



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

May 5, 1971

S. R. SAPIRIE, manager of ORO-AEC office, visited the plant on Tuesday, April 20, for the annual operating discussions with GAT and Portsmouth AEC officials. Mr. Sapirie was accompanied by a staff consisting of R. C. Armstrong, assistant manager for Operations, W. R. McCauley, Jr., assistant manager for Administration, and C. A. Keller, director of Production Division.

THE UTILIZATION of excess materials and equipment from other AEC and federal agencies saved GAT a very substantial sum in 1970. The original cost of the items from excess was \$311,904 and at 1970 replacement prices, GAT would have expended \$344,945.

J. V. ANZELMO is back in our Technical Squadron after military service that started last November.

YOUR TRAINING DEPARTMENT has completed GAT's first industrial training video-tape for the Chemical Operations Department. The one-hour-plus unclassified operator training tape was narrated by J. G. CRAWFORD, and will be used to retrain present employees in the newer techniques as well as training new operators.

GENEVIEVE GUNDLAH and D. J. BLANTON have accepted positions as members of the Business and Office Education Advisory Committee for Piketon High School.

GAT EMPLOYEES honored at the annual scouting recognition banquet held at Western Elementary School in Chillicothe on April 22 included: A. L. WILLIAMSON, who received the highest honor in scouting, the Silver Beaver. He has been active on the Unit, District, and Council levels for over 10 years, and is presently a member of the Executive Board of Chief Logan Council; E. L. DARDENNE was recognized with a Scout Statuette. He presently serves as Health and Safety Chairman for Shawnee District; W. "PAT" MULLINS was given a Training Award, R. E. MANNING and J. JORDAN the Scouter's Key.

DURING HENRY McCLELLAND's period of recovery, DEL PRICKETT has been given the responsibility of Acting Training Director. The assignment is temporary and Del will return to his duties in the Employment Department upon McClelland's return to the job. Meanwhile, any matter which would normally require the attention of the Training Director may be taken up with Prickett. Incidentally, Mac's progress is satisfactory at this stage, according to his doctors.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

A STUDY published last year by the U.S. Dept. of Transportation says that for many families and particularly two-car families, it may be cheaper to drive a car until it has little or no trade-in value or useful life, rather than to trade it at regular intervals. The report notes that depreciation represents the single biggest expense of car ownership. For example, the person who trades cars every year would incur, over 10 years, depreciation costs of more than \$9,500. Trading in every second year, depreciation costs over 10 years are less but still more than \$7,500. The highest repair and maintenance costs are usually encountered in the seventh, sixth, third, fifth, and fourth years, in that order. But at no point in a car's life does the repair and maintenance costs exceed, or even come close to the depreciation expense a person could expect if he bought a new car rather than keep the old one.

GDYR-TOPEKA started a weekly Management Newsletter for all of its approximately 575 salary employees on March 1.

FORD MOTOR CO's Brookpark, Ohio, plant has 9,000 employees but only eight full-time professional firefighters. However, they are backed up by a volunteer brigade of 90 seasoned veterans; and as a backup to the brigade, they have 4,700 "Minutemen" who are specially trained in fire-fighting. There are 2,100 fire extinguishers spotted throughout the three million square feet of floor space in the plant.

R. A. HOLTHAUS is now safety director for the Air Reduction Corp. in Niagara Falls, N.Y. Dick was a Goodyear employee 1946-1953.

ACCORDING TO the Environmental Pollution Panel of the President's Science Advisory Committee, the burning of coal, oil, and natural gas is adding carbon dioxide to the earth's atmosphere at an alarming six billion tons per year. By the year 2000 there will be about 25 percent more carbon dioxide than at present. This figures to modify the heat balance of the atmosphere to such an extent that marked changes in climate, not controlled through local or even national levels, could occur -- unless something is done to change the situation in the next few years.

SIGN OF THE TIMES: Ad in underground paper read, "For Sale -- used bathtub previously owned by a hippie who only used it for making wine."

