

personnel. The increase in the number of wage roll personnel forecast for 1981 is in anticipation of a heavy model shop and test lab workload to support the accelerated design effort.

"Chart XXXII shows the Research organization as it existed in 1978.

1. The circle with an X inside represents a college-trained mechanical engineer with at least 2 years' experience.
2. The half-shaded circle represents a college-trained engineer with less than 2 years' experience.
3. The circle with the P inside represents a design engineer with a lot of experience but no engineering degree.
4. A full-shaded circle represents a current college graduate (none appear on this chart) and the bull's eye represents a physicist with at least 5 years' experience with firearms.

"These charts show only non-supervisory exempt salary personnel that are considered assignable to a project. We were trying to develop new products with essentially half a team. It was obvious that a better balance was required.

"In Chart XXXIII the organization is shown as it exists today. Seven new engineers have been hired out of college and have been assigned to the first leg of a training program designed to cover all key Research and Production areas. In addition, one graduate physicist is available to any of the groups that require his services. At the same time, a Du Pont field engineer has been assigned to the Process and Materials Research Group.

"Chart XXXIV shows the organization as it will take shape by 1982. Better balance now exists, greater mobility has been established, and a strong technical base has been restored.

"The effect on the budget is approximately an 11% increase.

"Chart XXXV shows that 70% of our assignable engineering manpower is committed to the first two categories.