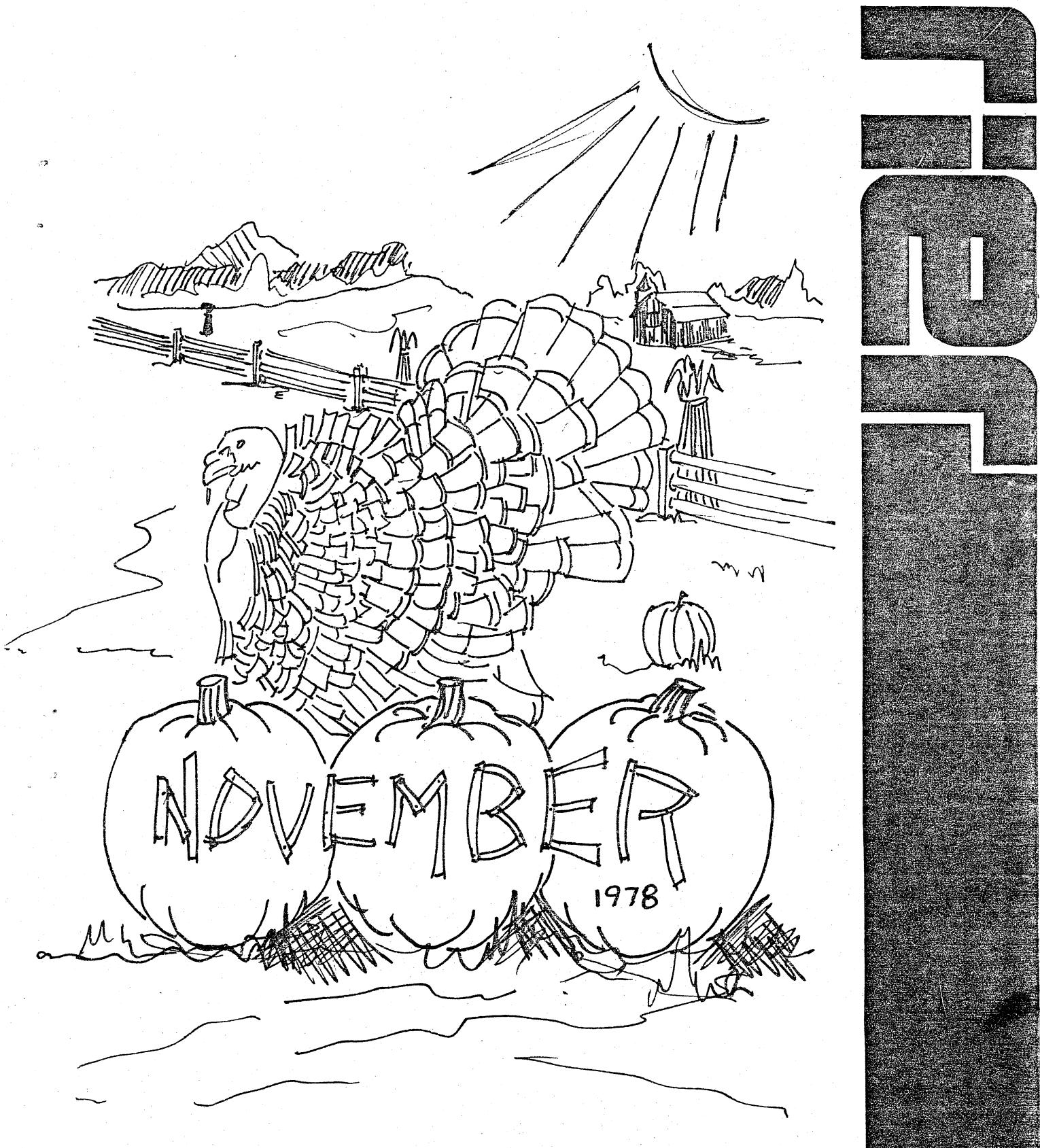


GRADER



The CROWN Crier is the monthly newsletter of CROWN International, Inc., 1718 W. Mishawaka Rd., Elkhart, Indiana.

| | |
|-----------------------------|-------------------------------|
| EDITOR. | Jan Smith |
| ASSOCIATE EDITOR. | Karen Ryckeart |
| GUEST EDITORIAL | Richard Putz |
| EXECUTIVE COMMENT | Max Scholfield |
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| bernie. | bernie |

Guest Editorial



I understand that since CROWN was founded we've always had a "chapel time". Correct me if I am wrong.

