



Compliments of Training Dept

GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

September 4, 1968

G. H. REYNOLDS and C. D. TABOR's presentations in Akron on August 5 to Mr. DeYoung and other top executives were so well received that they are in Akron today, Sept. 4, presenting similar information about our plant to the Board of Directors. Mr. Reynolds will also be the speaker for a Chillicothe Rotary Club luncheon on September 9. His subject is "Future of the Nuclear Industry."

EVENING REGISTRATIONS for the Ohio U - Portsmouth Campus are from 6 - 9 p.m. on September 9-10-11. At the Chillicothe Campus they are from 6 - 8 p.m. on September 9 and September 11. Schedules are available at the GAT Training Office.

NEW EMPLOYEES include: ROY I. KAPLAN, D-521. Roy has a B.S. in Chemistry from the U. of Mississippi, an M.S. in Inorganic Chemistry from Georgia Tech and a PhD in Inorganic Chemistry from the U. of West Virginia where he was also an instructor. His wife's name is Mary. RICHARD L. DUFFY, D-761, has a B.S.E.E. from the U. of Illinois; has been working for the last 3½ years for the Josam Manufacturing Co. in Michigan City, Indiana, as plant engineer. His wife's name is Nathalie. They have an 11-year-old daughter whose name is Donna.

C. F. TRIVISONNO celebrates his 20th anniversary with Goodyear on September 7.

GARY A. BOGARD is the latest addition to the Tech Squad. He graduated from Mohawk H.S. in Sycamore, Ohio, and has a B.S.E.E. degree from Indiana Institute of Technology. JESSIE A. KAVANAUGH, Steno Pool, graduated from Portsmouth H.S. and is a sophomore at Ohio U - Portsmouth Campus. She was a typist at Daniels-Head and Associates, Inc., in Portsmouth. JAMES GRANT, D-224, graduated from Portsmouth H.S., and has a B.S. in Education degree from Bowling Green U. He has been a teacher and work coordinator in Youngstown. His wife's name is Elizabeth.

THE "GIZMOS" consisting of GAT employees OVERMAN, LEVIER, WALKER, SLAUGHTER, and LITTERAL bowled a 3,017 three games with handicap and won 89th place and \$177.50 in last spring's Industrial Bowling Tournament in Dayton. Two other GAT teams, the "CHIEFS" and the "WOODPECKERS," won \$40 each.

G. P. LANE and T. W. ROCKWELL, former employees and now students at Indiana Institute of Technology, are back with us for their first co-op assignments.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

MONSANTO, to ease the problem of finding jobs for young people in St. Louis this summer, supplied \$120,000. This was enough to employ 90. Twenty are being used in special projects at company locations throughout the county. The other 70 are working on a rodent control program in areas of the city which most need it.

BRAINSTORMING sessions, held for one hour per week, resulted in more than \$1,142,000 in savings in six months at Hughes Aircraft.

STORES CHARGING THE SAME "nominal" rates can and do levy significantly different revolving-credit charges. The differences are concealed in their various methods of arriving at the monthly balance on which credit is levied. "Consumer Reports" points out that "S," for example, applies its credit charges to the opening balance on a bill before deducting any payments made or credits for merchandise returned during the month. "P," on the other hand, deducts all payments and credits and charges only for the amount of money actually owed on the previous month's closing balance. Here is an illustration:

	Opening balance	Payments and credits	Monthly rate of finance charge	Actual finance charge	Annual rate of finance charge
S	\$200	\$100	1½%	.015x200=\$3.00	36%
P	\$200	\$100	1½%	.015x100= 1.50	18%

OKA CARLSON, plant manager at Goodyear's Point Pleasant Plant is being transferred, effective Oct. 1, as manager of the Akron Chemical Plant. Oka was here until February, 1958.

A NEW PROCESS for making stainless steel has been developed by Union Carbide engineers. U.C.'s president calls the process "revolutionary" and the most significant advance in stainless steel making in 20 years. It involves the simultaneous injection of controlled amounts of argon and oxygen into the bottom of a refining vessel separate from the arc furnace. The melted "charge" can contain much more high-carbon ferrochrome -- the least expensive kind -- than in present methods and about twice as much stainless steel can be produced with a minimum of additional equipment.

