



## The EMR-Telemetry News

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### CHAPPELL REVIEWS 1969 PERFORMANCE AND LOOKS AHEAD

EMR-Telemetry made a profit in 1969, but fell short of meeting our objectives for the year, General Manager L. G. Chappell disclosed in an informative meeting with Professional, Managerial and Supervisory employees on January 29.

"Considering the facts, I'd say we did a darned good job in 1969," Mr. Chappell stated. He pointed to the setback experienced when the Government cancelled Manned Orbiting Laboratory contracts in June, 1969, eliminating about \$3.6 million of EMR-Telemetry's contracts. Mr. Chappell complimented those employees who worked hard to implement the recovery plan which enabled us to close the year with a profit. However, this profit was low relative to our stockholders' investment in Sarasota. "Profits and return on investment are important," he noted.

"For each of us, our investment here is our work," he said. "Our greatest asset is people and their potential. To produce, we must make the company grow. We should grow at the rate of 20% a year and aim to double our business in five years."

For 1970, the General Manager announced goals of \$15 million in orders; \$14.4 million in shipments, and \$850,000 profit. "Originally we had an objective of \$1 million profit for 1970," he said, "but with the implementation of the new Employee Investment Growth Plan, we have

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### FOLLOW-ON CONTRACT AWARDED FOR ORBITAL WORKSHOP TELEMETRY

EMR-Telemetry has been awarded a contract by McDonnell Douglas Astronautics Co. (MDAC), St. Louis, Mo., to supply an additional on-board telemetry system for NASA's Saturn V Workshop. The contract is valued at more than \$1 million.

This new system is in addition to the EMR PCM telemetry system which MDAC ordered from EMR in 1968. These EMR telemetry systems will monitor and encode measurements of internal and external spacecraft environments and on-board experiments for transmission to earth.

The second EMR telemetry system will be used in the second manned launch of the Saturn V Workshop. The role of the second Orbital Workshop is to serve as back-up for the first launch. If not needed as back-up, the second Orbital Workshop may be launched later, possibly with a new set of experiments and mission objectives.

The Saturn V Workshop cluster consists of a Multiple Docking Adapter, Airlock Module, and the S-IVB Stage modified prior to launch to form an Orbital Workshop. An Apollo Command and Service Module will be launched after the Workshop cluster and will carry several astronauts to rendezvous and dock with the orbiting Workshop cluster. NASA's Orbital Workshop, planned as the Nation's first Space Station, will serve as living quarters and workshop for several astronauts for

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## CHAPPELL REVIEWS 1969 AND LOOKS AHEAD (Cont'd)

a new set of partners--our employees-- and we anticipate \$150,000 will be set aside for us to share."

He posed the question, "What action can we take to assure growth?" and then discussed opportunities for addressing broader markets in industrial and government applications. To get into the industrial business, he said we cannot be bound by our traditional military approach.

Mr. Chappell touched on methods of expanding business in 1970 and beyond--increased exports; increased transmitter orders; teams studying long-range planning; quick reaction and rapid development of new product lines. We are adding new machinery in Production for quicker response and efficiency.

Citing problem areas, he said, "We have recently faced a slipping of orders, money is late in arriving, and we are concerned about increased severity of competitive bidding and price cutting. We have bid some of our jobs very close, and they will require outstanding performance.

"We are hearing about Government reduction in manpower and spending, and that many people will lose their jobs. We must minimize the impact of that situation," Mr. Chappell stated. "We must keep in mind that we at EMR are responsible for the livelihood of a lot of families in the Sarasota area--a fact that always comes home to me when I see those little kids at the EMR picnic. We should always be concerned about all of our good people," he said.

For EMR as a whole, Dr. J. P. Magnin, EMR President, has reported that the company narrowly missed its goal of breaking even for 1969, Mr. Chappell said. After listing business opportunities we are currently pursuing, Mr. Chappell concluded, "These are the prospects and challenges for 1970. Let's give it all we've got."

EMPLOYEE BENEFITS PROGRAM — In a series of articles which began on January 30, PULSE is presenting an account of the various EMR-T employee benefits and what they mean to us. Today - Emergency Protection Plans.

