

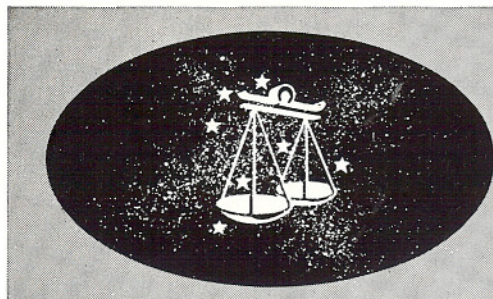
For each of us, the Christmas season has a personality all of its own. Within each family, there is a special individual way of celebrating this traditional holiday. But in a larger sense, the meaning — the true essence — of Christmas is the same for all of us.

It is a spirit that transcends a 24-hour period. The importance of the Christmas message — more than 19 centuries old — has not been dimmed or distorted by the passage of time. It remains clear and unmistakable.

It calls for "peace on earth and good will to all men"; it asks us to give thanks for our many blessings; it implores us to reaffirm our confidence and faith in our fellow man.

To you and your families, may I extend a sincere wish for a joyous and memorable Christmas, and a New Year of good fortune and personal fulfillment.

W. E. BRATTON



# LIBRAZETTE

AN EXCHANGE OF NEWS AND KNOWLEDGE

VOL. 10, NO. 2

DECEMBER, 1962

## 808 WESTERN

### New Name, Broad Charter

Librascope enters into a new, larger and challenging phase of its 25-year existence Jan. 1, when it becomes, with structural changes and additions, the Information Systems Group of General Precision, Inc.

(See stories under "GPI Structure," "ISG Organizations," etc., for details.)

W. E. Bratton, who has been named President of the new Group by the General Precision board of directors, hailed the move as "giving us a very broad charter."

"We have now been given the mission of developing complete data-processing systems, command and control systems, shipborne fire-control systems, digital computer systems and computer components," Bratton said. "In new and broader markets," Bratton added, the information Systems Group will operate in the area of complete information systems which incorporate the major functions of data gathering, telecommunication, data display and analysis. These will include systems for space information and management information.

The implications of these assignments of responsibility, in terms of new products and potential growth, are "tremendous," Bratton told LIBRAZETTE.

ISG will move forward into the many new areas that will be required for us to

### ISG Organization Elements

The new Information Systems Group consists of the following:

The ISG offices, comprising these functions —

Legal, Finance, Advanced Market Planning and Administration.

The Librascope division, composed of the Glendale, Sunnyvale and San Marcos branches, headed by D. C. Webster as President.

The Commercial Computer division, made up of the Data Processing Systems branch, the Components and Special Devices branch and Commercial Computer Sales, with R. E. Hastings as President.

The ISG Research Center, composed of a Plans and Analysis section and the Advanced Research, Applied Research and Systems Technology departments, headed by R. A. Dietrich as Director.

produce these complete systems, Bratton said.

The new organization, by consolidating the research, engineering and production experience of Librascope division and Commercial Computer division into a single, unified organization will, Bratton declared:

"Extend our capability to manage larger systems contracts; create a more efficient organization, and provide the flexibility needed to meet the rapidly shifting requirements of present and future customers in a broader section of the nation's economy."

"The opportunities for growth for all of us, both as an integrated organization and as individuals," Bratton said, "are obvious."

## CONTRACTS

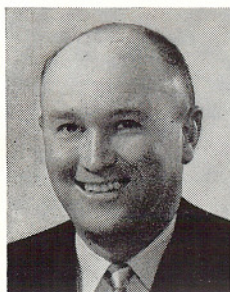
### Building Up the Backlog

A contract with an initial funding of \$1,700,000 for the manufacture of additional Mk 113, Mod 5 Fire Control Systems, was received early this month by the Glendale branch. With definitizing, this contract is expected to reach \$3,500,000 and carry production of the Mod 5 through mid-1964.

A Data Processing Systems branch contract with the Air Force for the design and manufacture of the 473L data processing system, was expanded this month by some \$955,000 worth of additional hardware and software items.

Negotiations have been completed and agreement reached on three other production and engineering contracts with the Navy and the Air Force on approximately \$6,500,000 worth of computing and fire control equipment. Award of the contracts awaits the incorporation of new

(Continued on Page 2)



BRATTON



WEBSTER



HASTINGS



DIETRICH



# LIBRAZETTE

**GP GENERAL  
PRECISION**

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

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## Backlog (cont.)

procedural requirements made necessary by recently passed legislation. The contracts:

Production, by the Glendale branch, of additional Mk 114 ASW systems for the Navy's Bureau of Weapons, with funding of approximately \$3,500,000.

First production units of the ASN-24 flight navigation computer system by the San Marcos branch for the Air Force's C-141 cargo and troop-carrying plane program. Initial funding is for roughly \$2,000,000, with subsequent expansion to \$4,000,000.

A separate C-141 contract for product improvement, calling for engineering changes to meet new Air Force requirements, for approximately \$1,000,000.

These contracts are expected to be formally awarded by the end of this month or in early January, according to C. S. Godwin, Division director of contracts.

## The General Precision Groups

Information Systems Group  
Librascope Division  
Commercial Computer Division  
Research Center  
Aerospace Group  
Kearfott Division  
GPL Division  
Systems Division  
Research Center  
Simulation and Control Group  
Link Division  
Industrial Controls Division  
GPE Controls Division  
Shand & Jurs Company



**A TRADITIONAL TREE**—Already laden with gaily-colored ornaments in nearly every Librascope corridor or department area, is a Christmas tree poster similar to the one shown above. And for the fourth consecutive year, the beneficiary of our Christmas Card Charity fund is the HEAR Foundation of Los Angeles. Two HEAR boosters—Jim Weatherill, 1962 campaign chairman, and Irene Gallarde, our new visitor coordinator—were the first contributors to this year's fund.

