



LIBRAZETTE

AN EXCHANGE OF NEWS AND KNOWLEDGE

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\$90,000 NASA Test Study Awarded to SED Reliability

(WASHINGTON) Librascope has been awarded a \$90,000 contract by NASA (National Aeronautics and Space Administration) headquarters here, to make a first-phase reliability study of delicate micro-electronic devices used in ground-based equipment for present and future space-probe vehicles.

Award of the contract came through NASA's Office of Advanced Research and Technology, following a proposal made by the Reliability section of SED's Product Assurance Dept.

The contract was negotiated by J. A. Reyes, Librascope Washington marketing consultant and Norman Marti, Manager, Technical Marketing, with assistance from Paul Hoover of SED Contracts administration.

The exhaustive study called for in the NASA contract will be conducted by SED's Reliability Assurance section, with assistance from staff members of Librascope's Research and Systems Center.

Herbert Meyer, Manager of Reliability Assurance, is the "Principal Investigator" (Program Manager); Staff Engineer Marvin Carpenter is "Chief Participant" (Project Engineer).

"The descriptive title of the work we will perform is 'A Study of the Physics of Failure and Reliability in Microelectronic Devices,'" Meyer said.

Purpose of the study is to identify basic causes of failure that occur in integrated circuits as a function of stress levels, material and process controls, Meyer told LIBRAZETTE.

Dr. John Salzer, Director of the R&S Center, has assigned Dr. Richard Fuller, Dr. Peter Gottlieb and Dr. Herman Graff to develop the "failure model" and to conduct the failure analysis effort.

The study will determine the physical nature of the failures provoked under specific environmental conditions and develop methods to test for these failure mechanisms. Stress tests will be performed on a "sizable number of devices," Meyer said.

A thoroughgoing review of the state-of-the-art in microelectronics is an important part of the first-phase study effort.

— Libravet Party —

For 40 new ten-year Libravets, five 15-year veterans and one 25-year celebrant, Saturday evening, October 17, is their special night of honor. It is the date set for the annual Libravet dinner party to be held in the Versailles Room of Pike's Verdugo Oaks in Glendale.

In addition to the usual invitations sent to Libravets with 15 or more years of service, a special welcome has been extended to 1964 retirees who have ten or more years of Librascope service.

The gala affair gets underway with a cocktail party at 6:00, dinner at 7:00, and dancing from 9:00 to 1:00.

Early Settlement on New Labor Contract

(GLENDALE) An unprecedented ten days before expiration of the old contract, management and union negotiating teams brought in a new labor contract between Librascope's Surface Equipment Division and the production and maintenance employees represented by the International Association of Machinists.

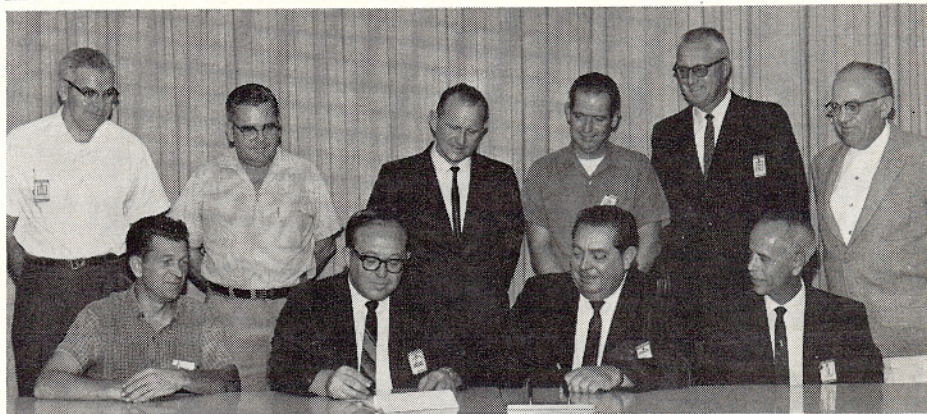
The early settlement, hailed by both company and union spokesmen as a "realistic and satisfactory agreement", was concluded August 20, and ratified by the union membership at a special meeting held August 23.

The new contract, which went into effect August 31, will cover company-union relations for the next two and one half years.

Significant new provisions include:

- A 3% general wage increase for the first year of the contract, a 2½% increase during the second, and a 1½% increase covering the final six months;
- An additional half-day holiday, bringing the total paid holidays to eight;
- Formation of a joint company-union committee to handle disputes concerning

(Continued on Page 8)



THE RECENTLY concluded labor contract between the Surface Equipment Division and the International Association of Machinists became official as Maurice Center, Librascope Vice-Pres and SED General Manager, signs the new 2½-year agreement. Looking on are members of management and union negotiating teams. Seated (l-r): Jerry Sikora, chief steward; Center; Charles Weitzel, Lodge #94 business representative; and Harlan Buseth, SED Operations Manager. Standing (l-r): Patrick O'Gorman, turret lathe machinist; Walt Miller, milling machinist; Ray McDonald, Employee Relations Director; Sam Held, production wireman; Lloyd Somerfield, Production Superintendent; and Russ Gross, toolmaker.