BRANIFF INTERNATIONAL airlines promises a token worth a dollar to all passengers on planes which arrive at terminals more than 15 minutes after the published arrival time.

PERFUMES, make-up and night creams for men sold last year totaled \$580 million.

AETNA LIFE & Casualty Insurance Co. is the third business to "adopt" a high school (Michigan Bell Telephone and Chrysler Corp. are sponsors for high schools in Detroit). Aetna has adopted a school in Hartford, Conn., where 70 percent of the students are Negroes. So far, the company has helped by: subsidizing photos for student I.D. cards but insisting that each student pay 10 cents; providing a work-training program; providing a counselor for students interested in an engineering career; providing space in its buildings for some school functions; and Aetna employees, experienced in journalism, helped get more Negroes to join the school paper's staff previously dominated by white students.

AEC OPERATING CONTRACTORS, in 1967, lost only 0.08 percent of working time scheduled because of strikes. This compares favorably with the previous year's 0.66 percent -- which amounted to 178,258 workdays.

A UNIVERSITY OF FLORIDA researcher recently measured the sound level in front of a rock-and-roll bandstand and found it to be 120 decibels. Relatively few noises in industry are that loud; a noise level 20 decibels less can cause temporary deafness, and one 40 decibels higher can kill small animals.

THE THREE gaseous diffusion plants have a total of 13 process buildings. Did you know that the X-326 building has 2,340 separative stages -- which is more than any of the others?

WRITE TO: Ohio Development Dept., 65 S. Front Street, Box 1001, Columbus, Ohio, 43216, if you want a free 107-page booklet describing places to visit, what to see and when to see it, itemized for 102 Ohio communities. Ask for: "Ohio's Museums and Momentos."

STATISTICAL STUDIES, conducted by several computer firms, show that golf clubs are fortunate if 70 percent of their human-calculated handicaps are accurate.

THE MATERIAL DIVISION of Rocketdyne staged a campaign for forms cost reduction. One copy of every form used in the plant, identified by department and cost, was placed on display. Users were invited to submit suggestions, and a special survey team analyzed every form's cost and use. The elimination of unnecessary copies in one area alone saved \$5,000.

THOUGHTS ON MANAGEMENT

SOCIAL SECURITY does not provide security. It's better than nothing, but it's a long way from security. Our likeable elevator operator retired recently after earning between \$150,000 and \$200,000 during his working life-time. He could have saved enough to have provided for his later years, but he didn't, and today he is one of our very poor with a monthly check from Social Security amounting to less than he used to earn in a week. He has been forced to reduce his standard of living by more than 75%. How about you? What are you doing to make certain you're not going to fall into the same trap?

- Earl Nightingale

WE TALK of killing time but actually, it's the other way around.

- Alphonse Allais

CREATIVE THINKING will not just happen in our organizations. We must inspire it to happen. From the top on down, we must foster a healthy attitude toward risktaking and failure. We must pound away at this concept until we are certain it is being adopted as a matter of course by all of our people at all levels. Let's face it. The vacuum tube was a gamble. So was the Model T Ford and so was Telstar. The risk of failure is a vital ingredient of progress and development.

- L. F. McCollum, Continental Oil Company

PEOPLE WITH MONEY don't use it the way that people without money say they would if they had it.

- Roland Dorgeles

I FIND THAT the main effect of aptitude testing -- apart from providing a livelihood for test compilers -- is to insure the competence on initial placement; therefore promotion is hastened, but necessarily to an area of less competence! In the end, the employee arrives at his level of incompetence in less time than he would have done without testing.

- L. J. Peter, U. of Southern California professor

SOME THINK the downfall of man is the upkeep of women.

- TWA's Jest Stream

POOR MANAGERS are fairly easy to catalog. Some labor under an inferiority complex, and compensate by being martinets. Others have the urge to play messiah, and regulate the private lives of all their staff. Some are just plain inept.

