



# GAT Management NEWSLETTER

R. L. DUFFEY  
ENGINEERING

D-761 Editor - H. McClelland  
X-100

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IN ORDER to provide sufficient cooling water to meet the needs of the increased capacity of the plant as a result of the CIP and CUP programs, nine wells are to be drilled each with a pumping capacity of 1,000 g.p.m. These wells, along with associated piping and electrical services, are to be completed by June, 1975.

WE ARE CHANGING our fiscal year, in 1976, from the present July 1 to June 30th year, to an October 1, September 30th year. The change is being made for budgeting reasons.

EMPLOYEES who will soon receive 20-year pins include: V. R. MARTIN, D-724, and his wife MRS. RUTH H. MARTIN, D-551; also DORIS J. WALTERS, D-541, all on October 4. W. T. SCHWEINSBERG, D-242, has his anniversary on October 13.

NEW SALARY EMPLOYEES include: GALE E. HULL, quality control inspector, D-729. He has taken several courses at Ohio U's Lancaster Campus while working at Western Electric in Columbus in Physical Design section. MRS. DEBRA A. SHAW, medical technician, D-211, graduated from Portsmouth H.S. and the School of Laboratory Technicians. She has been working at Scioto Memorial Hospital since July, 1970. MRS. SANDRA K. PATTON, clerk typist in D-211, graduated from high school in New Boston and attended Portsmouth Interstate Business College. She has been a secretary in New Boston schools since 1969. JEROME C. FORD and DANNY E. SPARKS are co-ops here for their first work assignments. Jerome is attending Virginia State College and majoring in Accounting; Danny is attending the U. of Cincinnati and studying Mechanical Engineering. SCOTT A. COFFMAN, cost accountant in D-311, has a BBA degree from Ohio U. SHEILA K. ADKINS, steno in D-224 graduated from Oak Hill H.S.

SCIENCE DEMONSTRATIONS in local schools for the current school year started on September 20 with two demonstrations for about 80 students at Western H.S. in Latham. Conducting the demonstrations were DR. R. I. KAPLAN, DR. H. H. THOMAS, and D. L. WILLIAMS.

RECENT TRANSFERS include: MRS. CAROL A. STUBBS from D-224 to D-811; W. E. LANDRUM from D-812 to D-814; W. T. DURBIN from D-814 to D-812.

THE ALL-IN-ONE Campaign will be October 15-22. Solicitors' meeting will be in Room 310, X-710 building at 10 o'clock on October 11. R. L. DEVER, J. T. RHEA and A. L. WILLIAMSON are co-chairmen.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

OPERATION SPEAKEASY is what one plant of the Alcan Aluminum Corp. calls their method of taking an employee attitude survey. Eighteen senior managers take turns, four at a time, having their half-hour lunch in the plant cafeteria, each with three employees--both hourly and salary may participate, but no manager sits with employees he supervises directly or indirectly. Employees do not know in advance which manager will be at their table. The lunches are free and the manager is there to listen to comments or complaints. Afterwards, he writes a report which goes to the top personnel man and in which he does not mention names but does identify areas in which they work. So far, 30 bulletins to employees have been issued informing them of remedial actions to be taken. Morale and production have both improved.

THE NEW OTANI Hotel in Tokyo has added a 1,000 room tower--thus making it the largest hotel in Asia and one of the largest in the world.

THE PARENT COMPANY is proud of its Affirmative Action Programs. For example, while the Company's total increase in employment from March 1971, to March 1974 was 6.7 percent; the total minority employment increased 23.7 percent. For females, the concentration of effort is to increase employment in the non-traditional female job categories and while total employment in these categories increased 8.2 percent during the above mentioned three-year period, female employment in these job categories approximately doubled.

FORD MOTOR CO. conducted a six-month study on how to conserve paper which has saved them between \$4 million and \$5 million in paper costs. Total savings, including less postage, reading, filing, handling and typing is estimated at \$80 million.