"One Gift Works Many Wonders"

Next month, at the Aid Club election, we at Librascope have a chance to make our dollars stretch farther than ever before.

By earmarking part of our payroll deductions for the United Crusade, we can help more than 300 organizations in Los Angeles County—organizations that work for us by helping people in our home communities.

Among those 300-plus groups are such familiar names as Salvation Army, YMCA, Girl Scouts, Boy Scouts, Campfire Girls, Catholic Youth Organization, Family Service, the Boys Clubs, Big Brother, Children's Hospital, Orthopaedic Hospital, Legal Aid Society, USO, Travelers Aid Society—and many, many more.

Our money will go farther because, by combining their fund-raising efforts, the job can be done at less cost than ever before. It makes good sense, to "give once, for all."



SED STAFF accountant Dallas Martin (center) and Gary Oatley, Standard Oil Co., are shown a blood sample by technician Ernest Moody during a recent visit to the Red Cross Blood Center. Martin is on loan to United Crusade until December to help organize employee campaigns in Southland industry.

Martin 'On Loan' to 'United Crusade'

(LOS ANGELES) For the next six weeks Dallas Martin, member of SED Finance Manager Jim Cronk's staff, will be on "vacation" from his post at Librascope, but he won't be at a loss for something to do.

For those six weeks Martin will be working in behalf of all of us, as a member of the United Crusade, whose drive to raise \$20,000,000 for community and county-wide welfare groups has just gotten under way. Martin is one of a small army of "loaned executives" from Los Angeles area business, whose talents are being lent by their employers to aid the operation of the fund-raising campaign.

Using their professional and extra-curricular skills (Martin has a background in vocational guidance, as well as finance), the "loaned executives" explain the workings and services of the groups which United Crusade supports, to business organizations and employee groups such as Librascope's Aid Club—and solicit their financial help.

Washington Adds Two

(WASHINGTON) Basil A. Phucas and Richard H. White have joined SED's Washington Engineering Branch as Electronics Engineer and Senior Buyer, respectively, according to H. A. Timken, branch manager.

Phucas, a 1960 BSEE graduate of the University of Maryland, comes to Librascope from the Systems Engineering Dept. of General Electric's Bethesda, Md., facility.

White previously was a buyer with Litton Systems, Federal Electronics and Defense Electronics, Inc., in the Washington area.

Tu, Beinhoff Join Librascope R & SC

(GLENDALE) Dr. Ju Ching Tu, formerly of the scientific staff of Westinghouse, Defense and Space Center at Baltimore, and Milton G. Beinhoff, previously of the Houston Fearless Corp's Information Systems Division Research and Development staff, have joined Librascope's Research and Systems Center.

Both are members of the Information Technology Group, headed by Dr. Richard H. Fuller and assigned to the plated wire



TU



BIENHOFF

associative memory computer project as Staff Engineers.

Dr. Tu is a BSEE graduate of the University of Chekiang, Changhow, China. He earned his Master's degree at the University of Michigan and his PhD from the same institution. He previously was with the Univac Division of Sperry-Rand Corp, the Kearfott Division of General Precision, Inc., and was an engineering faculty member of the Christian Brothers College at Memphis, Tenn.

For six years prior to joining Houston-Fearless, Beinhoff was a part of the engineering staff of the R-W Division of Thompson-Ramo-Woodridge. He helped develop the AN/UYSK-1 core memory digital computer there.

Beinhoff is a BSEE graduate of the University of Minnesota, took post graduate work at the University of Arizona. His work is a part of six patents now pending award by the U.S. Patent Office. He is a member of IEEE and the Ass'n for Computer Machinery.

Smith Appointed Group Controller

(GLENDALE) R. H. "Bob" Smith, who joined Librascope early this year as Director of Budget Planning and Control, is the new Group Controller, succeeding A. L. Powers, resigned.

Smith, whose appointment was announced by Vice-Pres, Finance, Ray G. Johnson, is responsible for General Accounting, Payroll, Budgets and Financial Planning, Financial Systems and Procedures and the Cost Reduction Program. His areas of responsibility include the Librascope Group as a whole, SED and CCD.

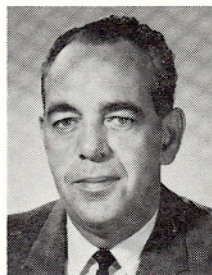
Named by Smith as Manager of the Budgets function, is Hank van der Velden, a financial analyst in the Budgets section since August, 1962.

van der Velden, a Hollander by birth, came to the U.S. in 1957 and is now a naturalized citizen. He is a graduate in Accounting/Finance of the Rotterdam Business College. speaks Dutch, French, German and Malayan. He was Controller of Lionel Pacific, Inc., Gardena, before coming to Librascope, and Accounting Manager of R. S. Stokvist & Zonen, Rotterdam, one of Holland's largest export-import firms, before immigrating to the U.S.

van der Velden is married, the father of two boys and makes his home in La Mirada.