- Vannevar Bush, "What I've Learned About The Art of Management"

IT TAKES your enemy and your friend, working together, to hurt you to the heart: the one to slander and the other to get the news to you.

- Mark Twain (1835-1910)

BUSINESS is now -- will be -- must be -- allocating increasing amounts of time and money to the job of making its people more competent. It is, and increasingly will be, setting up on-the-job training programs, building in-office classrooms, underwriting self-study courses for its personnel, sending executives back to college, and sponsoring special local educational efforts. . . . Another thing is certain: administrative management people are, and increasingly will be, taking on responsibilities for making these programs work.

- W. A. Kleinschrod, Administrative Management

THERE ARE two statements about human beings that are true: All human beings are alike. All human beings are different. On these two facts, all human wisdom is founded.

- Mark Van Doren

IN THIS PRESIDENTIAL election year when the voters are trying to make up their minds about the assorted candidates and issues, one young lady decided to attend a political rally held by the other party. "I am going to this rally with an open mind," she said. "I am not prejudiced and I intend to stay cool and calm while I listen to all the rubbish I know I'm going to hear."

YOU CAN CHANGE and not do better. You can't do better and not change.

LEADERSHIP, like everything else in life that is vital, finds its source in understanding. To be worthy of management responsibility today, a man must have insight into the human heart, for unless he has an awareness of human problems, a sensitivity toward the hopes and aspirations of those whom he supervises, and a capacity for analysis of the emotional forces that motivate their conduct, the projects entrusted to him will not get done -- no matter how often wages are raised.

- Clarence B. Randall

BY STARVING EMOTIONS we become humorless, rigid and stereotyped; by repressing them we become literal, reformatory and holier-than-thou; encouraged, they perfume life; discouraged, they poison it.

- Dr. Joseph Collins

WHO'S WHO IN MANAGEMENT

ROBERT E. CHILDERS is "R" shift Auxiliary Operations foreman, Department 852, Utilities. He supervises approximately 10 hourly rated men who handle the steam plant, RCW pump houses and water treatment, nitrogen plant, dry air plants, sewage plant, and chemical operations on shift. He reports to E. R. NEWMAN, general foreman.

Childers went to Kenmore H.S. in Akron and later took two steam plant courses at Akron U., 10 math courses from ICS, and completed an 80-hour "instrument and controls" course in Chicago. He holds state operating licenses as Stationary Engineer, Water Plant Operator, and Sewage Plant Operator. Prior to his work at GAT, he served as a fireman in the U. S. Navy (1946-50), and worked for two Akron firms. He was employed by GAT in 1953 as a boiler operator and was promoted to foreman in 1956.



Robert and his wife, Florence, with their five children -- Joan (15), Karen (13), Larry (10), and twins, Bob and Bill (8) -- reside at 414 Hillside Avenue in Waverly and are members of the United Church of Christ. Bob is manager of a Little League baseball team, and clerk-treasurer for the town of Waverly. He is a member of the GAT Foremen's Club, several Masonic lodges and vice-president of the Pike County Republican Club. He was nominated for the Waverly Jaycee Distinguished Citizen award in 1966 and 1967.

GAT NAMES AND FACES IN THE NEWS



O. A. VITA



W. A. LEVIER



E. LITTERAL



F. BUCKALEW, JR.



BONADEAN TANNER

O. A. VITA, W. A. LEVIER, and E. LITTERAL are co-authors of a paper published in *Analytica Chimica Acta*, Amsterdam, The Netherlands. The title of the paper is "Solvent Extraction Separations with BPHA. Applications to the Microanalysis of Niobium and Zirconium in Uranium."

F. BUCKALEW, JR., is chairman of a newly formed Nuclear Industries Committee of the Industrial Fire Protection Section, National Fire Protection Association. The committee will be concerned with the unique problems of the nuclear industry as it strives with other groups in the IFPS to promote the science and to improve the methods of fire protection and prevention.

BONADEAN TANNER was one of 13 consultants (the only one from GAT) who participated in a Career Day for 200 Negro young people at Ohio U - Chillicothe last week.

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"S" LIST