

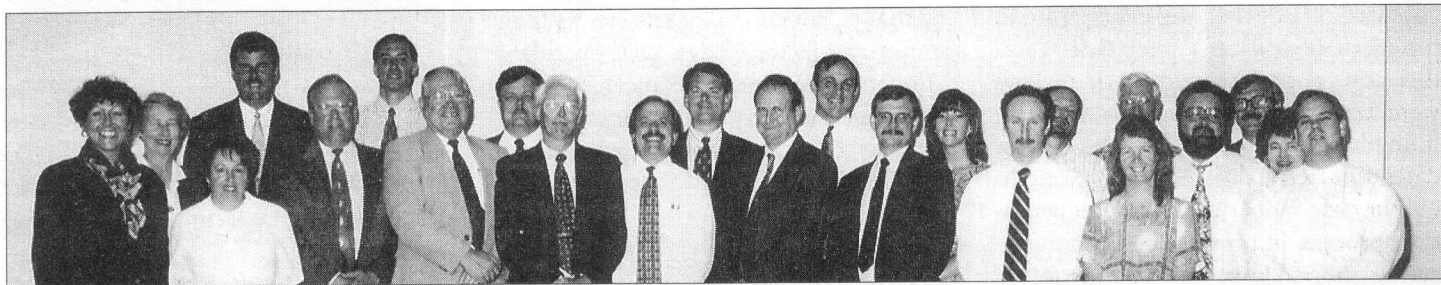
# MELPARTICULARS

Volume 16, Number 3

E-Systems Melpar Division

July 1995

## Tier II Plus and LATTICEWORK Contracts Awarded



The Tier II Plus proposal team includes (left to right) Ellen Kaminsky, Ellen Hayes, Rose Mangold-Pierce, Kerry Rowe, Dave Kilgore, Keith Burke, Ben Basham, Jim Sealock, Doug Jaynes, Steve Johnson, Ray Uhler, Harl Romine, Wayne Sherba, Charlie Kohnstam, Llsa Winters, Ed Hagen, Ed Saunders, Julie Whitson, Charlie Nelson, Dan Davis, Jerry Adams, Marianne Brown and Brian Decker.



LATTICEWORK proposal team members include (front row left to right) Brian Wagner, Marianne Brown, Dan Horvath, Craig Fritsche, Louise Borrelli, Jack Wiiki, Emery Hampton, Art Gort, Robert Kaduchak, Barbara Wordsworth, Tom Baker and Liz MacDonald; (back row) Barbara Weaver, Ray Uhler, Jim Thomas, Steve Meister, Barry Fitzpatrick, Tim Tignor, Kevin Nicholls, Bill Peirson, Bill Quantrille, Craig Warnick and Art Stefanelli.

**M**elpar recently received notification of two strategic contract wins — Tier II Plus and LATTICEWORK.

The Tier II Plus contract, announced on May 19, was awarded by the Department of Defense Advanced Research Projects Agency (ARPA) to the Teledyne Ryan Aeronautical (TRA)—E-Systems team. The \$164 million contract calls for development of a new High Altitude Endurance Unmanned Aerial Vehicle (HAE UAV). The Phase I competition involved 13 of the top Aerospace and Intel companies. Five awards were made. The Phase II competition was originally planned as a downselect to two teams, but funding limitations changed the number of awards to one.

The HAE UAV program will provide military commanders with an affordable system to obtain real-time reconnaissance images of large geographic areas. The Tier II Plus system will consist of an unmanned

aerial vehicle carrying a payload of radar, infrared and electro optical sensors linked electronically to a ground segment. The ground segment consists of launch and recovery and mission control elements that will be interoperable with both Tier II Plus and Tier III Minus UAVs.

The Tier II Plus contract, which is expected to require 31 months to complete, calls for the design, integration and building of two aircraft, complete with reconnaissance payload subsystems, and one ground control segment. Melpar is leading the ground segment development on the program and is supported by GDE Systems in the development of mission planning and the Garland Division in the development of imaging processing. The initial Phase II ground segment contract is approximately \$30 million. A second contract for Tier III Minus Interoperability will be awarded this fall. In Phase III, an addi-

tional two ground segments will be procured.

