

NASA-KSC AWARDS A MAJOR TELEMETRY SYSTEM CONTRACT TO DATA SYSTEMS DIVISION

(Cont'd from Page 1)

by Manufacturing, the NASA job will require the efforts of Telemetry hardware and software systems teams.

Dick Haase is Program Manager for the NASA-KSC effort. His Hardware Team includes Len Zeiler, Bill Cox, Dick Van Deusen and Vic Boucher. Members of the Software Team will include Mike Hutchinson, Kathy Bossert, and others as the work progresses.

Significant proposal and negotiation efforts were made by Art Kelley, Frank Bost and Ken Slezak, of Applications Engineering; Dick Haase, Mike Hutchinson, Jack Snider and Sue Sutherland, of Systems Engineering; Tom Greinke, of Accounting; Royal Bechtold, of Contracts; Jim Clements and Wyatt Bishop, of Sales, and many other contributors.

"As with all of our business, it takes many employees working together to win the award and to carry through to shipment," said Bud Hinkel, Director of Telemetry Systems. "I'd like to thank everyone who has already taken part, as well as those employees who will be contributing to the NASA-KSC job as the work continues."

MORE GRADUATION NEWS

From New Mexico comes news about another graduate, to be added to the group of graduates featured in last month's PULSE.



John D. Ingro

Congratulations to John D. Ingro, son of John Ingro, of Field Service based in our Albuquerque, N.M. office. John was graduated from Manzano High School, Albuquerque, on May 23. He intends to work for a year and then go to college at the University of New Mexico.

To John and all of our graduates, the best of luck.

OUR NEWEST RETIREE

Norma Davis, Secretary in Quality Assurance, has elected to begin early retirement this month after 15 years of service with our company. Even prior to joining us in October, 1968, the petite Richmond, Indiana, native had many years of experience in Personnel and Engineering areas during her secretarial career.



"Now I am really looking forward to some leisure and time to do the things I enjoy," Norma said. "After I organize my house, I'll be able to work with the flowers in the yard, do some crewel stitchery, start an exercise program, and enjoy weekend boating with my husband Rich. And I'm going to use my new toys -- my food processor and microwave oven."

There are also those Beginners Golf classes Norma hopes to pick up again.

Best wishes to a gracious lady for many happy years of active retirement.

CREDIT UNION PAYS 7% DIVIDEND RATE & VOTES IN FAVOR OF CAR LOANS

Credit Union members are sharing in \$14,500 of dividends credited to their accounts this month, due to good financial results from the first six months of operations in 1983, according to Credit Union Treasurer Ed Annaratone.

The Board of Directors voted to pay a 7% annual dividend rate to all Credit Union savers effective June 30. The 7% rate compares favorably to the 5-1/2% rate on passbook savings at banks or Savings and Loans, Ed pointed out.

Due to the increasing demand for new cars, the Board also voted to continue the present loan interest rate of 12% and lengthened the time for repayment as follows:

- For used cars, maximum of \$7,500, not to exceed 48 months. For cars six years and older, 36 months.
- For new cars, maximum of \$8,500, not to exceed 60 months.

MORE RAGEN MACHINES ADDED IN P.W. ASSEMBLY

Four new Ragen component insertion machines have been added to our Printed Wiring Assembly area. The semi-automatic machines aid Assembly Operators to locate the proper part and the correct insertion place on complex printed wiring boards.

These additional machines were purchased as a result of our success with the initial machine delivered in January. Some "bugs" are still being worked out, but the overall results have encouraged Production Engineering personnel to anticipate that the Ragens will have a positive impact on productivity and quality.

The five Ragens are now linked to a central computer. The computer, a DEC PDP 11/34, shared with the Test Department, is used for storage and retrieval of programs. Each Printed Wiring Assembly has its own program, containing information such as component location, orientation, size and polarity. With a future requirement to store and access over 1000 programs, there was a need for storage other than the Ragen built-in cassette tape storage medium.

Jim Wayda, of Test Engineering, designed the software which enables Operators to access the desired program in the computer and download to any of our Ragen machines with "user friendly" simplicity.



In Printed Wiring Assembly, Susie Carrico, Betty Huffman, Donna Salverson, and Alice Wright (seated) are currently operating or programming Ragen component insertion machines. Missing from this photo is Liz Horton.

"Another innovation is a 70-position bin array, designed and built here. Also, our Bill of Material and pick list programs have been modified to enable us to control which component goes in which bin. This allows for an efficient sequencing of the Bill of Material to optimize ease of parts placement in the PWA," said Mike Moninger of Production Engineering.