## EMERGENCY PROTECTION PLANS PROVIDE HELP WHEN IT'S NEEDED MOST

A vital part of our \$1.5 million per year Employee Benefits Program is the Emergency Protection Plans. These plans provide coverage, at a cost of over \$131,000 a year, for some of the expenses involved when serious illness or death occurs. The purpose of these plans is to provide partial financial assistance when major medical expenses and other emergencies occur.

There are basically two types of plans. The first is income protection provided by Workmen's Compensation and Unemployment Compensation. These plans provide some income when an employee is unable to work due to a job-related injury or because of a layoff resulting from lack of work. They are required by law and EMR-T paid \$41,000 last year for this type of emergency protection for employees.

The second type of Emergency Protection Plan is our Group Insurance. EMR-T pays the premium for each employee and in 1969 the cost was \$90,000--an average of \$130 per employee. Also, employees can purchase insurance coverage for their dependents at a reduced (group) rate.

Our Group Insurance Plan provides financial protection for non-job related injury and disease--through the medical, life, disability, accidental death and dismemberment insurance coverage. The life insurance plan offers coverage of one-and-one-half times the basic annual salary, with minimum benefits of \$5,000 and maximum of \$40,000. Since 1968, five

of our colleagues have died, and their beneficiaries received the full amount of their coverage. In the event of accidental death, the beneficiary receives twice the amount of life insurance.

Another type of Group Insurance protection is the comprehensive medical expense benefit. Ours is a comprehensive plan designed to assist employees when major medical bills hithard at the family budget. The plan is not aimed at "first dollar" coverage of lesser amounts, but provides a maximum benefit of \$15,000.

Under our plan, covered hospital expenses are provided as follows: after a \$25 deductible, 100% up to \$400, and 80% thereafter. Associated surgical and anesthesia expenses are paid at 80%. Other medical expense benefits, e. g., covered physician fees for non-surgical procedures, involve a deductible of 1% of the basic annual salary, with 80% of the remaining covered expenses provided. Maternity benefits of \$300 are provided for a normal delivery if the dependent is covered.

### A Case History

Evelyn Severson, an EMR-T employee since 1957, is a Group Leader in the Production Clean Room. She has benefited from the protection provided by our Employee Benefits Program.



Recently she has had a series of ailments resulting in very high hospital, doctor, lab and drug bills. Evelyn's medical bills from late 1967 through 1969 totaled over \$4000. Our Group Insurance provided over \$3000 (approximately 80%) in benefits. In addition, Evelyn had to take a medical leave of absence for three months, after her regular paid sick leave was used,

and she has had other shorter periods of disability. Our Group Insurance Plan provided disability pay, amounting to half of her regular earnings. Total dollar amount of her benefits from our Group Insurance Plan came to within \$100 of her total medical expenses.

Evelyn puts it this way, "I don't know what we would have done without the help of the group insurance benefits, the disability pay, and the medical leave of absence which the company allowed me to have."

NEXT: TIME OFF WITH PAY

### ARTICLE PUBLISHED

D. Carl Hendrickson, of Design and Drafting, is the author of an article in the January issue of Electronic Packaging and Production. The article, "Printed Circuit Artwork Registration Without Tears," describes a new, cost-saving technique developed by Carl for preparing finely registered artwork masters for complex printed wiring boards.

### OPEN DALLAS OFFICE

Doug W. Dinnes, Sales Engineer in the Southern Sales Area, will man EMR-T's newest district sales office in Dallas, Texas. Doug left Sarasota last week to open our Dallas office in quarters shared with EMR-Computer personnel at 104 Garden Mall, Exchange Park, Dallas.

### SOFTBALL PRACTICE

Softball season is almost here, and practice sessions for the EMR-T Men's Softball Team start next week. Call Tom Toler, Ext. 236, if you'd like to participate. The season opens early in March.

### MIDRIFF BULGE?

Worried about midriff bulge? Join the EMR-T men who are getting together for informal basketball scrimmage on Tuesday or Thursday afternoons at Cardinal Mooney High's outdoor court. Call Jim Maguire, Pervis Sanders or Dan Toler.

PULSE - The EMR-Telemetry News

M. E. Herbst, Editor

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