Proposal Manager John McCullough recently expressed his appreciation to the entire Tier II Plus team, including Chief Technical Lead Kerry Rowe, for their contributions to the proposal. "We had an outstanding team working together to achieve this most important win," John said. "These people performed way beyond the call of duty, sacrificing their personal lives for this effort. No words can adequately express my admiration and gratitude for their performance."

Other Tier II Plus subcontractors on the TRA—E-Systems team include Hughes Aircraft Company, Loral Communication Systems, Rockwell International Corporation and Allison Engine Company.

Negotiations for the LATTICEWORK

*Continued on page 4*

## Compensation Process Improvements Implemented

A number of process improvements in the management of employee compensation have been implemented this year at Melpar. One of the most visible changes includes completing all the performance appraisals at one time and conducting all the merit reviews at a later date. Until this year, appraisals and merit reviews were completed at the same time for individual employees, but the review dates occurred at different times throughout the year. Not only has the compensation process improved, but communicating more about the compensation program has also become an objective.

"There are eight primary factors involved in determining an individual's compensation," says Mike Shepelak, Manager Compensation and Staffing. "Having all employees on the same schedule ensures that we are all considered against the same budget and business conditions." In past years, it was more difficult to understand how a salary recommendation was developed. By separating the performance review from the merit review, employees can now see more clearly that a salary change is based on performance and several other important factors:

- Job Market Competitiveness
- Salary Market Movement
- Special Market Adjustments
- Approved Merit Budget
- Employee Performance
- Salary Position in Salary Grade
- Profiling Results
- Promotion Considerations

**Job Market Competitiveness.** A fundamental objective of our compensation program is to establish and maintain salary levels which are competitive with other companies in our industry and labor markets in a manner that reflects differences in job responsibilities and duties.

This "competitiveness" is determined by comparing the salary ranges and average paid rate of our key job classifications to similar positions in other com-

panies. For instance, Melpar participates in and subscribes to a variety of wage and salary surveys for this purpose. In addition, our Corporate compensation office reviews the results of our comparisons annually. "Market competitiveness is an important factor," says Vice President Human Resources Ken Yancey, "and its influence may vary from year to year. If our pay rates get too high, we weaken our ability to compete for new work and

### Compensation Program Objectives

- Establish and maintain salary levels which are competitive with other companies in our industry and labor markets and which reflect differences in position responsibilities.
- Establish a relationship between an employee's salary and his or her performance.
- Provide salary opportunities that encourage and reward high levels of individual and team performance.
- Ensure internal equity and consistency of salary administration within and among departments.
- Manage salary costs within the dictates of sound management practices and current business conditions.

are subject to DCAA audits which can result in disallowed costs. On the other hand, if our rates fall behind, we weaken our ability to attract and retain the skilled work force we need to get the job done."

**Salary Market Movement.** In addition to analyzing how our key positions stand relative to market comparisons, we must also anticipate how much competing companies will increase their employees' base pay in the year ahead. Based on data we collect, we can generally predict market changes within one-tenth of a percent for the coming year.

**Special Market Adjustments.** Another factor influencing salary increases is the presence of any special salary adjustments

that have been factored into the pay for specific skill areas. For instance, this year our "general market competitiveness" was favorable, but the market for software skills was moving at a faster rate than for other types of work. Accordingly, we recommended — and Corporate approved — a special market adjustment to be factored into the salary increases of our software employees. These special adjustments enable us to make more precise adjustments where needed rather than adversely impacting our total wage structure.

**Approved Merit Budget.** Our compensation office annually evaluates our market competitiveness and anticipates market movement and the need for any special adjustments. This information is the basis for our budget recommendation to our Corporate office. Our Corporate office conducts its independent evaluation of our proposal, together with the recommendations of other Divisions. An approved budget is then forwarded to our compensation office. This year our approved budget, including the special adjustment for software employees, was 4.06 percent.

This budget is then converted into a merit increase matrix guide chart (see Figure 1 on next page) for supervisors to use in developing their salary recommendations. The factors that combine to produce the guide chart are the merit budget, an employee's performance rating and the position of the employee's salary in his or her specific salary range.