SMITH



VAN DER VELDEN

The 'Big Move' Continues With Transfer of Bldg 16 Personnel

(GLENDALE) Every day continues to be moving day as Librascope continues its move toward concentration of all SED activities in the Western Avenue-Sonora Street complex.

The most recently concluded effort was the shift of all engineering functions from Bldg 16 to Bldgs 1, 2 and 3. Vice-Pres and General Manager Maurice Center already has moved his office to Bldg. 3.

Carpenters, electricians, plumbers and subcontractors have been on a six-day week—in some instances, a seven-day week—for the past month, tearing down walls, installing needed facilities. As fast as they complete a job the new tenant moves in.

Now installed in Bldg 17 are Operations Manager Harlan Buseth and his staff, Operations Planning Manager O. S. Dwire and the functions reporting to him and the Purchasing Dept.

Also moved to Bldg 17 are Production Superintendent Lloyd Somerfield and the Production Control Dept headed by Charley Cole.

Portions of Bldg 1 and 2 have been remodeled to provide room for various engineering support functions. Reliability will shift from Bldg 5 to Bldg 1 shortly, following which alterations will be made in Bldg 5 to house the Mark 48 program, now in Bldg 11.

Such support functions as the Photo Lab, Spares Provisioning, Customer Service, Field Service and Publications, all parts of Logistics, will move from Bldg 7 to Bldg 2, as will Blueprint Reproduction, the Technical Library and Standards from Bldg 16. Group Reproduction, now in Bldg 15, also will shift to Bldg 2.

All moves are expected to be completed by early January.

Extra Four-Day Weekend

The half-holiday of the day before Christmas has been converted to a full-day "floating" holiday by management. First observance will be the Friday following Thanksgiving, Nov. 26, thus providing all employees with a four-day weekend.

Close Tab Kept On Moving Costs

Librascope's moving operation from Rodier Drive to the Western Avenue-Sonora Street area, is a tightly-budgeted operation, in which every penny of estimated cost has been carefully figured, but the total cost, nonetheless, represents a considerable sum of money.

Material used in remodeling and altering existing space to provide proper facilities for new users will run \$38,000; subcontracting costs for masonry, new concrete, plumbing and special waste handling facilities and the moving of delicate equipment, will total \$49,500.

In addition, Plant Engineering Supvr Pete Lauridsen has budgeted 10,850 man-hours of work by Librascope's own maintenance people, carpenters, plumbers and electricians.

Wendell to Head Washington Office

(WASHINGTON) William D. Wendell, well-known marketing figure in the Washington D.C. area, has been named Manager of the SED Washington Office. He reports to R. O. Vaughan, Vice-President in charge of Military Marketing.



WENDELL

Wendell joins Librascope following four years as Director of Military Requirements for Sanders Associates Inc., an electronics firm in Nashua, N. H. He was formerly with the Martin Co., Baltimore, where he served as Assistant Director of Naval Requirements.

A Navy flyer during World War II and the Korean conflict, Wendell was responsible for flight testing and evaluation of all-weather fighters and helicopters. He currently holds the rank of Commander, USNR.

Wendell, who majored in Engineering at Yale, is married and the father of three boys.

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WHEN J. Clayton Gary (center, seated), night foreman of SED's machine shop retired recently, his longtime friends in the company surprised him with a testimonial dinner party at Burbank's Smokehouse restaurant. (J. Clayton was so surprised, in fact, that he had to return home to dress properly for the unexpected occasion!) Lined up for the camera record of the event, are, left to right: (Front row) Mrs. Ralph Wood-

ward, Mrs. (Mattie) Gary, Gary, Chuck Blake and Tommy Thompson. (Rear row) Walt Tomalonis, Roy Dimon, Bob McFarlin, Roy Pedigo, Carl Culver, Jr., Caesar Goldstein, Charlie Cole, Lloyd "Sommy" Somerfield, Ralph "Woody" Woodward, Harlan Buseth, Ray Setty, Williard Opocensky, Roy Van Holm, Ray Bigby, Paul Porco and Ted Donley.

United Nations Day — October 24

You know about the United Nations.

You know the moving force behind the UN charter is the desire "to save succeeding generations from the scourge of war."

The UN has adhered to this credo — in Kashmir, Palestine, Korea, Suez, the Congo, Cuba, and Cyprus. And as other crises may develop, it is pledged to support, with force if necessary, early action to eliminate or discourage the spread of conflict.

Here at Librascope we're a long way from the Kashmirs and Koreas. Such a long way that sometimes we may tend to feel isolated and insulated from realities of other peoples' troubles.

Would you like to take a more active role? With the celebration this month of United Nations Day, it is a good time to do so.

