

# RS MICROWAVE COMPANY, INC.

Volume 18 Issue 1 "We Duplicate what We Simulate"™ Winter Issue

2016 at RS Celebrating 35 Years in Business

## Happy Anniversary to Us!



### A 35 Year Retrospective By Our President

"Do you fix microwaves"? Do you carry microwave carts"? Those were the inquiries we got back in 1981. I would answer "No, we make microwave filters", and sometimes the reply was "No thanks, my filters are clean and we don't need one".

For those of you who remember, we occupied small offices in the back of the courtyard, which wasn't a courtyard then! The facilities were minimal compared to today's; and, then, there was the parking...! At that time, other buildings occupied the present courtyard area, the pavement did not exist, and the parking area was dirt and rocks. It was sometimes a bit treacherous, particularly after a big rain or snowstorm. We were all lucky to not get too many flat tires or broken shocks on our cars. It was great when they pulled down the biggest of the old buildings, paved the area, and gave us an opportunity to harvest the 130 year old bricks that formed the walls of the old building. People loaded their car trunks with those bricks to be used at home for patio walkways, walls and possibly for helping get traction in the snow and ice!

I had my own private entrance which required walking up a steel mesh staircase that was treacherously icy from time to time. When my middle daughter, Meredith, was about to be born, I ran out of the office, hit that steel mesh, and took a flying leap face down to the ground! I was a mess but survived, and was smart enough to get a covering for that mesh offering some traction. A bit late;



but, that's how we learned in the old days...by making mistakes and not repeating them.

We were not afraid to take chances, and fortunately, were right more often than wrong (or we would not be here today). We worked very long days, and often 7 per week. Believe it or not, Ralph, Gene and I were actually young. We kind of enjoyed the hard work, as we were actually developing and manufacturing filters that no one else had ever tried, and pretty successfully with both on-time delivery and good quality. We always focused on quality, even if we had to deliver slightly late but with confidence that once shipped, our parts would "stick" and would make for happy customers. To this day, we have kept that as the mantra for RS Microwave: "Give the customer what he wants, when he agrees to take it, and make 100% sure the parts are fully compliant when shipped".

We had some colorful and unusual characters as employees for sure at the outset, including (among others) one that camped on a ledge just outside the old machine shop window (until caught by the landlord) and an administrator who lived in a small hut on an island in one of the local reservoirs. However, we also always had a crew of wonderful, caring employees, with great enthusiasm and company

pride. To this day, we are blessed with employees with the same enthusiasm, pride and loyalty. Any future success we might have will be a function of being able to encourage such characteristics and recognize employees for their continuing contributions. I am very proud to have reached this 35 year milestone, and look forward to the next 5 years and reaching our 40th! Keep it up folks, I am proud of all of you!



Then & Now  
Still smiling after all these years!!

### Honors & Recognition from the Aviation Industry!

Following the recognition by Lockheed Martin in March 2015 for our 100% quality and delivery in 2014, we have continued to be recognized for outstanding performance by other customers! Late last summer, Boeing rewarded our performance excellence with a trophy proudly displayed in our awards case.



Our Filters Soar and Rewards Abound!

And last fall, we won the annual Northrup Grumman Supplier Excellence award for which we had been nominated in the summer.



Northrup Grumman Excellence Award

Dr. Snyder was honored to accept this prestigious award on behalf of the Company at a special ceremony in November. We could not be prouder to be celebrated as one of the very best performing companies in the country!

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## IMS 2016

San Francisco is the 2016 venue this year for the annual International Microwave Symposium (IMS) to be held May 22-27. The ongoing theme of all IMS events going forward is "Connecting Minds, Exchanging Ideas". IMS offers technical sessions, interactive forums, plenary and panel sessions, workshops, short courses, application seminars, and a wide variety of other technical activities. Dr. S met with MTT-S (Microwave Theory & Techniques Society) AD-COM (Administrative Committee) colleagues in Austin, TX in January in preparation for this most important event. This year's MTT-S President, Dr. Ke Wu of the University of Montreal summed up the work of the AD-COM this way:

*"As a result of AdCom's multi-year strategic plan, the Society has a vision and blueprint for becoming the organization of choice for RF and microwave professionals worldwide. ... Our ultimate goal is to advance RF and microwave technology for humanity and contribute to the well-being of society."*

Drs. Snyder, Bastioli, and Tommasoni will be presenting the paper: "Mixed-Mode Resonator using TE101 Cavity Mode and TE01d Dielectric Mode" at the symposium.

## Technical Conferences

**IWS 2016:** The Fourth Annual IEEE MTT-S *International Wireless Symposium* will take place in Shanghai, China March 14-26 - as a joint partnership with *Tech Shanghai*. The theme this year was "The Internet of Things and All Things for Microwave Engineering."

**EuMW 2016:** Dr. S was in Paris in September for European Microwave Week 2015 as member of the technical program committee. September's conference will be in London. Dr. S will be chairing two subcommittees charged with forming the filters sessions this year and will be attending a preparation meeting on the way home from Shanghai. He has also submitted a paper for presentation co-authored with Dr. Bastioli

entitled: "V-band Waveguide Bandpass Filter with Wide Stopband and Harmonics Absorption".

## Milestone Congratulations

The special employment anniversaries this year are:

Larry Jobs	30 years
Valerie Snyder	20 years
Mitra Aleksic	15 years
Dennis Pinto	15 years
Alba Valdivia	10 years
Lakson Soohoo	10 years
Nem Jojic	5 years
Tomas Pavlovski	5 years

We are so proud of the average employment tenure here at RS Microwave of 14 years! We truly appreciate your loyalty and service and wish you many more happy and productive years with us!

## Personnel News



GINNY Van Ess was feted at a retirement luncheon in October. We miss her already but know she is happily enjoying this new stage in her life along with friend and fellow retirees, Helen Rupp and Marion Booth. All the best to you, Ladies!

## International Luncheon



## Christmas Party



## 2015 Milestone Presentations



Charlie 30 Years

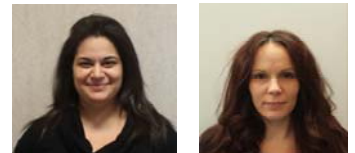
Rick 25 Years



10 & 15 Year Honorees

**In other news,** congratulations to Jorge Guerrero who officially became a US citizen on October 14 at a ceremony in Paterson. Best wishes also to Kosa and Jovo Palavestra who welcomed a baby grandson in September.

## New Faces Among Us



Ashlee Shalaby joined us in September upon Ginny's retirement and Lisa Iozia has been temping with us during Donna's leave. We are happy to have you in our RS Microwave family!

## RS Microwave Company, Inc.

10 Park Place - P.O. Box 273  
Butler, NJ 07405  
973-492-1207

INTERNET: <http://www.rsmicro.com>  
FAX: 973-492-2471  
EMAIL: [queries@rsmicro.com](mailto:queries@rsmicro.com)