



# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE &amp; RUBBER COMPANY

June 4, 1969

AS A RESULT of College Recruiting, we have two direct hires (and a possibility of two more), 15 acceptances for the Tech Squad and four for the Adm. Squad. Seven of the men for the Tech Squad have or will have M.E. degrees, two have Ch.E., and there is one each of the following: C.E., E.E., Chem., Math., Met., and W.E. (Welding Engineering).

S. J. ZANGRI, R. M. ZEEK, and their stenographer, CONNIE S. NOURSE, have now or will soon have offices across from the Safety Department, East Wing, second floor of the X-100 building.

NEW SALARY EMPLOYEES besides JOE EYRE, transferred from Goodyear-Akron to fill the newly created position of superintendent of Equal Opportunity Activities, include: MISS KAREN LEE RICHEY, D-224, Steno Pool. She graduated from Northwest High School in Lucasville and then took the Executive Secretary's course at the Portsmouth Interstate Business College. Her father is JAMES E. RICHEY, D-375.

THE THIRD Annual Goodyear Southeastern Ohio Open Golf Tournament is to be held at Fairgreens Country Club in Jackson on June 14. GAC's Commercial Plastics Division plant in Jackson is host and six-man teams from Jackson, Logan, Pt. Pleasant and GAT will compete for the plant championship which we won last year. W. M. ARMSTRONG is our plant chairman. Several GAT employees are expected to play. Our team will be: R. E. ENTLER, V. J. DeVITO, R. E. HALL, D. C. LANNOM, J. I. THOMS, and F. S. VOSS.

FOUR NEW CO-OPS have started their first work assignments. EDWARD D. DALTON just graduated from Chillicothe H.S., is enrolled at the U. of Cincinnati. ISAAC W. DIGGS and JOSEPH H. WRIGHT are both students at Virginia State College; GEORGE G. GIBBS goes to West Virginia Institute of Technology.

THE SCIENCE DEMONSTRATION program was presented at eight schools during the 1968-69 school year to a total of approximately 1775 students. C. F. TRIVISONNO was in charge of the program for the fifth year and made presentations at one school as did R. S. MUZIK. Those handling the program at two schools included: R. W. SPARKS, R. D. JACKSON and C. R. WALKER.

RECENT PROMOTIONS included: R. K. MOCHERMAN from the Administrative Squad to D-227 as Industrial Relations staffman.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

A MANAGEMENT CONSULTANT, writing in the April issue of "Administrative Management," points out that the emphasis on youth in the promotion practices of many companies today too frequently results in capable men over 45 being left in the same position for 20 years until they retire. No company acknowledges that men are through at age 45 to 50. However, studies made of supervisory advancement in several companies during a one-year period show that the odds against advancement after age 45 averaged 93 percent. An illustration above the two-page article shows a man back of a desk at various ages. For example, the man age 20-24 is described as "eager"; the one 25-29 as "ambitious." Then come "expectant" and "hopeful." By contrast, the man 45-49 is described as "bewildered," the one 50-54 as "frustrated," the one 55-60 as "disgusted" and the one 61-65 as "forgotten."

IF YOU LIKE World's Fairs, stay in shape until 1992, and you won't have to travel very far to go to one -- Columbus, Ohio, expects to have one then.

FOR \$20 you can now get an in-depth horoscope 8,000 to 10,000 words long. You supply 14 bits of information such as your name and address, date, place and time of birth and a "world famous" astrologer using an IBM 360 computer with 18 million pieces of information stored in the computer's memory bank goes to work. "The detailed Time Pattern analysis gives startling relevant information about your personal life, material potentials, character, health, romances and the year ahead."

THE GRILL on the 1969 Oldsmobile Toronado is not metal, it is polypropylene (resin) that has been chrome plated.

OAK RIDGE National Laboratory (ORNL) has 600 employees who are not high school graduates. To encourage them to earn high school equivalency certificates, special classes are held at the Laboratory. They are paid for one hour while in class, the second hour plus study time is at their own expense.

