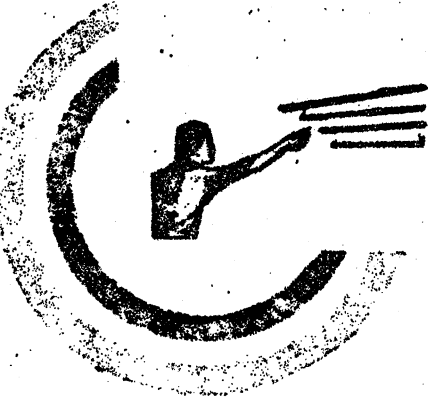


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CROWN



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Volume #5

September 23, 71

**** HEATHKIT ****

A large group of CROWN employees who did not follow the "Tom Szerencse Road Map" assembled in front of the Heathkit Plant in St. Joe, Michigan, between 1:45 and 2:00 pm on Friday, September 10, 1971.

The car that Lois Roberts was riding in spent the afternoon touring the State of Michigan.

When we walked into the plant, our tour organizer calmly presented himself to the desk and was told that no one knew we were coming. After fifteen minutes of waiting and browsing through the various products that Heathkit sells, a fellow came in and ran off with half of our group. Before long, another man came for the rest of us. Among the various noises of the shop and the giggling of Arlene Mishler, you could almost hear our softspoken guide. That is, if he was talking directly to you and no one else. His most dynamic answer to our questions was, "I don't know".

I don't wish to give the impression that the tour was not enjoyable or that we did not learn anything. On the contrary we had a very interesting time.

They have made use of automation in several areas. The most spectacular being in the main stock area where stock is stored and retrieved by Computer. Their large computer set-up does the billing, purchasing, inventory control, and production scheduling.

We were not allowed in the production area but we did notice the use of conveyor belts, high quality machinery, and immaculate working areas. Their inventory of finished goods would cover more area than the CROWN plant.

Send Poison to:

John Bachman - Editor
Phyllis Gates Production Chief
Lois Roberts - Guest Columnist
Mac McCreary - ???????

From Engineering:

Last month's question: What three positive intergers have their sum equal to their product?

Answer: 1, 2, 3

$$1 + 2 + 3 = 6$$

$$1 \times 2 \times 3 = 6$$

Because of our overwhelming response to our questions, (one person mentioned it while yawning), we have decided to award a junk box to the winner of this month's contest; engineers are not eligible !! It will be a very valuable junk box and will be loved by husbands, fathers, sons, and little brothers - in case you have enough junk.

This month's question:

What was the name of the Secretary of the U.N. thirty-five years ago? First person with the right answer gets the junk box.

DOUBLES PING-PONG TOURNEY

Dan Cripe has graciously consented to see that the doubles ping-pong tourney will soon be a reality. Dan needs some help! So, don't be too shy in offering. Thank you.

SLIDE SHOW

Some of our readers have showed an interest in some noon-time entertainment for those who are not ping-pong nuts. Our staff, working hard to find top-notch entertainment of the stage and screen, has come up with the screen. One of our own, Tom Brock, is going to use the talented screen to show some slides he has from his trip to Glacier National Park.

(Cont.)

Tom and his wife took the trip during June of 1971. The park is located in Western Montana and Tom says the sightseeing is terrific.

The program will take about forty-five minutes and will be shown on Tuesday, September 28 at noon. To attend is to enjoy.

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MURDOCK'S MUD.....

Well kiddies, here I am again, your happy roving reporter, bringing you the news. And, when the news breaks out "the Kid" breaks in, cause I'm rude !!

FLASH -- The IC-150 Manual is printed. Yes, folks after many long days and sleepless nights, the manual is now complete and unabridged. Only the names have been changed to protect the apathetic.

Possibly one of the most outstanding human interest tales is the total completion of the Demo Room. Nobody knows how to operate it, But it does work we have gotten some good FM Stereo Music in the room and Don't even have a Radio.

HAPPY ANNIVERSARY to the Kauffmans who have traded in their Beginners Permit for the Real thing.

Clyde and his faithful friend Boom-Boom (see previous issue) had split for Boston to see a Red Sox game. They have now returned. So anyway they went to Boston to see what they could see.

The old clock on the wall, strange, it just fell off, Any way it just keeps rolling along and So we must journey on down life's road! S-Long!

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Lowell "Moon" Huffman has been behaving himself lately.

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Electronics Engineer Frank Stromple wired a light in Jim Beattie's office and there was this 30 amp breaker see and

A notable quote by our President - Clarence C. Moore.....
"We are groaning up"

When a school has an enrollment of some 4900 students and remembers one, that guy must be something! But then why shouldn't Richard McCreary be remembered? He was graduated 5th in his class (an honor student), led a revolutionary change in school policy by going on a picnic with his whole class. This wouldn't be such an odd situation had it not been during class! Richard was contacted by the alumni assoc. of DeVry Tech. last April and asked to write a column. It appeared as follows:

WHAT IS AND WHAT OUGHTA BE AIN'T ALWAYS THE SAME

When a person spends a little over two years in school he sometimes develops unrealistic ideas of the world is going to receive him upon graduation.

The position I was going to hold upon graduation began to take shape in my mind shortly after I started school at De Vry. After two years my mind had the job pictured down to the finest detail.