I find that we sometimes take chapel for granted. When I talk to some of my friends about having an assembly period with prayer and inspirational talk, they are quite impressed. I know of other smaller companies in the area, owned by Christian individuals, that do not have an assembly time. So it appears we may have a unique situation!

I particularly enjoy the guest speakers and singers that drop in from time to time.

One of my favorite "personalities" is Fred Walker. I'm sure many remember when he visited us in chapel.

Two of the most captivating speakers I have ever heard in assembly were Guadien Charles and Abe Van Der Puy.

Thank you CROWN International for providing this refreshing privilege each morning.

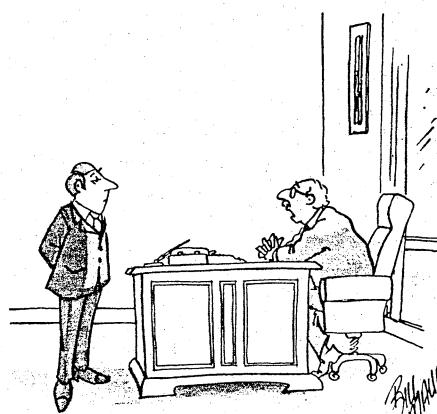
Richard Potts

PLEASE NOTE:

All candidates that were nominated for Employee Committee were given the opportunity to "run an ad" in the Crier this month. You will find 1/4 page "ads" throughout the Crier on those nominees that accepted the offer.

-Editor

Happy Thanksgiving



"You're a good man, Remington . . . punctual, industrious, efficient, pleasant and loyal . . . you're also making the other employees very, very nervous."

Dedicated to Mary Gangwer



Mary Harris started working in the Stockroom on December 21st, 1970, as a new member of the CROWN family. She must have been awe-struck by all those parts and pieces with foreign sounding names. Her supervisor was Electa Gaugler.

Mary was part of the crowd "struck" by the tragedy of the fire that tore through CROWN on Thanksgiving Day, 1971. With sleeves rolled up and determination, she helped dig out of the rubble and start again.

Ron Harner was supervisor of the production area and Mary became part of the assembly crew.

Before 1974 rolled around, Mary had changed her last name to Gangwer.

Instead of one mass of assembly personnel, the lines began to emerge. Mary was under the supervision of Bernita Struble on the now known "Line 4".

In 1976 the "Night Shift" began with Mary taking one of the crews. When the lines were disbanded and merged with day shift, Mary became part of Line 4 again. Shortly she became supervisor of this line as it became necessary for Bernita to travel west with her husband.

Mary's life has been a testimony to us of her belief and faith in God. By her witnessing and singing in assembly, we have heard of her Eternal Hope. Even now she is in a waiting period as we are!

--Phyllis Gates

"WHAT MARY MEANS TO ME" by Line 4:

Mary is a dear friend, not only at work but after hours. I miss her and pray daily for God's will in her life. My

hope is that she will return -- the Mary we all know and love.

--Cheryl Deak

Mary is not only my supervisor, but also my friend. I miss her and her quality of being able to take everything in her stride -- my prayers are constantly with her.

--Dorothy Putz

When I first started working here, everyone told me Mary was the best supervisor I could have gotten. She was patient and didn't treat me as a "dummy". She became a real friend, and I miss not seeing her smile or hearing her laugh. Mary taught me more than how to solder -- she taught me patience.

--Tina McLain

Mary is a real friend. I love her and miss her.

--Joyce Miller

She is a dear person. I've just started working here, and it seems I've known her for a long time. I miss her and am praying for her return soon.

--Katherine Williams

Mary is great -- as a friend, and supervisor.

--Patsy Fletcher

Mary is a good friend. We had many good times together -- working on those Monday nights. Once Mary made breakfast in the morning. I sure miss her friendly face.

--Eric Lattrez

Mary always had a cheerful and kind way about her. She was also very patient with all the new people. I hope and pray that someday she will be able to return.

--Lee Hostetler

Mary is a unique kind of person and special to me. I enjoyed working with her very much and hope she returns.

--Jim Bontrager

Mary is the type of person you like immediately after first meeting. She is always ready to help someone whether it is at work or after work, which is only one of her many good qualities.

