



GAT Management NEWSLETTER

R. L. DUFFEY
ENGINEERING

D-701 Editor - H. McClelland
X-100

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THE 15TH annual Portsmouth Area Management Conference is on Saturday, December 1, at the Portsmouth High School. The theme is "MANAGING--TODAY AND TOMORROW." Following the successful format of previous years, there will be four 50-minute talks by well-qualified speakers and a good luncheon. The price is \$8.00, but GAT will pay \$2.00 of it for anyone who wants to go and the GAT Foremen's Club will pay \$2.00 for any member who goes (see J. R. SHOEMAKER or R. L. O'DOHERTY for tickets).

NEW SALARY EMPLOYEES include: MONTE R. BROWN and ROY N. GURNEY. Both are engineers, sr., D-761. Monte was born in Celina, Ohio, graduated from high school in Bartow, Fla., has B.C.E. and M.S.C.E. degrees from Georgia Tech. in Atlanta. Last employer was the city of Bartow. Roy graduated from high school in Burlington, Wash., has a B.S.C.E. degree from Washington State U. Last employer was Neiser Bros., inc., Rochester, N.Y. JOHN A. HYLAND, photographer, D-375, has been taking pictures professionally in the Portsmouth area for more than 20 years. He is a graduate of Green Township H.S. MRS. ELLA R. COBURN, clerk, D-422, graduated from Minford H.S. and has had a secretarial position there since February 1968. MRS. MARY J. CRABTREE, steno in D-224, graduated from Piketon H.S. and has had two years at Ohio U. Portsmouth. She has been working at the State Bureau of Workmen's Compensation office in Portsmouth since 8/71. CLARENCE E. LYONS, JR., engineer, sr., D-761, has a B.S.C.E. degree from Heald College in San Francisco. Most recent employer was the New Pueblo Construction Co. in Tuscon, Arizona.

SALARY EMPLOYEES with 20th anniversaries before our next issue include: T. E. NOEL, JR., 11-23; R. H. DETOSKI, H. G. JOHNSON and R. E. SCHILLINGER, 11-30; and A. O. CLAUSING, 12-1.

AT LEAST nine GAT employees were elected to public office in the November 6 elections. Besides the two who are on the back page, they include: N. R. ANDERSON, Piketon Village Council; J. W. KEESEE and C. D. CARTER were re-elected Mifflin Township trustees; H. D. SMITH and R. H. WALLS were re-elected to the Western Local School Board without opposition; it will be Homer's 20th year, Bob's 15th; I. SOWERS was re-elected at Eastern; and H. D. DAUTEL at Clay. Seven other GAT employees are already holding public office. They are: C. D. TABOR, Jackson School Board; R. L. SMITH, president; and E. I. BIBBEY, member, Valley Local School Board; H. L. GALLOWAY and J. F. BRANDT, Waverly Council; and J. F. NEWMAN, Portsmouth School Board. G. G. KIZER's term as 3rd Ward Councilman in Portsmouth ends 12/31.

ARE YOU driving to work alone? Joining a car pool is one way that each of us can help end the Energy Crisis.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE PARENT COMPANY is celebrating its 75th anniversary this year. Twenty-five years ago, sales were \$700 million, there were 72,000 employees of which 27 percent worked outside the U.S., and 28 percent had salaried, administrative or sales jobs. This year, sales should total \$4.5 billion, there are 150,000 employees of which 43 percent work outside the U.S., and 44 percent are salaried, administrative or sales. E. H. Sonneck, v.p. of corporate planning and research, predicts that 25 years from now, sales will be \$30 billion, there should be 300,000 employees, 60 percent will work outside the U.S. and 58 percent will be salaried, administrative or sales.

"HOW NOT TO GET STUCK when you get stuck", a booklet that provides factual, educational, easy-to-understand information about your car, is available from Gulf Tourguide Bureau, P.O. Box 2140, Houston, Texas 77001.

DURO-TEST CORP. has introduced a new way to fight the energy crisis--Watt-Saver incandescent bulbs that consume 10 percent less electrical wattage than conventional bulbs--without reduction of light output. Their 54-, 90-, and 135-watt sizes replace regular 60-, 100-, and 150-watt counterparts with the same light output. Based on a 2¢ per KWH rate base, the 54-watt bulb can save 42¢ in electrical cost over its normal 3,500 hour life. Similarly, the 90-watt bulb can save 70¢ and the 135-watt bulb can save \$1.05.

THE McCARTNEY MFG. CO. has perfected a device that produces a thin powerful "blade" of specially treated water that cuts through nonmetallic materials cleanly, quietly, and at speeds up to 2,000 ft. per minute.

