



# GAT Management NEWSLETTER

R. L. DUFFEY  
ENGINEERING

D-761  
X-100

Editor - H. McClelland

July 3, 1974

GAT was host for the annual Goodyear Southeastern Ohio Open Golf Tournament at the Jaycee Golf Course in Chillicothe on June 22. More than 30 golfers from our plant, approximately 20-25 from Point Pleasant, and six or more men from the Jackson, Logan and Marysville plants were there. In competition for plant team trophies we were represented by: R. E. ENTLER, J. E. HARSHMAN, D. N. MANLEY, D. S. MILLER, F. E. PICKENS and C. W. ROBINSON, JR. Rain ended team play at the end of nine holes with Point Pleasant winning the low gross trophy and GAT the low net trophy.

SALARY EMPLOYEES with 20-year service anniversaries soon include: W. W. CARNES, D-113; P. J. DALOISI, D-521; H. L. GALLOWAY, D-552; A. T. HALE, JR., D-554; and D. L. RATCLIFF, D-554, all on July 6. MRS. BLANCHE K. CALES, D-530; E. M. DALTON, D-723; C. F. FERGUSON, D-220; W. C. HAMMOND, D-720; D. S. MILLER, D-351; and M. G. WEBB, D-424, all have theirs on July 12; and L. D. EAKINS, D-736, has his on July 16.

NEW SALARY EMPLOYEES include: RALPH D. ARNETT and ESTLE S. STALL, JR., are both buyers, D-411; graduates of Portsmouth West H.S., and Ohio U., with B.S. in Ind. Technology degrees. CECIL W. BROUGHTON, engineer in D-730, graduated from high school in Cincinnati, holds A.S.M.E. and B.S.M.E. degrees from U. of Cincinnati and Tri-State College, respectively. DANNIE P. MADDOX, engineer in D-814, graduated from high school in Franklin Furnace, has a B.S. ChE degree from O.S.U. RONALD L. PUENING, engineer in D-533, graduated from a high school in Cincinnati and has a B.S. in Aerospace Engineering from the U. of Cincinnati. JAMES B. MORGAN, engineer in D-761, is a graduate of Portsmouth H.S., has a B.S.E.E. degree from the U. of Cincinnati. He was a co-op here 1969-1972. BILLY W. SHORT, technical assistant II, in D-552, graduated from high school in Kentucky, has a B.S. in Math degree from Cumberland College. He has been working as a research technician at O.S.U. since 1970. CAROL A. STUBBS, clerk-typist in D-224, worked here from 1955-1964. She has been secretary for an attorney in Waverly since 1971. MRS. SONJA C. CAPLINGER, steno in D-411, graduated from Waverly H.S., was a secretary at OVEC 1966-1973. Mrs. Sharon A. Williams is her sister. SHEILA LONG and MRS. LINDA C. BALDWIN are both stenos in D-224. Sheila graduated from Portsmouth H.S., has partly completed Scioto Tech.'s secretarial associate degree program. Linda graduated from Jackson H.S., has a certificate for having completed the Bliss Business College stenotype course. She has almost six years' experience as a secretary at the Jackson (Ohio) Gdyr. plant. Mrs. Judith A. Ray is her mother.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

IT IS POSSIBLE to have a great deal of talent, education, and motivation and still not accomplish much. Many people have these things, but still don't rise to the top. The v.p. of a Los Angeles firm, in a recent issue of "Industry Week," says 14 attitude patterns--also called patterns of thinking--are manifested by high performers. These attitudes include: self-esteem, communicativeness, goal orientation, positive response to pressure, and nowness--the high performer makes decisions now and takes action now because he wants to. He enjoys it.

FOUR TIMES more crimes per unit population are committed in this country in a city of one-million than in a town of ten thousand.

TWO YEARS AGO there were 19 dinner theaters in the U.S. operating under employment contracts with Actors Equity Association. Last year the number had grown to 41, now there are at least 68. Each represents a capital investment of from \$150,000 to \$1 million. To have a meal and see a show with nationally known stars costs from \$7.50 week nights to \$15 on Saturday. There are about 100 other dinner theaters who do not have contracts with the A.E. Association. Dinner theaters in the Columbus area include "The Country Dinner Playhouse" on Tussing Road between #256 and Brice Road, near Reynoldsburg (Tuesday through Sunday including Sunday matinee - call 864-1760 for reservations); and Columbus-Springfield Dinner Theatre, U.S. Routes 40 and 42 at London. Call 228-6256 (Columbus) or 852-1989 (London) for information or reservations.

