



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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GAT WILL HOST the 1970 Recognition Banquet on June 27. Approximately 90 employees will be honored for their significant contributions to the recreation program. The festivities will include a buffet dinner at the King's Inn, Columbus, followed by the Kenley Players production of "Cabaret."

NEW EMPLOYEES include RICHARD E. BERTRAM who is a new engineer, sr. in D-761. He has a B.S. in Civil Engineering from Ohio Northern, and two master's degrees--one in C.E. from Georgia Tech, the other in Applied Mechanics from the University of Cincinnati. For the last 14 years he has been an engineer with G.E. at Evendale. His wife's name is Mildred. LEDELL W. ALEXANDER and R. DARRYL PIERCE are new engineering co-ops from Virginia State College. Ledell went to high school in Chesapeake, Virginia; Darryl went to high school in the same city where he goes to college--Petersburg. MRS. CAROL S. BRAGDON is a new member of the Steno Pool, D-224. She graduated from Minford H.S. She and her husband Darrell live in Beaver.

M. E. CORYELL, D-101, has been elected to the Board of Directors of the Portsmouth Area Chamber of Commerce.

EMPLOYEES participating in various community activities include: O. F. TUSSEY who is institutional representative for Boy Scout Troop 85, sponsored by American Legion Merritt Post 142. He was also general chairman for a St. Mary's Church of Waverly fund-raising drive. N. R. ANDERSON, D-812, and J. F. BRANDT, D-732, had important assignments in the drive. A. S. OSTROSKI was a judge for the Scioto Valley science fair; J. S. MURRELL was a judge for a science fair at Waverly West Elementary School. R. M. RUTHERFORD is chairman for a drive to get 70 new members for the Chillicothe Area Chamber of Commerce. D. J. BLANTON spoke to the Beaver Lion's Club on "Industry and Education." D. E. PRICKETT told 5th grade students at Bloom Local School in South Webster about "Career Opportunities at GAT." L. A. GREATHOUSE judged projects made by students in the machine trades class at Piketon Vocational School. J. E. JORDAN, D-724, was one of four local area men to receive a Scout Statuette for a "significant contribution to Scouting over an extended period of time."

G. H. REYNOLDS, general manager, is recuperating at home from surgery performed at Mayo Clinic. May 14th. He states that after approximately two months convalescence, he will be back to work. He also wants to thank his many friends for the cards, flowers, and other remembrances during his stay in the hospital and period of convalescence.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

CHANGE in the past has been by either evolution or revolution. The authors of an article in the S.A.M. Advanced Management Journal entitled "Change by Design, Not by Default" advocate that organizational change, at least, comes as a result of systematic development. First, considerable thought should be devoted to what the ideal organization should be. Then by using planning, management by objectives, and other techniques, the gap is narrowed between what we have and what it should be. This concept is not for the exclusive use of plant and/or personnel managers. Any member of management responsible for an area or function can bring about "change by design" improvements.

80% OF ALL serious crime is committed by persons who have been convicted of previous crimes.

TORNADO and/or severe electrical storm warnings are now available to anyone with a TV and antenna. An article in the March issue of POPULAR MECHANICS gives complete information. Briefly, the procedure is to turn to Channel 13 and darken the picture. You then turn to channel 2. Horizontal streaks indicate lightning--the wider the streaks the more severe the storm. If the screen turns white, a tornado is near and you should head for shelter fast because it may be only five miles away.

TRAVELING BUSINESSMEN are offered a chain of clubs complete with secretarial, message and duplicating services by Envoy International Town Clubs Inc., Chicago. Started by Jack Nicklaus, F. Lee Bailey and Thomas A. Perine, clubs are opened or planned for 35 cities across the country.

A "PUT'N TAKE" library has been installed in the cafeteria at Union Carbide's plant in South Charlestown, W. Va., conceived by an employee who found he had a supply of paper-backs and a few hard cover books in which he was no longer interested. Employees who bring in used books and leave them on a book table in the cafeteria are entitled to take an equal number home to read.

