



LIBRAZETTE

AN EXCHANGE OF NEWS AND KNOWLEDGE

VOL. 9, NO. 6

JANUARY, 1962

808 WESTERN

GPI Sales Meeting

Representatives from General Precision Inc. and its four divisions were on hand at Librascope this month for the first quarterly GPI Sales Meeting of 1962.

Up for discussion at the Jan. 16-17 meeting was the formulation of GPI marketing plans and policies for the forthcoming year.

Librascope personnel at the two-day conference included J. R. Harkness, R. V. Barnett, M. R. Prevatte, M. N. Cannon, P. G. Bardos and M. C. Nolan.

In attendance from GPI were F. D. Banta, M. B. Bassett, Dr. P. R. Beall, Andrew Georgia, M. W. Johns, R. J. Maroni, R. M. Nolan, J. T. Pyle, R. L. Rice, G. B. Richardson, A. Satin, A. W. Watson, Norman Wicks and F. J. Zoda.

Kearfott representatives included R. D. Piper, W. S. Smith and Robert Tate.

Link Division attendees were J. W. Barron and R. Campbell. GPL Division was represented by W. J. Tull.



DOLLARS TO RESEARCH—Dr. Ciwa Griffiths, Director of the HEAR Foundation (center), receives a check for \$1633.27 from Louise Morton, Precisioneer President. The check was the result of our annual Christmas Card Charity fund. The group pictured above includes (l-r): Librascope Vice-Pres M. L. Lindahl; Louise Morton; Dr. Griffiths; L. E. Ludvigsen, Burbank branch engineer; and W. C. Winstead, Chairman of the Christmas Card fund. Including our Aid Club contribution and a Glendale branch Engineering charity party, 1961 HEAR donations totaled \$2796.20. For story on our HEAR contributions, see page 7.

Budgeting—By The Numbers

Budget planning and reporting was simplified this month when new functional numbers for Division offices and Branches were issued by Division Controller K. N. Beiriger. The new numbers reduce the number of organization units—for budget purposes—from 248 to 170 and reflect consolidation of functions from the standpoint of accounting operations.

Reduction is based upon the recent realignment of the Company's basic functional structure. There are five major segments—Engineering, Manufacturing, Customer Relations, Finance and Administration. All Division and Branch units are subsidiaries or counterparts, in function, of the Big Five.

As a result of the consolidations and the new numbering system, data on actual costs of operations will be easier to gather and consolidate, according to Beiriger. Ultimately, the new budgets will provide a yardstick by which projected performance in the budgets may be compared with actual attainment.

The new numbers are coded and serialized according to function and relation to the basic five, and all branch units

will use the same numbers for the same functions. It is likely that the total numbers for budget purposes will be further reduced in the light of operating experience, Beiriger said. The goals are accounting and budget systems of as simple a structure as possible.

For Better Communications

The importance of effective internal communications within and between each part—however small—of the total Librascope organization, is emphasized by the recently issued Management Policy No. 9.

Entitled "Internal Communications," the policy's stated purpose is "to assure more effective communications between management at all levels and between management and all employees."

The policy calls upon each member of management to:

Take positive action to keep subordinates continuously and fully informed of the objectives, goals and progress of Librascope and their organizational units.

Share all appropriate information with its employees so that each em-

ployee may make his maximum contribution to the operation.

Maintain effective channels of communication with all other appropriate managers and specialists, to assure adequate lateral communications.

Give each employee the opportunity to make suggestions, express his opinion and complaint without prejudice; take steps to insure that objective consideration is afforded employee's complaints and that a timely and reasonable answer is given.

Cross lines of responsibility and accountability in exchanging pertinent information, if such action expedites the handling of company work; in taking such action making certain that superiors are informed.

First Steps

Weekly meetings for the exchange of information between the various echelons of management, are planned within each branch and in the departments of the branches and Division Offices.