The place to start is the United Nations Association, located at 3522 W. 8th Street, Los Angeles 5 (DU 7-3831). They will be happy to answer any questions, and tell you the best and easiest way to actively support UN objectives.

Miller Added to SED Engineering

(GLENDALE) Donald S. Miller, a PhD candidate at the University of Southern California, has joined the Electronic Engineering section of Surface Equipment Division as a Senior Engineer. He has been assigned to the Mark 113 program by Section Manager Marv Ettinghoff.

Miller comes to Librascope from the U.S. Science Corp., previously was with the Erie Pacific Corp., the United Instrument Company and Summers Gyroscope Company.

A native New Yorker, Miller graduated from the famous Bronx High School of Science, studied at NYU, took his BS degrees at Syracuse University. He holds the MSEE degree from USC.



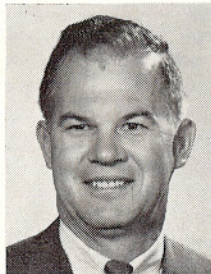
MILLER

J. A. Mesch Heads Foreign Marketing

(GLENDALE) Joseph A. Mesch, who joined Librascope almost 10 years ago as a technical writer, has been appointed Manager, International Services, for the Librascope Group. He succeeds Douglas Hembrough, resigned.

In his new capacity, Mesch is responsible for the coordination of all activities in the international marketing area. He reports to H. L. Hansen, Director, Planning and Marketing Administration.

Mesch is a 1950 graduate of USC, where he majored in economics and minored in journalism. He is an infantry veteran of World War II. Before appointment to his present post he had been Proposal Coordinator for the former Shipboard Engineering Dept., Publicity Manager, and Editor of LIBRAZETTE.



MESCH

Drucker to Cover European Market

(PARIS) Shelby Drucker, formerly of Librascope's domestic marketing staff, has arrived here to take up his new post as a Librascope and Kearfott foreign marketing representative. Drucker succeeds Milan Mraz, who resigned recently after a two-year tour on the continent.

Educated as an industrial engineer at USC, Drucker joined Librascope in 1959, shifted to marketing two years ago.

In his new post Drucker is a part of the General Precision, Inc., marketing organization, assigned to Librascope and Kearfott. He will be responsible for sales efforts in France, West Germany, Austria, Italy, Spain, Holland, Belgium, Sweden, Norway, Denmark and Finland.



DRUCKER

Seat Belts — Safety

The importance of seat belts to the safety of car drivers and passengers, has again been demonstrated by the experience of a fellow employee. Bob Hoffman, staff engineer in SED Reliability Assurance, tells the story:

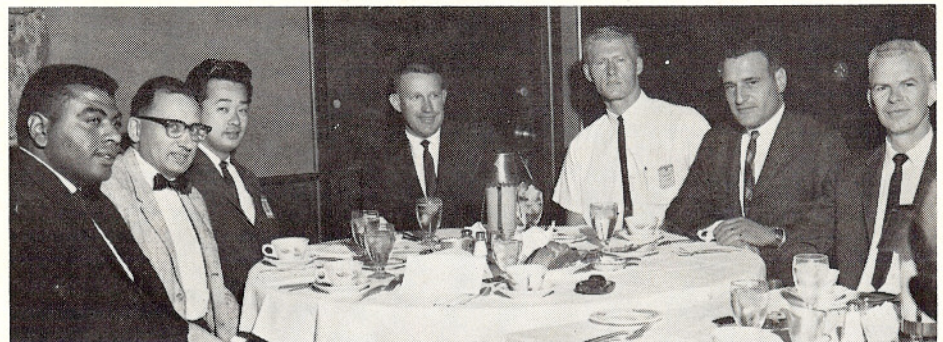
"I was hit head on by a car out of control on Olive Street in Burbank. Both cars were demolished. Two passengers in the other car suffered broken legs and eye injuries; because I was wearing a seat belt, I escaped with the loss of four teeth, a cut over one eye and a few bruises."

Hoffman says he's going the whole route on his new car: he will have shoulder harnesses as well as seat belts.

Carl Plath Transfers to Washington Engineering

(WASHINGTON) Carl W. Plath, Jr., has transferred from Surface Equipment Division property control office, to SED's Washington Engineering branch as Engineering Project Administrator. He reports to Manager H. A. Timken, Jr.

Plath originally joined Librascope in 1956 as a senior technical writer on the ASROC project. Later he was staff assistant to the Manager, Subroc program, Supvr of Administrative Services and Supvr of Property Control.



WELCOME ABOARD was the theme of a luncheon given recently by SED Product Assurance staffers in honor of three new employees, at the King's Arms in Toluca Lake. From left to right, new engineer Bill Newman, Herb Meyer, Manager, Reliability Assurance, new engineer Carl Kato, Product Assurance chief W. J. Picker, new quality control data coordinator Mark Hunter, Al Leto, Manager, QC and Liaison Engineering, and staff engineer Bob Hoffman.