TEXAS INSTRUMENTS, INC., rather than conduct traditional exit interviews, is doing a study on why workers stay. So far (the study is expected to take years) it has been determined that most people stay with a company because there is no great pressure to go elsewhere. Medium-skill employees usually feel a loyalty to the company, low-skill employees don't. Managers stay mostly because they like the area, the job is a challenge or they hope to get promoted, and they have family responsibilities.

THE WORLD'S LARGEST inflatable building is at Gdys-Topeka. It is 600' long, 120' wide and 32' high at its highest point. It is being used for storage of giant earthmover tires.

THE AEROSPACE CORP. got permission, reprinted and distributed free to its employees the pamphlet. "A Shopper's Guide to Surgery" by Hubert S. Denenberg, Pennsylvania insurance commissioner. The pamphlet gives basic rules on how to avoid unnecessary surgery.

A COPPER-MINING CO. in the Republic of the Congo had trouble getting drill operators to wear ear muffs in order to prevent hearing damage. They tried lectures, demonstrations, penalties, signs, posters--nothing worked until a supervisor suggested the workers decorate the large, flat surfaces of the ear muffs with their tribal colors and symbols. Soon all the workers were wearing their hearing protectors all the time they were working.

DID YOU KNOW Ohio U. now has a new 12 category grading system? A = 4; A- 3.67; B+ 3.33; B 3; B- 2.67; C+ 2.33; C 2; C- 1.67; D+ 1.33; D 1; D- 0.67; F 0.00. Freshman can have D+, D and D- grades removed from their records; "F's" do not count in figuring point averages.

THANKS TO recent court decisions, an office at home may be tax deductible so long as such a convenience is "appropriate and helpful" to the employee's performance of his job. In one case, cited by Research Institute Personal Report, an engineer contended that he could not assimilate enough technical information during working hours. To keep himself up to date, he put two drawing boards, a filing cabinet, desk, special lighting fixtures, plus stacks of technical texts and periodicals in his apartment. He deducted the office portion of his rent and the cost of the equipment from this income tax. The court ruled in his favor.

NEW YORK's fire department, according to a recent article, responds to more fire alarms in a single day than Boston's does in a week, and fights more fires in a year than do the fire departments of Chicago, Los Angeles, Detroit and Philadelphia combined.

BRAIN EXERCISE: Jones lives in Waverly and works at the Mead Corporation in Chillicothe. Smith lives in Chillicothe and works at GAT, south of Waverly. They usually leave home at the same time and pass each other at Massieville (Jones drives 25% faster than Smith). The day that Jones overslept and left five minutes late, they passed at the gas station four miles further south. How fast do they drive?

THOUGHTS ON MANAGEMENT

JUST OVER nine years ago, I came to this country with \$2.60 in my purse. I was an immigrant girl hoping for a new life in a strange new country. This month I shall celebrate Thanksgiving Day as an American citizen and my husband and I consider this the most hospitable and beautiful country in the world. Among some of our American-born friends it is not fashionable to be enthusiastic about America. There are drugs, urban and racial conflicts, poverty, inflation. Undoubtedly this country faces these and other serious problems. But what we, the newcomers, see are not only the problems but also democratic solutions being sought and applied. On Thanksgiving Day we might, all of us, remember to be thankful that we are here. For being here is better than being in any other country in the world.

--Janika Atkins, "Thanksgiving U.S.A."

I HAVE never been hurt by anything I didn't say.

--Calvin Collidge (1872-1933)

THE MOST STILTED and harmful concept of work is the idea that you need fixed desks, chairs and arrangements, with static people immovably rigid in chairs always facing the desk. Designers have tended to be oblivious to what actually happens in an office, with the result that most offices are neither efficient nor comfortable for people. People tend to communicate in the way their environment dictates. Offices compel behavior; and a bad office compels bad behavior.

--from "The Office, Uncubed" June 4, 1972 issue of "Industry Week"

OLD AGE is like a plane flying through a storm. Once you're aboard, there's nothing you can do. You can't stop the plane, you can't stop the storm, and you can't stop time. So you might as well accept it calmly, wisely.

--Golda Meir, prime minister of Israel

I HAVE LEARNED over the past 25 years of business and academic life one interesting phenomenon: People, with rare exceptions, do not fail because they lack knowledge, education or talent. They fail chiefly because of what they do not do...not because of what they cannot do. Only 10 percent of all people are seeking success in life, while the other 90 percent are searching for the right to fail.