**Employee Performance.** Our performance appraisal form is, of course, used to assess how well an employee has performed over the previous appraisal period. The guide chart referred to above is designed to provide larger increases for those who exceed expectations and smaller increases for those who only partially satisfy their job objectives.

**Salary Position in Salary Grade.** "Position in Salary Grade" refers to an employee's salary position in his or her salary grade range. Every job has a salary grade. Each grade has a range of a minimum value, a mid-point value and a maximum value. Our mid-point value is the value compared to the average of other

*Continued on page 3*



## COMPENSATION PROCESS *Continued from page 2*



(Left to right) Rick Smith, Carty Lawson and Mike Shepelak review Operations Department compensation data.

Company salary range mid-points for the industry and location in which we compete for labor. Each salary grade has a range spread of 50 percent from the minimum value to the maximum value.

One factor used to develop a salary recommendation is compa-ratio. Compa-ratio is a numeric ratio value that indicates where an employee's salary is within a pay grade. A compa-ratio of 100 indicates that the employee is at the mid-point and is being paid consistent with other company mid-points. Compa-ratio is calculated by dividing the employee's salary by the salary range mid-point.

As a person's salary reaches mid-point, increases tend to slow down. A person at the maximum value would not be eligible for an increase since the maximum value represents the highest rate the Company can pay for that classification. In our business, a pay rate over the maximum of a salary range would likely be disallowed by our customer.

Generally, employees with less experience and proficiency are lower in their pay range, and longer-service employees who have consistently performed well over time are higher in their range.

**Profiling Results.** Profiling, a new process introduced this year, is a relative ranking of employees performing the same or similar work. Standard criteria are established for each job group and predetermined values are given to each criterion.

Seventy percent of a profiling index consists of how well an employee reflects four or five job family related behaviors such as Communication Skills, Teaming

Skills, Resourcefulness, Concern for Customers, Attention to Detail, etc.

Thirty percent of a profiling index consists of a set of standard criteria for all employees which includes values for highest education level, length of E-Systems service and current performance rating.

When combined, a final profile results. Benefits from this process include better tools for determining Division training needs, developing more precise staffing plans and conducting sound merit reviews. Individual development issues

### Special Performance Awards

Last year Vice President and General Manager Dr. Larrie Judd indicated that Melpar would be recommending to Corporate a program for presenting monetary awards — normally \$1,000 each — to teams and individuals for special performance contributions. An awards program and budget for 1995 have been approved and will be implemented in the second half of this year.

These lump sum awards for outstanding contributions as determined by the Vice President and General Manager will not be considered part of a recipient's base salary or regular salary increase.

"I believe these awards will add a significant component to our ability to recognize and reward the many exceptional efforts that benefit our business each year," says Rick Smith, Director Employee Relations Programs.

likewise come into better focus as more attention is given to values for specific education, technical skills, experience and job performance. This year the profiling process was used as a guide to assist supervisors in fine-tuning their salary increase recommendations.

For example, as shown in the merit matrix guide chart (Figure 1), a person who receives a performance rating of 4 ("Exceeds Expectations") and who has a compa-ratio of 103 may be recommended for a 3-to-5 percent salary increase.

This year the profiles received by employees resulted in their

being placed in the top 25 percent, the middle 50 percent or the lower 25 percent of employees doing similar work. Profiling places a value on versatility, adaptability and other valued behaviors that may not be measured in one's performance rating. In this example, profiling is used to assist a supervisor in finalizing a recommendation of 3 percent, 4 percent or 5 percent for the employee. A person profiled in the top 25 percent more likely would be recommended for a 5 percent increase, whereas someone in the middle 50 percent would probably be recommended for a 4 percent increase, etc.

Profiling is not as big a factor as one's performance, but it is another useful measure in helping supervisors arrive at consistent and equitable salary recommendations.

**Promotion Considerations.** Another process improvement effort this year focused on the distinction made between merit reviews and promotional increases. Our Personnel Action form was revised to record how much of a salary increase was attributed to merit and how much was attributed to promotion. In the past these areas were combined, and an employee could only guess at the impact of a promotion on compensation.