The new machines can be easily programmed by the Operator as the first board is assembled. Currently, a number of Assembly Operators are being trained on the

machines during the day shift, and several Operators are also utilizing the Ragens on the second shift.



Madeline Lee and Margaret Dill (seated) operate Ragen machines on the second shift. Missing from this photo is Mary Evans.

EMPLOYEES TAKE ADVANTAGE OF SKIN CANCER SCREENING

Over 100 employees signed up for free skin cancer screening on July 22. The exam was made available by the company through our employee wellness program and in cooperation with the American Cancer Society.

Six physicians, two nurses and two volunteers came to the plant to provide the service for employees. If the physicians discovered any suspicious-looking areas on the skin, the individual was referred to an appropriate source for care, such as a doctor, surgeon, or dermatologist.

Occupational Health Nurse Debbie Graham coordinated the program for employees, and has educational literature on the subject for interested employees.

THE SAFETY HABIT --



THE QUALITY CIRCLE EXPERIENCE -- AS

Quality Circle Leaders function in a key role. A Circle Leader

- provides direction and format for Quality Circle meetings
- encourages participative management
- assists in problem-solving training
- coordinates Quality Circle projects within the department
- provides detailed project reports
- participates in management presentations
- participates as a Circle member

Yes, the responsibilities can be awesome. However, these individuals, and the Circle members, are making a positive impact on our organization. Here are some views of the Quality Circle Leader experience:

Q. As a Circle Leader, describe what encourages better employee cooperation and involvement in Circle meetings.

"If you have a complete round table discussion, with no criticism allowed, people will join in with ideas no matter how large or small," said Eldon Andrews.

"Project selection is the key to Circle member involvement. When an employee feels he or she is contributing by way of solving a problem, regardless of the size of the problem, then involvement happens almost automatically." Ellis Speicher

"The Circle process itself encourages involvement because employees are given the opportunity to voice their opinions and influence decisions which affect them." Don Stover

Q. How has the Circle process been a learning experience for you as an employee/supervisor?

"Learning the feelings of other people in the Circle." Bob Johnson

"I believe I will always be learning, but the Circle concept has shown that there is a different way to approach and resolve problems." Bernie Cori



PAT BOWERS



ELDON ANDREWS



BOB JOHNSON

"I have found out that several different departments are able to assist us, that I never thought of before." Pat Bowers

Q. How has the Circle process benefited our organization?

"Quality Circle techniques are being utilized in other types of meetings to assist in documenting and solving day-to-day problems." Dave Walker

"The Circle process allows time to listen and incorporate employee ideas." Eldon Andrews

"It has helped the employees understand management a little better and vice versa." Bernie Cori

Q. What impact can the Circle process have in our organization in the future?

"Help different departments to work together." Pat Bowers

"Closer relationship of management and employees." Eldon Andrews

"Although Circles have been operating for about one year, the real benefits from the Circle process are just now becoming evident. It is a long-term process with employee involvement and problem solving at a grassroots level affecting the way we do business, hopefully for the better." Ellis Speicher

Q. What skills are essential for an effective Circle Leader?

"Listening, rationalizing." Pat Bowers

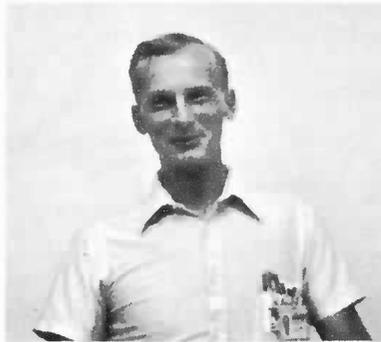
"1. Encourage other members to participate as Circle Leaders. 2. Encourage creative thinking, a people building philosophy. 3. Be willing to share and give credit to others." Dave Walker

"1. Provide training in problem definition and solution. 2. Promote effective teamwork. 3. Show interest and enthusiasm." Wayne Brinton

S VIEWED BY CIRCLE LEADERS



ELLIS SPEICHER



DON STOVER



DAVE WALKER

"Be a good listener, be open to ideas; be able to get everyone to participate." Bob Johnson

Q. What has most impressed you about the employees in your Quality Circle?

"They are concentrating on doing a better job." Bob Johnson

"A sense of participation and contribution among all members." Wayne Brinton

"When at odds over the resolution of a particular problem, the ability to reach consensus without undue yelling, armwaving and fingerpointing." Ellis Speicher

"Employees have very good ideas if they are given the opportunity to express them." Don Stover