## Centralize Div Marketing

Marketing operations of the branches in the Librascope division have been centralized by Group Vice-Pres. D. C. Webster under the direction of R. O. Vaughan, Division director of marketing. The change became effective Dec. 7.

All branch marketing managers and their staffs have been transferred to the Division organization. Their new assignments:

J. A. Lockheed, formerly Glendale branch marketing manager, now marketing manager, Shipboard and Surface Weapons Systems, Librascope division;

G. F. Roberts, formerly Sunnyvale branch marketing manager, now Marketing Manager, Ordnance Systems, Librascope division;

Z. K. Geanes, Director, western regional marketing, Librascope division, also assumes marketing responsibility for command and control systems.

In addition, E. W. Kyle, marketing manager, Data Processing Systems branch, shifts to Librascope division marketing as Marketing Manager, Management and Logistics Control Systems.

## Commercial Computer Div

Two elements of the Commercial Computer division — the Data Processing Systems branch and the Components and Special Devices branch — are familiar to most members of our organization.

The third element — Commercial Computer Sales — is not. This third and newest part of CCD was a separate GPI division until recently, organized to provide a proper organizational place for the computer marketing and field service organization which GPI purchased from the Royal McBee Corp.

Commercial Computer Sales is headed by G. C. Ensslin, a vice president of CCD. It is headquartered at 100 East Alameda Street, in Burbank.

## New GPI Structure

Formation of two new GPI groups — the Information Systems Group and the Simulation and Control Group, and the inclusion of GPL in the General Precision Aerospace Group, was announced Dec. 17. The actions are effective Jan. 1.

In announcing the new groupings of divisions GPI President D. W. Smith declared that it would enable the company to improve its position in its principal markets:

- 1) aerospace guidance and control;
- 2) space-, airborne-, and ground-based computers and data processing systems and
- 3) simulation and industrial controls.

In addition, Mr. Smith said, the new organization will provide further operating efficiencies, including those in the areas of management audits and controls.



## NEW PRODUCTS

### Introducing the L-90

The L-90, a solid-state digital computer specifically designed for the space age, was introduced to the engineering and industrial world at last month's annual meeting of the American Rocket Society in Los Angeles.

The computer is capable of guiding a manned spacecraft to a pinpoint landing on the moon, or other distant planets, checking out the vehicle for the return flight, controlling the launch operations and guiding the craft safely back to earth.

**CHECKOUT OF** the engineering prototype, according to Project Manager A. T. Trostrud, is nearing completion at the San Marcos branch. Final design of the flight prototype is in process.

As designed, the L-90 is the product of many minds. The need for a superhigh speed computer of simple design and high reliability was seen early by R. R. Williamson, technical assistant to Vice-Pres D. C. Webster.

"Early" was not quite a year ago, and action followed swiftly, after consultations between Williamson, Webster, Director of Research R. A. Dietrich and President W. E. Bratton.

**AT THE SAME** time, concepts of what such a computer should embody in the way of logic, advanced circuitry and components, to produce functional economy and high reliability, were already being worked out by Staff Engineer C. M. Lekven of Dietrich's staff. As a consequence when company funds were sought to prove the concept, Bratton readily granted them.

Translating the conceptual design from drawing board to breadboard form was assigned to the San Marcos branch and Lekven was assigned to oversee the effort. This action took precisely 90 days, a record of achievement for so complex a project.

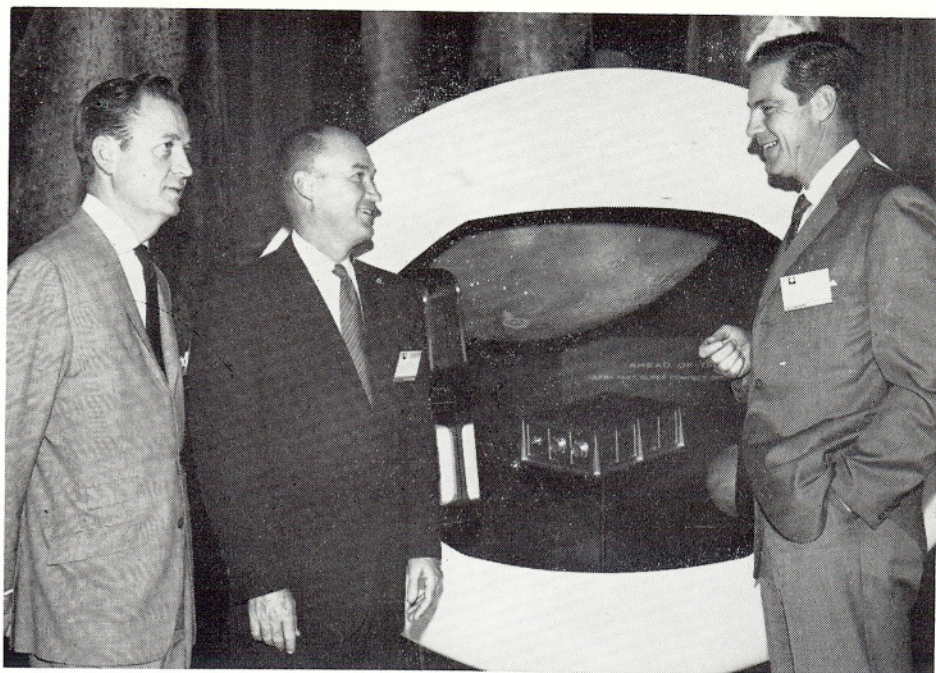
**SAN MARCOS'** then Chief Engineer—now Manager—D. L. Farr, assigned development of the project to the branch's Advanced Development Group and named Trostrud as project manager.