**One-Time Adjustment.** Placing all employees on the same review date resulted in the 1995 review date of some employees being more than or less than 12 months from their last merit review. A one-time adjustment was made to prorate such salary increase to a 12-month basis. This adjustment impacted about one third of our employees. **M**

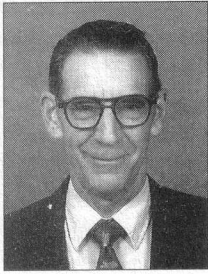
Figure 1. Melpar Merit Increase Matrix - 1995

Current Performance Level	Position of Present Salary in Salary Range			
	80-90 CR*	91-100 CR	101-110 CR	111-120 CR
	% Increase	% Increase	% Increase	% Increase
Far Exceeds Expectations 5	8-10	6-8	4-6	0-5 but not to exceed range maximum
Exceeds Expectations 4	5-7	4-6	3-5	0-3 but not to exceed range maximum
Meets Expectations 3	4-6	3-5	1-3	0-2 but not to exceed range maximum
Partially Meets Expectations 2	0-2	0	0	0
Does Not Meet Expectations 1	Employees rated as not meeting expectations are not eligible to receive merit increases. These employees will be re-evaluated after 3 months and documented by sending a completed performance evaluation form to the Compensation Department			

No merit increase may take an employee above the salary grade maximum.

\*The guides for percent increase are determined by finding the position of individual compensation on the salary structure by compa-ratio (CR) (horizontal) and reading down to the proper performance rating (vertical) on the left.

## 1995 Service Awards May/June



**Benjamin F. Hale, Jr.**  
40 Years

**Twenty Years**  
Frank A. Birdsong, Jr.  
William J. Watson

**Fifteen Years**  
Chil S. Abbott  
Paulina T. Chen  
Charles R. Davis, Jr.  
Roger R. Earley  
Timothy H. Garney  
Steven Meister  
Neil R. Molenda  
Bruce R. Smith

**Ten Years**  
William H. Alkire  
Dale B. Allen  
Lucas J. Bragg  
Gregory Collins  
Sandra E. Decker  
Truong D. Duong  
Cheryl V. Fortner  
James M. Galimore  
Edward T. Gilsbach

Arthur E. Gort  
Scot D. Halbach  
Henry A. Hastings  
Heather A. Hixson  
James A. Holt  
Leo C. Hopkins, Jr.  
Roger A. Ishimoto  
William H. Jordan  
Michael W. Karpinski  
Kyle G. Kenyon  
Craig E. Matter  
Scott T. Miller  
Garcia E. Morrow  
Dang V. Nguyen  
Jeffrey A. Northcott  
Frank Roll  
George L. Saile  
Karl J. Samuels  
Donna R. Sisk  
David C. Stamps  
Robert T. Stratton  
Kimberly R. Thomas  
Joseph T. Thornton  
Helen C. Unser

Thai-Huyen T. Vu  
Rodney O. Williams

**Five Years**  
Calvin D. Alt, Jr.  
Michael G. Ankner  
Van N. Bankson  
Christopher M. Dearborn  
Brian D. Decker  
Ronald A. Gustafson, Jr.  
Gregory J. Kihm  
Janet H. Martin  
Kimberly A. McCoid  
Patricia A. McGarahan  
Bonnie J. Michael  
Teresa H. Nguyen  
Mark H. Patten  
Steven J. Peacock  
Fred W. Seidler III  
My-Phuong N. Ton  
Timothy C. Westley  
Leonard J. Williams  
Stanley M. Wozniakowski

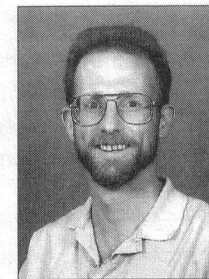
## Retirees



**George F. Hibner**  
42 Years

Not Pictured:  
Milo I. Carr  
10 Years

## Academic Applause







**Michael A. McCann**  
M.S.E.E.  
George Mason Univ.



**Natalie J. Ramsey**  
B.S.B.A.  
Strayer College

### ONE-STOP SHOPPING

Whether you're in the market for sweatbands or sweatshirts,  pencils or pointers, tank tops or tumblers, the E-Systems Employee Store has the goods. With locations at  both the Falls Church and  University Center facilities, the store boasts over 30 types of merchandise—most sporting the distinctive E-Systems logo. Items are geared toward recreational as well as business needs. For more information on the store's  inventory, contact Danny Hill at extension 2732.

