



R. L. DUFFEY  
ENGINEERING

D-761  
X-100

# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

March 5, 1969

OUR DISPLAY ROOM on the second floor of the X-100 building is scheduled (later this month) to have "Honeytone Cherry" random-plank paneling and blue-green carpet with a "salt and pepper" pattern installed. The walls have "slots" so that shelves and pictures can be installed at various heights and locations. New tables will hold frequently changed displays.

FIFTEEN-YEAR PINS used to be unusual--not any more. Three hundred and sixty-four were presented to employees in 1968; 44 more were presented during January and February, 52 are scheduled for March, a total of 504 this year.

FOUR DISABLING injuries in calendar year 1968 gave us a severity rate (the number of days lost or charged per million manhours worked) of 164 and a frequency rate (the number of disabling injuries per million manhours worked) of 1.70. The corresponding figures for 1967 were 105 and 0.45 (when we won the Goodyear World-Wide first place trophy). The 1968 severity rate compares favorably with our 16-year average of 221, the frequency rate average for the 16 years is 1.11.

THE GAT WOMEN'S HDCCP. Bowling Tournament in Waverly on February 22 had 58 entries. MEREDITH EVANS won the All Events with a 1703 score (for nine games) and teamed with FAYE THOMPSON to win the doubles with 1168. Mary Ellen Duda (who worked here from 1954-63) won the singles with a 582 score.

EMPLOYEES active in various community activities include: F. A. KOEHLER, who is a member of the Board of Directors, Jackson County Chapter of the American Red Cross and president of the Coalton Historical Society. M. W. POWELL, D-552, is a member of the Jackson Citizens Advisory Committee; chairman of the Board of Trustees, First United Presbyterian Church. JOHN E. JORDAN, D-731, is Shawnee District Boy Scout commissioner; E. L. DARDENNE, D-228, is Health and Safety Committee chairman; A. B. STEGER, D-761, is Advancement Committee chairman.

A CRITICAL PATH Scheduling course for 25 employees of the 700 Division and two programmers (D-514) is presently in process. One third of the 12-hour program (one hour a week) has already been completed. R. C. KRAMER is the instructor. He recently completed a 24-hour course on CPS at the University of Wisconsin.

RECENTLY PROMOTED from the Tech Squad to permanent assignments were: B. D. BILLINGS to D-761, L. E. BROCK to D-720, A. M. MONROE to D-810, and D. E. ROCKHOLD to D-730. R. D. BUSH has been transferred from the Adm. Squad to D-701.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

MEMBERS of a five-executive panel at the recent Denison U MODEL program were asked, "In what area is there the greatest need for improvement in management?" One said, "Communications." Another thought "leadership by example" was most important. A third man named "adaptability to change" and the fourth said the greatest need was "to recognize the social and political significance of everything we do." The fifth executive said, "Keeping abreast of the latest information and the latest techniques."

LATEST PROMOTION for GAT alumnus W. R. "Bill" Miller is to Manager, Corporate Safety Programs for The Goodyear Tire & Rubber Company. The change was effective March 1.

PROCTER & GAMBLE formerly used wooden pallets to store its products on so they could be moved easily by forklift trucks. While there was no problem in the efficiency or capability of such pallets, there was a cost factor involved so P&G employees developed the paper pallet. This reduced the operational cost with no loss in efficiency. Proving that every job can be improved, the trucks have been redesigned. Two broad parallel plates lift loads by applying pressure from the sides. This eliminates the use of pallets for 90 percent of their products.

CLYDE V. SCOTT has been named "Boss of the Year" by the Greater Cumberland (Maryland) Jaycees. Clyde was transferred from GAT to the Kelly-Springfield Tire Company in 1962.

ALL MEMBERS of management at PPG Industries' plant at Mt. Zion, Illinois (about 50 men) receive six white shirts from the company each year. The practice started two or three years ago when the union was filing numerous grievances because foremen were doing bargaining unit work. Since the foremen started wearing white shirts, they don't like to get them dirty so that type of grievance has stopped. Other PPG Industries' plants are following the Mt. Zion plant's example.

RICHARD L. DIEHL, president of the Ohio Stove Co., was a GAT employee from 1953 - 1956.