In proceeding from breadboard to finished product the group encountered and solved many problems, Trostrud told **LIBRAZETTE**. "The circuit design group, under Dick Elias, is extending the state of the art in integrated circuitry to 20 megacycle speed," he said.

Working with Elias on circuit design are Ed Scott, Joe Camarata, Jerry Kammerer, Mike Cianciola, Al Kendall, Carl Mallard, Dave Millar and John Zupun.

**THE L-90's** memory system—8,192 computer words—much greater than many larger computers, uses permanent magno-strictive elements. Bob Lemon, Cianciola and Camarata handled the functional development of the system.

Building of the L-90's circuit modules involved intricate welding and this effort has been the responsibility of John Cairns. Included in this task are the gen-



**AT ARS**—The introduction of the L-90 at the recent Los Angeles meeting of the American Rocket Society resulted in a visit from three interested viewers. From left: R. M. Brunson, Librascope Vice-Pres; President W. E. Bratton; and R. O. Vaughan, Vice-Pres, Marketing, Librascope Division.

eration of design criteria to obviate design configurations impossible to weld, the development of training methods to prepare operators for this microwelding, and the selection of materials, pressures and the power necessary to join the alloys and metals to be used.

Staff Engineer Gene Wilkison heads the project's Mechanical Group, which includes Hal Thackaberry, Bill Frye, Bill Wucherpfennig, Lemon and Cairns. Jim Saiers, Glendale branch, contributed much to the original packaging concept.

The Logic Design Group is headed by Jim Kinzie and includes Bob Steves, Jack Buell and John Pross.

John Stark is the Project Engineer and Bob Simpson heads the System Design Group.

Design goal of the flight prototype calls for a 20-pound maximum weight, with overall dimensions of 11 x 14 x 4½ inches, with a power requirement of only 30 watts.

### A GPI Space Study

Librascope this month was designated the lead GPI organization in a preproposal study of a space information system for a manned, self-deploying space station. The action places GPI squarely into the select group of U.S. companies making significant contributions to plans for space exploration.

The study is being conducted by GPI for the Space and Information Systems Division of North American Aviation, which is proposing a total space exploration system for the National Aeronautics and Space Administration (NASA).

San Marcos Branch Manager D. L. Farr has named Engineer Al Nelson as

project manager of the combined GPI group, headquartered in newly-acquired space at Rancho Santa Fe. Radiation Laboratories of Melbourne, Fla., is joining the group to perform the radio frequency portion of the systems study.

### San Marcos Parties

More than 200 persons were on hand for the annual San Marcos Christmas dinner-dance, held Saturday, Dec 1, at the Twin Inns in Carlsbad.

Music for the Aeronaut-sponsored affair was provided by the Art Van Graham trio. A buffet dinner was served at 11 p.m.

Committee for the yuletide event included Aeronaut president Bob Freeman, directors Parker Buzzell and Bob Smith, and secretary Donna Lauten.

A second San Marcos event—the annual children's Christmas party, was held Dec 15, at the American Legion Hall in Escondido. The party was highlighted by the appearance of a portly gentleman named Santa, who dispensed presents to all attending youngsters.

### Annual Meeting

The annual meeting of the Librascope Employees Credit Union will be held Wednesday, Jan. 30, in conference room "B" of Bldg. I-03, starting at 4:30 p.m.

At that time, LECU will declare its annual dividend for 1962, discuss present financial condition, and elect officers for the expired terms on the board of directors, the credit committee and the supervisory committee.

All employees who are members of the Credit Union are invited to attend.



# They Filled Their Christmas Stockings Early

## New Son, New Job

Christmas gifts come in surprise packages? Not always.

Sometimes you know just what you want and if you get it, it doesn't require fancy wrappings or a big red ribbon.

For Glendale senior buyer Phil Cohen and his wife, Beverly, they got just what they wanted, but it arrived a month early. On November 29, Steven Mark, age 6 months, became the second adopted child in the Cohen family. Their daughter, Jill, now 27 months old, joined the Cohens when she was a six-week infant.

Phil, who leaves Glendale in January to become purchasing agent for the Sunnyvale branch, is pleasantly surprised at the ease with which the young man has settled into the family picture.

"We weren't sure how Jill would react to the little guy, but right from the start they became big pals," Phil says. "She shares her toys with him, and is even willing to submit to a little hair-pulling, as long as he laughs at her antics."

The only member of the family who views both children with a certain disdain, is Kimball, the Cohens' eight-year-old dachshund. "After so many years of being the center of domestic attention, Kim looked on children as something of an intrusion," Phil states. "But now that he knows they are here to stay, he's become pretty tolerant."



THE COHEN FAMILY  
(l - r) Phil, Jill, Beverly, and Steven

But pooch problems aside, the Cohens are a mighty happy family. They have a beautiful brown-eyed daughter, and now a fine young son, complete with teething problems.

It's going to be a good Christmas.

## They Call Him Willie

Even for a Spanish speaking family, Guillermo Alejandro Gonzalez is a real mouthful. It's much easier to call him Willie.

He's the new adopted addition in the home of Glendale timekeeper Bob Gonzalez and his wife, Carrie.

A year ago, LIBRAZETTE paid a visit to the Gonzalez home, shortly after the adoption of their second child — and first daughter — Delfina Elvira. A year earlier, Bob and Carrie received young Roberto Juan (nicknamed "Pinky"), now nearly three years old.

