

GAT Management NEWSLETTER



Editor - H. McClelland

August 15, 1973

AEC and contractor personnel, including V. J. DeVITO, had their picture taken in Oak Ridge on July 26 with a cylinder marked to indicate the achievement of reaching \$1 billion in toll enrichment services.

SALARY EMPLOYEES WITH 20-year anniversaries soon are:

A. J. BLAIR	8/17	F. E. PICKENS	8/24	F. B. IRWIN	9/1
J. L. EVANS	"	H. L. McFARLAND	8/31	J. R. SHOEMAKER	"
D. G. GASTELLE	"	C. F. RAY	"	C. M. TERRY	"
C. W. JOHNSON	"	H. S. SPRING	"	W. E. WIEHLE	"
M. D. WICKLINE	"	J. G. BARNES	9/1	J. G. CRAWFORD	9/2
J. L. FEUERBACHER	8/18				

MORE THAN 80 employees attended two or more of the six 1½ hr. classes on Technical Writing conducted by OSU professor, Dr. A. L. Zimmer July 30-August 10. Forty-eight employees had 100 percent attendance.

NEW SALARY EMPLOYEES include WILLIAM B. CHURCHILL, administrative specialist in D-101. He graduated from high school in Marion, Ky.; received a B.S. in Business Administration from Berea College and a JD from the U. of Kentucky. MRS. CASSANDRA N. SPRADLIN, industrial hygienist, D-112, graduated from high school in New Boston, has a B.S. in Biological Science from Ohio U. She taught at Green H.S. from 9/70-6/72. MRS. PATRICIA A. ORTH, clerk, D-331, graduated from Portsmouth H.S., the Ohio State Business College and the New York School of Modeling. She has been working for Arcraft Press, Lexington, Ky. JOHN D. JONES, technical assistant III in D-554, graduated from Chillicothe H.S. in June. MRS. CONSTANCE McGUE, key punch operator in D-541, graduated from Minford H.S. and the Business Career Center in Columbus. She worked at Williams Manufacturing Co. 1969-1973.

RECENT TRANSFERS include: TERESA A. COX, stenographer, D-224 to D-531; TERESA FOSTER, stenographer, D-531 to technical review clerk, D-501; R. D. McDERMOTT, engineer, sr., D-761 to D-720; F. J. WEETER, JR., foreman, D-811 and E. COOK, foreman, D-812, both to D-817; P. E. PHIPPS, foreman, D-814 to D-812; H. R. HOPKINS, foreman, D-817 to D-811.

DR. H. H. THOMAS, JR., was recently elected state director of the Junior Chamber of Commerce. W. E. COOK is internal v.p. and J. R. GEDEON external v.p. of the Waverly JC's.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

25,343 EMPLOYEES in 31 companies in a nation wide Chamber of Commerce survey ranked the following as the five most important "job satisfiers" (you've heard it before, but it's worth repeating): 1) Appreciation of work done. 2) Feeling "in" on things. 3) Management concern for personal problems. 4) Job security. 5) Good wages.

THE OHIO STATE FAIR is described by state officials as the biggest 12-day exposition in the world.

DID YOU KNOW that Motor Wheel Corporation, a subsidiary of The Goodyear Tire & Rubber Company, has 14 plants? The Foreman Manufacturing Company is a division of Motor Wheel and they have plants in Ashburn, Ga., Newton, Kans., Pine Grove, Pa., Chicago Ridge and Rolling Prairie, Ill. Their Duo-Therm Division has plants in Alamo, Tenn., and Sanger, Calif. The other Motor Wheel plants are at Lansing, Mich. (their headquarters), Mendota, Ill., Newark, Del., Geneva, Ohio, LaGrange, Ind., Ypsilanti, Mich., and Chatham, Ontario, Canada.

THE YOUNGEST person on record to ever score a hole-in-one was a six-year-old boy. He did it in 1968 on the 145-yd fourth hole of the golf course in Martinsville, W. Va.

INDUSTRIAL RELATIONS NEWS reports that one company who gives summer jobs to sons and daughters of employees uses a lottery so that there can be no charge of favoritism. There is one exception. If a supervisor has asked that a particularly good student-employee work for him the following summer, he or she will get the job.

THE NEW Hyatt Regency San Francisco is perhaps the most expensive hotel ever built on a per-room cost basis--its 840 rooms cost about \$58,000 apiece.

