick action in the

half-hour to 45-minute games demands an enormous amount of energy and stamina. So what is the motivation for all this pain?

"It's just like any sport," says Jeff. "If you get a goal or make a real good play, you get a rush."

Road Rash's current team members include Jeff, Ron Gustafson, Michael Kacmarcik, Eric Shull, Clarke Fowler, Greg Erler, Jeff Altenhof and Mike Bodie. They play their next tournament this fall.

Those into a tamer version of in-line skating may be interested in a recreational group out of Falls Church. Call Rod Lawrence x4731, Kristy Mann x2956 or Paula Franks x1510 for information. **M**

Use the Melpar Division

ETHICS HOTLINE



CALL 849-1577 (or ext. 1577)

You can call the Corporate

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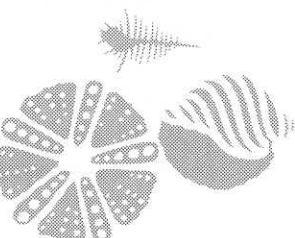
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