Typical sessions will deal with program reviews, analysis of sales efforts, comparisons of performance with budget

LIBRAZETTE

**GENERAL
PRECISION**

**LIBRASCOPE DIVISION
GENERAL PRECISION INC.
GLENDALE 1, CALIFORNIA**

LIBRAZETTE is published monthly by the Employee Relations department for the employees of the Librascope Division, General Precision, Inc., at 808 Western Ave., Glendale, Calif. © 1962 by Librascope Division, General Precision, Inc.

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Art and photographic services are provided by the Publications Section, Glendale Branch: Keith Kinnaird, Art Director; P. C. Kane, Supervisor, Art Services; Special Art, J. R. Norwood and J. W. Erickson; Photo Layout, A. M. Cook; Photography, E. H. Crawford and J. A. Avera.

LIBRAZETTE is a member of the International Council of Industrial Editors and the Southern California Industrial Editors Association.

Communications (cont.)

forecasts, discussion of policy and the exchange of general information helpful in the carrying out of unit and Librascope objectives.

A question and answer session may follow the formal meeting, to cover subjects not on the agenda.

Branch managers and Division Offices department heads will forward written reports to President W. E. Bratton on all topics of interest to top management.

ENGINEERING

Glendale Eng. Commended

Glendale Branch engineering personnel have been commended by the Electric Boat Division of General Dynamics for their contribution to the Navy's Coordinated Submarine Electronics Design program.

Writing to Vice-Pres. and Treasurer M. L. Lindahl, EB's president Carleton Shugg said:

"Your engineering personnel are to be congratulated for the excellent technical support rendered during Phase 1. . . The association established between Librascope and Electric Boat should prove to be valuable in future contacts which will again require mutual effort."

Librascope's participation in the program was directed by J. L. Deitz, Director of Glendale's Data Processing Equipment Dept. Working on the project were J. T. Lienhard, D. E. Hartig, G. E. Stone, D. W. Hackett, S. E. Illiams and Michio Uno.

Our Silver Anniversary

The new year at Librascope marks more than hanging up a new calendar. 1962 is the beginning of a milestone year—our 25th anniversary of being in business in an industry still considered to be in its infancy.

The year 1962 means a quarter century of operation—a period that has seen us become a major builder of the sinews of national defense and of electronic muscles for the nation's business and scientific establishments.

From our humble beginning in an Inglewood garage to our present status with branches extending from coast to coast, we have been pioneers in the research and development of new concepts leading to new systems and products. Our future depends upon a continuance of this pioneering spirit.

It has been an uphill struggle most of the way and it is by no means over. As one of the competitors in our free enterprise system, we know that only those capable of achievement can survive.

But brains and quality are not enough. The companies that survive open competition are those which produce the better product—and earn an honest profit on the money and effort needed to produce the product. Profit provides the brawn to back up the brains, the purse to pay the bills and the impetus to move into uncharted areas of research.

Librascope is one of a scant handful of firms in fire control and data processing systems operations that can look back over 25 years of doing business. This is the kind of longevity produced through creative and capable employees turning out quality products, under the guidance of sound, imaginative management.

In this, our Silver Anniversary Year, we have much to recount with pride and a great deal to look forward to in the years to come. Librascope's growth has not been accidental—our tenure has proven that.

Rado Wins Writing Award

Leonard G. Rado, Reliability Component Applications supervisor, became the ninth winner in Librascope's Employee Writing Incentive Program, receiving a cash award for his paper de-

scribing the IDEP test exchange program as used at Librascope.

Rado's award-winning paper, titled "IDEP—Year One at Librascope", was originally a presentation to the Los Angeles IRE professional group on Reliability and Quality Control.

The paper describes the use of the Interservice Data Exchange Program as an important tool in our reliability test effort. Through an exchange of test report summaries among the nation's leading industrial firms and military agencies, a wholesale reduction of duplicated test effort has been realized.

Shipyard Praise

Clyde V. Main, Glendale Field Service engineer, recently received commendation for an "outstanding engineering performance" from the Commander of the Puget Sound Naval Shipyard.

In a letter from Cdr. R. W. Scott, Main was cited for his "high degree of cooperation, willingness and knowledge displayed in the successful completion of the ASROC weapon system installations during the five months of your association with this shipyard. It is with pleasure that I commend you for a job well done."