MAY 3 was not a holiday but the average taxpayer may have felt like celebrating anyway. Tax Foundation, Inc., says it was the first day this year that he was working for himself -- not the tax collector. Or, to illustrate it another way, each of us needs two hours and 37 minutes of each eight-hour working day to pay our tax obligation -- and only one hour and three minutes to pay for the family's food.

THE AKRON General Hospital Service League started selling geraniums 15 years ago to make money for the hospital. The first year they sold 150 plants. This year they expect to sell 20,000.

MOST PEOPLE who have a safety deposit box at a bank store important papers, including insurance policies, in it. However, as soon as the bank learns of the owner's death, the box is sealed so the contents can be inventoried by tax authorities. So, if a death is anticipated in the family, insurance policies should be removed to prevent unnecessary delay in payment.

SIGN OF THE TIMES: We spend \$15,000 for a bus so the kids don't have to walk to school, and then we spend \$250,000 to build a gym so they can get some exercise.

THE WESTERN STATES Bankcard Association sponsors a book reimbursement plan for its employees because top management believes that employees who read business-related material in their spare time do a better job. All permanent salaried and supervisory employees may purchase up to five books a year and the company pays 50 percent of the cost up to \$5.00 per book. Books must be related to the employee's field of employment, general business management, or self-development.

70 MILLION MAN-DAYS of labor are lost annually because of deaths and injuries of workers off the job. Two-thirds of the deaths occurred in or because of motor vehicle accidents.

THE CLEVELAND ELECTRIC Illuminating Company maintains a 24-hour, seven-days-a-week telephone line for use by employees to report complaints from friends and neighbors and observations of their own, like street lights being out. The complaint is promptly investigated, a written report is prepared of the action taken, and a copy is sent to the employee who makes the phone call.

THOUGHTS ON MANAGEMENT

THERE ARE TWO main routes to business promotion: (1) the passive route, and (2) the active route. It is possible to rise to eminence from humble beginnings by doing practically nothing, but looking good at it. Given a well-developed instinct for survival, it is possible in some businesses to get ahead simply by being available -- by being the handiest person to fall heir to the promotion as smarter men move up or out, or otherwise clear the way. The logical way, however, calls for careful selection of successor prospects. And this task of selecting the one right person need not be difficult as long as we are honest with ourselves, our companies, and our candidates. We confound the issue by interjecting seniority, loyalty, or sentimental personal qualities, thereby making the problem complicated.

-- Wilbert E. Scheer, March Personnel Journal

WE ARE STILL in the stone age when it comes to applying the behavioral sciences in industry.

-- George A. Spater, president, American Airlines

I BELIEVE that through external communication devices managers may well be this country's most effective teachers. More and more learning now takes place outside the school rather than within it. Only recently the U. S. Commissioner of Education, James Allen, predicted that significant process in the educational process would be realized in the days ahead through the learning achieved in settings other than the schoolhouse.

-- John W. Macy, Jr., Public Broadcasting Corp.

ONCE UPON A TIME when you asked, "Is it a boy or girl?" you were looking at a baby.

-- Short Circuits

THE TRADITIONAL business organization is a pyramid, incorporating a system of substructures usually called departments. The typical procedures of this pyramidal type of organization may be less than adequate to cope with the rapid changes ahead. Control and incentive systems that are embedded in it, designed as they are for relatively stable situations, tend to inhibit rather than encourage initiative and adaptability.

-- Dr. Courtney C. Brown, Columbia University

DID YOU HEAR about the college student who is no longer the apple of his parents' eye -- he turned hard core.

-- Totie Fields

THE ONLY valuable money that government has to spend is that money taxed or borrowed out of the people's earnings. When government decides to spend more than it has thus received, that extra unearned money is created out of thin air, through the banks, and when spent, takes on value only by reducing the value of all money, savings, and insurance.

-- No. 3 of "The Ten Pillars of Economic Wisdom"

NEVER IN HISTORY were the modes so abhorrently indecent as they are today.