Five-month-old Willie came as a very pleasant surprise for the Gonzalezes. "When we received Delvi I was already at the maximum age (45) for adopting children," Bob says. "So when she joined us, I thought it would be our last adoption."

Rigid rules, however, have a way of becoming somewhat flexible. Because of their excellent record as parents, the adoption bureau overlooked Bob's age, and on November 8, presented the couple with their third adopted child.

In addition to making this year's Christmas a very special one, Master Willie will henceforth be celebrating a mutual anniversary with another member of the Gonzalez family.

On June 14, Willie and his new dad will be the guests-of-honor at a birthday party. For Willie, it will be his first. And for Bob? Well, if it weren't for Willie, he'd just as soon see the day go unnoticed.



THE GONZALEZ FAMILY  
(l-r) Delvi, Bob, Pinky, Carrie, and Willie



# Educational Moonlighters Share Learning With Earnest Scholars

The age-old concept of the professor or teacher enthroned in his ivory tower is now a thing of the past.

With the emergence of night school as a regular means of gaining a formal or technical education, a whole new crop of educators have been called upon to fill the tremendous need in the teaching profession.

The "new breed" comes primarily from the business community; individuals who, by day, practice what they will be teaching at night.

Among Librascope employees, there are several who are active members of the evening teaching fraternity. One of them is **Harry Plunkett**, staff attorney in our legal department.

Every Tuesday and Thursday evening, Plunkett takes up classroom residence at Glendale College. His subject, however, is not law, nor any aspect of it.

An engineering graduate from the University of Illinois who later went on to receive a law degree, Plunkett is an engineering instructor, and enjoying every minute of it.

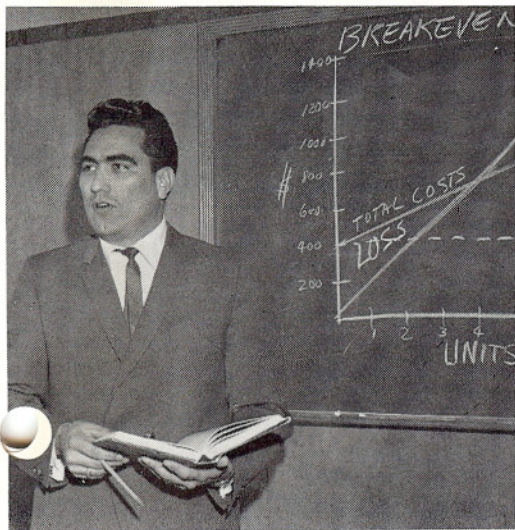
The course is Electronics II, a three-unit, lab-and-lecture class, which includes among its students three Librascope employees.

"When I first decided to go into part-time teaching, it was with the express purpose of instructing law," Plunkett says. But an unforeseen shortage of engineering instructors at Glendale College brought about a sudden change in Plunkett's plans, and he has been on the engineering faculty ever since.

\* \* \* \*

Another Librascope night side instructor who spends his working days with our Components and Special Devices branch, is **Ernie Mendez**, production control supervisor.

ERNIE MENDEZ



On Tuesday evenings, Mendez journeys to Chaffey College in Ontario to teach the elements of Production Management, a course under the auspices of the UCLA extension school.

His first semester as a teacher, Mendez finds himself face to face with a classroom full of experienced students. The class, which is part of UCLA's Business Management Program, is composed primarily of young executives and business managers living in that area.

"It's the kind of a class that keeps the instructor on his toes," Mendez says. "Most of the students have a sound, practical foundation in production management, so that the material covered is



CHUCK BRESLIN

something more than would be handled in an average introductory course."

A graduate in Industrial Management from USC, Mendez is scheduled to teach a course in Time Study next semester.

\* \* \* \*

Like electronics instructor Plunkett, **Chuck Breslin**, Glendale Engineering drafting group leader, lists three fellow employees on his class roster of 33.

Breslin's field of instruction is first semester technical drawing, one of 16 courses specially prepared for the machinist's apprenticeship program.

The course, held at L.A. Valley College each Wednesday evening, is Breslin's first assignment as an instructor.

After so many years on the receiving end of night-time instruction, Breslin viewed the role of teacher with a certain amount of apprehension.

"I knew I had the knowledge of the subject, but I wasn't sure I could get it across to the students," confesses Breslin.

Once past the first-night jitters, Breslin now looks forward to his role as instruc-



HARRY PLUNKETT

tor. "I think the key to teaching is enthusiasm," Breslin says. "If you can convey to the students your interest in the material, it makes teaching that much easier."

\* \* \* \*

A teacher at Librascope as well as on his own time is **Hal Compton**, special courses instructor in Division Training.

For five hours each Thursday evening and Saturday morning, Compton serves as an instructor in electronic assembly, one of many such courses jointly sponsored by State and Federal governments under the Manpower Development Training Act.

The students for the 180-hour course are assigned to the class by the Department of Employment as part of the statewide retraining program. They are taught soldering, wire processing, and circuit and terminal board requirements—and apparently with considerable success. Librascope has hired five of the course graduates.

Compton, a former junior high school instructor, teaches his electronic assembly course at Glendale High School.