W. J. PICKER AND L. G. RADO
Writing Plan Pays Off

'Gentlemen of the Jury'

(Jim Robinson, editor of Librascope's *TECHNICAL REVIEW* and Bruce Larson, employment specialist in Glendale Personnel, are recent veterans of jury service in Los Angeles Federal and Superior courts. *LIBRAZETTE* invited them to relate something of their experiences and reactions to the unaccustomed roles of sitting in judgment on their fellow men. Here is what they said)

A Huge Responsibility

By JIM ROBINSON

A calendar month on jury duty hardly qualifies me to lecture on jurisprudence, but I did carry away a few definite impressions.

First, I mainly concluded that juries are a capricious lot. In my opinion, whim and purely personal prejudice often jaundice a juror's appraisal of the evidence. Testimony is frequently evaluated subjectively solely in the light of a juror's own personality, preconceived notions, and general background.

MANY MEASURE testimony against the false yardstick of isolated events from their own past. Suppose a case involves, let's say, an alleged whiplash suffered by the plaintiff. Certain jurors remember when they did—or didn't—incur a similar injury under identical—or often even quite dissimilar—circumstances. Personal experiences thus play hob with subconscious efforts to sort out "the facts, ma'am," objectively.

Second, I believe that the "luck of the draw," which determines the makeup of a jury, often largely shapes final verdicts.

THE METHOD of picking jurors from the panel summoned for duty is, by law, a lottery. Selection begins when a batch of names is drawn from a metal box in the jury assembly room. Twenty-four or more names are called out, and the prospective jurors troop off to an assigned session of Superior Court. Court convenes and 12 people from the panel are seated in the jury box. The judge and opposing attorneys then begin weeding out those who might not, for various reasons, be able to render a fair verdict. "Bumped" jurors are replaced from the panel until both sides accept the jury.

It's unfortunately true, I think, that two different juries might bring in completely opposite verdicts based on the identical testimony. Thus it behooves a defendant's attorney to pick his jurors no less skillfully than he presents his case.

ANOTHER IMPRESSION: Juries don't really award such handsome settlements as is commonly believed. At least, my juries didn't. In one case a man and woman asked \$50,000 and \$10,000, respectively, for injuries suffered when their car was clobbered by the defendant's vehicle. We awarded \$700 and \$500—hardly generous amounts.

In another civil action, the plaintiff sued the City of Los Angeles for \$65,000, alleging that injury to his person and

damage to his car resulted when he ran into a pile of debris which the City had carelessly left in the street. We tapped the City's till \$1500 worth for the defendant's hurts.

When *LIBRAZETTE* asked me to write this piece, my first impulse was to treat the subject lightly. Then I remembered that serving on a jury makes you a shareholder in one-twelfth of a terrible—almost frightening—responsibility. That's serious business.

SOMETIMES I FELT more like a spectator at a cat-and-mouse game than a juror. When that happened, I would forcibly remind myself that this was no TV drama unfolding before me. Rather, here were real people—people in trouble—and a big chunk of their futures was, in part, up to me. No, it's hardly a subject to joke about.

If I have seemed to knock the jury system, I apologize; I wouldn't know a better way to dispense justice. But most of all, I hope never to get hauled into court guilty or not guilty. If The People ever versus Robinson, I'll want my attorney to be clever enough—and lucky enough—to make the lottery pay off for me.

An Investigative Body

By BRUCE LARSON

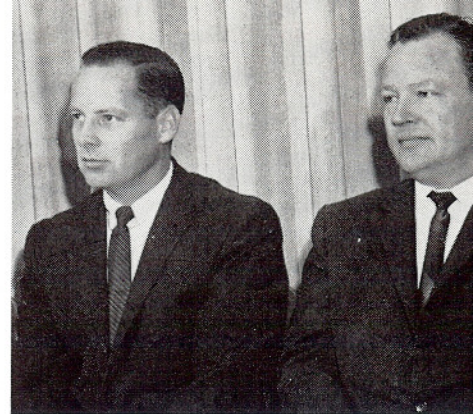
Serving on a jury removes a lot of misconceptions and confusion resulting from a legal education based upon whodunit movies and TV shows.