Q. What has been the most fun, or the most rewarding aspects, of Quality Circles for you?

"Talking to other Quality Circle Leaders in other plants." Bob Johnson

"To see the people really feel proud of their effort when a presentation is given." Eldon Andrews



WAYNE BRINTON

"The most fun is usually brainstorming, as it is the easiest and loosest part of the process. Most rewarding is accomplishment and execution of that accomplishment." Bernie Cori

"To see some of the projects I have wanted to do in the past now being completed, or at least worked on." Pat Bowers

Q. In three words, describe your Circle's brainstorming sessions.

The replies were: "Great, exciting, serious, wide open and exciting, fun, exciting, productive, creative, certainly free-wheeling at times, educational, different, sometimes total confusion, very interesting indeed!"

Bernie Cori summed up his feelings as follows:

"Being a Circle Leader is not the easiest thing I've ever done. It is very difficult to maintain the interest and enthusiasm required, meeting after meeting. Some meetings go very well. Others do not. Therefore, the Facilitator plays a very important role. He is the catalyst. I, for one, appreciate his presence."

Note: Rounding out our current group of Circle Leaders are Bill England, Phil Ingram, Beth Jenkins and Kevin Murphy. Vacations prevented our having the opportunity to present their views in PULSE at this time.



BERNIE CORI

OCTOBER 22 IS THE DATE FOR OUR FAMILY PICNIC



We're havin' a picnic...

The date is Saturday, October 22.

The place is Elks Park, near Riverview High School.

The event? Our big Family Picnic.

Plans are already underway for the Company Picnic, which will feature food, Midway games, dunk tank, horseshoes, tug-of-war, Bingo, prizes, and many other goodies.

Want to help? Call Roy Hollifield, Ext. 553, and join the fun in planning for this big, happy event for all employees and their immediate families. It won't be long before Picnic time will be here.

INSURANCE TIPS

- Q. How does our medical plan cover Emergency Room bills?
- A. Emergency room bills are covered as follows:
1. Subject to your \$100 deductible. If the deductible has been met for the year, then the coverage is 80%.
 2. EXCEPTION: Emergency Room treatment within 48 hours of an accident (for example, a broken arm) is covered as follows: the first \$100 is covered at 100%. Anything over the \$100 is subject to the deductible. If the deductible has already been met, coverage is at 80%.
 3. Bills relating to vehicle accidents must be submitted to the car insurance carrier first, and secondly to us.

U. S . SAVINGS BONDS EARN HIGHER INTEREST

Have you checked out the new interest rates on U. S. Savings Bonds? Series EE Savings Bonds, backed by the full faith and credit of the U.S.A., are an attractive, safe investment. New U.S. Savings Bonds held five years or longer can earn 85% of the average market return on Treasury Bonds and Notes -- with a minimum interest rate of 7.5% when held to maturity. The current six-month yield is 8.64% for Bonds held five years or longer. The market-based rate is calculated every six months.

Save toward retirement, toward your children's college education, or for a rainy day, through easy weekly payroll deductions. Check with Payroll for details on the surest way to save that has ever been invented! And Federal income tax can be deferred until you cash your bonds or they reach final maturity. It's a safe, sure way to be good to yourself and your family!

CONGRATULATIONS ON MAJOR SERVICE ANNIVERSARIES

Happy anniversary to this large group of employees observing major service milestones during July. In addition to the employees pictured here, anniversary greetings also go to Joe Lazarony, of Tape Recorder Service in the Northeast, who celebrated ten years of service on June 25. Joe is based in Manchester, N.H.

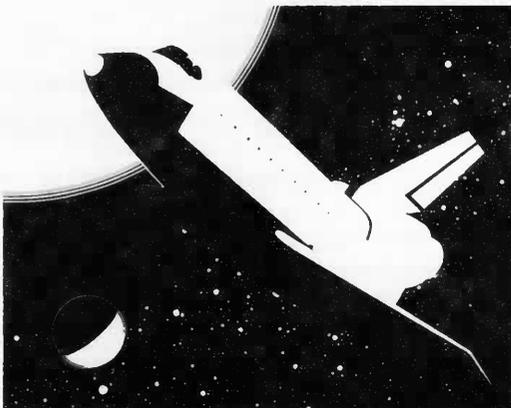


Observing major service milestones this month are: (seated) Graham Hildebrand and Pat Bowers, both with 20 years of service. Standing are 15-year service veterans Bill Waggener, Jon Thompson, and Terry Honeycutt; and ten-year service anniversary employees Ray Thomas, Monica Laskowsky, and Dutch Fontaine.