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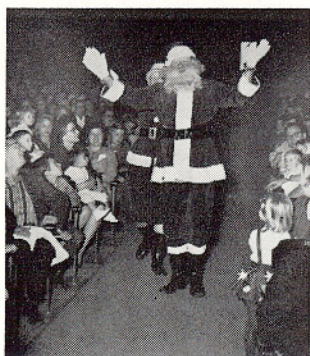
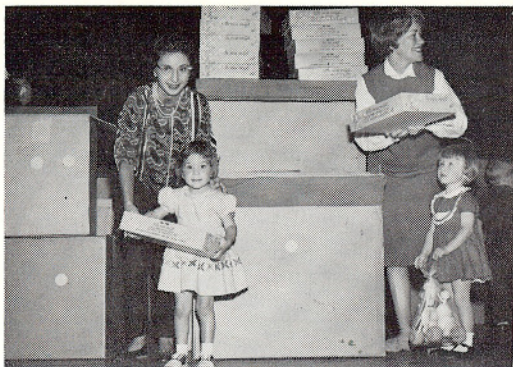
**Herb Hansen**, Glendale senior liaison engineer, has spent his two years of teaching in the field of adult education.

A BSEE graduate from Los Angeles State College and former Army instructor, Hansen teaches electronics in the adult education segment of the Burbank City School system.

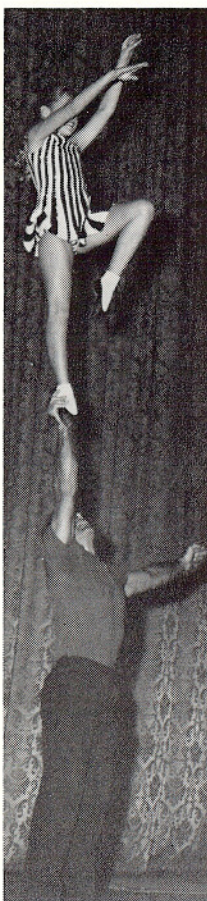
Comparing his present teaching assignment to that of his Army instruction, Hansen says: "The teaching techniques are essentially the same, but there is a world of difference in class attitude. There is nothing compulsory about adult education. These night school people are here to learn and to improve their technical skills. Their enthusiasm to learn makes the teacher's role a great deal easier—and more interesting."

With a double teaching assignment scheduled for next semester, Hansen will be instructing one course in transistor electronics and another in industrial controls.





# Christmas Party 1962

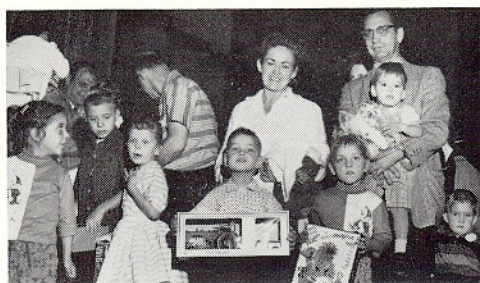


From the first cartoon to the final wave from Santa Claus, the 1962 edition of the children's Christmas party was a tremendous success.

Once again the Hoover High School auditorium was the party site, with hundreds of Librascope families arriving for the annual celebration hosted by the Precisioners. This time, however, the parents felt in a much brighter, less harassed mood than in parties past. The reasons: a top-flight show, and better organization.

The individual largely responsible for a successful Saturday morning was party chairman Jack Naimoli, who put together a nicely paced program, free from the customary long lines of anxious children awaiting their presents. The solution was to put the gifts at one end of the auditorium and Santa at the other.

In addition to easing the toddler traffic tie-up for the parents, the youngsters were delighted with the antics of the original "Cheetah," the derring-do of a father-daughter acrobatic act, and the buffoonery of Ralph Rousseau from Glendale Production Control, who was both clown and master of ceremonies.







FOREMEN FRANK WEBB AND JIM RUSHING



## SSP: Talent Search Produces

The Supervisory Selection Plan, an organized in-plant search for new supervisory talent, last month lent its assistance in the appointment of two new foremen from within the ranks of Glendale branch personnel.

The two selections — Frank Webb, promoted from inspector leadman to inspection foreman, and Jim Rushing, who stepped up from production wireman leadman to assembly foreman — were the fifth and sixth men screened, interviewed and promoted through SSP.

Last May, when the plan was formally announced, Frank McCarthy, QC Documentations Supvr, Bill Dayton, Ass'y Foreman, and Frank Handel, Military Components Supvr, were the first three selected to supervisory positions. In September, Ralph Woodward, the fourth SSP selection was promoted to Night General Foreman.

Like their predecessors, Rushing and Webb faced the sternest kind of competition before they were finally selected. The competition was all from within the company — other employees who were considered by the selection committee to be qualified applicants for the job.

For Frank Webb, the promotion to inspection foreman is the most recent in a series of promotions up the Librascope ladder.

Webb, who stepped out of Glendale High School into the Army as a paratrooper for three years, came to Librascope in 1957, shortly after his discharge.

A year after joining Librascope as a production assembler, Webb received a transfer-promotion to assembly inspector, and eight months later, became an inspector leadman.

One of three candidates for the position of inspection foreman, Webb was selected following weeks of evaluation, testing and interviewing. The candidate's final test — an interview before the five-man Supervisory Selection Board — left Webb with a slight feeling of uncertainty.

"I was afraid that my lack of broad industrial experience might work against me," Webb says. "My five years with Librascope is about all I have to recommend me."

An impressive record, however, can be achieved in five years — or even less. From what he had already shown, SSP selected Frank Webb as the new Inspection foreman.

Jim Rushing, recently promoted to night-side Assembly foreman, is the first individual in the short history of SSP who was selected the second time around.

Rushing, who joined Librascope as an assembly wireman in August, 1958, was considered as supervisory material when SSP was initiated last May. He did not receive an appointment at that time, but was high on the list of eligible candidates for future assembly foreman openings.

Following 18 months as an assembly wireman, Rushing was promoted to leadman, and a year later named experimental wireman leadman. Prior to his promotion to foreman, Rushing was a production wireman lead, reporting to Bob Pederson.