Reality, I discovered while a member of a Federal Special Grand Jury for 18 months, is far different than melodrama.

FOR ONE THING, a Grand jury does not try anybody. What it does do, is attempt to determine if enough evidence exists to bring a suspected criminal to trial.

Thus, it is an investigative body and it investigates by listening to witnesses. The government brings in its investigators to testify to what facts they have uncovered; the parties being investigated also testify in complete secrecy behind locked doors—all of them at great length. Words, words, words. Millions of them! (The occasional Fifth Amendment pleader, while frustrating to our fact-finding efforts, did provide surcease for the eardrums.)

Our Special Grand Jury was empaneled to aid the Federal district attorney in investigating alleged racketeering in the Los Angeles garment industry. We also



JURORS ROBINSON AND LARSON

looked into reports of organized gambling in the Los Angeles area.

WE WERE CONVINCED enough by the Government's witnesses in several instances that strong evidence of guilt had been presented, and voted a "true bill." Our action was vindicated by "guilty" court verdicts when the individuals involved were brought to trial.

Our hearings also assembled a large body of information which should be useful to subsequent investigators. I regret that our jury was unable to get into another area, alleged skulduggery in FHA housing for the aged.

OUR 23-MAN JURY, which I am told was typical of most grand juries, was made up largely of senior citizens, with only two being under 40. All were of substantial character and financially able to serve, either because of income or because their employers, like Librascope, paid the difference between . . . what jurors are paid in fees and their regular wages or salaries. Like many who are called to serve, and are excused because of financial condition, I could not have discharged my duties as a citizen without help from Librascope.

Grand Juries, I was interested to learn, are an institution almost as old as the system of English common law upon which U.S. law is based. Historically they date back to the year 1215, when English nobles forced King John to relinquish some of his life and death authority over his subjects. But trial-by-jury is said to have existed in more rudimentary form under the Saxon kings whom King John's Norman forbears dispossessed.

AS IT EXISTS today the system of grand juries is a protective device for the innocent, which interposes the thoughtful judgment of the People between their potentially over-zealous elected officers, and the jurors' fellow citizens. A grand jury tries and is largely successful, in making sure that charges of high crime shall not be levied against anybody, unless there is strong evidence of guilt.

It's a system which, inevitably, sometimes benefits the guilty as well as the innocent. But in making certain that the innocent enjoy the protection of the "due process of law," there is no practical way to withhold that protection from the potentially guilty.

Kids, Grownups Celebrate at



GEE, SANTA CLAUS!



Occurring on the seasonal social event mas Party and the —made Saturday, I liveliest on record. F

At 10:00 a.m., the into the auditorium School to see cartoon mal act and, of cour: gentleman, aided b gifts at a prodigious