--Dr. Jack R. Danner, U. of Akron

THE FIRST TIME you make a mistake, it may not be your fault. The second time it is your fault.

--W. A. Nance

TO CREATE or maintain a satisfied and productive work force, there are ten musts to be followed in building sound human relations: 1. Speak to people. There is nothing so nice as a cheerful word of greeting. 2. Smile at people. It takes 72 muscles to frown--only 14 to smile. 3. Call people by name. The sweetest music to anyone's ears is the sound of his own name. 4. Be friendly. If you would have friends--be friendly. 5. Be sincerely cordial. Speak and act as if it were a genuine pleasure. 6. Be considerate of the feelings of others. Nobody likes to be rebuffed. 7. Be thoughtful of the opinion of others. There are three sides to a controversy: yours--the other fellows--and the "right side." 8. Be generous with praise--cautious with criticism. As they say--"You can catch more flies with honey than with vinegar." 9. Be genuinely interested in people. If you are willing to try, you can like anyone. 10. Be willing to give service. About all that really counts in life is what we do for others.

--Boris Blai, Jr., "Some Basics of Sound Human Relations"

TEACH US to take advantage of the opportunities that are offered to us; not the people who offer them.

--Shrine News

YOU THINK America has troubles? In much-envied Japan, the best beef costs \$35 a pound; pollution is so bad in Tokyo that traffic cops spend three minutes every hour breathing bottled oxygen. Their factories produce 10 times the industrial waste per square mile that our factories do and children pass out after playing in the fog. Britain, France, Spain, Italy, Denmark and Finland have worse inflation rates than we do. In the Congo prices have risen an average of 90% in the last few years and wages only 40%. In Brazil less than half the cities have high schools and in Rio de Janeiro as many as six companies have to share one telephone. In China workers live in huge apartments where as many as 12 families have to share one kitchen. Calcutta had two million people 10 years ago. Now it has nine million because people have crowded in to take factory jobs at 34¢ a day--twice the Indian national scale. In Cuba per capita income is down to \$375 a year. We are better fed, better housed, better educated and have better medical care than virtually any other people on earth. We'd better learn how to get back to being the productive people we once were--and reasonably happy.

--adv. of Warner & Swasey Company

WHO'S WHO IN MANAGEMENT

WAYNE C. MACE is the "B" shift auxiliary operations foreman in D-852. He is responsible for the activities of seven utility operators and for maintaining the continuity of operations of all utility services including scheduling of maintenance and retraining operators. On afternoon and night shifts he is also responsible for a mechanic and four chemical operators in the X-705 building. He reports to E. R. NEWMAN, general foreman, Utilities Operations (D/852-857).



Mr. Mace graduated from East Bank (W. Va.) High School, and took both a welding and a machinist course at W. Va. Institute of Technology (Montgomery, W. Va.). He served two separate times in the U.S. Navy (2/46 to 12/47 and 1/50 to 12/53) and was honorably discharged a machinists mate—first class. Before joining GAT as a production process operator in training on August 2, 1954 he worked for several West Va. firms, principally as a truck driver or machine operator. He became a utilities operator March 7, 1955, and was promoted to his present position September 1, 1967.

Wayne, his wife, Gene, and son, Gayln (15), a sophomore at Jackson High School, live at 204 Florence Avenue in Jackson. They have a daughter, Mrs. Nena Frodge, who lives in Charlotte, N. C. The Maces attend the Methodist Church in Jackson and Wayne is a member of the GAT Foremen's Club. He lists his principal hobby as home construction and alterations, but says he also likes to operate heavy equipment in his spare time.

GAT NAMES AND FACES IN THE NEWS



V. J. DeVITO



E. E. WAGNER, JR.



J. R. ARMSTRONG



A. J. BLAIR



L. G. SWOPE

V. J. DeVITO was the principal speaker for a meeting of high school counselors (about 50) at the Scioto Technical College the evening of November 8. After his talk on "The Future of Atomic Energy," there was a panel discussion in which he, J. J. EYRE and D. J. BLANTON participated.

E. E. WAGNER, JR. was elected to represent the Sixth Ward on the Chillicothe Council on November 6.

J. R. ARMSTRONG was re-elected to the position of council-at-large in Jackson on November 6.

A. J. BLAIR retired November 1 because of poor health. Alex completed 20 years of service in August, expects to continue to live in Jackson.

L. G. SWOPE was the speaker for the November meeting (11/8) of the Central Ohio Chapter, American Society of Safety Engineers, in Columbus. Larry's topic was "Respirators and You--The Deadline Cometh."

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