A veteran in the field of electronics, Rushing formerly was with North American, Douglas Aircraft, and Western Electric, before joining Librascope. In his new Glendale position, he reports to general foreman John Blake.

## New Performance Ratings

A new program calling for a regular, systematic performance appraisal of employees was initiated last month in most areas of the Glendale branch.

Called the Employee Performance Appraisal Program, the new plan divorces the dollar sign from performance appraisal by making wage and performance reviews two separate functions.

The appraisal program, initiated in Glendale Manufacturing, was introduced by B. A. Peskin, Mfg-Mgr. In a special presentation to all of manufacturing supervision, Peskin told the group that a vital part of any supervisor's job is to know his employees, and to give them the opportunity to "sit down and talk it over."

The new program, as described by R. R. McDonald, Glendale Personnel Mgr, will be administered through four different appraisal forms. One form will be used for all hourly employees; a second applies to salaried personnel; a third form will be used to appraise all supervisory personnel; and finally, the introduction of a special personnel form.

The "special" report, McDonald said, is just what the name implies. It will be used only for employees who have demonstrated outstanding capabilities and potential for advancement. The special form, which may be used at any time, is designed to help map out a program of development for the employee who has exhibited a superior potential.

The significant "procedural" change brought about by the new evaluation plan is the separation of performance review from wage review. Under the new system, a supervisor can sit down with an employee and objectively evaluate and appraise his performance without thinking of it in terms of an hourly or weekly increase.

An employee's first performance appraisal takes place three months after he joins the company and will be followed with a second review six months later. From then on, the employee will receive his performance review on an annual basis, or three months prior to his anniversary date.

The initial merit increase review follows the first performance appraisal by three months and will continue on the presently scheduled basis, never occurring at the time of a performance review.

But perhaps the most significant achievement of the plan, according to Peskin, is the strengthening of two-way communication between the supervisor and the employee.

"A company achieves success through its people, not by rules and regulations," Peskin said. "I feel confident that our new appraisal plan will provide greater opportunity for mutual understanding, and the establishment of mutual objectives."





## NEW FACES

Dr. Alfred Schmitt, former chief of flight mechanics with General Dynamics/Astronautics, has joined the San Marcos branch as chief engineer. He reports to H. E. Beatty, Operations Mgr.

While with GD/A, Dr. Schmitt was in charge of vehicle dynamics analysis on the Atlas missiles and space boosters. Previously, he was a senior engineer with Ryan Aeronautical Co., where he conducted flutter and vibration studies on jet aircraft.

Dr. Schmitt was an instructor at the University of California and San Diego State College, and was an assistant professor at Purdue University—his alma mater—where he taught graduate courses in aeronautical engineering. He received his BS, MS, and PhD in aeronautical engineering at Purdue.



Laurence J. Winik, former Operations Manager for Servomechanisms of El Segundo, has been appointed Manager of Glendale branch Industrial Engineering, reporting to B. A. Peskin, Manufacturing Manager.

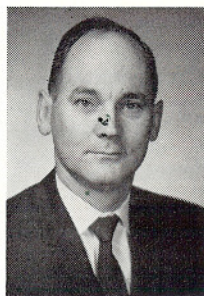
As IE Manager, Winik has overall responsibility for tooling, methods improvement, production planning, facility control, and manufacturing estimating.

Prior to coming to the West Coast, Winik served as Production Control Manager for the Marine division of Sperry Gyroscope Co. Earlier, he was with the Teleregister Corp., Stamford, Conn., as Manager of Production Control and Program Planning, and spent five years as Chief Manufacturing Engineer with Sperry Products Inc., Danbury, Conn.

A holder of three degrees, Winik received a BS in physics and mathematics from St Lawrence University, Canton, N.Y., a BS in chemical engineering from MIT, and a BSEE from Johns Hopkins University. He also has completed the majority of work for a master's in business administration while attending night school at NYU.



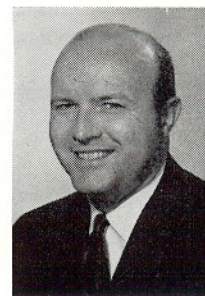
G. Duane Smith, who joined the Glendale branch as a manufacturing planner in August, last month was named Assistant to Manufacturing Manager B. A.



SCHMITT



WINIK



SMITH



YOUNG

Peskin, with coordination responsibility among the manufacturing sections for budget and personnel planning, production scheduling and general administration.

Smith brings a strong background of production management experience with RCA to his new post. In 10 years with RCA he was a production planner at Camden, N.J., manager of production planning at Cambridge, Ohio, and senior project administrator-engineering, at the plant in Van Nuys.

Smith earned a BS degree in chemistry at Alliance College and also has taken graduate work in industrial management and computer applications at UCLA, Drexel Institute of Technology and Rutgers University.

Active in the United States Junior Chamber of Commerce since 1952, Smith currently is the organization's national membership chairman, following service as a national director and as state vice-president in New Jersey, Ohio and California state Jaycee organizations.



James E. Young is Librascope's new Manager of the Dayton Regional marketing office, by appointment of M. R. Prevatte, Director, Eastern Region Marketing. Young succeeds Dewey Nichols, who has transferred to the GPI eastern marketing staff.

The new Dayton manager comes to Librascope from the Weston Instruments Division of Daystrom, Inc., for which he was Dayton regional corporate representative. Previously, for four years, he was corporate sales manager for the Bendix Corp., in Dayton. Young also spent five years with Bendix radio division as Far Eastern operations supervisor in Japan.

Young studied at the University of Dayton. A Navy veteran of World War II, he is married and the father of four.