Eight Added to Retirement Plan

(GLENDALE) Eight employees of the Surface Equipment Division, ranging in ages from 65-plus to not-quite-75, retired during August and September. Their service to Librascope totals almost 130 years.

Six of the eight retired under provisions of the Librascope Hourly Employees Retirement Income Plan, two under the General Precision Salaried Employees retirement plan and the Hourly Plan. All had worked beyond normal retirement age of 65, but had continued in service under arrangements permitting this if the extension is acceptable to both employee and Librascope.

Age 68 is normally the outside limit under the hourly plan, but at the time this plan went into effect on Sept. 1, 1963, it was agreed that employees more than 68 might continue work for another year if they chose.

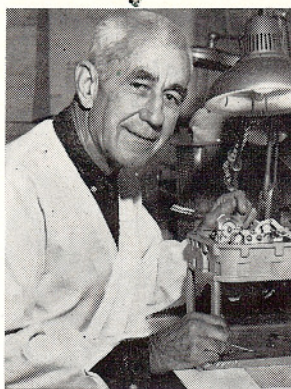
Senior employee in point of service to Librascope, but next-to-junior in calendar years was **J. Clayton Gary**, 66, night foreman in SED's machine shop. Mr. Gary joined Librascope March 17, 1942, as a machinist and had a total service of 22 years and five months when he retired Aug. 28.

Dave F. Pobst, 75, who came aboard Aug. 7, 1945, had 19 years and three weeks of Librascope service when he retired Sept. 1 from his job as an experimental machinist in SED's Model Shop. He was senior of the group in point of age.

Maurice W. Kurkdjie, 71, hired in Dec. 30, 1946, had 17 years and 10 months of service when he retired from SED's Assembly Dept. as a custom and experimental wireman Sept. 1.

Frank X. Kramer, who won't be 66 until Dec. 15, is the "junior" in terms of calendar years, but he had the fourth largest years of service—16 years and two months—when he retired as a parts inspector from SED's machine shop inspection unit. He came to Librascope June 14, 1948.

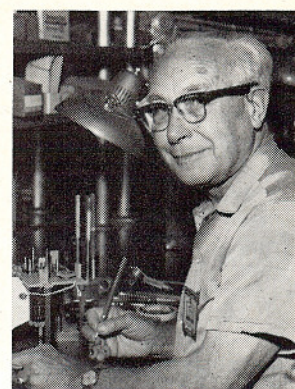
Joe Palilla, 71, had 13 years and seven months service, when he retired Sept. 1,



KURKDJIE



DILL



PUNTENNEY

as a dispatcher in the expediting unit of SED's production control section. He joined Librascope Jan. 31, 1951 as a final assembler.

John W. Punttenney, 69, was a veteran of 13 years, seven months and nine days, having signed in Jan. 22, 1951. He retired Sept. 1 as a final assembler in SED Assembly.

George D. Dill, 71, who joined Librascope Feb. 15, 1951, had 13 years and six months of service when he retired from his job as Assembly stockroom clerk, Sept. 1.

Gus T. Anderson, 70, experimental machinist in SED's Model Shop, had worked 12 years and 11 months at his retirement on Sept. 1. He hired in Oct. 10, 1951.

The bare statistics of name, age, date-of-hire, date-of-retirement, give no clue to the living personalities behind them and the contributions they made to the success of Librascope over the years.

Let Harlan Buseth, SED Operations Manager, who has known all of the new retirees for many years, sum up the opinion of their fellow workers and those who supervised them:

"They are all good men, good craftsmen and good workers. They were with us in good times and bad times, took their layoffs in stride, came back when we

needed them and worked hard all the way through.

"We'll miss every one of them."

A Growing Roster

With the addition of eight September retirees, the number of former employees covered under the hourly or salaried pension plan has climbed to 22, according to Art Pederson, Benefits and Services Supervisor.

The roster of hourly retirees now includes: Gus Anderson (9/1/64), Mike Andruchowski (10/1/63), Walfrid Chellgren (4/1/64), George Dill (9/1/64), Felix Dufour (3/1/64), George Erhardt (1/1/64), Elizabeth Eyraud (12/1/63), Nathan Ferris (5/1/64), Clayton Gary (9/1/64), Frank Kramer (9/1/64), Maurice Kurkdjie (9/1/64), Walt Lorenz (8/1/64), Art Mestler (7/1/64), Eilene Morton (11/1/63), Joe Palilla (9/1/64), Charley Parker (5/1/64), Dave Pobst (9/1/64), John Punttenney (9/1/64), George Sales (10/1/63), and Bob Thompson (1/1/64).

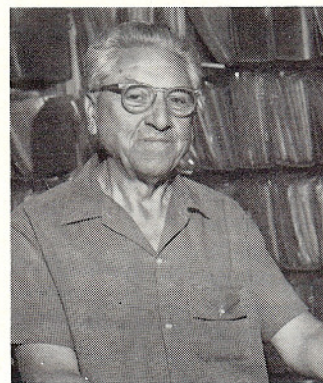
The salaried retirements include Jim Jones (3/1/63) and Carl Snaveley (10/1/63).