That evening, a g and friends gathered a sumptuous dinner ing to the music of

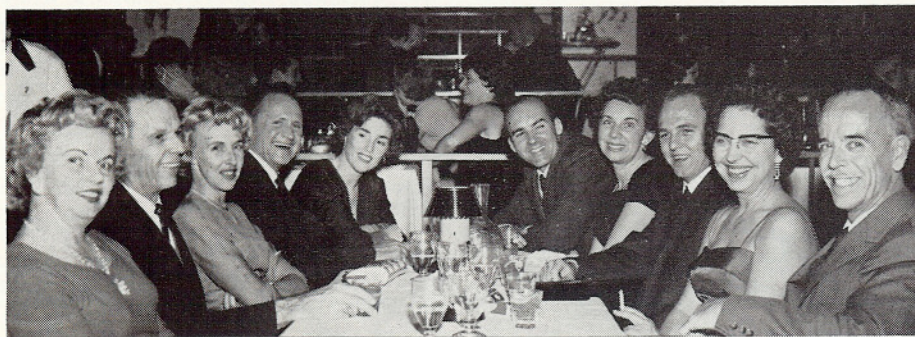


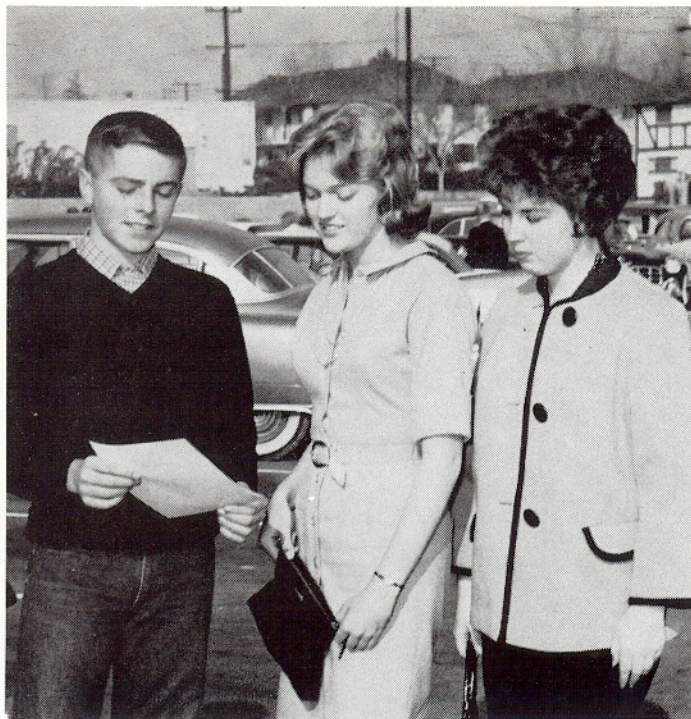
Precisioneer Christmas Parties

Monday, the two main events of the Children's Christmas Dinner-Dance on December 16, one of the things that happened:

Anger offsprings flocked to the Glendale Hoover High School gymnasium, where clowns, a trained antelope, a Santa Claus, the jolly Mrs. Claus, dispensed refreshments.

A group of 350 Librascopers gathered for the Biltmore Bowl for an evening of dancing and singing.





Jr. Achievement and Librascope; Different Products, Same Goals

Taking time out from their Christmas holidays, student members of Librascope's two Junior Achievement companies were given an extensive tour of our Burbank branch and sat in as guests-of-honor at a luncheon held in the banquet room of the Five Horsemen Restaurant in Burbank, where they received their company charters from President W. E. Bratton.

The high school students, members of Novel-T-Craft and E-Z Way JA companies, were first taken to the Burbank branch, where Personnel mgr. Morrie Kimmel showed them the many phases and functions involved in turning out a product.

At first, the achievers were awed by the complexity of big business. For the members of Novel-T-Craft, it was difficult enough to produce, manage and market napkin holders. And the overall reaction from members of Novel-T-Craft was "spice racks were never like this!"

But the apparent differences between a Junior Achievement company and Librascope's operation were quickly dispelled at the luncheon. On hand to point up the striking similarity between the two operations were three men well versed in the various phases of running a company—J. R. Harkness, Librascope Vice-Pres., Customer Relations, K. N. Beiriger, Controller, and W. F. Girouard, Division Director of Industrial Engineering.

Running a small company, each of the speakers pointed out, is much akin to managing a large concern. The purpose—to produce and sell a quality product and

to realize a reasonable profit for your investors—is the same, whatever the size of the company.

The general operation of their two miniature companies, the Achievers were told, is comparable to that found anywhere in industry. They sell stock, elect officers, manufacture and market a product, and pay taxes, wages and dividends. Whether large or small, there is always this common denominator under our system of free enterprise.

Also in attendance at the luncheon were the Librascope advisors to the two fledgling companies. On hand were E-Z Way counselors E. M. Weinstein (business), R. A. Flores (sales), K. W. Parker

CHARTER DAY—Brad Welker, President of the Librascope-sponsored Novel-T-Craft Junior Achievement firm, receives his company charter and a warm congratulations from President W. E. Bratton. Already active in JA affairs, Bratton was recently appointed chairman of the northwest district's 1962 fund drive. In photo at right, Randy Ziglar, President of E-Z Way, proudly displays his charter to Achievers Barbara Winter and Verna Turney following luncheon at the Five Horsemen. The two JA firms continue on until May, when they are officially liquidated and profits—if any—are distributed.