A CHRISTMAS PARTY is given every year at the Philip Carey Corp. in Cincinnati for retirees. Co-sponsored by the company and the union, there is a short program to acquaint retirees with what has been happening at the company and considerable time is provided for renewing old acquaintances.

DO YOU KNOW that the best thing you can do for severe burns is immediate application of ice or cold-water compresses? Treatment should be continued for at least 30 minutes or until you can get the victim to a doctor. Even though this treatment has been known for 30 years, a Northwestern U. study shows that most people are unaware of it. So, if you burn yourself or are around someone who suffers a bad burn, reach for the ice tray instead of butter or grease.

WOMEN, WOMEN - almost everywhere. According to the Department of Labor, there are now 16,000 women distillery workers, 8,000 carpenters, 1,800 boiler-makers, 2,000 painters, 900 woodworkers and 400 rural mail men (whoops--I mean mail women).

THE GREATEST boon to retired persons who have taken to the open road is the \$7 Golden Eagle Passport which can be purchased at automobile club offices and government camping areas. This annual permit, which is threatened with extinction this year, permits free entry and overnight camping at most national recreation areas. The Golden Eagle Passport, coupled with Social Security benefits, has made it possible for countless retired couples to retain their dignity by utilizing a recreational vehicle as their only home. Some are existing on little more than \$100 a month by traveling from one free Golden Eagle Campground to another, staying for 10-day or two-week time limits, then moving on.

THE SIGN OF THE TIMES: Two friends met and one said to the other, "You look unhappy. Is something the matter?" "Yea," said the other guy, "I'm worried about my car. If I don't trade it soon, I'm going to have it paid off and I'll own it. I've never had that happen before."

ABOUT 2,200 SECRETARIES took the annual Certified Professional Secretary examination May 1-2, including our own Connie Eckhart. This is 10 percent more than last year's previous high. It is a tough seven-part exam, and even though applicants need only pass two of the seven the first time they try and have several years to pass the rest, only 4,252 men and women are CPS's.

163 DETROIT EDISON CO. employees are certified to teach American Red Cross First Aid, Civil Defense Medical Self-Help, external heart massage, and mouth-to-mouth resuscitation.

THOUGHTS ON MANAGEMENT

SINCE 1950, the social revolution as well as the filtering of knowledge from other fields is beginning to shift the concern of management away from the management process and more toward understanding human behavior. While planning, organizing, staffing, directing, controlling, operating, reporting, and budgeting are still elements in the management process, the concern is turning toward how the objectives of the individual and the organization can best be mutually achieved. Management is still concerned with increasing efficiency because it is through increased efficiency that man has the surplus of energy to devote his efforts to new areas of interest. However, rather than trying to make men perform like machines, automation is being used to replace human labor for the repetitive drudgeries necessary in production and in society.

--Kenneth E. Cook, National Research Council

THE PERSON who makes no mistakes is usually doing very little that is gutsy, or creative, or imaginative.

--Joe Batten, "Tough-Minded Management"

THERE ARE TIMES when a manager has to say "No." Not every request from a subordinate can be granted; it may be unreasonable, against company policy, impractical, or untimely. But there's a strong temptation for the manager to say "Yes" and avoid unpleasantness. He wants to be liked. However, when you buy popularity through easy acquiescence, the price can be high. For example, efficiency may suffer; particularly if you have established a precedent by your acquiescence which several others will expect.

--Professor L. R. Benton, Hofstra University

MARY had a little lamb, as dirty as a hog; I asked her how it got that way. She simply answered, "Smog."

--The Machinist

MANY FAT PERSONS console themselves with the idea that their glands are at fault. They are only kidding themselves; glands do not cause obesity. That rumor has persisted for more than 60 years, but it is untrue. Neither the pituitary nor the thyroid gland is guilty. About five million men and women today are taking thyroid pills unnecessarily. The pills do nothing for them except cause nervousness and weakness if the doses are large.