EXXON CO. employees found that it pays to repair leaking steam traps and other fittings as soon as possible. A fitting that leaks 50 lbs. of steam per hour wastes enough fuel oil in a year to fire a 50 million-BTU-per-hour furnace for more than 13 hours--that's 4,322 gallons of No. 6 fuel oil. They found it also pays to clean heat exchangers often. A two percent drop in heat exchanger efficiency in the same furnace wastes more than 50,000 gallons of oil a year.

A NEW WORLD RECORD was set as the 44-story twin triangular Century Plaza Towers was being built in Los Angeles. Concrete was pumped a height of 576 feet.

GDYR-TOPEKA has a paid suggestion system. Recently, an employee who had retired in August 1973, received a pleasant surprise. Suggestions which he had made in 1971 and 1972, a total of three, were approved and he received a check for \$811 a year after he retired.

DID YOU KNOW that you can get a life-time subscription to "Reader's Digest" for \$100, to "Playboy" for \$150?

A GROUP of 98 Air Force student pilots recently passed a tough instrument procedures examination with an average of 96.4 percent. Not only was this six percent higher than any previous class, but there were no student failures. The difference was a simple student electronic responder system to carefully designed multiple-choice or true and false questions to which each student responded at a given signal. The answers to each question were displayed on a telepanel within view of the instructor (the Air Force later proved that simple cards which each man holds in front of him are just as effective). He then evaluated the responses. If all or most of the students responded correctly, he assumed they understood so he announced the correct answer and proceeded to the next subject. If a significant number missed, he knew a review or a different approach was needed. The results should certainly merit careful consideration by anyone who has to train people.

DID YOU KNOW that nearly 3,000 women are now state or local police officers?

BY 1980, a 98-mile steel-wheel-on-steel-rail, \$3-billion transit system is scheduled to fan out from a loop in the District of Columbia to the surrounding Virginia and Maryland suburbs. The largest project of its type ever undertaken in a U.S. urban area, 47 miles of the system is subway, 42 miles on the surface and the other nine miles elevated. It will be the world's first fully air conditioned transit system. All of the 53 underground stations will be cooled by a system of chilled air over the platform, similar to that in department stores' open doorways to the street. Most of the 11 miles already under construction is underground.

GAT'S REWORK and Repair Program last year enabled us to avoid procurement of stores materials with an original acquisition cost of almost \$136,000. Direct labor and materials cost for the rework and repairs totaled \$43,219.90.

## THOUGHTS ON MANAGEMENT

CLEAN AIR. Clean water. The energy crisis. These are environmental problems you already know about. We'd like to suggest a new one: brotherhood. After all, it's one world. We all live on it. We all helped pollute it, and now we've all got to help clean it up. That will take teamwork. And teamwork will take brotherhood. Brotherhood among nations. It's the one environmental problem we may have to solve before we solve our other environmental problems.

--advertisement of Dai-ichi Kangyo Bank, Tokyo

SPOKEN SPEECH is one thing, written speech is quite another...The moment talk is put into print you realize it is not what it was when you heard it.

--Mark Twain (1835-1910)

IT HAS BEEN estimated that a full-scale program to produce maximum domestic energy in the U.S. would cost \$500 billion over the next 15 years. To put this in perspective, Project Apollo required 10 years and cost about \$25 billion. To achieve even limited self-sufficiency by 1990 would require the equivalent of 1½ Apollo programs every year for the next 15 years.

--M. A. Wright, chairman and chief executive, Exxon Company

P. W. LITCHFIELD, chairman of the board of the parent company from 1930 to 1958, had a five point formula for evaluating executive potential; good health, character, ability, teamwork and thrift.

AN EXECUTIVE must be ever mindful of the fact that he lives in a glass house--that others watch him, note the subtleties in his manner and approach and through them take their own cue for action and behavior. But it is not enough for the younger members of the organization to acquire skill and character by emulation...by the slow process of absorption. Competent men aren't born that way. And they don't just acquire their skill. They are trained.

--H. W. Prentis, Jr., former chairman of the board, Armstrong Cork Company

I BELIEVE the first test of a truly great man is his humility. I do not mean, by humility, doubt of his own power. But really great men seem to have a curious feeling that the greatness is not in them but through them. And they see something divine in every other man, and are endlessly, foolishly, incredibly merciful.

