



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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## A HOLIDAY SEASON MESSAGE FROM OUR GENERAL MANAGER

Since I won't get to see all of you personally, I welcome this opportunity to send you this message during this, my first holiday season as general manager.

1970 has been a year of change and readjustment for many of us. The untimely passing of Mr. Reynolds and Mr. Wernecke, the retirement of 10 salary employees and some other organizational changes have lead to at least fifty promotions and/or reassignment of responsibilities.

In a corporation as large as ours, change is to be expected. I am confident that all of you will handle your responsibilities in a competent manner, and we will work as a team to efficiently operate this plant.

I wish all of you and your loved ones a very MERRY CHRISTMAS AND A HAPPY NEW YEAR.

C. D. Tabor



GAT will participate in a program designed by the Portsmouth Area Chamber of Commerce to assist college seniors with future employment in local business and industry. The program is entitled "Recruiting Collegians," and it will be held December 29 at Legion Hall. At that time the students will be able to have interviews with representatives from four companies and school officials from two cities.

FOR THE LAST several years the employees in D-761 have donated their "Christmas Card Fund" to the Children's Hospital in Columbus. This year the amount contributed was \$137.

EVERYONE who patronizes the cafeteria on December 22 will have a chance to win a turkey that Valley Canteen is giving away that day. There will also be a free candy bar for everyone plus a free relish tray and the usual roast turkey or baked ham dinner.

LAST DECEMBER members of "Alice's Restaurant," an underground church in Akron, decided to see what would happen if "Joseph" and "Mary," shabbily dressed and without funds, would go to a motel (Holiday Inn on E. Exchange) on Christmas Eve and ask for shelter for the night. They expected the couple would get promptly thrown out and/or reported to the police. Instead, when the bearded man (yes, he was leading a burro) told the assistant manager that his wife was "heavy with child," they were not only given a room, but the assistant manager even called later and asked if they would like something to eat. He was told no, nothing to eat, but could they have a couple of drinks? The drinks were sent. Last month (November), the assistant manager, since promoted to manager of another inn, was the guest of the Holiday Inn Corporation at a convention in Memphis and given the first "Goodwill Award" ever bestowed by that organization.

ANAHEIM, CALIFORNIA, Convention Bureau claims the sun shines there 354 days a year.

WALNUT SHELLS clean nuclear fuel elements at the AEC plant at Savannah River. Seven hundred pounds, ground to a coarse powder, are used in a blast cleaning machine. The elements, called "slugs," come into the machine by conveyor. Each slug remains in for  $5\frac{1}{2}$  minutes and is rotated into 11 different positions while being pelted with the abrasive shell powder.

UNITED FRUIT, who used to say "Don't put bananas in the refrigerator," now says it's O.K. if you want to stop the ripening process. But, as any housewife knows, the skins will probably turn brown.

TEKTRONIX, INC. employs more than 200 handicapped individuals. Included are people who are deaf or blind, amputees, paraplegics, and the mentally retarded. Others are afflicted with muscular dystrophy or have orthopedic disabilities. Generally, no specific efforts are made on behalf of specific handicapped groups. But, special courses are presented at times. For example, the deaf are taught to use the telephone. The deaf person attaches a meter to the side of a phone. Once the other person picks up the receiver, the deaf person controls and directs the conversation. He explains that he is deaf and tells the person to respond with a "no," "yes, yes," or "please repeat." The needle on the meter moves with each syllable spoken and the deaf person gets the information needed.

PHOSPHATES from detergents that have been pouring into Lake Erie and settling on the bottom are blamed for the fact that in many areas the lake will no longer support any form of life on or near the bottom. At least one manufacturer of laundry detergents, TOPCO, now has on the market a phosphate-free product.

MASLOW stresses five human needs. Three are basic: a man's need to (1) satisfy hunger and thirst, (2) be safe and secure, and (3) enjoy a happy, harmonious relationship with others. An article in "Business Management" points out that many companies still try to motivate their employees by satisfying the three basic needs in spite of the fact that in our affluent society, hunger and thirst are rare; most people can easily earn enough to keep the wolf from the door, and most of us have access to more social contacts than we can handle. Maslow's two high motivators -- the need for self-esteem or "status" and the craving for self-fulfillment -- are the ones that management should utilize more often. The author of the article makes a number of suggestions on how management can help employees reach their full potential, including: "Give merit raises. Make an employee feel proud he got a raise instead of shrugging his shoulders and deciding it was just his turn."

U. OF WISCONSIN students in an Investment management course have been given \$100,000 to invest in the market. The students were divided into two groups, and each was given half the money. Grades will be determined by the profit and loss record of each student.

ORDINARY HOT DOGS contain about 28 percent fat, 54 percent water, six percent miscellaneous ingredients, and twelve percent protein. At a price of 87 cents per pound, it costs \$7.25 to buy enough hot dogs to get a pound of protein. Two hot dogs (the usual serving), in a 10-to-the-pound package, give about 11 grams of protein. If he didn't get protein from eating anything else, the average male would need to eat 12 hot dogs every day to get the 65 grams of protein he needs.

CASH SAVINGS of about \$150,000 a year at Sonoco Products Co. in Hartsville, S.C., result from their "Better Methods" program. Near the plant's entrance are mounted photographs in a "Hall of Fame" of those foremen and supervisors who have saved the company \$50,000 or more over a one-year period.



## THOUGHTS ON MANAGEMENT

ARE YOU WILLING to stoop down and consider the needs and desires of little children; to remember the weakness and loneliness of people who are growing old; to stop asking how much your family loves you, and to ask yourself whether you love them enough; to bear in mind the things that other people have to bear; to trim your lamp so that it will give more light and less smoke, and to carry it in front so that your shadow will fall behind you; to make a grave for your ugly thoughts and a garden for your kindly feelings, with the gate open? If you are willing to do these things for a day, you are ready for Christmas!

