

# LIBRAZETTE

AN EXCHANGE OF NEWS AND KNOWLEDGE

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MARCH, 1964

## Best of the Month

Cal-Top, one of the two Librascope sponsored Junior Achievement companies in the Los Angeles area, was named company-of-the-month for the northwest district for the month of January.

## Remember to File State Tax Return

(GLENDALE) All Librascope employees in California were reminded this month by A. R. Pederson, Librascope Group employee benefits and services supervisor, that they have two income tax returns to fill out—one for the state as well as one for the Federal government.

Due date on the State return is the same as the Federal—April 15. All single employees who earned a net income of \$1,500 or more and all married employees whose combined 1963 net incomes are \$3,000 or more, are required to file.

Net income, says Pederson, is your gross income, less the itemized or standard deductions permitted by law, but before deduction is taken for your exemptions. Tax forms are available at all Personnel Dept. offices.

## Navy to Invest \$345,000 In New Equipment For SED

(GLENDALE) The Navy's Bureau of Weapons is investing \$345,000 in new production equipment for Librascope, as part of its program of replacing older Government-owned equipment, with more efficient, cost-saving machinery.

## Award ImpAct Seals To 24 Departments

(GLENDALE) Twenty-four departments in the Surface Equipment, Avionic Equipment, and Commercial Computer divisions and in the Librascope Group offices, have been awarded Seals of Approval in the Good Housekeeping project of the IMPACT campaign for cost reduction.

Inspection teams found that the 24 were standouts for neat appearance, general cleanliness, efficient use of space, proper care of machines, safety, economical use of material and other criteria.

In the Librascope Group offices seals were awarded to: Budget, General Accounting, Mail Room, Plant Engineering, Research and Systems Center offices, Se-

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In all, 11 pieces of equipment, four of them numerically-controlled machines, are being supplied to the Surface Equipment Division, for installation in the division's Bldg A01 production machining facility.

Coincident with installation of the new machines, the Bldg A01 facility is undergoing a major realignment of its functional arrangements, says Larry J. Winik, SED's manager of industrial engineering.

The realignment of production facilities had long been desired, but the work is being undertaken at this time for reasons of economy, brought about by the company's need to divest itself of expensive leases on Bldgs A18 and A19. All of the plating and processing operations now in Bldg A19 will be shifted to Bldg A01 in the second half of this year. Bldg A18 operations are being transferred to Bldg A17.

When work is completed, somewhere around the middle of this year, the new equipment will be part of a streamlined operation in which all functions will be located in planned relation to other functions, says Winik.

The complete list of new equipment includes:

One Fostick boring machine, one Burgmaster turret drill, two Cintimatic machine centers, two Gordon profilers, two Warner and Swasey automatic horizontal chucking lathes, two Barber-Coleman gear hobbors and one Warner and Swasey automatic screw machine.

The Fostick, Burgmaster and Cintimatic machines are numerically controlled. The Cintimatics have already arrived and are in their break-in phase now; the Fostick and Burgmaster machines are expected by the end of the month.

Already operating are the two gear hobbors; the automatic screw machine is to be installed this month, as are the lathes. The profilers will not be received

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APPRENTICES is what they were, the three young men centered above, but journeyman machinists is what they are now, following graduation from Librascope's apprenticeship program. Scene is the Smoke House restaurant in Burbank, where the new journeymen were honored at a company luncheon. From left, Dave Blevens, member, joint apprenticeship committee, Al Fonsca, committee chairman, new journeymen Ron Maas, Art Colton and Virgil Giandiletti, committee secretary Wayne Strong and committee member Les Hey. (See story on Page 5)



# Maurice Center, 473L Chief, Is New Manager of SE Division

(GLENDALE) A man who brought a \$95-million dollar major defense program to successful completion, then returned \$10-million in cost savings to the Government, is the new Manager of Librascope's Surface Equipment Division.

Maurice Center, Manager of SED's 473L program for the Air Force, was named to succeed Tom D. Bryant, resigned. The appointment became effective March 9.

Center's achievement in making one of the biggest refunds on a Government contract since World War II, is neither the major nor the minor mark in the 41-year old manager's career, which began when he graduated from Purdue University with a BSEE degree in 1947.

His education had been interrupted by four years in the Army Signal Corps in New Guinea, the Philippines and

Japan, from 1942 to 1946. After graduation Center spent four years with Underwriters Laboratories, the industry-sponsored testing and investigative body.