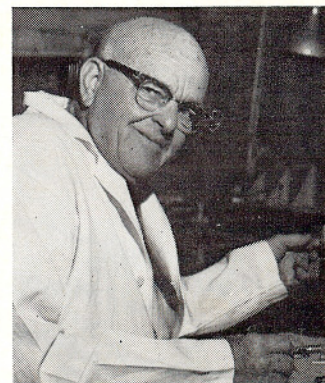
ANDERSON



GARY



PALILLA



POBST

Kane Joins SED Systems Design

(GLENDALE) Clarence A. Kane, Jr., for the past 13 years a member of Good-year Aerospace Corp's engineering staff, has joined the System Design section of SED Engineering as a Senior Engineer. He reports to Manager Dick Potter.

While at Good-year's Akron headquarters, Kane was a member of the Subroc project engineering team, responsible for integrating the work performed by subcontractors, of which Librascope was one.

Kane is married and the father of six youngsters. He is a member of IEEE, Computer Section and a BSEE from Grove City College, Grove City, Pa.



KANE

Toastmasters Invite

If you're interested in becoming a better public speaker, learning how to conduct a meeting, or want to sharpen your command of parliamentary law, the Librascope Toastmasters offer you the opportunity. There are several openings in the membership, which is limited to Librascope employees. The members invite you to be their guest at a steak dinner on the first and third Wednesdays of each month, at the Old Town Inn, Burbank. Call Bill Tilden, x2153, Les Hey, x2029, or Dr. Herman Graff, x1558 for your invitation.

Mark 48 Adds Four

(GLENDALE) Courtney W. Shropshire, formerly a design draftsman on the Subroc project, has returned to the company after three years as a senior designer in SED's Electronic Packaging Design section. He has been assigned by Supvr W. D. Jordan to the Mark 48 program.

Shropshire is one of the four new additions to the Mark 48 program in recent weeks. Theodore A. Nagy, who joined Librascope as a design draftsman five years ago, has been transferred to the design staff.

Jack B. Bromley, previously with Hughes Aircraft Company and Librascope's neighbor, Pacific Automation Products, has joined the Mark 48 contract administration office as a staff assistant to Program Manager Roy Bartolome.

Value Engineer Phil De Grazio of SED Engineering, has transferred to the Mk 48 program staff to direct the VE portion of the program.

Culver, Dayton Top the Field; A. Lee Wins 'Ed Sullivan Award'

(OJAI) Fifty-one members of the Precisioners Golf Club, other employees and friends, teed off in the annual Golf Tournament here Sept. 12—and all completed their rounds to begin a weekend of sport, camaraderie, general relaxation and all-around good fun.

Scene of the gathering was the Ojai Inn, famed for its food, fine quarters and, of course, its golf links. Including family members and friends, a total of 76 folk identified with Librascope spent most of the weekend here. All reported having a fine time.

If Father Time ever catches up with Carl Culver, this tournament may yet produce another low gross winner. This year, as last and the year before and—well, C. Culver, Jr., copped the duke again, with a neat 78 (10 handicap). That's three strokes better than last year's 81, for those who have had hopes.

Bill Dayton won first low net and the Precisioners Trophy, with a card of 65 (handicap 28); second low net was scored by Frank Webb with a 65 (handicap 30) and third low net went to Matt Kimmel with a 67 (handicap of 14). Second and third place low net winners also won trophies.

In women's competition, Erma Brown took first low net with a 64 and Dee Haynie second with a 72, and the accompanying trophies.

Beginners Elizabeth Sutton and John Gloyd won the Duffers Trophies with scores which will remain locked forevermore within the breast of Statistician Stan Williams.

Guest players Stan Hickin and Wally Cawelti, with scores of 69 and 71, respectively, took first and low net in the Vis-

itors' category, using Caloway System handicaps.

Tournament winners' trophies were presented at the Annual Banquet Saturday evening. A highlight of the evening was the presentation of the Ed Sullivan Award for sportsmanship and service to the Club to Andy Lee. Trophies also were presented to the winners of the season-long match play.

Officers of the Club this year are Bill Kerr, President; Bob Megee, Vice-Pres and Tournament Chairman; Erma Brown, Secretary and Bill Tackaberry, Treasurer.

Other officials are: Committeemen—Stan Ericsson and Charley Krone; Golf Bulletin and Scores Editor—Howard Miller; Handicap Chairmen—Stan Ericsson and Sam St. Clair; Membership Chairman—Charley Krone; Tournament and Rules Chairman—Bob Megee.

Building Representatives were: Bill Tackaberry, 1; Andy Lee, 2; Bob Megee, 3; Gene Swygard, 5; Mark Ferry, 7; Paul Prager, 11, 12, 16, and Jim Rushing, 17, 18 and 19.