MONSANTO had a high turnover of women workers on an electronic bench assembly operation. By holding foreman-worker troubleshooting meetings with solutions arrived at jointly, and giving the women variety by rotating them through 12 job assignments, turnover was reduced from 36 to 12 percent. In addition, productivity was increased 15-20 percent; rejects were reduced 30 percent, and absenteeism was cut to only three percent.

"WHAT HAVE YOU DONE that was not required?" Harold Mayfield, director of Personnel Relations for Owens-Illinois, says that was his favorite question when he interviewed college students. Their answers determined who he offered jobs.

THE AEC is giving a \$1.5 million reactor to New York City which will be housed in an \$11 million exhibition hall. The core of the reactor will be submerged under 23 feet of water in a glass-covered tank. Above it will be a 150-seat auditorium from which spectators can peer down through an opening 16 feet wide to watch the blue glow of the reactor. Around the reactor in the hall's basement will be a laboratory where students can perform atomic energy experiments. The building will be built on the site of the recent World's Fair and will also contain two other auditoriums, a science information center, a television studio, exhibits, classrooms and various workshops. Construction is scheduled to start next summer.

THE PARENT COMPANY is Hocking County's largest employer. Their foam products plant at Logan, Ohio, employed an average of 1,050 people in 1968, paid them a total of more than \$5.3 million.

THE U. OF MASSACHUSETTS claims to have the first program in the country which is designed to prepare qualified members of minority groups to fill management positions. Known as Program ABLE, it will grant non-white college grads whose employers recommend and sponsor them, a master's degree in business administration. ABLE will start next summer with a class of 30 and will last from 15 to 21 months, depending on the background and ability of each student.

WHEN THE LEISURE Group, Inc., first offered its stock to the public "over-the-counter" last March, it sold for \$15. The price now is \$69 (as of Feb. 12).

"HAVING A SUPERVISOR who really knows his job" was listed as the most important aspect of a job by about 4,000 employees of six industrial concerns surveyed by a seven-man team from Michigan State University. "Steady work and steady pay" was listed second and "receiving fair pay" third by a majority of those surveyed.

DOES IT PAY to turn off lights? Lamp makers point out you may save on power consumption, but every time a fluorescent lamp is turned off, its life is shortened. They suggest establishing a minimum turn-off time.

## THOUGHTS ON MANAGEMENT

A LONG TIME AGO, when Russia was ruled by the Czar, it is said that he walked through a secluded portion of the imperial gardens and was challenged by an armed sentry. Startled, the Czar identified himself and asked what he was guarding. "I don't know, sire," replied the sentry. "The captain ordered me and three other men to stand guard here. It's nothing new, we have been standing guard here for years." This made the Czar curious. He called in the captain of the guard and questioned him. The officer answered that it was a palace regulation. So the Czar checked the records and found out that the rule covering the assignment of four sentries to guard the remote spot in the garden dated back 125 years to the time when Catherine the Great had planted a rose there and didn't want the bush accidentally stepped on before it started to grow. Are you guarding any rose bushes that are no longer there, guarding them out of habit, guarding them without thinking as to whether or not what you are doing needs to be done or can be done in a better way?

SIGN ON THE DOOR of an atomic energy laboratory --  
"Gone Fission."

- Today's Chuckle

TO BE SUCCESSFUL as a manager you must have six things: (1) Intelligence -- I.Q. is not as important as A.Q. (Achievement Quotient); (2) Communication ability; (3) Problem solving and decision making ability; (4) Mental and emotional stability; (5) Broad and well rounded interests; and (6) Desire, you must want to succeed.

- H. F. Schwomeyer, Dean of Men, Butler U.

THE BEST WAY to study human nature is when nobody else is present.

- Tom Masson

IT WOULD BE fatuous to say that chance still does not play a significant part in the development of most managers. As we all know, there are some men who have an amazing proclivity for being in the right place at the right time under the right leadership. We cannot, however, make the assumption that this will happen to every young manager.

- E. T. Reeves, The Boeing Company

OLD AGE is when you use one bendover to pick up two things.

THE BIBLE is a history of management. For example, the story of Adam and Eve shows what can happen when there is failure to delegate.

- H. Randolph Bobbitt, Jr., O.S.U. professor

WHAT PERCENT of your time are you a manager and what percent are you an operative employee? In other words, are you delegating as much as you should?