### CONTRACTS AWARDED from page 1

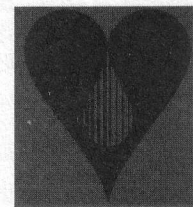
system were finalized, and the contract was signed in London on June 6. Proposal Manager Jack Wiiki called the contract "a major, strategic Digital Multimedia Watchdog system win." In explaining the contract's strategic pluses, Jack said, "LATTICEWORK provides for substantial customer-funded Non-Recurring Engineering (NRE) that further enhances our Watchdog product along with our entry into the European Market."

The contract, worth approximately \$2.4 million over a period of 12 months, calls for the development of a Watchdog system capability for an agency of the government of the United Kingdom. In addition to developing and commissioning the basic system, Melpar will also provide support of the system for up to 10 years. This long-term support is expected to generate \$240 thousand in annual bookings.

In bidding for LATTICEWORK, Melpar competed against a formidable field of European companies, most of them British. The customer complimented E-Systems on its "willingness to work with us to satisfy our requirements." Jack Wiiki reported that the customer also said that E-Systems had "the best system we have seen, and we believe we have seen them all." Jack credited the efforts of the entire LATTICEWORK proposal team, including principal contributors Emery Hampton, Art Stefanelli and Bill Quantrille, for the win.

According to Jack, "LATTICEWORK provides a great opportunity for Melpar to extend its Watchdog product into Europe." He noted that more information should be available soon regarding additional near-term opportunities in the United Kingdom. **M**

*Do Something Special  
This Summer*



## GIVE BLOOD

**University Center:**

Tuesday, July 11  
10:00 a.m. – 1:00 p.m.

**Falls Church:**

Wednesday, July 12  
8:30 a.m. – 2:00 p.m.

**Contact the Health Center at  
extension 4505 for an appointment.**



## Movers and Shakers

### PROMOTED FROM

Judy Y. Amato  
Michael P. Antonucci  
Bryan D. Ayers  
Coleman L. Baker  
Robert B. Banks  
Van N. Bankson  
John D. Barela  
Edward F. Barr, Jr  
Andrew E. Beck  
Maurice T. Bell  
Earl G. Benteler  
Angie K. Beverly  
Gregg M. Bielen  
William G. Blanchard  
David A. Bobick  
Frances A. Brown  
Kitty A. Brown  
Lorraine M. Brown  
Louis G. Bruhn, Jr.  
Frank A. Bucci  
Kenneth G. Butts  
Darlene D. Carter  
Shu J. Chin  
Hoa L. Chu  
Charles B. Clark  
Jack W. Cohill, Jr.  
David B. Collier  
John B. Conrad IV  
Douglas R. Cook  
Peter J. Cooley  
Cuong X. Dang  
Carolyn G. Davis  
Robert S. Davis  
Charles R. Davisson  
Christopher M. Dearborn  
Daniel F. Debold  
Brian D. Decker  
William H. Dinh  
Kathleen M. Dixon  
Candi J. Docton  
Richard A. Dodson, Jr.  
Paul R. Donahue  
Paul C. Donovan  
Michael Dumal  
Wayne W. Edmondson, Jr.  
Brian D. English  
Richard A. Esser  
Mary J. Fatula  
Mark A. Flickinger  
Terry L. Foxworth  
David C. Fraley  
David C. Freitag  
Lynn A. Geiselman  
David U. Gervasio  
Ti M. Godfrey  
Thomas L. Goff  
Timothy T. Graefe  
Kevin L. Hall  
Jerry Harper  
Sidney F. Harris, Jr.  
Larry V. Hartley  
Ellen K. Hayes  
Carolyn M. Huffman  
Criss Hyde  
Anita C. Hyink  
Grace A. Jenkins  
James H. Johnson III  
James T. Jones  
Robert G. Kellogg  
Kyle G. Kenyon  
Gregory J. Kihm  
James C. King  
Christopher M. Kitts  
John F. Kody  
Margaret A. Kokoszka  
Patrick M. Korenkiewicz  
Kathryn A. Krenn  
John P. Kudrle  
Gary Kugler