(production), and alternate advisor R. E. LaPerle. Novel-T-Craft was represented by Shelby Drucker (business), W. P. Strong (sales), C. C. Goldstein (production), along with alternates D. T. Bowden, R. W. Putnam and L. L. Hey.



CONVERSATION PIECE—Junior Achievers huddle about Burbank Personnel manager Morrie Kimmel as he describes operation of the RPC-4000 system. The students, accompanied by their Librascope advisors, were shown throughout the plant where they witnessed the step-by-step process involved in turning out a complex electronic product. High point of tour was dust-free work area.

Well Worth the Struggle

A new name has been added to the roster of Librascope employees who, while carrying out the responsibilities of a full time job, have somehow found the time and energy to complete college studies and win a degree.

Our newest scholar is Ed Grossman, Staff Assistant to C. R. Cole, Superintendent of Glendale's Model Shop. Grossman's achievement is a double one. He not only has his law degree from Southwestern University but, most important of all, has passed his bar exams (on his first try, too) and was sworn in as a full-fledged attorney Jan. 9.

THE DESIRE TO become a lawyer didn't strike Grossman until he was 41, but maturity, family responsibilities and the demands of his job didn't daunt him. He finished the course in four straight years of night-time and vacation study.

"I might not have completed those four years if I hadn't had so much encouragement and help from the people I work with at Librascope," Grossman told LIBRAZETTE. "I received my letter of recommendation from Harlan Buseth, and Charlie Cole switched my hours around as needed when I had to give extra time to the textbooks. I had plenty of backing."

GROSSMAN CITES Librascope's general climate of encouragement to employees seeking to improve themselves, as playing a big part in arriving at his decision to study law.

A Philadelphian by birth, Grossman joined Librascope as a jig-bore operator eight years ago, was an experimental machinist before moving to his present job.

AS A UNION member, he served on the 1955 contract negotiation committee. Before coming here he was an upholsterer, a purser on an inter-coastal freighter, a photographer's assistant and a machinist at the Philadelphia Navy Yard.

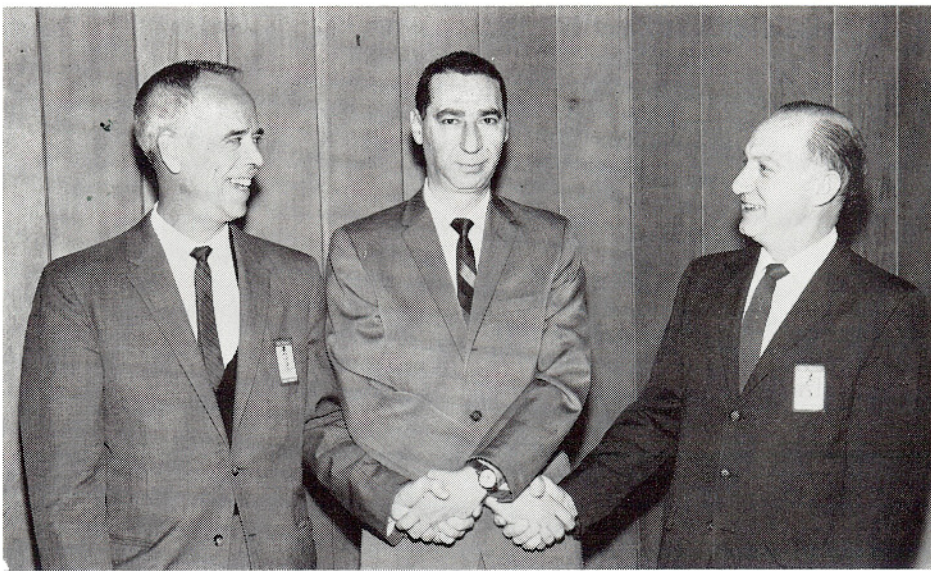
Grossman is the father of a 16-year-old daughter, Wanita, a student at John Marshall High School, Los Angeles. She was the proudest person in the State Bldg. when Dad was admitted to the bar last week.