When the company men started coming in for interviews, I began to have my dream punctured just a little. Group after group talked to us, but they didn't seem to realize just who they were trying to hire. The way I saw it, I would need about eight hours' orientation before building a very complex product from scratch with only a few engineering notes to use as a guide.

My excellent ideas and hard work would assure me of the top pay scale within six months. Of course, the pay and fringe benefits would be in the top thirty per cent in the country and not only was there no real chance of a layoff, but the management would be afraid of receiving my resignation.

As I was believing all of the above things, I also had my fears. I was afraid that my schooling wasn't adequate, that the job would lack opportunity or be beneath my dignity.

My fantasy job had no limits in equipment, purchases, resource references, or time. The bosses understood all of the latest techniques or supervision and motivation and there were no personality traits that clashed with mine.

My goals, as regards to pay, additional schooling, and increasing responsibility levels, would be fulfilled as a matter of course.

Family pressures caused me to let job offer after job offer pass by because they were not in the community in which we wanted to live. I put an ad in the local paper and finally secured a position. In one month I was laid off because of lack of work. Panic!!! There is a lack of Electronics Positions available in this area.

One week later I found myself sitting in the office of CROWN INTERNATIONAL, builders of CROWN Hi-Fi amplifiers and tape recorders, (not to be confused with the Japanese company). I passed a test that they gave with ease and then the production manager, in a kindly way, began to shatter my ego. "You will," said he, "start on the assembly line so you can learn to understand some of the problems of production and learn our paperwork system before going into the technical areas."

The pay and fringe benefits were not among the top thirty per cent, but among the bottom thirty per cent. After assembling tape decks for a couple of weeks, I was sent to the amp-line to do some solder inspection. This was pretty good, since I didn't know a cold solder joint when I saw one. Once there I discovered some paperwork problems and reported them. I was asked to write something up so the office could correct the books. Some jigs needed to be built, so I built them. Some trucks needed unloading, so I did that too.

I found out that there were not many jobs that were beneath my dignity. Everytime I have taken another job, I have found myself responsible for that job. I am now called a line supervisor. I was never promoted, I just evolved.

CONTINUED.....

WHAT IS -- Cont.

I realized one day that they had no intention of putting me into the tech areas. I went home that night truly discouraged, the job I held had no relation to the job in my mind. I had a very rough two weeks after that. It was true that they had increased my pay to where I had a favorable comparison with the techs and it was true that management showed an appreciation for my work. I was also reaching my goals as far as pay and responsibility were concerned and there is a policy for paying for additional education.

I went job hunting. On a Friday night a relative offered almost twice my base pay if I would go to work for him. Over the weekend I thought about my job. Some of the nicest persons I know work on my assembly line, and my bosses have always treated me right. Also in the last couple of years the managers have really started to get the company rolling and the products are the best in the business. I really hated to leave when there were so many projects I would like to see completed. Also with the increasing responsibility I can always point out that usually material compensation is provided for good work.

Of course, if the future doesn't work out here, I can always go somewhere else where the management will be afraid that I will quit. Maybe I'll do that next month. Meanwhile I signed up for a course in Production and Inventory Control, just in case I decide to stay.

Lois's Chatter.....

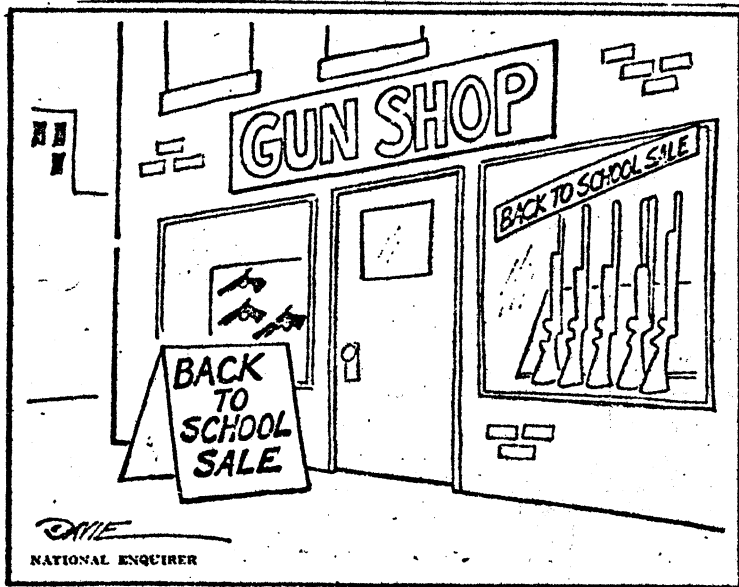
Electa says that if whoever borrowed her Stanley Knife and hasn't returned it, if you haven't cut off your legs with it, she would appreciate it if you would use them (legs that is) and bring the knife back to the Stockroom.

Raymond Willis may not know what time of day it is, (he always says "Good Morning" no matter what time of day it is), but he sure can turn out good work wherever he is working.

Mac can never be accused of trying to do all the work on this paper himself cause he twisted my arm to do this column.

Note to Lois Clem --- People who suggest some sort of work often end up doing just what they suggested. So beware.....

***** WOODY'S WIT *****



Did you know that T.B. is moving into a trailer adjacent to CROWN. He wants to keep an eye on the place while he's off work.

You sure can't keep a GOOD MAN down, good to see Walter Myers with us again.

The fall season is upon us. Eric and Mary Harris and Bernita and Leatrice are back to work.

Until next issue.....