### PROMOTED TO

Sr SW Analyst  
Prin Sys Eng  
SW Analyst  
Assoc SW Analyst  
Sr Contract Admin  
Assem 1CL  
Sr Test Tech  
Sr SW Analyst  
Elec Eng  
Sr Field Design Eng  
Bus Analyst  
Actg Clerk  
Fin Analysis Supv  
Comm Analyst  
Sr SW Analyst  
Assem 1CL  
Computer Op  
Elec Eng  
Log Eng  
Computer Op A  
Design Eng  
Design Eng  
Assoc SW Analyst  
Assem 1CL  
Matl Handler  
Sr SW Analyst  
Sr Test Tech  
Assoc SW Analyst  
Prin Sys Eng  
Comm Analyst  
PC Support Tech  
Sr SW Analyst  
Govt Prop Supv  
Traffic Supv  
SW Analyst  
Prin SW Analyst  
SW Analyst  
SW Analyst  
Sr SW Analyst  
Sr Data Entry Op  
Sr Op Analyst  
Test Eng  
Bus Analyst  
Sr Bus Analyst  
Computer Op A Lead  
Asst Prog Mgr  
Sr Elec Eng  
Sr Field Design Eng  
Bus Analyst  
Sr Field Design Eng  
Eng Spec  
Assoc SW Analyst  
Design Eng  
Sr SW Analyst  
Storekeeper  
Sr Training Spec  
SW Analyst  
Plan Asst  
Maint Mech 1CL  
Fac Admin  
Eng Supv  
Sr Contract Admin  
Assem 1CL  
Sr Network Analyst  
Sr Bus Analyst  
Sr SW Analyst  
Data Entry Op  
Sr R&I Clerk  
Design Eng  
Prin Design Eng  
Sr Test Tech  
Comm Analyst  
Mailroom Clerk  
Sr SW Analyst  
Jr Eng Asst  
Sr Rel Eng  
Sr SW Analyst  
Assoc SW Analyst  
Elec Eng

### PROMOTED TO

SW Eng Supv  
Eng Supv  
Sr SW Analyst  
SW Analyst  
Prin Contract Admin  
Assem Tech  
Jr Test Eng  
Prin SW Analyst  
Sr Elec Eng  
Operations Supv  
Sr Bus Analyst  
Sr Actg Clerk  
Fin Analysis Mgr  
Sr Comm Analyst  
Prin SW Analyst  
Assem Tech  
Computer Op A  
Sr Elec Eng  
Sr Log Eng  
Computer Op A Lead  
Sr Test Eng  
Lead Design Eng  
SW Analyst  
Assem Tech  
Driver  
SW Eng Supv  
Assoc Test Eng  
SW Analyst  
Eng Mgr  
Sr Comm Analyst  
Assoc Network Analyst  
Prin SW Analyst  
Asset Prop Supv  
Rec & Ship Supv  
Sr SW Analyst  
SW Eng Supv  
Sr SW Analyst  
Sr SW Analyst  
Prin SW Analyst  
Matl Asst  
Sys Eng II  
Sr Test Eng  
Sr Bus Analyst  
Sr Prog Mgmt Spec  
Assoc Network Analyst  
Prog Mgr  
Eng Supv  
Prin Design Eng  
Sr Bus Analyst  
Prin Design Eng  
Comm Analyst  
SW Analyst  
Sr Design Eng  
Prin SW Analyst  
Matl Pricing Asst  
Prin Training Spec  
Sr SW Analyst  
Plan  
Sr Maint Mech  
Sr Fac Admin  
Eng Mgr  
Prin Contract Admin  
Assem Tech  
Supv Tech Supp  
Prin Bus Analyst  
Prin SW Analyst  
Log Asst  
Sr R&I Spec  
Sr Design Eng  
Prin Sys Spec  
Assoc Test Eng  
Sr Comm Analyst  
Sr Mailroom Clerk  
Prin SW Analyst  
Eng Asst  
Prin Eng  
Supv Tech Supp  
SW Analyst  
Sr Elec Eng