THE FORD MOTOR COMPANY is using a stamping machine that cost \$500,000 to stamp out front fenders for Ford cars--one every eight seconds.

SAN FRANCISCO builders must not be worrying about earthquakes. A fifty-two-story building is nearing completion; a building tapering from a 130-foot-square base to a needle point 1000 feet high and with 55 floors of office space is to be started soon.

MAINTENANCE personnel at Goodyear-Akron's Plant I made 164 suggestions during the last two years which saved the Company \$83,672. The story complete with pictures is in the March issue of "Maintenance Engineering."

A STUDY of the records of all the drivers in 30 states and the District of Columbia proves conclusively that drivers 65 and over are safer drivers and have less accidents than any other age group. Judge S. G. Finesilver, who headed the research group, said, "Senior drivers are almost never guilty of speeding, drunk driving and tailgating, three of the principal causes of accidents."

THERE ARE so many former residents of Jackson County living in Franklin County (an estimated 7500) that there is a "Jackson County Club" in Columbus.

THE 10 BEST first-line supervisors (we call them foremen here) in Goodyear-Akron plants are to receive a three-day company-paid trip (wives go, too) to a resort area. There are 411 supervisors. The top 10 percent will become charter members of the Akron Top Ten Club. The best 10 of the 41 win the trip. Parent company plants in other cities are also to pick their Top Ten. One or more from each plant will also win the three-day trip--which will include relaxation, recreation and talks by some of the company's top executives.

DONALD LANDSTROM is now assistant manager of Photographic Services for the parent company in Akron. Don was the photographer, director, etc., for "Seven Enemies of Safety," the only 16mm film ever made by GAT employees.

A FOREMAN at Goodyear Aerospace proved that you can put square and odd-shaped objects (steel tubing, drill rod, and channels) into round holes (cardboard tubes) and saved the corporation \$14,000 a year. His idea resulted in a 50 percent reduction in floor space for material storage and a 25 percent reduction in labor.

CHARLES W. JOSIFEK, who worked at GAT 1953-57 and then transferred to Goodyear-Akron, is now manager of Bekaert Steel Wire's plant currently under construction in Rome, Georgia. Bekaert is a Belgium firm, and this is its first plant in the U.S.

PETUNIA SEEDS cost more than the same amount of gold. One-eighth of an ounce contains about 31,250 seeds and costs \$50 to \$75.

## THOUGHTS ON MANAGEMENT

I TAKE A GOOD LOOK at every young person I hire. I look at his or her clothes and how they are worn. If he appears off-beat in any way, I don't hire him. I don't want him in my department. These people rock the boat and I have enough problems without some kook adding to them. Furthermore, what kind of company image do they project? What do people think of your company when they walk in and see some fellow strolling down a hall with long sideburns, a mustache, high-top buckle shoes, and bell-bottom trousers? Or of a girl in miniskirt, orange colored glasses and fishnet hose? Every company has a public image to protect. Most of these kids never learned anything at home. Their parents were either too busy or just didn't care what they did. They received no discipline and very little guidance--they grew up wild and it's a little late to start training them. I don't intend to be bothered with it.

- An automobile manufacturing executive

THE LORD helps those who help themselves, and the Government helps those who don't.

- The Last Laugh, "Supervision"

MAKE IT A RULE never to let your boss be taken by surprise in connection with any of your work. This includes surprises about anything that has happened or is about to happen. The head of a department or a division needs to know at all times what is going on in his area of responsibility. If things are going well, that fact will free his thoughts for other matters. If you have to report a setback, the sooner he knows, the better able he will be to help you avert it. So, keep your boss fully posted on every important matter. Nothing is quite so embarrassing to your boss as to learn, from others, of something that has happened in his department that is news to him. One of the most successful and practical ways of carrying out this responsibility is to keep a log of your important actions and observations. Use it as a reminder to inform your boss of the important matters; use it for a periodic check to see that needed follow-up is taken care of.