Then began a 10-year career with The Martin Company, the Baltimore aircraft builder which then was starting a major shift from building planes, to building missiles and defense systems. Center joined the engineering department and, over a seven year span, was a designer, project engineer and program director of large military electronic systems in such areas as target detection, data transmission, data processing and data display.

Center became Director of Martin's electronic defense programs in 1958 and headed all operations connected with development, manufacture, installation, field test and logistics for the Missile

Master program. The latter was—and is—the Nike missile ground-to-air anti-aircraft defense coordination system. It was while head of this operation that he achieved the historic "underrun" in total costs.

The new SED manager is justifiably proud of that cost-saving, but he is prouder that the effort he headed was completed on time, without a single schedule slip, at the 10 installations guarding major U.S. cities for which he had responsibility. He is proud, too, that he carried Missile Master into the second generation Birdie program.

Early in 1961, Center joined the Fairchild-Stratos Corp as General Manager of the company's Electronic Systems Division at Wyandanch, Long Island. In this autonomous operating division he directed the development and manufacture of radar devices, special-purpose flight vehicles, control systems, data transmission and processing equipment, flight trainers and flight simulators.

The ES division had prime contract on many land-based, shipborne and airborne electronic systems, including the Army's long-range combat surveillance drone, the USD-5.

Center joined the General Precision organization in March, 1963, and, in the same month, was transferred to Librascope to head the 473L program. This program is one of the most important in terms of present size and future potential, that Librascope has been awarded in recent years.

Married to the former Miss Marilyn Grossman of South Bend, Ind., Center makes his home in La Canada. The Centers are parents of two sets of twins: James and Jill, 13, now in junior high school, and Lisa and Lynn, 4½.



MEMBERS of the team which produced Librascope's new Wireman's Workmanship Manual, pose with a copy of new book being distributed throughout the Group and GPE organization. (L-R) Joe Pardo and Jesse Pack, Technical Publications; Jack Phillips, Supvr SED Standards; Bill Roxbury, SED standards analyst and Glenn Nichols, SED Electrical Methods analyst. Not present, Maggie Chaffin, Technical Publications writer-editor.



IMPACT campaign is getting competitive in Operations Dept of Surface Equipment Division. Supvr Dick Awbrey, of Management Engineering (below) and Engineer Seymour Klein show off scoreboard which soon will reflect standings in ideas submitted. Board is on west side of Bldg A01.

## Appoint H. E. Roush S'vale Prod-Manager

(SUNNYVALE) Harold E. "Bud" Roush has been appointed Production Manager of the Sunnyvale branch of CCD. He succeeds Hugh F. Warner, who resigned effective Feb. 28.

Roush has been a member of the Sunnyvale organization since Feb. 1961. His assignments, as a senior mechanical engineer, were in marketing and product assurance engineering.

A graduate of Pennsylvania State University, Roush came to the Librascope Group from the Hamilton Watch Company, Lancaster, Pa. At Hamilton he served in Methods, Process Development and Manufacturing Engineering.

Roush is married, the father of two and makes his home in Santa Clara.







NEW OFFICERS and building representatives of SED's Precisioneers, took office last month and, following their first meeting, lined up for LIBRAZETTE's news camera.

The new leadership, left to right, front row: Mamie Fickler, Peg Keller, Gil Fife, Barbara Tubbs, activities coordinator,

Dave Gardner, vice-pres, Fred Killips, president, Lee Norvell, secretary, Steve Jackman, director-at-large and Terry Leonetti.

Second row, (L-R), Angelo Pizzo, Susie Smith, Audrey Wilkerson, Doris Chase, Bob Gonzales, JoAnn Guarino, Barbara Hall, Kay Small, Beverly Price, Terry Dixon and Jack Naimoli.

## Name G.S.L. Kranz 473L Program Mgr

(GLENDALE) George S. L. Kranz, who brings to the task a background of 18 years as engineer and program manager with major defense contractors, has been named Program Manager of the 473L program in the Surface Equipment Division.

Kranz has been "phasing in" to his new responsibilities, as deputy to Maurice Center, 473L program manager for the past year. Center became Manager of SED on March 6. (See accompanying story.)

The major portion of Kranz' career up to now has been spent with The Martin Company, following a six-year tour with the U.S. Coast Guard during World War II.

He joined Martin in 1946 as a test engineer on a pilotless aircraft development program. In 1947 he left to attend Johns Hopkins University, where he majored in physics. While there he was a member of the research staff in the university's Radiation Laboratories.