--Shrine News

DON'T EVER RESENT PROBLEMS, because they are the one irrefutable bit of evidence that you are alive--alive to enjoy life and all its problems. Remember, the only ones who have no problems have their residence in the cemetery.

--Dr. Joseph F. Montague, former editor of "Health Digest"

HAPPINESS is the anticipation of the fulfillment of a desire.

--Earl Nightingale

MAN'S GREATEST DISCOVERY is not fire, or the wheel, or the internal combustion engine or atomic energy, or anything in the material world. Man's greatest discovery is teamwork by agreement. I do not mean to suggest that every agreement to work together has been good. That would be like arguing that every fire has benefited mankind. But the advance of civilization can almost be told in terms of widening appreciation of the fact that working together to produce more of the good things of life pays better than fighting with one another over the division of what is already available.

--B. Brewster Jennings, former chairman of the board, Socony Mobile Oil Co., Inc.

THE DIFFERENCE between a man and a woman is that a man will pay two dollars for a one-dollar item he wants, while a woman will pay one dollar for a two-dollar item she doesn't want.

--William Binger

THERE HAS BEEN a complete changeover in human affairs. Where man has always been after reality--reality being everything you can see, touch, taste, smell and hear--suddenly we're in a completely new kind of reality. The reality of the great electromagnetic spectrum which is part of this communications revolution. And we now know that what man can hear, smell, touch, taste and see is less than a millionth of reality. Into this very room are coming more than 200,000 radio signals, and if I tune them in, I can learn where every beef cattle in the world is, and what's going on with the fish in the ocean. The signals are coming from such places as the Russian and American satellites, which are in position over our planet. So information about our whole world is present in this room right now, and all I have to do is tune it in. This is the new reality. It's all absolutely invisible.

--Buckmaster Fuller, "This is the New Invisible World"

## WHO'S WHO IN MANAGEMENT

DANNY L. ROBERSON is the staff member of D-301. He is a systems analyst and responsible for the review, development and revision of business systems and procedures. He obtains information and data necessary for programming business applications including forms design, input and output formats, time schedules and prepares program requests to Data Processing. He analyzes problems in terms of equipment feasibility and improved manual operation, recommends more efficient methods and handles any other assignments delegated to him. He reports to R. L. SETTLE, assistant manager, Finance Division.



Mr Roberson graduated from Boyd County (Ky.) High School at Cannonsburg, received a BS in Business Administration from the University of Kentucky, has completed several courses in computer programming at Ohio University and attended a seminar on Systems Analysis by Systematization in New York. He was a member of the Kentucky National Guard from 1965-1971. Previous work experience was as a metallurgical assistant with ARMCO Steel Corp. for 15 months in Ashland, Ky. GAT employed him as an administrative squad-trainee (8/67), promoted him to programmer (3/68), and to his present position on November 1, 1972.

Danny, his wife Mona, twin sons, Jared and Jason (4), and daughter Angela (9 mos.), live at Rt. 4, Pleasant Drive, Lucasville. He is a member of Summit (Ky.) Missionary Baptist Church, but they are now attending Grace Baptist Church at Minford. Danny is chairman of the GAT Data Flow Committee, an alternate member of the Computer Study Committee, and is active in the Goodyear Men for Christ Club. His hobbies include hunting, fishing, boating and gardening.

## GAT NAMES AND FACES IN THE NEWS



N. H. HURT



G. E. BOBO



D. E. PRICKETT

N. H. HURT is to be the principal speaker at the annual Highland County Farm Bureau meeting to be held in Hillsboro on October 7. Some 300 to 400 people are expected to be there. Mr. Hurt's topic is to be "Meeting Tomorrow's Energy Needs and the Role Played by Goodyear Atomic Corporation."

G. E. BOBO has been transferred to D-761 and assigned to Oak Ridge for an indefinite period to work with Carbide engineers on future planning for increased enrichment.

D. E. PRICKETT was GAT's representative at a Career Day program yesterday (Oct. 1) at Virginia State U. He will be at Mary Washington College on October 17 for a similar affair.

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