



MR. RICHARD L. DUFFEY

D-761

GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

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SOON TO BE installed in Room 310, in the X-710 bldg, is an object called a "Telebeam." It is to be used in conjunction with Ampex videotape equipment which was recently purchased and Training section personnel are now learning to use. The Telebeam will be fastened near the ceiling towards the front of the room. What it does is to project and enlarge TV-size pictures until they fill a movie screen which everyone in Room 310 will be able to watch.

RECENT PROMOTIONS include: JAMES J. TAYLOR from cost accountant, D-351, to systems analyst, D-301; WALLACE S. COOLEY, D-541, from Data Processing operator, sr., to section head, Data Processing. GREGORY E. BARCH and WILLIAM L. FRENCH from draftsman, apprentice to draftsman, jr. Note: Already graduated are EARL G. KALB, RALPH D. WHITE, JAMES L. WHITT, and JAMES W. ERVIN, III.

ONE WAY to save money is to buy safety shoes. Besides work shoes, many styles of dress, casual wear and sport shoes are available. They are comfortable, good looking, and many dollars cheaper than a Florsheim or similar quality brand. New samples are now on display at the Stores counter in the X-720 bldg. On or about the first of July, safety shoes can be seen in the Exhibit Area, second floor, X-100 bldg.

FOR THE THIRD consecutive year, S. A. KOHUT, D-761, won first place in the Annual Print-Of-The-Year Competition held by the Westbridge Camera Club of Columbus. This is also the second consecutive year that Steve has won the coveted trophy for the most competitive points accumulated in the nine contests during the year.

LAST APRIL, 297 high school seniors spent much of one Saturday (five hours) taking the tough written GAT Maintenance Crafts Apprentice pre-employment examination. After the exams were graded, approximately 35 of the applicants were invited back for individual interviews. M. W. HARTLE, J. N. BUCKNER, and J. R. GEDEON jointly talked to but individually rated each man. Security clearances are now being processed for the eight who were selected plus four alternates. Starting date is Sept. 8.

COMPANY AND OCAW UNION negotiating teams held a relaxed discussion off plantsite recently. It is felt mutually beneficial to discuss problems and points of view during a time when no formal contract negotiations are pending.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE DAVIS WIRE CORP. of Los Angeles says that in screening job applicants, it pays to check driving records. They ran a survey and discovered that what automobile insurance companies call "high risk" drivers are also "problem" employees. On the other hand, the good driver is less likely to receive warnings and reprimands from his employer, less likely to have his wages garnisheed, less likely to have an industrial accident, and even averages fewer days absent--seven days a year, compared with 13 days for the high-risk driver.

TO DATE (May 28, 1970), the AEC has signed 11 toll enriching contracts with the U.S. firms and 24 with customers in other countries. The 35 agreements call for fees of approximately \$1,200,000,000 for enriching customer furnished uranium feed material over the next 30 years.

AT NEW YORK UNIVERSITY, there is a Hall of Fame for Great Americans. Among the 93 persons honored there, only two--Peter Cooper and George Peabody--were businessmen, and they were chosen in the first election (held in 1900). Elections are held every five years and this is an election year. Nominees must have been deceased for at least 25 years. Making the selection is the Hall's College of Electors, made up of from 100 to 140 outstanding citizens.

SIGN OF THE TIMES: The price of sirloin steak has gone up. Usually, when that happens, people eat more hamburger. However, last year the price of hamburger went up 11.9 percent--more than twice the 5.8 percent rise for sirloin steak.

FREE TV for hospitalized employees is provided by the Nitrogen Division of W. R. Grace & Co. in Memphis. When word is received that an employee is hospitalized, the company calls the local TV rental firm and has a set delivered to his room. A remote control unit is provided for employees who aren't able to get out of bed to adjust the controls. The company pays the entire cost of the rental, and on top of the TV, the rental firm places a sign which reads, "Get Well Quick--Compliments of Your Company."

PSYCHOLOGIST Albert Mehrabian says that, in face-to-face communication, the total impact of a message = 7 percent verbal, plus 38 percent vocal, plus 55 percent facial. In other words, while choosing the right words is important in communication, nonverbal communication is more important.

G DYR'S-NORTH CHICAGO PLANT now has a daily newsletter which is posted on all bulletin boards. The newsletter is brief--usually reports the production for the previous day plus anniversaries, birthdays, etc., and ends with a thought for the day--usually about safety or housekeeping.

THE DEPARTMENT OF LABOR recently conducted a survey which indicates that today's graduate has a choice of 21,741 occupations to choose from.