During his second tour with Martin, which began in 1950, Kranz progressed from engineer to senior engineer, to technical director, to project engineer, chief



### Credit Union Dividend

The Credit Union dividend voted by the Board of Directors for 1963 is 4½%, the same as for 1962. Although not paid to shareholders in cash, but as a credit on your share account, the dividend is regarded as income by both the Federal and State governments, and should be listed as such in your income tax returns.

project engineer, acting director of engineering and director of logistic support in various military divisions of the company at both Baltimore, Md., and Orlando, Fla.

Kranz led the engineering team which developed and produced the Army's AN/FSG-1 "Missile Master" antiaircraft control system for the Nike missile. As project engineer on the Lacrosse weapon system, an Army surface-to-surface missile, Kranz had complete charge of all engineering phases of the project. At one time there were 650 engineers in the group.

Later, as chief project engineer, Kranz directed the efforts of a group of project engineers, developed and installed systems of control for the various engineering and production projects at Orlando.

The Logistics Support Division which Kranz directed for a year and a half at Martin-Orlando, was responsible for field service, training, publications and related activities for all programs.

## Metal Show Delegates To Visit SED Plant

(GLENDALE) Delegates to the Western Metal and Trade Exposition and Conference, to be held March 16-20 in Los Angeles, will tour manufacturing facilities of the Surface Equipment Division, as guests of SED's industrial engineering department.

The exposition and conference is sponsored by the American Society of Tool and Manufacturing Engineers and the American Society for Metals.

Sixty delegates will tour the SED facilities on March 17, in groups of 10. All expressed special desire to see the numerically-controlled machines in action.

Late in 1961, Kranz left Martin to join the Electronics Systems Division of Fairchild-Stratos Corp., as Director of Engineering. In this post he directed the reorganization of the engineering department, to bring about effective planning and cost estimating. Later he also was given responsibility for directing all proposal efforts.

Immediately prior to joining Librascope Feb. 7, Kranz was serving as Program Manager of a classified program for the Aero Division of Minneapolis-Honeywell at St. Petersburg, Fla.

The new 473L Manager is married and a boating enthusiast. Currently he is seeking a place to live near the water—within commuting distance of Glendale.





1964's Board of Directors of the Librascope Employees Credit Union, poses for the camera at its first session following election at the annual membership meeting. (L-R), William F. Girouard, new president; new members Paul J. Kennedy and Don Derrington (vice president); Walter F. Picker; Dorris Eberle, secretary-treasurer, and E. D. "Buzz" Newman. Not present, Robert H. Nelson.



ONLY DISTAFF member of our credit union's new credit committee, pictured here, is Marie Sagar, whose fellow members rewarded her zeal for work by reelecting her chairman of the group. Other members (L-R) Jan T. Rosdorff, Steve Jackman and newly-elected Norman Hutchinson. Absent when photo was taken: New member Herb Steinitz.



CREDIT UNION supervisory committee, which conducts continuing survey of CU operations, is composed of Howard H. Hill, chairman, (L), and new members Tom Ross and Dave Sanson. 1964 will be Hill's second term as head of the committee.

## LE Credit Union Elects New Officers

(GLENDALE) It was two across the board for shareholders of the Librascope Employees Credit Union at the 10th annual meeting, held Jan 29 at Librascope Group headquarters in Glendale.

Responding unanimously to the recommendations of the nominating committee, shareholders elected two members of the Board of Directors, two members of the Credit Committee and two members of the Supervisory Committee.

Newly elected members of the Board are Don Derrington (three year term) and Paul J. Kennedy (one year term). New Credit Committee members are Herb Steinitz and Norm Hutchinson; new members of the Supervisory Committee are Dave Sanson and Tom Ross.

At its first meeting, held Feb. 5, the Board of Directors elected William F. Girouard as president, Derrington as vice president and reelected Dorris Eberle as secretary-treasurer. The full membership of the Board now includes Girouard, Derrington, Eberle, Kennedy, Robert H. Nelson, Walter F. Picker and E. D. "Buzz" Newman, retiring president.

Jan T. Rosdorff was appointed chairman of the membership committee; President Girouard was reappointed to the education committee, as was board member Picker. Retiring president Newman was reappointed chairman of the legislative committee and representative to the California League of Credit Unions.

## Engineer Flickinger Returns to CC Div

(BURBANK) Engineer Charles E. Flickinger, whose first position in his profession after graduation from UCLA in 1957 was with Librascope, has returned to the organization after a three year absence.

Flickinger is now a member of the Commercial Computer Division engineering department. As an engineering supervisor he reports to Nolan Kroninger, director of product engineering.

In his previous affiliation with Librascope, Flickinger was a member of the then Airborne Engineering department, now the Avionic Equipment Division.