### PROMOTED FROM

Frank E. Lanham  
Alan J. Lauder  
Mervyn E. Levy  
Nancy L. Lovell  
Cynthia J. Lukowski  
Timothy S. MacBeth  
Janet H. Martin  
Daniel L. Maticic  
Deborah A. Matthews  
Stephen M. McCain  
Kathleen R. McDaniel  
Ronald L. Meister  
David E. Meyer  
Martin R. Miller  
John F. Morley  
Ray A. Mott  
Raymond T. Nelson  
Karen K. Newcastle  
Mark D. Newsome  
Eric M. Nguyen  
Kevin P. Nicholls  
Gary T. O'Connor  
William A. Olsen  
Bonny L. Osteguian  
Brenda L. Oswald  
Murray G. Parker II  
Penny G. Payne  
Sunita R. Payne  
Connie M. Pence  
John E. Peterson  
Thomas W. Pike  
John M. Poulin  
Randolph H. Pringle  
William P. Quantille  
Burney L. Rogers  
Christopher D. Roller  
Richard F. Sawyer  
Brian M. Schechter  
Joseph W. Schray  
James W. Sealock  
Daniel E. Sigrist  
Eric S. Smith  
Deborah J. Snow  
Roger C. Strauss  
Michael J. Sullivan  
Ning C. Sung  
John A. Tanes  
Lawrence T. Tarr  
Glenn R. Templeman  
Marguerite M. Teska  
Tuong-Van T. Thai  
Jeffrey E. Thomason  
Dean E. Thompson  
Charles T. Thornburgh  
Joseph T. Thornton  
Robert J. Toner  
Douglas E. Toppin  
Steven W. Truxal  
Mark W. Unrath  
Deborah D. Van Doren  
Dusan D. Vujcic  
Allen D. Wallace  
Sherry E. Ward  
Okey Warden, Jr.  
Mark T. Ware  
Myra J. Weisner  
Timothy C. Westley  
Rudolph L. Wilke  
Mae T. Williams-Robin  
Jeffrey M. Wills  
James R. Wilson  
John A. Winklareth  
Dorian C. Witcher  
John D. Wood  
Anna M. Yenzi  
Patsy A. Young  
Anthony L. Zinicola  
Richard E. Zinnert

### PROMOTED TO

Sr SW Analyst  
Mech Eng  
Sr Sys Eng  
Security Asst  
Sr Bus Analyst  
Log Asst  
SW Analyst  
Sr Eng Tech  
Eng Tech  
Sr Security Asst  
Report Typist B  
Assoc Sys Admin  
Eng Supv  
Sr Design Eng  
Field Eng Spec  
Sr Comm Analyst  
Subcont Admin  
Sr SW Analyst  
Assoc Test Eng  
Assoc SW Analyst  
Security Tech  
Sr Eng Tech  
SW Analyst  
Plan  
Sr Clerk A  
Prin Op Analyst  
Test Tech  
Govt Prop Clerk  
Assem 1CL  
Test Eng  
Eng Spec  
Assoc SW Analyst  
Test Tech  
Sr Contract Admin  
Tele Maint Tech  
Eng Supv  
Assoc Ind Eng  
SW Analyst  
SW Analyst  
Prin Eng  
SW Analyst  
Sr Test Tech  
SW Analyst  
SW Eng Supv  
Jr Test Eng  
Jr Elec Eng  
Sr SW Analyst  
SW Analyst  
Design Eng  
Assoc SW Analyst  
Sr Test Tech  
Sr Test Eng  
Sr SW Analyst  
Prin SW Analyst  
Sr Comm Analyst  
Elec Eng  
Comm Analyst  
Prin SW Analyst  
SW Analyst  
Computer Op  
Actg Spec  
Eng Supv  
Contract Admin  
Sr Actg Clerk  
Field Sys Supv  
Eng Tech  
Matl Admin Supv  
Maint Mech 1CL  
Field Eng Spec  
SW Analyst  
Prin Eng  
Sr Op Analyst  
Assoc Elec Eng  
Supv Tech Supp  
Sr Eng Tech  
Matl Bus Admin  
Jr Eng Asst  
Sr SW Analyst  
Sr Op Analyst