A \$5 Hike for '65

While we can never be entirely certain what the coming year will hold for us, of one thing we can already be assured. There will be a five dollar increase in the cost of our State Disability Insurance.

Effective January 1, employee contributions for disability coverage will be 1% of the first \$5600 of earnings, according to Art Pederson, Benefits and Services Supervisor. This year the taxable limit was 1% of the first \$5100 earned.



IT'S THE PLEASANT CUSTOM, in General Accounting, to mark employees' anniversaries with the company with a surprise luncheon in their honor at a local spa. Here Marie Sagar receives an anniversary card, signed by the whole staff, from Buzz Newman, on the 10th anniversary of her "signup" with Librascope. Also honored on the same occasion were Muriel Brown, who observed her 18th anniversary and Mary Christie, who marked her 5th year on the staff.

New 'Librazette' Editor

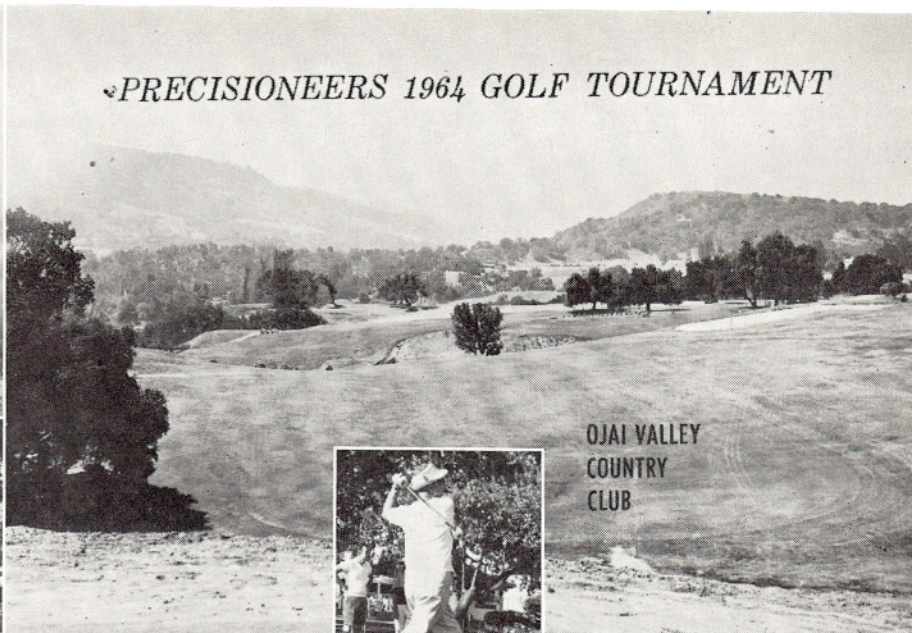
(GLENDALE) Terry Ryan, former Assistant Editor of LIBRAZETTE, has returned to Librascope as Editor of the publication. He succeeds W. K. Keith, resigned. A graduate of UCLA (BA-English, MS-Journalism), Ryan was Editor of Mobil Oil's Torrance Topics before coming to Librascope three years ago.

During his year's absence from the company Ryan served as Publications Editor of Automated Information Management Systems, Inc., of El Segundo.

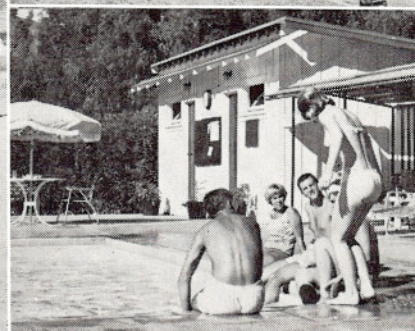
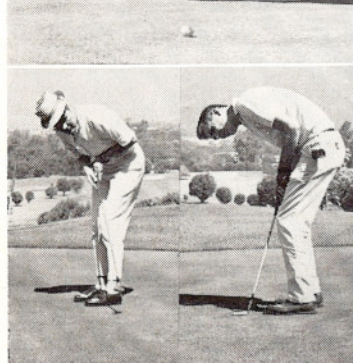


RYAN

PRECISIONEERS 1964 GOLF TOURNAMENT



OJAI VALLEY
COUNTRY
CLUB



Kibby Added to SED Engineering

(GLENDALE) Philip M. Kibby, for the past five years a member of the computer engineering staff at the U.S. Navy's Missile Center at Point Mugu, is a new member of SED's engineering staff.

Kibby has been assigned to the Electronic Engineering Dept headed by Manager Marvin Ettinghoff.

A 1958 BS-Engineering - Physics graduate of the University of Oklahoma, Kibby recently was awarded his MS degree from UCLA.



KIBBY



WITH FOUR years of apprenticeship behind him, Pete DeYoung (center) was the guest-of-honor at a recent luncheon at the Smoke House, celebrating his graduation to journeyman status. Flanking the smiling graduate are (l-r): Charles Weitzeil, IAM business representative for Lodge 94; Lloyd Somerfield, SED Production Superintendent; Harlan Buseth, Operations Manager; and Les Hey, Manager of Manufacturing Customer Service.