- Charles B. Hicks, O.S.U. professor

IF YOU PAY higher prices for equivalent quality and variety in supermarkets that give trading stamps, you are buying the stamps as surely as if they were charged up separately, like taxes, at the end of the cash register tape. Considering, too, that you have to spend some \$2,000 to collect enough stamps to "cash in" on an item overvalued at \$50 by the stamp redemption center, trading stamps begin to lose their appeal.

- Patricia C. Stein, "Modern Maturity"

THEY CALL IT legal tender, that green and lovely stuff. It's tender when you have it, but when you don't, it's tough.

- Holiday Inn Magazine

THE STAFF of the United Nations has grown to 41,000 people. Even though there are 126 member nations and all votes are equal in the General Assembly, we pay more than 30 percent of the cost -- estimated for this year at \$150 million. No wonder this nation is known as "Uncle Sam."

- Alden H. Sypher in "Nation's Business"

MEN AND WOMEN from mental institutions tend to make better production workers than do normal people.

- Dr. Gus Economos, U. of Wisconsin

WE KNOW a great deal more about methods of injecting information into students than we do about how to make them civilized human beings. In part, at least, this is because it is easier to package knowledge than it is to package humanity. We know just what kind of courses to give to produce competent scholars and practitioners in linguistics, physics, law or mathematics. We know a good deal less about teaching tolerance, compassion, and the responsibilities of the civilized citizen.

- R. W. Fleming, president, U. of Michigan

MANAGEMENT is first of all managing yourself.

- H. F. Schwomeyer, Butler University

THERE IS a proverb in Africa which goes, "Ukaipa nkope, dziwa nyimbo -- If your face is ugly, learn to sing."

- Earl Nightingale

## WHO'S WHO IN MANAGEMENT

FRANK J. LALLOW is "B" shift foreman, D-812, in the Cascade Operations Subdivision. He supervises ten hourly employees who operate the process equipment in the X-330 building plus auxiliary systems such as Cold Recovery, Interim Purge, and Tails Withdrawal. He reports to A. L. BAUGHMAN, general foreman.



Lallow graduated from Wheelersburg High School and attended Ohio U, Portsmouth Campus, for one year. During World War II (1942-45), he served in the Pacific Theatre of War for the U. S. Air Corps as a corporal. His work experience includes several years as a machine operator at Wright Aeronautical Corp. in Cincinnati and chemical laboratory work at Williams Manufacturing Co. in Portsmouth just before coming here as an operator trainee in 1953. He was promoted to assistant foreman later that same year, to foreman in 1954.

Frank, his wife, Phyllis (who worked here from 1953-1960), a daughter, Mrs. Carol Hyland, and their son, Michael - 19, live at 1622 Rosemount Road in Portsmouth. Carol's husband is in Vietnam; another daughter, Pamela, is married and lives in Texas. The Lallows are members and Frank is an elder of the Central Presbyterian Church in Portsmouth. He is also a member of the GAT Foremen's Club.

### GAT NAMES AND FACES IN THE NEWS



A. H. WERNECKE



D. J. BLANTON



W. E. ELLSESSER



W. E. RICHARDS

A. H. WERNECKE is to be the speaker for a luncheon meeting of the Society of American Military Engineers at the Hotel Prichard in Huntington, W. Va., on March 11. His subject will be "The Future of the Nuclear Industry." As program chairman of the Pike County Chamber of Commerce, Art arranged to have W. F. Neff from OVEC speak to that group on March 3.

D. J. BLANTON spoke to the Eastern High School Senior Class on February 21. His subject was "Education Needed for Industrial Employment."

W. E. "Peg" ELLSESSER is retiring April 1. He and his wife, Mabel, expect to remain in Portsmouth where they have many interests and friends. Peg is active in such Civic Forum projects as the Soap Box Derby and the Spelling Bee (chairman - 18 years) and the Elks Lodge Leadership and Scholarship contests (chairman - 9 years).

W. E. RICHARDS, D-532, is also retiring April 1. He, his wife, Lorain, and their school-teacher daughter, Cheryl, expect to move from Chillicothe to Columbus next spring. Everett expects to work, part time, helping their son, Verne, install new furnaces and air conditioners.

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