### PROMOTED TO

Prin SW Analyst  
Sr Mech Eng  
Prin Sys Eng  
Security Tech  
Prin Bus Analyst  
Jr Eng Asst  
Sr SW Analyst  
Eng Spec  
Sr Eng Tech  
Security Spec  
Report Secretary  
Network Analyst  
Eng Mgr  
Prin Design Eng  
Design Eng  
Prin Comm Analyst  
Sr Subcont Admin  
Prin SW Analyst  
Test Eng  
SW Analyst  
Security Spec  
Jr Design Eng  
Sr SW Analyst  
Plan Spec  
Sr R&I Clerk  
Systems Mgr  
Jr Eng Asst  
Sr Govt Prop Clerk  
Assem Tech  
Sr Test Eng  
Design Eng  
SW Analyst  
Sr Test Tech  
Prin Contract Admin  
Telecom Systems Spec  
MTS/Eng Supv  
Ind Eng  
Sr SW Analyst  
Sr SW Analyst  
Prin Sys Eng  
Sr SW Analyst  
Jr Test Eng  
Sr SW Analyst  
SW Eng Mgr  
Assoc Test Eng  
Jr Design Eng  
SW Eng Supv  
Sr SW Analyst  
Assoc Network Analyst  
SW Analyst  
Jr Test Eng  
Prin SW Analyst  
Prin SW Analyst  
Sr Comm Analyst  
Sr Elec Eng  
Sr Comm Analyst  
SW Eng Supv  
Sr SW Analyst  
Assoc Network Analyst  
Credit Union Mgr  
Eng Mgr  
Sr Contract Admin  
Jr Actg Spec  
Systems Mgr  
Sr Eng Tech  
Matl Systems Supv  
Sr Maint Mech  
Design Eng  
Sr SW Analyst  
Staff Eng  
Prin Op Analyst  
Elec Eng  
Network Services Mgr  
Eng Spec  
Bus Analyst  
Assoc Network Analyst  
Prin SW Analyst  
Prin Op Analyst

## Sports Corner . . . On the Run



Representing Melpar in the Patriots' Cup Challenge 8K Run are (left to right) Dave Macko, Wiley Peck, Frank Byrne, Debbie Greenstreet, John Rinn, Larry Dicerbo and Dave Conti.

**A** Melpar-sponsored team of runners placed fourth in the coed division of the Patriots' Cup Corporate Challenge on May 7. Larry Dicerbo led the seven-member team's finish order in the 8K race on the campus of George Mason University.

Adding to the competitive nature of the run was a friendly challenge by fellow E-Teamers at ERA whose coed entry finished in fifth place. According to Melpar's Debbie Greenstreet, "The ERA challenge made it more of an interesting competition."

Proceeds from the challenge, which drew over 30 corporate teams, benefit The Arc of Northern Virginia, an advocacy and support group for people with mental retardation and related disabilities. **M**

## Savings Bond Winners Named

**M**elpar's 1995 U.S. Savings Bond Drive culminated with the announcement of the following prize drawing winners:

### Grand Prizes

All Savers—Mark Eaton  
(\$200 Savings Bond)

New and Increased Savers—Roger Lohman (\$200 Savings Bond)

### Other Prizes

All Savers—Kay Litchfield  
(\$100 Savings Bond)

New and Increased Savers—Steven Brown (\$100 Savings Bond)

### Team Captain Prize

Caryl Djuric  
(\$200 Savings Bond)

Campaign coordinator Barb Lopinski reports that 95 percent of Melpar employees signed up to purchase U.S. Savings Bonds through the Payroll Savings Plan. **M**

## CIWG Awards Announced

**S**uggestion-of-the-month winners were recently chosen by Melpar's Continuous Improvement Working Group (CIWG). The following E-Teamers received certificates and special parking spaces for a month in appreciation for their proposals:

*Jim Lisbeth* — "Computer Parts and Accessories Standardized by Single Supplier's Catalog"

*Mike McCann* — "Publication of Previous CIWG Suggestions"

*Tom Sterling* — "Debit Card Use for Projects"

As a result of Mike's proposal, informational posters listing all CIWG suggestions for the current year will be placed at both facilities by early August.

The CIWG urges all employees to submit Cost Avoidance/Reduction (CAR) suggestions as well as general improvement ideas via e-mail (sugbox@fc) or by contacting any CIWG member. For more information, call Wiley Peck at extension 2372. **M**

## Use the Melpar Division

### ETHICS HOTLINE

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