While away Flickinger served as a project manager with ABACUS, Inc., Santa Monica, and senior engineer with Litton Industries, Inc. He is married, the father of two and makes his home in Woodland Hills.

## Precisioneers Offer Package Tours

If you've been thinking of going overseas and faraway on this year's vacation, it's time to start planning, says Barbara Tubbs, Precisioneer activities coordinator. Presented below is a tentative list of tours. Check the one which interests you, or write-in a tour more to your liking and send the coupon to Mrs. Tubbs in Bldg. I-03, Glendale. There is no obligation involved.

	App
<input type="checkbox"/> Hawaii for 14 days .....	\$ 399
<input type="checkbox"/> Tahiti for 14 days .....	850
<input type="checkbox"/> Mexico for 10 days .....	275
<input type="checkbox"/> Europe for 23 days .....	1,095
<input type="checkbox"/> N.Y. World's Fair for 6 days .....	299
or ..... at .....	
your choice	
There would be.....people in my party should I decide to go on this year's tour.	
Employee's name .....	
Extension .....	



# Librascope Honors Apprentice Grads

(GLENDALE) Four long years of hard work—in the shop and in the classroom—have ended for three members of Librascope's apprentice training program. The three—Ron Maas, Art Colton and Virgil Giandiletti—are now full-fledged journeyman machinists. Their new status was recognized recently when they were guests of honor at a graduation luncheon given by the company at the Smoke House in Burbank.

They heard themselves described by company, state and union officials as first rate students and workers and examples for others to follow. And, as each responded to the invitation to say how they felt about their long preparation, they spoke in kind about the help they had received from their co-workers in the shop, the guidance they got from members of the joint committee and the training from their teachers in school.

## Company Gift

Following the presentation of certificates from Dick Harden, business representative of the Int'l Ass'n of Machinists, each received a company gift of a Tool Engineers Manual from Harlan Buseth, Operations Manager of the Surface Equipment Division.

Ed Thomsen, representing the apprentice education department of the Los Angeles School system, noted that each new journeyman had done well scholastically at Valley Junior College. "Their marks were mostly A's and B's, with a few C's and nothing lower. These boys worked hard."

## Rigorous Regime

Wayne P. Strong, Librascope Group training director and secretary of the joint apprenticeship committee, noted during the course of his master of ceremonies stint, that apprentices have a rigorous regime.

To earn their journeyman's certificate each apprentice works a total of 8,000 hours in the shop over a four-year period, gaining experience in every work situation that a modern machine shop provides. In addition, each apprentice takes 16 courses in junior college work, on his own time in night sessions.

"Each graduate has earned the right to be called a journeyman," Strong pointed out.

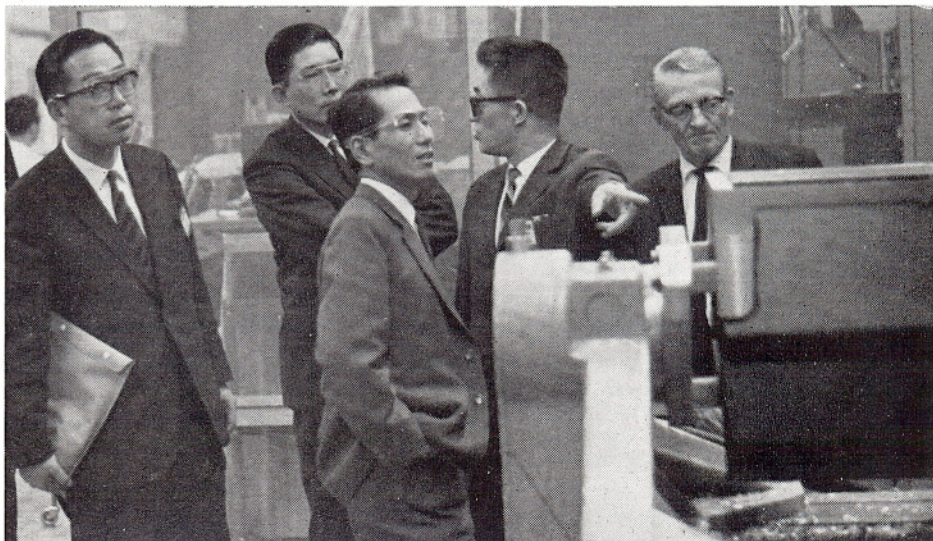
Five other young men are currently enrolled in the Librascope apprentice program: Ben Saunders, who graduates in June, Pete DeYoung, who winds up his training in August, Gary Meyers, now in his second year and brand new apprentices Harley Pace and Louis Eden.