At left is Mike Wagner who completed five years of service with our company this month.

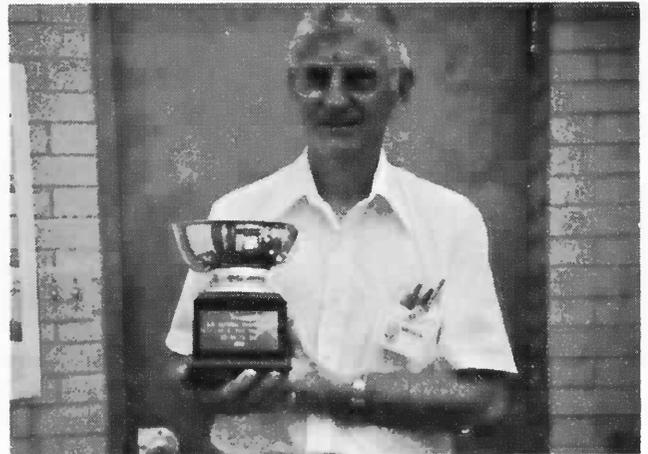
**SHOOTING FOR A NEW SAFETY
RECORD OF 2,000,000 HOURS!**



Happy fifth anniversary to: seated, Kathy Baron, Patty Jones, Terri Hughes, Linda Lotz; standing, Frank Levanti, Carol Byrne, Wes Woodruff, Grovenia Houston, Horst Scheller, Thad McCulloch, Jacque Matthews, Jim Ratcliffe and Elizabeth Bell.

McGOWAN WINS TITLE

Our own Frank McGowan, of Data Recorders Engineering, captured first place in the 40-kilometer time trials in the 60-64 year age group at the U.S. Cycling Federation National Championships held in Tallahassee on July 14. He covered the 24.88 miles in one hour, nine minutes and 42 seconds.



Frank has been interested in bicycle racing for about ten years, and cycles 5000 miles or more a year. "Riding has made me healthier in mind and body, and I enjoy competing," Frank said.

ASSEMBLY LANGUAGE COURSE TO BE PRESENTED AGAIN

Jim Massing, of the Signal Processing Group, recently completed teaching an in-house course on Assembly Language Programming on the DEC PDP-11 computer. Response to the course was enthusiastic, and the class will be repeated later this year as Jim's busy schedule permits. Admission to the class is governed by business requirements, according to Technical Director Bill Waggener.

SOFTBALL FUN FOR PLAYERS AND SPECTATORS

For a fun evening -- at no cost -- just look up the schedule of softball games for our Men's or Women's Softball Teams, and join the rooting section in the stands. Whether our teams win or lose, you'll enjoy a relaxing evening. And the teams will appreciate your support!



One minute before the game -- time for a short pause for our Women's Softball Team players and coaches.



Some familiar faces in the stands at a recent Women's Softball game.



Ah, coaching can be a lonely job!



Members of our Men's Softball Team, elated after a 7 to 6 win.



"Softball is exhausting," is the reaction from young Christopher, dozing between Pat and Charlene Parrish.

Here are the Fairchild Weston Softball Team rosters:

MEN'S TEAM

Joe Yeager, 1st Base
 Maurice Gritzman, 2nd Base
 Pat Parrish, 3rd Base
 Tom Hackett, Short Stop
 Wayne Brinton, Outfield
 Tom Greinke, Outfield
 Don White, Outfield
 Robin Speidel, Outfield
 Glen Trincia, Outfield
 Ray Joseph, Outfield
 Dexter Nash, Outfield
 Dan Toler, Pitcher
 Jim Norman, Pitcher/Catcher
 Steve Creech, Catcher
 Jim Norton, Catcher
 Coach, Glen Trincia
 Asst. Coach, Pat Parrish
 Bat Boy, Weil King

WOMEN'S TEAM

Joy Hattaway, 1st Base
 Tamy Califano, 2nd Base
 Marci Morrow, 3rd Base
 Jill Hattaway, 3rd Base
 Anita Johnson, Outfield
 Peggy Huestis, Outfield
 Betty Huffman, Outfield/2nd Base
 Karen Bologna, Outfield
 Mary Lambert, Outfield
 Mimi Taylor, Outfield
 Becky Walsler, Outfield
 Kris Weaver, Outfield/Catcher
 Bonnie Hughes, Outfield/1st Base
 Kathy Landacre, Catcher
 Kathy Lowe, Pitcher
 Coach, Rick Mitchell
 Asst. Coach, Jim Huffman