A NEW JERSEY pharmaceutical company estimated savings of \$924 a year when it discarded 114 ancient rubber stamps in nine departments along with a score or more of stamp pads. Office personnel now use permanent type rubber stamps, available at any stationery supplier. Quicker to apply, the ink supply is self-contained, lasts for months on end without replenishment.

SECRETARIAL turnover had been 110 percent a year at McDonald's offices in downtown Chicago. When they moved to newly built and more luxurious headquarters in suburban Oak Brook, turnover dropped to about 30 percent.

DR. RONALD PUMROY, a University of Maryland behaviorist, used "Positive Reinforcement" to train his first child. Most parents do not realize that they reinforce bad behavior. A child cries. His mother gives him attention. The child is thus encouraged to cry when he wants something. The Pumroy's child, age 20 months, often awakened earlier than his parents and called to them from the next room. This woke them up in the dawning hours to quiet him. A few minutes later he would call again. They decided it was all right for him to call out, but not before eight o'clock. In the first three days, the boy called out several hundred times before eight o'clock. They did not answer. On the fourth day they installed a light in his room which they could control from their room. They turned it on at exactly eight o'clock. The parents refused to respond until the light was turned on. After several weeks of "light" training, the boy had learned the routine and no longer called out before eight o'clock.

WHEN AND IF General Motors needs to hire new employees at its St. Louis assembly plant (will bring back laid-off employees as needed first), it has promised EEOC that it will try to hire at least 20 percent women for production and assembly jobs.

THE BROOKHAVEN National Lab., crushes waste bottles along with the metal caps and labels, adds a liquid plastic monomer. The mixture is cast into a pipe and cured. The result is a product that is unleachable, unrodable, several times stronger than concrete, and machinable with standard tools. A 40" long section of eight-inch diameter pipe weighs 60 pounds and contains either 118 beer bottles or 60 (16 oz.) pop bottles.

IF YOU BUY a Goodyear product or have your car worked on at a Goodyear company owned or dealer's store, garage or filling station, and you're not satisfied, what should you do? An article in "Perspective," a parent company periodical for salaried employees says you should first return to the store or dealer and talk to the top person there. If you use proper courtesy and don't unnecessarily irritate the other guy, chances are he will solve your problem to your satisfaction. If he doesn't, ask him for the name and telephone number of the Goodyear local district sales manager and talk to him. If you still are not satisfied, write or call: J. H. Fox, Director of Consumer Relations, The Goodyear Tire & Rubber Company, Akron, Ohio 44316, Phone (216) 794-4940.

THOUGHTS ON MANAGEMENT

WHATEVER the problem, a good idea will keep burning a hole in the pockets of your mind. Let it. It's no bad thing to let an idea simmer. Your twin--the subconscious mind--keeps working on it and refining it while you're eating, sleeping, doing trivial chores. Your subconscious also keeps trying to apply everything new which you see, hear, learn, or experience. So don't quit a good idea--your hunches may be your future.

--William D. Ellis, "Creativity: A Path to Profit"

THE HUMAN BRAIN is a wonderful thing. It starts working the moment you are born and never stops until you stand up to speak in public.

--Joey Adams, "Speaker's Bible of Humor"

YOU HAVE a bank and its name is "Time." Every morning it credits you with 86,400 seconds. Every night it rules off as lost whatever part of this sum you have failed to invest to good purpose. You are allowed no overdrafts. Every day, a new account is opened. Each night, the records are burned. If you fail to use all of the amount deposited, the loss is yours. There is no going back. There is no drawing against tomorrow. You must live in the present--on today's deposits. Invest it so as to get from it the utmost in health, happiness and success.

--William J. Tobin

GOD CREATED MAN with four openings in his head for information to go in and only one for it to come out.

--repeated by Earl Wilson

SUPERVISORS often wonder about how much they should communicate to their employees. A good rule of thumb is: When in doubt, tell them. Most companies err in telling their employees too little rather than in telling them too much.

--John E. Lewis, "Morale-What's That?"

I HAVE TO LIVE with myself, and so--I want to be fit for myself to know. I want to be able, as days go by, always to look myself in the eye. I don't want to stand with the setting sun, and hate myself for the things I've done. I want to go out with my head erect. I want to deserve all men's respect. And here for the struggle for fame and pelf, I want to be able to like myself. I don't want to look at myself and know I'm bluster, bluff, and empty show. I see what others may never see, I know what others may never know.