"The plainest lesson I get from . . . history . . . is that man cannot count on miracles."—Historian Herbert J. Muller



GRADUATES of an intensive 15-week shared-time course in the Design and Measurement of Work, are these members of the Surface Equipment Division, their instructor, W. F. Girouard, Librascope director of industrial engineering, and course administrator, Librascope Training Director W. P. Strong. They gathered for class photo on lawn in front of Group headquarters.

Front row, (L-R) Girouard, P. J. Kennedy, J. W. Briggs, Donald Sloan, J. G. Vigil, A. W. Lee, C. E. Kelly and Strong. Second row (L-R), D. R. Barnt, R. L. Gruber, R. B. Rousseau, D. F. Day, W. T. Holmes, G. M. Shearer, C. M. Watson, G. R. Nichols and A. U. Schneider.



JAPANESE labor leaders visit Surface Equipment Division machine shop at Glendale, as part of U.S. State and Labor Department international goodwill program. (L-R) Kiyomuchi Asami, Aichi Prefecture president, Japanese Confederation of Labor; Jiro Sonoda, Secretary-General, Kanagawa Prefecture, Japan Federation of Trade Unions; Toshifumi Gotanda, President, Miyazaki Prefecture, Japanese Confederation of Labor, Bill Yamagama, interpreter, and Ralph Woodward, SED General Foreman, who conducted tour. In above photo, visitors are admiring Librascope designed-and-built trunion fixture on the Arrow tape-controlled milling machine.

## Precisioneers to Play First Golf April 18

(GLENDALE) First tournament of the year for the Precisioneers Golf Club will be held April 18, at the Whispering Lakes course in Ontario, according to newly-elected club president Bill Kerr. All Librascope golfers are invited to enter.

Serving with Kerr as officers and committee members are:

Vice-Pres, Bob Megee; Secretary, Erma Brown; Treasurer, Bill Tackaberry. Stan Ericsson has been elected to a three-year term as committeeman and Charles Krone to a two-year term.

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**NEW APPRENTICE** Harley Pace, of Surface Equipment Division's machine shop, is getting exposed to all facets of his new trade. Here, in the second of his three assignments so far, he fills order of a geometric thread chaser for Leadman Ivan Mahoney, at the Bldg A01 tool crib window.

## Dr. Milo Macha Joins LG Research & Systems

(GLENDALE) Dr. Milo Macha, formerly a senior research scientist on the research laboratories of Lear-Siegler Corp, has joined the Applied Research section of Librascope's Research and Systems Center, as a senior staff physicist.

A native of Czechoslovakia, Dr. Macha holds degrees in chemistry and ceramics from Charles University, Prague. He is a member of IEEE, the British and American Ceramic societies, the Acoustical Society of America and the International Ceramic Congress.

Dr. Macha has been identified with the development of thin film diodes and transistors, microelectronic circuitry and electroluminescent display. He holds patents on silicon diodes and silicon solar cells.



**MACHA**



**JACKSON**

## Appoint R.O. Jackson To LG Research Staff

(GLENDALE) Robert O. Jackson, formerly a senior staff engineer for the Guidance and Control division of Litton Systems, has joined the staff of the Ground Information Systems department of Librascope's Research and Systems Center.

Jackson holds a BSEE degree from USC, took postgraduate work at Cornell University and is currently completing work for his MSEE degree from UCLA.

Previous to joining Litton, where he was engaged in command and control systems studies, Jackson was on the research and development staffs of General Electric, Lockheed Missiles Systems Division, Aerosyntronics Corp and Tasker Instrument Corp.

Jackson, married and the father of three, makes his home in Northridge.

### Correction!

Form 1099, on which banks, credit unions, and companies paying dividends on earnings, report that income to you—and the State and Federal tax collectors—does NOT have to be attached to your income tax return. **LIBRAZETTE** apologizes for this incorrect information in its February tax story. However, it IS true that both State and Federal law requires us to report those earnings as income in our tax returns!

## Employees Enroll In Special Courses

(GLENDALE) Twenty-four members of the Operations and Engineering and Finance departments of the Surface Equipment Division and Librascope Group Offices are attending or have recently completed company financed management development programs at Los Angeles area colleges, institutes and seminars.

Courses taken were to equip employees for specific work assignments or to aid them in general development, according to Wayne P. Strong, Librascope Group training director.