DID YOU KNOW that when our product contains 97.65%U-235, it is worth \$6,400 a pound?

PESTERED by unwanted mailed advertisements? R. O. Jones points out that you can get a name-removal form from the Direct Mail/Marketing Association, 6 East 43rd Street, New York, N.Y. 10017. Return the form and the 1,600 member firms of the group will take your name off their mailing lists.

FOR ABOUT \$650 you can get a robot lawn mower that will cut the grass while you sleep, or do something else. There is no noise. It is electrically powered by a rechargeable battery and runs about four hours on one charge. Sensors under the mower keep it away from electrical wire which you must bury about an inch under the surface wherever you don't want the mower to go (tree, flowers, etc.).

THE EATON CORP. opened a new valve plant in Kearney, Neb. three years ago. In an article in a recent issue of "Industry Week," their corporate industrial relations manager says it was then they decided to do some soul searching into the reasons for every personnel policy on the books. He says they "examined everything--probationary periods, eligibility rules, buzzers, time clocks, disciplinary rules, absenteeism control procedures, lunchroom facilities, reserved parking places--the whole schmeer. We came to the conclusion that factory employee relations policies and practices in most companies and industries are fundamentally predicated on an assumption of mistrust." So, they eliminated many traditional rules and regulations at the new plant, put all employees on salary. Results have been gratifying. Turnover is less than 1% a year, absenteeism less than 2%.

THE WORLD'S LARGEST zipper maker, a Japanese firm, expects to produce 500,000 miles of zippers in facilities in 30 countries this year. Projected sales are 28 percent more than in 1973.

UNIROYAL INC., on 118 acres in Connecticut, raises corn, grazes cattle, runs an airport, puts up guests at a comfortable inn (which is open to the public) which also serves as a conference and training center, conducts research in a 309,000-square-foot research center, and in a four-story administrative building keeps three word-processing centers busy with correspondence and statistical typing and in addition, operates one of the largest computer centers in private industry.

RCA CORP.'s David Sarnoff Research Center offered 20 by 25 ft. garden plots, plowed and harrowed, to employees which they could work on during their lunch hour. Two hundred employees took advantage of the offer.

SIGN OF THE TIMES: The Rocky Mountain Casket Co. offers coffins for \$125 plus shipping. Advertisements suggest they be bought before the price goes up, says they can be used to store pool cues, guns, etc. For \$10 extra, the company will furnish four shelves and two wine racks designed to fit inside--removable, if you want to use the coffin for another purpose.

A SURVEY of some 100 companies on the FORTUNE top 1,000 list revealed that 29 percent have formal or informal job enrichment programs. Most of them are primarily concerned with improving jobs of lower level, blue and/or white collar workers.

## THOUGHTS ON MANAGEMENT

THE MOST POWERFUL stimulus to progress by an organization is its morale. Without esprit de corps, the best management plan is doomed to failure. A strong executive may produce a short-term coup without giving primary consideration to employee attitudes, but I know of no business corporation with a consistent growth pattern that doesn't have extraordinary morale. This motivating force may be due to countless factors, but I believe the most essential is a sense of contribution at all levels of the organization...The company's success depends on the quality of everybody's contribution...  
--Harry B. Cunningham, honorary chairman of the Board of the S.S. Kresge Company

THREE THINGS contribute to arteriosclerosis (hardening of the arteries)--stuffing, sitting, and smoking.

--Medical Counterpoint  
submitted by Dr. Albertowicz

IN THE WORKING WORLD of daily communications, many things are said that would never be written. Conversely, writing on the job is controlled, deliberate, often impersonal, definitely planned, arranged, and often rewritten. Are there differing results to be achieved through careful use of the two media? Should one really write as one talks as the experts often urge us to do? Why is the proposal never made to talk as one writes? Some of the oral communications we hear can hardly be understood. They are a combination of bad English, slang and words used to denote meanings not listed in any dictionary. Perhaps it would help if we would pretend that everything we say is being recorded and will then be played back for analysis by our peers. Perhaps then, some of us at least, would make an effort to use better English and speak more correctly.

--Mary C. Bromage, U. of Michigan professor and author of "The Message and the Medium"

THOUGHT FOR THE DAY: Man was put on earth to help provide the carbon-dioxide that weeds need.  
--an ardent anonymous GAT ecologist

LIFE IS SWEET because of friends we have made and the things which in common we share. We want to live on, not because of ourselves but because of the people who care. It's in giving and doing for somebody else on all that life's splendor depends. And the joys of this life, when you've summed it all up, come from the friendships we've made.