-- Henry Van Dyke, Logan Clan

THE HAND that lifts the cup that cheers should not be used for shifting gears.

-- Mickey Porter

THE IDEA that there may be an establishment of people who really run things is widely held. The office water cooler gang has such an inner circle on its discussion agenda much of the time, and the average Joe knows very well that it is "They" who call the shots. One definition of "They" is: "anybody two levels above you in rank."

-- George S. Odiorne, U. of Utah author of "Is There a Management Establishment?"

OH MONEY, money, money, I'm not necessarily one of those who think thee holy, but I often stop to wonder how thou canst go out so fast when thou comest in so slowly.

-- Ogden Nash

YOU ARE emotionally secure if you have the ability to deal constructively with reality and if you have the capacity to adapt to change and have a relative freedom from symptoms that are produced by tensions and anxieties. It is also necessary to have the capacity to find more satisfaction in giving than receiving and to relate to other people in a consistent manner with mutual satisfaction and helpfulness. And finally, if you have the capacity to sublimate, to direct your instinctive hostile energy into creative and constructive outlets, and have the capacity to love, only if you can honestly say you have all these things are you emotionally secure.

-- Dr. William C. Menninger

BY THE TIME the father acquires the shape to do the job, the kids no longer believe in Santa Claus.

-- Laughing Matter

TIS THE SEASON for every little Christmas bell to do its own ding.

-- Changing Times

IT IS QUITE POSSIBLE that there are more deprived children living in this country today than ever before in our history. They are deprived, not because we cannot give them enough, but because we give them too much. The former head of the National Institute of Mental Health, Dr. Joseph D. Noshpitz, recently warned that we do our children a great disservice by indulging their every wish. Human personalities grow psychologically, he says, "by encountering a difficulty and mastering it." . . . We have raised a generation of takers . . . kids with outstretched hands who have yet to learn how to give . . . one of the most important jobs we have as parents is to teach our kids the rules of successful living. If we, in our natural desire to help them and because of our love for them, make takers out of them instead of givers, they're going to be in trouble

-- Earl Nightingale

"DON'T WORRY" makes a much better motto when you add the word "others" to it.

-- W. A. Nance

THERE IS A SINGLE REASON why 99 out of 100 average businessmen never become leaders. That is their unwillingness to pay the price of responsibility . . . the courage to make decisions, to stand the scourging honesty of never fooling yourself about yourself. The travel of the road to leadership is heavily laden. While the nine-to-five o'clock worker takes his ease, you are "striving upward through the night." Laboriously you extend your mental frontiers. Any new effort, the psychiatrists say, wears a new groove in the brain. And the grooves that lead to the heights are not made between nine and five. They are burned in by midnight oil.

-- Owen D. Young

OLD AGE is like everything else. To make a success of it you've got to start young.

-- Felix Marten

CHRISTMAS is many things -- Santa Claus, laughter, lighted trees, and home. It is faith in the goodness and purpose of a higher order; faith that somehow, someday, man will one day be able to live in peace, without hunger, without hatred and without fear.

-- W. R. Bryan, written when he was president, Lions International

## WHO'S WHO IN MANAGEMENT

JOHN L. SCRIBNER is "A" shift foreman in Dept. 811. He directs the activities of several process operators who handle the operation of the Cascade in the X-333 building and the Feed Vaporization and F<sub>2</sub> Generation facilities in the X-342 building on that shift. He is responsible for many administrative functions on shift including operating records and reports, security, safety and housekeeping. He reports to L. L. WISE, general foreman, Area I.



Mr. Scribner graduated from Marshall County High School in Lewisburg, Tennessee. Previous employment includes 8 years as a supervisor for General Shoe Corp., and 9 years for Carbide in Oak Ridge as a process foreman and health physics auditor. He came to GAT in 1953 as assistant foreman of a process area and was promoted to his present position in 1955.

John and his wife, Mary, live at 1832 Summit Street in Portsmouth. They have one son, John, Jr. (29), of Thousand Oaks, California, and a daughter, Mrs. Marilyn Eichenlaub (24) living with her parents while her husband serves in the U.S. Air Force in South Korea. The Scribners are members of the Bigelow United Methodist Church. John also belongs to the Masonic Lodge Union #38 in Kingston, Tennessee; the Silver Compass Club; and the Elks of Portsmouth. The Scribners spend most of their leisure time traveling throughout the U.S. and Mexico.

## GAT NAMES AND FACES IN THE NEWS



C. A. MENTGES



M. W. HARTLE



F. W. GEYER



L. A. SIMON



R. W. BROWN



A. P. ROMERO

C. A. MENTGES and M. W. HARTLE were recently elected as members of the Pike County Chamber of Commerce Board of Directors.

F. W. GEYER is the Winchell-type sportscaster and reporter heard on Ext. 2222 two afternoons a week -- usually on Monday and Friday.

L. A. SIMON has been re-elected president of the West Portsmouth Business Club for the third time. Leo was also honored by being chosen for the club's "Man of the Year" award. L. J. SHY, D-858, is one of the club's four trustees.

R. W. BROWN is to serve as vice chairman of the Gaseous Diffusion Symposium at the American Institute of Chemical Engineers' 69th National Meeting which will be held in Cincinnati next May.

A. P. ROMERO's slogan, "Knowing About Safety Isn't Enough -- Practice It!" is the winner of the annual safety slogan contest and the \$100 choice of merchandise award. The winning slogan was one of five monthly winners Art has had this year.