Christmas Fund to HEAR

Once again this year, the HEAR Foundation of Los Angeles found itself the recipient of a post-Christmas check—this time for \$1633.27, the result of our annual Christmas Card charity campaign.

Dr. Ciwa Griffiths, executive director of HEAR, was on hand earlier this month to receive the collective gift and expressed her thanks to all Librascope employees who made it possible. As in past years, the funds from our Christmas drive will be spent on the development of new equipment to further HEAR Foundation research, Dr. Griffiths said.

Our 1960 contribution made possible the development of the HEARometer, a sensitive piece of auditory equipment for the screening of the newborn. The man



HARLAN BUSETH, ED GROSSMAN
AND CHARLEY COLE
Congratulations to the New Counsellor

responsible for the HEARometer—as he has been with virtually every piece of HEAR's test equipment—was Burbank Branch engineer Leonard Ludvigsen.

The original HEARometer developed by Ludvigsen has already been placed in the Paso Robles community hospital where it will be used on all new-born infants, and the results statistically analyzed.

A second "surprise" donation of \$94 for HEAR came about from a Christmas social sponsored by Glendale Branch Engineering. The check, presented to Leonard Ludvigsen, was the result of a Christmas charity party held at the Other Goose restaurant in Toluca Lake.



SUNNYVALE GIFT—A post-Christmas donation of \$135 was presented on behalf of Sunnyvale employees to the Santa Clara County Crippled Children's Society. Al Galvin, Sunnyvale fund chairman, is shown presenting the donation to Mrs. Esther S. Pinkston, the Society's executive secretary. Contributions were received in lieu of an exchange of Christmas cards between employees.

A New Planning Function

Establishment of department objectives, their definition and provision of assistance in the preparation of plans to attain the objectives, is the purpose of a newly-created planning function in Glendale Engineering.

Project Manager Charles Gonia has been assigned to the function by Chief Engineer A. D. Larson, and will report to him. Gonia will assist Larson in:

Reviewing Corporate, Division and Branch objectives; in light of these objectives, establishing objectives for Glendale Branch Engineering; aiding section directors in preparing sub-objectives for their groups and participating in the preparation of detailed plans to meet the objectives.

A New Purchasing Agent

James E. Hachtel, formerly Glendale Sub-Contracts Administrator, has been appointed Purchasing Agent for the Glendale Branch, reporting to W. J. Flanagan, Glendale Materiel Manager.

In his new position, Hachtel will be in charge of all procurement activities for the branch, including Purchasing Services, Purchased Components, Outside Manufacturing, and Maintenance, Repair and Operating Supplies. He succeeds C. M. Brown, resigned.

Hachtel joined Librascope in June '61, transferring from Kearfott's Microwave Division, where he served as procurement manager.



Fischer Joins Glendale

Paul F. Fischer became Manager of the Electronics Engineering section, Glendale Branch Control Systems department, early this month. He reports to W. R. Clay, Director.

Fischer was Chief Engineer, U. S. Micro-Path, Inc., builders of machine-tool controls systems. Previously he was a research engineer with the control systems department of Autonetics Div., of NAA, and an electronics engineer with the research department of Bendix Aviation, Detroit, and Electronics Control Corp., Detroit.

Fischer, who is married and the father of five youngsters, is a graduate of Lawrence Technical Institute, Highland Park, Mich., took postgraduate work at Wayne University, Detroit. He makes his home in Manhattan Beach.

Reliability in Space

General Precision Inc., represented by W. J. Picker, Librascope Director of Reliability, was one of 12 leading defense firms invited by McDonnell Aircraft Corp. to discuss and define the extremely high reliability requirements for manned space ventures.