--author unknown

GREAT-GRANDPA's bearded portrait showed a grim and brooding stare; grandfather's sideburns gave to him a most distinguished air. My father was a dapper man with mustache waxed and neat; my son has all of this and more. How history does repeat!

--Blanche A. Weaver in Modern Maturity

FUN is like insurance, the older you get the more it costs you.

--Aladdin's Lamp

A POWERFUL hindrance to effectiveness is the poorly written traditional job description. It is largely a useless document if it is based on inputs not outputs. You know the kind of thing I mean. It has statements like: He plans. He organizes. He controls. He delegates. He staffs. None of these give any indication of the true outputs of the position. They are simply activities. No wonder some of our managers are less effective if they base their concepts of the job on statements like that. Jobs can only be described effectively in output terms--not machine maintenance...but machine availability; not changing attitudes...but changing behavior; not calls made...but sales made; not church attendance...but a Christian life. All positions have such outputs. Staffmen have outputs. Research and development men have outputs. Vice presidents have outputs. If you cannot find measurable outputs for a position, the position is not needed.

--William J. Redden "It's Output That Counts"

TOO MANY PEOPLE live too much in the past. The past must be a springboard, not a sofa.

--Harold MacMillan

THERE IS no basic difference between your son and another man's son regardless of the color of his skin. Everyone starts out equal. We are not born with any knowledge. I have seen a man in Africa go from Stone Age to Jet Age in one generation. He came out of the Bush (his parents still live there), had never seen a wheel. He received an education, became a jet pilot. He has had a perfect safety record since he started to fly 14 years ago.

--Dr. John H. Furbay

DON'T HESITATE to ask a question of your boss because you are afraid he might think it dumb. Dumb questions never cause trouble, and they are a lot better than stupid mistakes.

--Robert Letwin, editor, Sales Meetings

WHO'S WHO IN MANAGEMENT

JOHN L. CANNON is the section head of the Plant Service section of the Metallurgy Dept. He is responsible for the planning and direction of lab investigations of plant problems, including both failure analysis and material application recommendations (corrosion). His section provides technical assistance to vendors, and does development work in welding, corrosion, heat treating, melting, and destructive and non-destructive testing. He reports to J. G. HENRY, supervisor of Metallurgy.



Mr. Cannon graduated from Otisville (N.Y.) Public School, received an AB in Chemistry from Marietta (Ohio) College, and completed a sanitary engineering course through ICS. He was a pfc in the U.S. Army Tank Corp. (1/43-11/45). He worked as a water analyst (12/50-6/54) for Electro Metallurgical Co., prior to joining GAT as an engineer, jr. (7/1/54). He was transferred to the Metallurgy Dept. as a technical man, jr. (11/1/56), promoted to technical man (1/1/61), staff technical man, (9/16/61), and to his present position as technical man, sr. (9/1/70).

John, his wife, Helen, daughter, Lois (19), and son Carl (18), live on Shyville Road, RR 1, Piketon. Lois is a sophomore, and Carl a freshman at Eastern Kentucky University. The Cannons have four other married children and five grandchildren. He is a certified corrosion engineer specialist and a member of the National Association of Corrosion Engineers. He is presently on a committee writing the Metals Handbook, Vol. 10 for the American Society for Metals. He belongs to First Day Cover Society (Stamps) and the GAT Foremen's Club.

GAT NAMES AND FACES IN THE NEWS



R. J. REED



C. A. MENTGES



H. G. JOHNSON



J. D. JORDAN



R. E. WILCOXON

R. J. REED will be attending the second half of the Ohio State University Executive Development Program (14 days) starting August 19.

C. A. MENTGES will be attending the first half of the Ohio State University Executive Development Program (14 days) starting August 19.

H. G. JOHNSON is men's company golf champion for the fourth time. He beat R. E. ENTLER (company champ seven times) and H. L. OWENS by one stroke.

J. D. JORDAN recently received an Associate of Arts (2 yr. program) degree from Ohio U. John is now enrolled in a four-year Chemical Engineering Degree course.

R. E. WILCOXON is being transferred to D-104 and will join H. E. McCOMB and M. J. RAFFERTY in Oak Ridge in September on the three plant capacity expansion team.

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