John W. Pross, Jr., a former Librascope engineer, has rejoined the company as a senior engineer with the San Marcos branch, following a two-year absence. He is currently assigned to the logic group working on the L-90 project.

A graduate of California Institute of Technology, where he received a BS in Physics in 1957, Pross joins San Marcos following two years as a senior engineer with Litton Systems Inc. Earlier, he was an engineer with Hughes Aircraft Co.



Charles B. Palmer last month was appointed Supervisor of Manufacturing Cost Estimating by Mfg-Mgr B. A. Peskin of the Glendale branch.

Palmer, who makes his home in Anaheim, headed the cost estimating function at the Aeronautics and Instrument Division of Robertshaw-Fulton Controls in Anaheim for the past four years. Earlier he was for seven years owner of Reliance Mfg Co., Los Angeles, a jobbing machine shop specializing in tooling and machined parts.

A native of Delta, Utah, Palmer graduated from Inglewood, Calif., schools then studied Industrial Engineering at USC. He is married and the father of a teen-age son and daughter.



Champ Vance has been appointed a Master Planner in the Glendale manufacturing organization, reporting to Duane Smith, Assistant to Mfg-Mgr B. A. Peskin.

Vance, formerly administrative assistant to W. K. McAboy, Director of Operations Planning, recently returned to Librascope after a year's absence. He joined the company originally in 1959, after experience in production and material control with Summers Gyroscope and the Computer Division of Bendix Corp.



Ronald T. Abdo has joined the personnel staff of the Data Processing Systems and Components and Special Devices branches as a personnel representative. He reports to J. R. W. Batten, personnel manager.

Holder of a BA and a Master's degree in Industrial Relations from the University of Minnesota, Abdo previously was with the personnel department of Aerojet-General, Azusa, and the production control department of North American Aviation, Inglewood.



PROSS



PALMER



VANCE



ABDO





**A HAPPY GROUP**—Bill Dill, Glendale employment interviewer (second from right) assists a room-full of new employees in filling out the necessary forms before starting to work.

With an employment upswing that began late last summer, the Librascope head count is the highest it has been since the beginning of the year. (See accompanying employment story.)

## EMPLOYMENT

### Highest Since January

Employment at Librascope reached its highest point since Jan 30 at the end of November when the force count registered 3,433 men and women. The count reached its lowest point—3,245—on Aug 31, has climbed gradually ever since.

All branches and the Division Office have posted requisitions with Technical and Professional Employment Manager G. W. Seltzer for February '63 engineering school graduates and all units currently have unfilled requisitions for experienced engineering personnel.

Professional recruiters F. S. McMullin and B. E. Larson of Seltzer's staff visited 17 engineering schools in the western states during Nov and Dec, seeking to fill the 40 posted requisitions for associate engineers. Their itinerary included:

Cal-Tech, Stanford, Cal-Berkeley, UCLA, USC, Cal-Poly at San Luis Obispo, L.A. State, San Diego State, the Universities of Washington, Oklahoma, Texas, Arizona, New Mexico, Colorado and Utah, Washington State and Oregon State.

In February Librascope's recruiters will revisit most of the Western schools and also will go to MIT, CCNY, Howard University, Polytechnic Institute of Brooklyn, and Tuskegee Institute.

### Aid Pledges \$24,000

Employees of the Glendale branch and the Division Offices are pledging themselves to give \$24,000 through Aid Club payroll deductions, to local and national charities during 1963.

The action was taken at the annual Aid Club elections, held this year on Nov 21.

Club members reelected Bill Ryan, Liaison Engineering, to the Aid Club committee and also named Phil Cohen,

Purchasing and Joe Arbaugh, Materiel Control, to the club's governing body. Holdovers from the previous committee are Dick Wilson, Publications and Evelyn Robideau, Inspection.

Fifteen other Glendalers were named as committee representatives in the widely-scattered buildings. They are:

Bldg 1—Tony Schneider and John J. Temperato; Bldg 2—Don Wolff; Bldg 3—Bill Walker; Bldg 5—Margaret Terrill; Bldgs 7 & 14—Rose Raymond; Bldg 15—Lorraine Mackey; Bldg 16—Suzanne Bame.

Also, Bldg 17—Ella Lustig and Alice McCormick; Bldgs 18 & 19—Ronnie Hale; Bldgs 21, 26, 50 & 51—Patricia Hansen; Bldg 32—Joe Myles; Night Shift, Bldgs 1, 2, 3 & 5—Walter Zack; Bldgs 17, 18 & 19—Claude Bell.



## UP THE LADDER

Changes in our internal structure, brought about by the establishing of the group and division organizations, have brought added responsibilities and promotion to members of the management group. Those tapped were:

President W. E. Bratton, from Librascope Division head, to President, Information Systems Group.

D. C. Webster, from Group Vice-Pres., to President, Librascope division.

R. E. Hastings, from Group Vice-Pres., to President, Commercial Computer division.

R. A. Dietrich, from Director, Technical Planning, Librascope division, to Director, ISG Research Center.

S. L. Briggs, from Assistant to the President, Librascope division, to Vice-Pres., Administration, ISG.

R. M. Brunson, Vice-Pres., Librascope division, to Vice-Pres., Advanced Market Planning, ISG.

R. O. Vaughan, from Director of Marketing, Librascope division, to Vice-Pres., Marketing, Librascope division.

T. D. Bryant, from Manager, Glendale branch, to Vice-Pres., Librascope division, and Manager, Glendale branch.

K. N. Beiriger, from Controller, Librascope division, to Controller, ISG, and Controller of the Commercial Computer and Librascope divisions.

M. L. Cowan, from Division Materiel Director, to Director of Material of the Commercial Computer and Librascope divisions.