The two-day reliability conference, held Dec. 6 and 7 in St. Louis, was called to consider the far reaching changes in objectives and methods for developing equipment capable of maintaining the degree of reliability needed for such spacecraft missions as Apollo and Mercury.

Conference members were divided into two teams, with Picker heading the group investigating reliability specifications for component parts, while a second team looked into systems specifications.

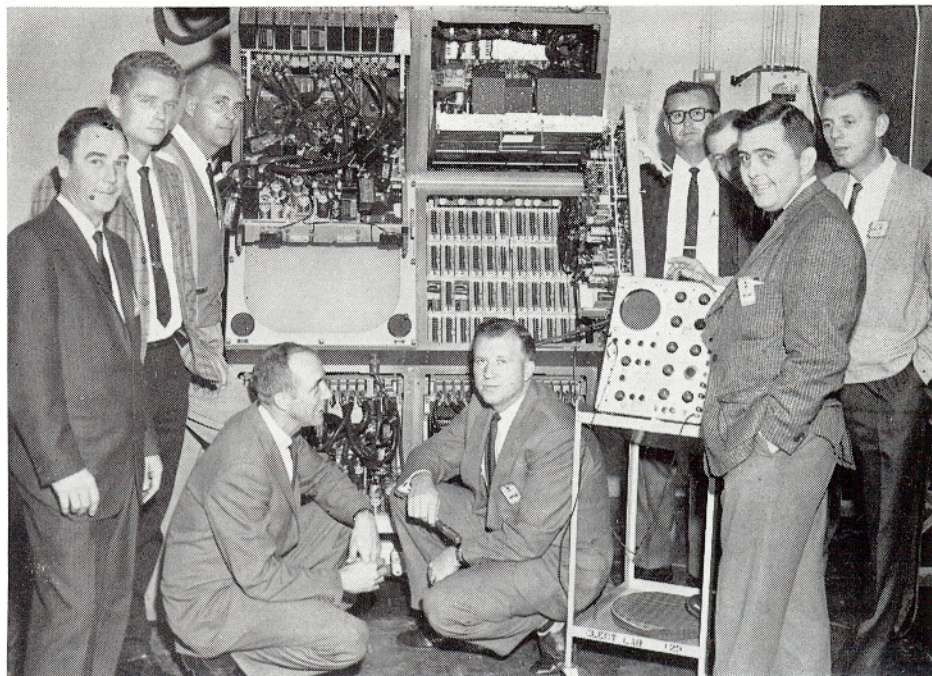
Another Semester Begins

Registration for Spring Semester courses at a host of universities, colleges, trade and technical schools begins this month, according to W. P. Strong, Division Training Director.

The procedure for inclusion of a course under the Educational Refund Plan is the same as it has been in the past, Strong said. "Secure an application from the Training Dept, fill it out and submit it to your supervisor. Following his approval, it is sent on to the education committee, where it is either accepted or rejected, then returned to the individual.

"Following successful completion of the course, your final grade is submitted to Training and costs of tuition will then be refunded."

Catalogs and class schedules are now available in Training Dept, Bldg I-03.



IN FROM THE FIELD—Glendale Branch Field Service engineers gathered at Bldg A-05 during December for four weeks of instruction and familiarization with the Mk 53 Attack Console. Standing, left to right, are FS engineers W. E. Enslinger, A. T. McCormick, J. E. Niefeldt, J. P. Jones, E. O. Ball, G. R. Sladek and E. G. Caskey. Kneeling in front of the ASW console is M. E. Ferry, Glendale FS assistant supvr, and FS engineer Q. P. Cummings, instructor for the course.



NEWS BRIEFS

navigation system of the KC-135 jet Stratotanker.

* * * * *

A \$2.3 million Air Force contract was awarded to the GPL Division for the production of Doppler radar navigation equipment. The equipment is scheduled for use in the bombing-navigation system of the B-52 jet Stratofortress and the

Kearfott Semiconductor Corp., at West Newton, Mass., a subsidiary of Kearfott Division, is now in production on several lines of silicon and germanium transistors. Combined production capability of all varieties of semiconductors is now 250,000 units per month.

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