- Charles Denova

TOMORROW begins today.

- Joe Powell

THE MAN who has earned the love and respect of his wife and children, who lives as Jennifer says in Channing Pollock's play "cleanly and well" is as successful as any man.

- Earl Nightingale

I HAVE MET a few men in my time who were enthusiastic about hard work. It so happens that all of them were men I was working for at the time.

- Bill Gold

THE AMERICAN CONSUMER is being inundated with household hardware--an endless stream of new and specialized gadgets that, for the most part, have little justification outside of the fact that they can be sold to a gullible and affluent public at a profit. From the way things are going, it would appear that manufacturers are bent on making a product for every potential task. The whole situation is beginning to get a little silly . . . the number of electrical "work-saving" devices available to the housewife is well past the 150 mark and there's no end in sight.

- Jay Doblin, April "Machine Design"

CONSIDER how hard it is to change yourself and maybe you will understand what little chance you have of trying to change others.

- Jacob M. Braude

WHEREVER knowledge workers perform well in large organizations, senior executives take time out, on a regular schedule, to sit down with them, sometimes all the way down to green juniors, and ask: "What should we at the head of this organization know about your work? What do you want to tell me regarding this organization? Where do you see opportunities we do not exploit? Where do you see dangers to which we are still blind? And, all together, what do you want to know from me about the organization?" This leisurely exchange is needed equally in a government agency and in a business, in a research lab and in an army staff. Without it, the knowledge people either lose enthusiasm and become time-servers, or they direct their energies toward their specialty and away from the opportunities and needs of the organization . . .

- Peter F. Drucker, "The Effective Executive"

THE TRUE TEST of good manners is the ability to put up with bad ones.

- Janet Noel

THAT BELT of fat around your tummy can turn into a death belt. A recent study by the Institute of Life Insurance showed that among a group who were 25 pounds overweight when they took out policies in the 1930's, deaths were 35 percent above average 30 years later.

- Hal Boyle

## WHO'S WHO IN MANAGEMENT

KARL W. SCHUCKER, D-531, Operations Analysis, supervises four salaried engineers and/or technical men who are responsible for the Plant Planning function of the department. They calculate plant productivity, cascade configurations, current and future power distributions. He reports to P. S. MELLINGER, supervisor.

Mr. Schucker graduated from Taylor Alderdice High School in Pittsburgh and has a B.S. in Chemical Engineering from the Carnegie Institute of Technology. He was a member of GAT's 1957 Technical Squad and thus can speak from experience as he interviews prospective Tech Squad trainees. His work here was interrupted as he served as a captain in the U. S. Army Reserve during 1958; he was promoted to staff engineer, his present classification, in 1965.



Karl, his wife, Catherine, and their two daughters--Aimee (3) and Lynne (1½), live at 143 East Fifth Street in Chillicothe, and they are members of St. Mary's Church. Karl is a member of the Knights of Columbus, the GAT Foremen's Club, likes to bowl (he's got a left-handed hook) and play golf.

## GAT NAMES AND FACES IN THE NEWS



H. E. McCOMB



D. E. PRICKETT



A. W. ONDERA



S. HARRELL

H. E. McCOMB is to talk on "Apprenticeship Program for Engineering Draftsmen" during the AEC Plant Facilities Managers Meeting at Oak Ridge, June 4-5-6.

D. E. PRICKETT has been invited by OSU's Department of Electrical Engineering to serve on a newly established Industry Educational Advisory Council which will help the College of Engineering design an advanced professional degree program to serve the needs of industry.

A. W. ONDERA is now First Ward Councilman, Jackson (City) Council. Andy ran against the incumbent in the primary election and won. The incumbent then resigned, effective June 1, and Andy was appointed to take his place.

SHELLEY HARRELL, D-522, talked to the Optimist's Club of Chillicothe on May 21. His subject was "Oriental Rugs," and he had a display of them to show his audience.