### Eighteen at UCLA

Twelve employees are attending UCLA. Jerry L. Deitz, Walter J. Picker and Charles C. Buterbaugh are enrolled in the Executive Program. Lyle Crawford, Bill Tilden, Lloyd C. Somerfield, Les L. Hey, Galen S. Mannan, Jr., Donald J. Hersch are in the Business Management Program. Kenneth P. Cohen and Herbert Meyer are taking the Human Factors in Management course.

W. J. Flanagan completed the Executive Management program in January, and Jack R. Pelamati finished his Engineering-Management course last month.

Five others attended the UCLA Industrial Engineering Institute, held Feb 7 and 8. They are: Frederick Greene, Wayne W. Hargis, Kenneth J. Cohen, Peter D. Laue, and E. D. "Buzz" Newman.

### Three at Cal-Tech

Three supervisors are attending Cal-Tech. Frank H. Yapp is enrolled in the Unemployment Insurance Administration seminar; Mark A. McDermott is enrolled in the Practicing Supervision course and Strong is taking part in the seminar on Training and Development.

Herbert J. Steinitz attended a two-day defense contractors contract management seminar conducted by the National Defense Education Institute. Earl Valdez and John A. Flynn, Jr., are enrolled in a week-long pricing and negotiating seminar for contract administrators to be conducted in Los Angeles by the Contract Management Institute.

With few exceptions, employees enrolled in the courses attend after hours, on their own time.

### Papers Sought

Technical papers are being sought for presentation at the Ninth Symposium on Ballistic Missile and Space Technology, to be held Aug 12-14, at the U.S. Naval Training Center, San Diego. The event is sponsored by the Space Systems Division of the Air Force Systems Command. Details may be obtained from J. O. Robinson, administrator, Employee Writing Incentive Program, at Glendale.



# Company Researcher Joins USC Faculty

(GLENDALE) Librascope is going to share its expertise in using computers as a tool in language research with the University of Southern California.

Linguistics expert Milton Worthy, a member of the advanced research staff of the Research and Systems Center, is taking his experience in man-machine communications into the classroom, where he will conduct a graduate group through an experimental course called "Computational Linguistics."

The course aim is to teach graduates in linguistics how to use a computer in making the vastly necessary, but time consuming comparative studies of language and its component parts, which the discipline demands. All of this, of course, to increase understanding of language and thus improve human ability to communicate with other humans—and machines.

Worthy, a graduate in philosophy from USC, with a Master's in linguistics from the same institution, has taught before at his alma mater. In this new venture, to be conducted on a twice-a-week basis in night sessions, he will have the rank of Associate Professor in the Department of Linguistics.

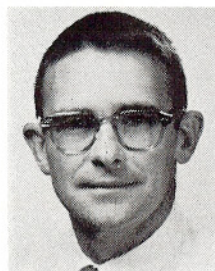
Around Librascope (and in Life magazine and television) Worthy is known to most people as the man who taught the LGP-30 computer to write poetry. This effort Worthy regards as an "interesting diversion" with value in the all-important effort of improving computers to the point where man can speak plain English—or Italian, or what have you—to the machine, instead of having to talk and listen via complex code language.

## UP THE LADDER

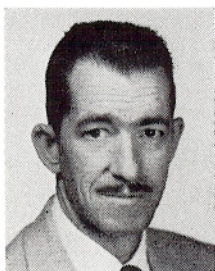
At Avionic Equipment Division, these recent promotions:

Charles H. McWilliams, from Group Leader, Material Control, to Supervisor, same department.