DR. BIGELOW WYNKOOF is an acknowledged expert on the life style of the middle-aged. He is the author of "The Rule of Inversity" which means, in laymen's language, that the more you put into something, the less you get out of it. For example, he says the more you do for people, the more they resent it. This rule holds true in relationships among humans as well as among nations. In an article in Changing Times, Dr. Wynkoof cites the case of one man who had never in his life eaten white meat at Thanksgiving because when he was a child the grown-ups always got it. Now, in our youth-oriented society, the children get it. But despite all of this, the youngsters seem not to be appreciative. If anything, they want more done for them. And at the same time, they scorn the system that has given them what they already have.

THE THREE "C'S" of business, according to Dr. David Powell of the Professional Management Foundation, are: conflict, cooperation, and competition.

A GERMAN industrialist with 3,300 employees has them work from 8 to 4 Mondays through Thursdays. The remainder of their 8 hours per week can be worked at any time, as long as it is not before 7 nor after 6. Up to 10 hours can be worked in advance each month and taken off later. Times of arrival and departure are recorded on automatic machines and from these a computer calculates the hours worked and prints them on the pay slips.

YOU CAN SAVE MONEY in the supermarket if you can quickly tell, for example, whether an 11-ounce package for 35 cents or a 20-ounce package for 57 cents is the best buy. One inexpensive device you can get to answer such questions is the "Magic Window Supermarket Price Comparer" from American Cylindrical Rules, P.O. Box 725, Annex Station, Providence, Rhode Island, 02901. The price is \$2.20.

BECAUSE it takes almost a full page to list the 28 salary new hires or rehires since our last edition, we got permission to tell you about them on this special insert.

THE FIRST TWO members of the 1970 Tech Squad are here. They are R. E. FOSTER and C. STEWART. Both have just received their B.S.M.E. degrees - Roger earned his from West Virginia Tech and Curtis at Southern University in Louisiana.

YOP'S here for the summer, where they will work, and GAT employees who are relatives are as follows: DONALD L. COLLINS, D-552; his father, William, works in D-732. PATRICK J. BLANCHY will work in D-375; JERRY DAVIS in D-734; WILLIAM D. SCHWAMBURGER, D-532; LORNA P. FERGUSON, D-801, has two uncles here, Carl Ferguson, D-101, and John Bullard, D-724. CARLA E. JOHNSON will work in D-532; JOHN P. HARDING in D-512. SAMUEL M. McGRAW will work in D-228; William Flannery, D-732, is his brother. CLARENCE M. PARKER will work in D-762; Landa J. Parker, D-761, is a cousin. MARCIA A. TALDA and DANNY C. TACKITT will work in D-423. Marcia's father is Albert in D-712; Danny's uncle Ivory Sowards is in D-858.

REHIRES include W. T. SCHWEINSBERG for D-212; and three special summer students who have been here before. W. A. POOLOS, D-523 is back for the fourth time; R. K. BLOOMFIELD, D-523, for the third time; and G. A. HILT, D-761, for the second time.

NEW special summer students include CHAUNCEY H. DIGGS, who will work in D-212; her husband is Isaac, a co-op in D-222. LARRY E. COOKE will work in the 300 Division; MICHAEL D. WYMER in D-420; WARREN G. KINNEY in D-501; JOHN L. MORROW in D-542; ANNA L. COPNEY in D-533; and TIMOTHY T. ACCORD in D-761. S. JOHN WILKINS, III will work in D-541, his stepmother is Joy P. Wilkins, D-542. JAMES W. TRACY will work in D-521, his uncle is C. B. Wakefield, D-814.

OTHER NEW salary employees include RICHARD E. DuPUY, JR., who graduated from Portsmouth High School, will go to M.I.T. this fall; and SHIRLEY E. SCHACHTELE, D-311. She graduated from Southeastern High School in Richmondale, has worked at Chivaho Federal Credit Union at the V.A. Hospital in Chillicothe since 1961, was manager since May 1967. She and her husband, Frank, live at Lake White.

THOUGHTS ON MANAGEMENT

WE KNOW much more about communications than we have been able to apply. We know, for example, that the communicator does not communicate--he only utters. Whether or not he gets through depends less on his eloquence and logic and more on the frame of reference available to the "perceiver" by virtue of his experience. The communicator's success depends largely upon how well he understands the perceiver, but managers rarely make the required effort.

- Peter Drucker

EXPERIENCE is the thing that enables you to recognize a mistake when you make it again.

- Arthur Zito

WHAT KIND of courage does it take to be a campus rebel? He knows he's not going to be punished. We don't even bounce him out of school. It's very easy to break the law if you know there's hope of impunity. I don't think our universities have done a very good job. Some college students seem to be extremely unhappy. It's not just the war. They're unhappy about going to classes. I think we've got a lot of people in college who are unhappy because they don't belong there. I'm in favor of telling the rebels to get off the campuses and let those students (the vast majority) who want an education to get it.