--poem on a wall plaque

WE AS PEOPLE seem inclined to accept average or mediocre performance. Mediocrity can destroy us as surely as perils far more famous. It is important that we remember to distinguish between what it means to fail at a task and what it means to be mediocre. There is all the difference between the life lived with dignity and style which ends up failing, and one which achieves power and glory, yet is dull, unoriginal, unreflective, and mediocre. In a real sense, what matters is not so much whether we make a lot of money, hold a prestigious job, or whether we don't; what matters is that we become people who seek out others with knowledge and enthusiasm--that we become people who can enjoy our own company.

--Vice Admiral Hymen G. Rickover

BY WORKING HARD eight hours a day, you may get to be a boss and work a twelve-hour day.  
--Robert Frost (1874-1963)

DURING WORLD WAR I, Lord Moulton, a high official in the British Munitions Ministry, articulated a thesis that's as sound today as it was 60 years ago. In a speech at the Authors' Club in London entitled "Law and Manners," he examined what he termed "the three great domains of human action." First he said, there is the domain of "Positive Law," where law in all its various forms properly binds and constrains us. Second is the domain of "Free Choice" or "Absolute Freedom," where citizens can properly claim complete freedom of personal action. And third is the domain of "Manners" or the domain of "Obedience to the Unenforceable." This is the sphere where we do what we should do, though not obliged to do so by any law. It is the area where neither law nor free choice controls. Lord Moulton felt that a nation's greatness, its civilization, rests in the extent of this third domain. We'd say Lord Moulton had it about right. We need those Manners he was talking about now more than ever.

--Patrick P. McCurdy, "A Time for Manners."  
submitted by Dr. P. R. Seufzer

LIFE is sometimes a struggle between keeping your weight down and your spirits up.

--Mickey Porter

THE WORLD started going downhill about the time the hand-cranked ice-cream freezer went out of style. In my opinion, it was the finest device ever invented for teaching kids that work has its rewards.

--Cleveland Plain Dealer

## WHO'S WHO IN MANAGEMENT

PHILLIP L. DANIEL is a staff technical man in D-523, Materials Technology, S. W. WOHLFORT, supervisor. He is responsible for development projects involving the evaluation of materials for use in corrosive environments. He recently completed a comprehensive study of literature associated with the corrosion of metals in halogen environments which will be included in the annual publication, "Advances in Corrosion Science and Technology." He is a member of the Materials Development and Evaluation section of the department, headed by DR. H. H. THOMAS.



Mr. Daniel graduated from Ashland, Ky. High School, received a B.S. in Physics degree from the University of Kentucky, and a M.S. in Metallurgical Engineering (major-corrosion) under a research fellowship from Ohio State University. He has also taken courses at the U. of Cincinnati. He worked for Ashland Oil and Refining Co. as a data processing operator three different times, a total of about 31 months, 1962-65. GAT hired him in July 1966 as a technical squadron trainee, made him a technical man in April 1967, and promoted him to his present classification in August 1970.

Phil, his wife Virginia (a substitute teacher in Unioto School District), and son, William Brent (7 mos.), live at 45 Limestone Boulevard in Chillicothe. They attend the Walnut Street Methodist Church there and Phil belongs to the National Association of Corrosion Engineers, the Electrochemical Society, and the Electron Microscopy Society of America. His hobbies include photography (specialty--wildflowers), meteorology (weather studies), and hiking.

### GAT NAMES AND FACES IN THE NEWS



H. D. DAUTEL



E. R. NEWMAN



S. H. HULETT



M. G. WEBB

H. D. DAUTEL spoke on the subject of "Promoting Adult Basic Education Programs to Fit Industry's Needs" on June 27 at the Heuston Woods State Park Lodge during a three-day conference of the Ohio Association of Adult Educators.

E. R. NEWMAN is the newly elected commander of Merritt Post 142 of the American Legion in Waverly. R. L. SPAETH is the post's finance officer.

S. H. HULETT spoke at the Scioto Technical Vocational School recently. He told the Dental Assistants' class all about "Radiation."

M. G. WEBB, secretary-treasurer of River City Council No. 11, United Commercial Travelers, has been elected to a two-year term on the State Executive Committee.

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