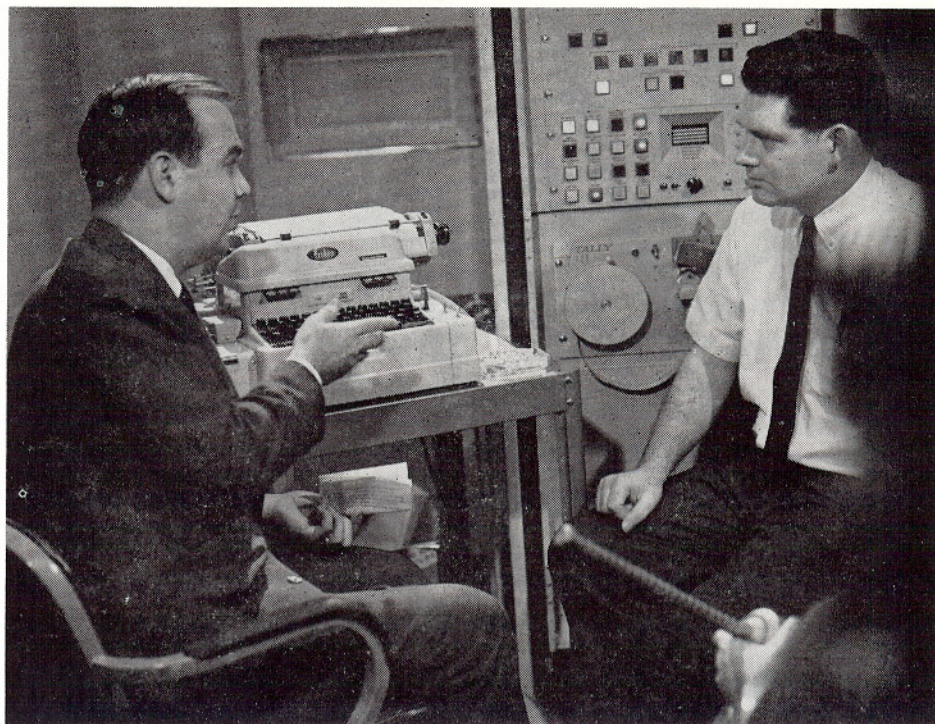
Parker Buzzell, from Senior Electronic Engineering Associate, to Supervisor, AED Development Laboratory.



BUZZELL



McWILLIAMS



CBS television news reporter Charles Kuralt (L), interviews Milt Worthy, of Librascope's Research and Systems Center, on Worthy's man-machine communication experiments. Shadow at right is that of camera; wand-like projection at bottom center is microphone in hand of soundcrew man. Interview is to appear on CBS network

## Impact (from page 1)

curity, Standards, Systems and Standard Practices and Telecommunications.

SED's inspection teams awarded seals to Industrial Engineering, Liaison Engineering, Machine Shop Inspection, Management Systems, Purchasing and Quality Control.

In AED, seals were awarded to Logistics, C-141 Assembly, Material, Reproduction, the Secretarial Offices and Accounting.

In CCD, the inspectors gave seals to the Model Shop, Purchasing and Personnel.

## New Machines (from page 1)

until late spring.

The new equipment will replace 22 other government-owned machines, including 11 boring machines and 11 boring mills, drill presses and lathes. The 11 boring machines were designed and built by Librascope almost 15 years ago; the designs later were sold to a machine tool manufacturer and many hundreds of these machines were built and sold in the U.S. and throughout the world.

With the exception of a few additions made last year and in 1962, most of Librascope's production equipment at Glendale is owned by the federal government.

## D.L. Marshall Heads Sunnyvale Branch

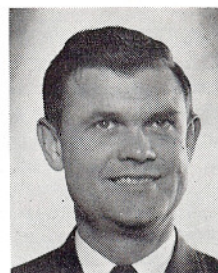
(SUNNYVALE) Donald L. Marshall, a member of the Commercial Computer Division management staff since August, 1960, has been named Manager of CCD's Sunnyvale branch.

Marshall succeeds A. R. Vallarino, resigned.

At the time of his new appointment, Marshall was executive assistant to CCD President F. J. Alterman. Earlier he had been staff assistant in CCD marketing.

Marshall holds a BS degree in communications from Utah State University, took postgraduate work in marketing at Los Angeles State. He is a nine year veteran of the Air Force, in which he first served as a pilot, later as procurement officer in Okinawa and at the missile base at Fort Warren, Wyo.

Marshall, serving as an assistant professor, also taught Aviation Science at Occidental College during his Air Force career. He is married and the father of four young children.





# Conservation of Time Is New ImpAct Theme

(GLENDALE) "Conservation of Time" is the theme of the IMPROVED ACTION campaign for March in the divisions of the Librascope Group.

"Time," says Cliff S. Godwin, IMPACT chairman, "is the most costly item in the corporate budget. Time wasted, or inefficiently used, is money lost beyond recovery.

"For example, 10 minutes wasted every day by 5,000 people, becomes the staggering annual total of 12,000,000 minutes. If each person earns \$3.00 per hour, the annual loss would amount to \$600,000."

IMPACT's campaign kit for March, sent to all supervisors, emphasizes the importance of proper job planning in making best use of time, and points out ways in which to avoid time waste. Among the latter:

Use of the telephone to save a trip.

Brief, to the point memos, and a 'phone call instead of a memo, if it will do the job.

Plan long distance calls ahead of time, to cut down toll charges.

In meetings, hold to the agenda—and be on time.

Leave word where you can be reached when away from work area.

Plan for substitute work, to avoid non-productive down time.

Make decisions promptly. Procrastination can cost money.