-- a clergyman, in 1913

A TRUISM of the behavioral sciences is that one of the best predictors of future behavior is past behavior. Nearly all of the procedures of personnel selection seek to tap relevant elements of past behavior. Unfortunately, it is difficult to know exactly how past behavior relates to the specific future behavior that may be of interest. Compounding this difficulty is the fact that there is usually no standardized basis for the use of most of the current selection techniques utilized in industry which are aimed at tapping elements of past behavior.

-- Robert V. Penfield, Michigan State University

THE NEXT TIME you're feeling low and decide that you're a slob, dig up the last letter you wrote about yourself when you were out of a job.

-- Harold Helfer, Wall Street Journal

THREE MEN rented a hotel room for \$30. After they left the lobby, the desk clerk discovered he had overcharged the men -- the correct amount was \$25 -- so he gave a bellhop five one dollar bills and told him to take the money up to the three men. On the way up in the elevator, the bellhop decided no one would ever know it if he kept part of the money so instead of giving the men \$5, he gave each man a dollar. This meant that instead of \$10, the men paid \$9 each -- that's \$27. The bellhop kept \$2, that's \$29 -- what happened to the other dollar?

-- submitted by Lloyd Fuller

IF TIME IS MONEY, this is no time to waste any of the time spent in meetings. The success of a meeting depends a great deal on the person who holds it. If he has done his homework and runs his meeting according to a plan, he should show a good return on the time invested.

-- C. P. Prahalls, "How to Mastermind Meaningful Meetings"

WHO'S WHO IN MANAGEMENT

ALVA T. HALE is an "R" shift technical man in D-554, Mass Spectrometry. He supervises several laboratory analysts who do isotopic analysis of UF₆ samples. His duties include scheduling, analyzing, and reporting various cascade production control and licensee return, side withdrawal, product, tails, and recovery samples. He acts as shift Technical Division representative and is the shift LED (local emergency director) for the X-710 building. He reports to N. F. CHRISTOPHER, section head of Isotopic Analysis.



Mr. Hale graduated from Model High School in Richmond, Kentucky. He took "pre-flight" training at the University of Alabama prior to his service with the United States Army Air Corps (1941-1946). He was stationed in Germany during WW II and was discharged as sergeant 1/C. He attended Eastern Kentucky State College in Richmond from 1940-1942 and then from 1946-1947 majoring in agriculture and chemistry. Before his work with GAT, he was employed as a rural route mail carrier at Richmond for two years, then farmed for five years. He began work at GAT in 1954 as laboratory analyst and was promoted to lab technician in 1955, to electronics technician in 1956, to his present classification in 1961.

Alva and his wife, Doris, have four daughters: Pamela (22), of Oak Ridge; Linda (21), a senior at Ohio State University; Debbie (15); Julie (11); and a son, Tommy (12). The Hales live at 97 North Chestnut Street in Jackson and are members of the Christ United Methodist Church there. Alva is active in the PTA and American Legion Post 81. He is a cub scout advisor, manager and coach for a Jackson little league baseball team. In his spare time, he likes to refinish antique furniture.

GAT NAMES AND FACES IN THE NEWS



G. N. FISCHER



E. G. KALB



L. G. SWOPE



R. D. JACKSON

G. N. FISCHER was judge for the Annual Vocational Industrial Clubs of America Welding Contest State Finals at Eastland Vocational Center in Groveport, Ohio, on April 3. He also demonstrated blacksmithing and iron work at the old Piketon livery stable during the Dogwood Festival, April 23-24-25.

E. G. KALB is the youngest "senior counselor" in the history of the 1,000 member River City Council United Commercial Travelers of Portsmouth. Serving with Earl are M. G. WEBB, secretary-treasurer, and R. L. McCOY, member of the Executive Committee.

L. G. SWOPE and R. D. JACKSON presented two science demonstrations on April 7. The first, at Waverly West Elementary, was attended by approximately 60 students and two teachers. The other, at Massieville Elementary, drew a crowd of 110 students and six teachers.

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