--Grant Gwinup, MD

YOU CAN TALK time to death, on the telephone, face-to-face, or with visitors who over-extend their stays. Everyone likes to hear himself talk. If you keep in mind the fact that you must be concise, you'll be surprised at the time you save.

--R. E. Levinson, president, Steelcraft Mfg. Co.

HE WHO WAITS for things to come finally gets those things that aren't worth waiting for.

--Contributed by R. A. Pilney

I READ somewhere that studies show that about half of all salesmen make only one call on a customer. If they're turned down, that's the end of it, they quit. Another 18 percent or so will make two calls; something like seven percent make three, and five percent will make four calls before giving up. The 20 percent that are left make five calls or more, and these are the ones who get from 75 to 80 percent of the business. Now maybe you don't happen to be in selling, but the same figures might be applied to achieving anything worthwhile - graduating from school; winning the person you want to marry; achieving a goal you've set your heart upon; becoming the person you most want to become.

--Earl Nightingale

GENIUS shows up much more often in men than in women. But then so does idiocy.

--Mickey Porter

IT MAY BE tempting to dismiss minority employees as unworthy or incapable. Fortunately, however, many of these peoples have proved that they can be as productive as other workers. Some need a helpful hand, some need encouragement, others need more counseling, help with personal problems, building of confidence, understanding of the business system, remedial education, training in fundamental work skills. Most of all they need friendly treatment.

--Harold Mayfield

A GOOD WAY to prevent getting water on the knee is to wear boots.

--Ambrose Bierce

WE'RE AT the speech-making and arm-waving stage in the fight against water pollution. When it comes to any real program, we haven't done a damn thing about our lakes and rivers.

--Paul Johnson (in charge of Akron's water quality management program)

WHO'S WHO IN MANAGEMENT

GERALD A. KOMLOS is a systems analyst, sr., D-542. He is responsible for all systems analysis work both in the computer programming area and for other organizational units requesting programming services. He reports to G. J. WILLIAMS, superintendent of Computing Systems and Procedures.

Mr. Komlos graduated from high school in Sharon, Pennsylvania, has a B.S. degree in Mathematics from Grove City College, and an M.S. degree in Industrial and Systems Engineering from Ohio University. He was employed by GAT in 1967 as a member of the Tech Squad. He was promoted to scientific programmer in 1968 and to his present position earlier this year.



Jerry and his wife, Lynda, live at 513 Seal Avenue in Piketon and are members of the First Presbyterian Church of Chillicothe. He serves as a trustee in the GAT Foremen's Club, belongs to the Elks Lodge in Portsmouth, and is a member of the Board of Directors for the Atomic Employees Credit Union. Jerry's leisure time interests include bowling, waterskiing, and golf.

GAT NAMES AND FACES IN THE NEWS



L. L. WISE



L. E. FULLER



D. J. COSTIN



J. B. FORD



O. G. NICE

L. L. WISE will celebrate his 35th anniversary of Goodyear service on June 11. Leonard recently became worthy patron, and his wife worthy matron, of Waverly Chapter #99, Order of Eastern Star.

L. E. FULLER was the commencement speaker for the Green Township High School graduating class on May 24. His address was entitled, "What is Success?"

D. J. COSTIN is to receive his M.S. in Metallurgy from Ohio State this month (June). His thesis is entitled, "The Thermo Stability, Fatigue, Tensile and Corrosion Properties of Aluminum-Base Alloys."

J. B. FORD will also receive his M.S. in Metallurgy from Ohio State this month. He and Darryl started working on their Masters in September 1968. They estimate they drove at least 35,000 miles back and forth to Columbus since that time. Jim's thesis is called, "The Casting Fluidity of Some Aluminum Nickel Alloys."

O. G. NICE, D-711, has been chairman of the Pike County Regional Planning Commission for some time. Recently his picture was on the front page of The Waverly Watchman as he signed a \$10,500 contract with an engineering firm for the development of a complete plan for future water and sewer districts for the county.