## 85 Ideas

Up to March 1, 85 ideas had been received in the three IMPACT monthly campaigns conducted since the formal cost reduction program started last November.

Twenty-nine of those ideas have already been put to work, Godwin told LIBRAZETTE; thirty-six others are under study as to how they may best be used. Twenty other ideas could not be profitably used.

The Avionic Equipment Division leads in total number of ideas submitted; the Surface Equipment Division leads in number of ideas adopted. The Commercial Computer Division is third in both categories. Group Offices is fourth.

All employees are urged by Chairman Godwin to submit their cost reduction ideas for consideration by the IMPACT committee, through their supervisors.

## Accountants Accept

Paul A. Chesney, internal auditor, and Alicia Benjamin, auditor-trainee, have been accepted for membership in the National Association of Accountants, San Fernando Valley chapter. Both are members of the Group internal auditor's staff.

## Up The Ladder



HERSCH



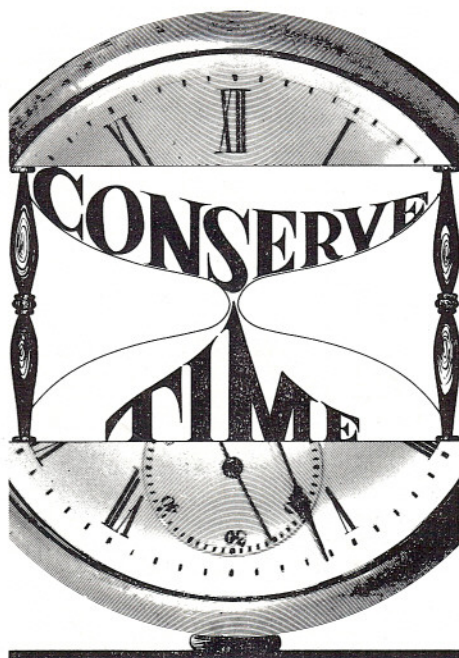
LOISEL

Donald R. Hersch, who joined Librascope as a general assembler-electrical less than six years ago, has been named General Foreman-Assembly, in the Surface Equipment Division.

Hersch had previously progressed from Leadman to Foreman and also has had special management assignments, most recently in Production Control. He has been part of the production team on such major projects as ASROC, CP-209, POLARIS and SUBROC.

Before finding his career in manufacturing, Hersch had an extended fling in the entertainment world as acrobat and master of ceremonies with the Horace Heidt organization and the USO. His MC talents have found expression here as a member of the Librascope Toastmasters.

He is a graduate of the "Practicing Supervision" course of Prof Robert Gray at Cal-Tech and currently is enrolled in the Accounting for Managers course at UCLA-Extension.



IMPROVED ACTION MEANS  
COST REDUCTION

# Robert H. Smith New Budget Director

(GLENDALE) The distinctive sound of the two-toned whistle used by hotel doormen still produces a reflex action in R. H. "Bob" Smith, Librascope's new Director of Budget Planning and Control.

For some three years, while getting his BS/Accounting from New York University ('49), Smith had his ear tuned for the sound every Friday, Saturday and Sunday. On his response to the whistle's blast depended his livelihood and continuation of his education.

"I went to school four days, and worked three days as a cab driver operating out of downtown New York," says Smith. "The driver who was slow in getting to the hotel door lost the fare!"

## 7 Days a Week

The seven-days-a-week routine took Smith through NYU in a record 2½ years instead of the usual four, and the momentum generated carried him through jobs taken to get experience to qualify for a Certified Public Accountant's certificate a few years later.

Today Smith is qualified as a CPA in both New York State and California.

Librascope's new budget director comes to us from Packard-Bell Electronics, where he was Corporate Director of Financial Planning. Earlier he was corporate controller for U.S. Chemical Milling Company and for five years was chief internal auditor for Hughes Aircraft Company.

An expert on Federal income tax accounting, Smith has taught that subject for the past seven years in UCLA Extension.

He and Mrs. Smith also are students; Smith is completing work for his MS/Bus-Ad degree and Mrs. Smith is a senior in the School of Journalism, both at San Fernando State College. They and their five year old daughter, Vickie, live in Beverly Hills.

## Loisel Safety Coordinator

(GLENDALE) M. A. "Bud" Loisel, has been named coordinator of all safety and fire prevention programs of the company, according to W. F. Girouard, Group director of industrial engineering. Loisel, with Librascope since 1961, is an area engineer in the office of Group plant engineer C. E. Dahl.

"Thought makes the whole dignity of man; therefore, endeavor to think well—that is the only morality."—Pascal