C. S. Godwin, Director of Contracts, Division Office, to Director of Contracts, ISG and Director of Contracts, Commercial Computer and Librascope divisions.

H. L. Hanson, from Assistant General Counsel, to Assistant to the Vice-Pres., Advanced Market Planning, ISG.

if you're Short of Cash  
Santa--why not see  
your--



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CREDIT UNION**





# Merry Christmas . . .



## ENGINEERING

### Four Major Functions

Glendale's engineering department was restructured last month in a move which concentrates all functions into four major groups—Design Engineering, Advanced Applications, Technical Documentation and Washington Engineering office.

Main objectives of the move, according to Chief Engineer A. D. Larson, are to improve efficiency by reducing lines of communication while, at the same time, reducing over all costs.

Larson named J. L. Deitz to head Design Engineering and, at the same time, promoted him to be Assistant Chief Engineer of the branch, a newly established position.



LARSON



DEITZ

Design Engineering, under Deitz, consists of four parts, Systems Engineering, headed by R. B. Bianchi as manager; Electronic Engineering, of which J. H. Paquin is Director; Electro-Mechanical-Optical Engineering, D. E. Roof, manager, and Manufacturing Support, managed by F. T. Copple.

C. N. Burgis is Staff Engineer to Deitz and C. A. Wilson, also reporting to Deitz, is manager of the Program Management section.

Advanced Applications will be headed, for the present, by Larson. This group of staff and senior engineers will be concerned with the development of new applications for existing products, the development of new products, providing technical assistance in the preparation of proposals.

The Washington Engineering office, of which Chester Brandon is chief engineer,

formerly functioned as part of the Division Office structure.

Technical Documentation, headed by Manager J. R. Pelamati, now includes the former Publications section, which has been divided into two parts—Writing and Editing and Art and Production. Also a part of Technical Documentation are Engineering Support, Parts Listing, Spares Analysis and Standards. Packaging Engineering has been shifted to the Manufacturing Support section of Design Engineering.

Virtually all engineering functions are now located in Bldg A16. Exceptions are Manufacturing Support, in Bldg A14 and the Manager's Office, Technical Documentation, in Bldg. A07.

### Attention: UCLA Alumni!

UCLA is looking for some 100,000 "lost souls" — former students or graduates with whom the University has lost touch. If you haven't been on Alma Mater's mailing list, please send your name, address, dates when you attended or class year to UCLA Alumni Records, 405 Hilgard Avenue, Los Angeles 24, Calif.

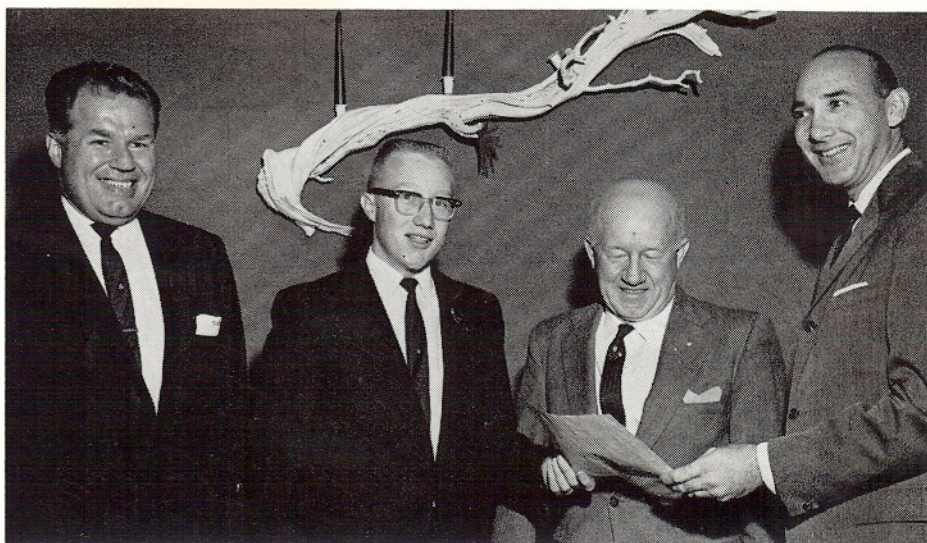
### Tax Man's Tithe

The tax man's swinging scythe is going to carve an additional \$29 out of the body of our earnings next year, when further increases in Federal social security and state disability insurance taxes go into effect.

The tax increase will hit Librascope, too. The company's social security tax bill next year will go up some \$96,000, to an estimated \$630,000, as opposed to this year's estimated \$534,000. By law, Librascope must match employees' social security taxes dollar-for-dollar.

The new social security tax rates call for payment of 3½ per cent of the first \$4,800 of our earnings; the old rate was 3¼. For those earning \$4,800 per year or more, the tax increase means that payroll deductions for this tax will be \$174 in 1963, as opposed to this year's \$150, an increase of \$24.

The State's disability insurance tax rate increase will cut an additional \$5 from our incomes, as the payroll deductions escalate from one per cent of the first \$4,100 of income, to one per cent of the first \$4,600.



**NEW JOURNEYMAN**—John Briggs (second from left) is seen receiving his journeyman trade certificate from B. A. Peskin, Glendale Manufacturing Manager (right). The certificate, which marks the completion of four years apprenticeship training, was presented to Briggs at a company-sponsored luncheon in his honor at Arthur's Village Inn in Glendale. Also on hand at the presentation were Richard Harden (left), business representative for Precision Lodge 1600, IAM, and David Briggs, the very proud father of the graduating apprentice, and a former Librascope employee now retired.



# . . . Happy New Year