- Vince Lombardi

I DON'T UNDERSTAND this country. No one is safe on the streets, in the parks, or on the highways. But everyone has 100 percent underarm protection.

- Art Johnson in "Laugh In"

THE SYSTEMS theorist uses some very old concepts with strikingly new labels. He talks about "inputs," "feedback," and "suboptimization," whereas the traditional manager used "planning" and "coordination" to achieve similar goals of effective teamwork. To some extent, therefore, the differences are semantic.

- J. G. Longenecker, Baylor University

IT'S EASY to meet expenses these days. You meet them every time you turn around.

- Bits & Pieces

I THINK that I shall never see a paycheck that is all for me. Deductions keep me in the red, wish I could keep the stub instead.

- Mickey Porter

MERE OCCUPANCY of an office or position from which leadership behavior is expected does not automatically make the occupant a true leader. Such appointments can result in headship but not necessarily in leadership.

- Lt. Col. Holloman, USAF Academy

EVERY CREATIVE ACT is the sudden cessation of stupidity.

- Edwin Land, founder Polaroid Corp.

THE WORDS WE USE are much more than just words. They are the sign posts of the times in which we live. Words are things and conditions and there are a great many that will be best relegated to the past. Perhaps you and I will see the day when the word "war" itself will become archaic and no longer a part of our day-to-day vocabularies, a relic of the past as are the words inquisition, the stage, the rack and the black plague. And with it will go the words famine, poverty, disease, and illiteracy.

- Earl Nightingale

BEAUTY PARLOR -- where the women get a face full of mud and an earful of dirt.

THE ABILITY to speak well and to listen thoughtfully are paramount in this society. After all, writing is often speaking that has been written down, reading is a form of "listening" to inner speech. Not only is it important to be a good listener; it is equally important to stimulate conversation that is worth listening to. Is it reasonable to say that knowledge is of high worth which best stimulates conversation. The ability to ask penetrating questions is surely as important as the ability to give penetrating answers.

Edgar Dale

A BUSINESS SUIT that I wear with pride is right in style--its lapels are wide. It was tailor-made, I'll have you know, exactly 20 years ago.

--Henry Barton

THE DAY of the authoritarian, secretive, manipulative leader in American business and industry is done. Fewer and fewer organizations are tolerating this kind of leadership at any level, and the segment of the working population that is willing to work under such leadership is becoming smaller and smaller.

--John Paul Jones in "Personnel"

WHO'S WHO IN MANAGEMENT

NORBERT J. VULGAMORE, D-817, is assistant cascade coordinator on "A" shift in the PCF where he shares responsibility for monitoring and controlling the entire cascade operation. His duties include substituting for the cascade coordinator as needed, supervision of production operators, making assignments for the Production Balance Pool, and maintaining the shift Auxiliary Emergency Squad roster. He reports to the cascade coordinator.



Mr. Vulgamore graduated from Piketon High School and attended Ohio University in Portsmouth for 1½ years. He was self-employed as a farmer and trucker for several years; was working as a lab assistant at Mead Corporation when he applied for work and was hired by GAT in 1953 as a production process operator in training. He was promoted to assistant foreman in 1954, foreman in 1955, and to his present position in 1966.

"Norb" and his wife, Norma, have four daughters. Becky (18) is a student at the University of Kentucky. The others are Debbie (16), Sheri (14), and Lori (5). The Vulgamores live in Jasper and are members of the Piketon United Methodist Church. Norb also belongs to the GAT Foremen's Club, the Oddfellows of Piketon, likes to bowl and play softball.

GAT NAMES AND FACES IN THE NEWS



R. H. DETOSKI



M. HARTLE



F. E. WOLTZ



R. M. FELDMAN



H. WATTS

ROBERT H. DETOSKI was installed as president of the Third Division Council for Templar Advancement, Grand Commandery Knights Templar of Ohio at Hamilton on June 6. The Third Division is comprised of Cincinnati, Hamilton, Middletown, Norwood, Wilmington, Lebanon, Hillsboro and Portsmouth.

MERLE HARTLE was recently elected chairman of the Pike County Health Planning Council and a member of the board of the 17-county Mid-Ohio Health Planning Federation.

FRANK E. WOLTZ received a Master's degree in Industrial and Systems Engineering from Ohio University on June 14. His thesis is entitled, "R&D Economic Decision Making at the Top Management Level." He also has Masters and PhD degrees in Chemistry.

RICHARD M. FELDMAN received a Master's degree in Industrial and Systems Engineering from Ohio University on June 14. His thesis is entitled, "Optimization of a One Dimensional Packing Problem." He also has a Master's degree in Mathematics.

HENRY WATTS will celebrate his 40th anniversary with Goodyear on July 1. His service with the company started only 11 days after his 18th birthday.

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