CALL FOR PAPERS

The following meetings will take place in the near future. Members of the Librascope staff are urged to participate in these various programs. In addition, participants will be eligible for cash awards under the company's Employee Writing Incentive Program (see Sections 5-900 and 5-950 of the Supervisor's Manual for details). For further details about the program, contact Nate Sands, ext. 1941.

AMERICAN PHYSICAL SOCIETY, Jan. 27-30, 1965, New York City. Sponsored by the American Physical Society.

Topics: Theoretical and experimental physics. Abstracts due by Nov. 6.

SYMPOSIUM ON UNMANNED EXPLORATION OF THE SOLAR SYSTEM, Feb. 8-10, 1965, Denver.

Topics: Space electronics and instrumentation, space communications and data handling, trajectories, navigation, and guidance and launch vehicle evaluation. 500- to 1000-word abstract due by Nov. 2.

INTERNATIONAL SOLID-STATE CIRCUITS CONFERENCE, Feb. 17-19, 1965, Philadelphia. Sponsored by the University of Pennsylvania and IEEE.

Topics: Integrated circuits—all types, design and test techniques, particularly to the problems of integrated circuit applications, linear signal processing by digital means, solid-state techniques for microwave signal amplification, oscillation, conversion and control, solid-state techniques for electrical energy generation, conversion and control, and other significant circuit developments. A 35-word abstract and 300- to 500-word summary should be submitted by Oct. 26.

SIXTH JOINT AUTOMATIC CONTROL CONFERENCE, June 22-25, 1965, Rensselaer Polytechnic Institute, Troy, N.Y. Hosting sponsors—American Society of Mechanical Engineers.

Topics: Control theory, applications, components and control reliability. Papers must be submitted by Nov. 15, 1964.



UP THE LADDER

Richard E. King, SED Engineering from Design Draftsman, to Group Leader, Drafting. King joined Librascope as an Engineering Draftsman Sept 14, 1959.

Eddie M. Aragon, Metrology Laboratory, from trainee to technician. Aragon started as a lab helper July 29, 1963.

Lloyd J. Jensen, SED Field Service, from Field Service Engineer to Senior Field Service Engineer. Jensen joined the company in August, 1959.

Gordon A. Pickell, SED Machine Maintenance, from Machine Maintenance Man to Leadman. Pickell has been with Librascope since August, 1951.

Hamilton to Address Research Symposium

(GLENDALE) Hal Hamilton, Director of Advanced Research in Librascope's Research and Systems Center, will be one of the principal speakers at the Second Cybernetics Sciences Symposium, to be held Oct 13, at the University of Southern California.

Title of Hamilton's paper will be the "Economics of Neural System Modeling," which he describes as an effort to perform an economic analysis of the various factors entering into the construction and testing of neural system models.

The symposium, which carries the subtitle of the "Los Angeles Invitational on Biophysics," is sponsored by the U.S. Navy's Office of Scientific Research. The Allan Hancock Foundation will be host to the gathering.

Graff-McTeague Paper OK'd for Publication

(GLENDALE) Proceedings of the 11th Annual Infrared Information Symposium when published will carry a paper written by two members of Librascope's Research and System Center staff.

Dr. Herman Graff, who delivered the paper June 18 before the IRIS group at Stanford University, has been notified of the paper's acceptance for publication. Research Gerry McTeague collaborated with Dr. Graff on the paper, title of which is "High Density Multi-element Infrared Arrays Prepared by Nonscribe Processes."

Both men are eligible for a cash award under the Librascope Employee Writing Incentive Program.

New Labor Contract

(Continued from Page 1)

adequacy of new job descriptions and/or rates; if no agreement is reached in committee, the matter is then referred to the SED Operations Manager and the Union Business Representative for final disposition;

- An elevation in labor grade for certain job classifications;
- Inclusion of shift differential payment for vacations and paid holidays.

Discussing the new contract, SED Operations Manager Harlan Buseth, who headed the company negotiating team, told LIBRAZETTE:

"Both sides bargained hard, and rightfully so. But at the same time there was a mutual understanding and a genuine effort by both parties to attain workable solutions to whatever problems existed. It was an intelligent, practical bargaining session and the result was a contract satisfactory to both sides."

Seconding the satisfaction of the union membership, was IAM business representative Charles Weitzeil, who headed the union negotiating team.

"We are pleased with the new contract and I am sure the company must feel the same. Whenever negotiations are conducted in a spirit of harmony and cooperation, the final outcome is a contract which can be endorsed by both labor and management."

There are some things which cannot be learned quickly, and time, which is all we have, must be paid heavily for their acquiring. They are the very simplest things and because it takes a man's life to know them the little that each man gets from life is very costly and the only heritage he has to leave. — Ernest Hemingway.