--Linda Harris

Executive Comment



In place of the Executive Comment this month, I thought it might be interesting to include an article on taxes versus inflation. This article recently appeared in the local newspaper, The Elkhart Truth on Monday, October 30th. Although we are not necessarily endorsing the author's recommendations, he does state the problem rather clearly:

Inflation Severely Distorts the Effects of Taxes

By MARTIN FELDSTEIN

Our income tax laws were written for an economy with little or no inflation. Yet from 1972 to 1977 consumer prices rose by 46 percent, and this year they will probably rise at least 6 percent.

Unless the tax laws are revised, the rates of inflation that are likely in the future will continue to cause capricious and undesirable changes in effective tax rates. Now is the time to adjust the tax laws to offset the adverse effects of inflation.

Inflation severely distorts the effects of the income tax. Almost everybody's tax burden is raised automatically by inflation. But some increases are much greater than others, depending on the size and source of income and the number and nature of deductions and exemptions.

For example, cost-of-living increases in wages push many taxpayers into higher brackets. Those with a large number of dependents, however, are harder hit than others because the value of their standard exemptions declines with the value of the dollar.

Inflation has its biggest effect on the way that income from savings is taxed. As explained below, under existing laws inflation can raise the tax on income from savings to an effective tax rate that exceeds 100 percent!

To understand what reforms are needed, we must first understand how inflation affects individual taxes under current law.

WAGES AND SALARIES

In an economy with no inflation, the general level of consumer prices remains constant. Because of the gradual introduction of new technology, wages and salaries would rise gradually.

Inflation means that the overall level of consumer prices increases from year to year. Such inflationary price increases are generally matched by increases in wages and salaries. Roughly speaking, if prices rise by 6 percent a year, wages will rise by 6 percent plus the increase that would have occurred without inflation.

In the 20 years before the current recession began in 1974, earnings or "nominal" money wages rose at an average rate of 4.2 percent a year. But, during the same period, consumer prices rose at 2.6 percent a year.

Thus, after subtracting inflation, "real" wages — what wages were worth in terms of their purchasing power — rose at only 1.6 percent a year.

Inflation causes a problem for our progressive tax system — in which the rate of taxation increases with the amount of income — because increases in nominal wages artificially push taxpayers into higher tax brackets. Taxpayers therefore can find that their real tax liabilities — the amount of taxes owed after adjusting for inflation — are increased even though their real incomes are unchanged.

For example, under current tax rules a family earning \$10,000 would pay approximately \$790 in income taxes. If consumer prices rose by 46 percent — the actual increase that occurred between 1972 and 1977 — that same family would have to earn \$14,600 to maintain the same real income before taxes. If their taxes rose at the same rate as prices and their nominal income — 46 percent — they would pay approximately \$1,153 in taxes, and their real income, or purchasing power would remain unchanged.

However, the increase in their nominal wages would push them into a higher tax bracket. As a result, they would owe almost \$1,700 in taxes — a tax increase of about 116 percent.

Thus, although their real income before taxes would be the same after the price increase, their real taxes would have risen by 48 percent.

This same problem is continuing now. Because of the artificial effect of inflation with our progressive tax structure, the current 6 percent inflation means taxes will take away half of the real wage gain of a typical worker.

If an employee gets the 1.6 percent real wage gain typical of the postwar period plus the 6 percent general inflation rate, his money wage will rise this year by 7.6 percent, thus putting him in a higher tax bracket. If his current income is \$13,000, this raises taxes by 13 percent. The taxpayer's increase in real spendable income is less than 1 percent, even though his pretax real income rose by 1.6 percent.

By thus taking away a large share of wage increases, tax rules increase the pressure for even greater inflationary wage increases.

This "bracket rate" problem can be easily and completely remedied by changing the tax law so that all of the relevant dollar amounts — including the standard deduction, personal exemptions and bracket limits — change automatically with the price level.

Canada has already gone most of the way to achieve this reform. The United States should move rapidly to do the same.

INCOME FROM SAVING

The problem caused by inflation with our current tax rules is even worse for income from savings.

A 7 percent interest rate yields \$140 on a deposit of \$2,000. But \$2,120 is required to buy the same goods and services at the end of the year. The "real" interest income is therefore only \$20. Our current law, however, taxes the full "nominal" interest income of \$140.

If the depositor is in the 25 percent tax bracket, the tax bill is \$35. A tax of \$35 on real interest of \$20 is an effective tax rate of 175 percent! After taxes, the individual is left with \$2,105 — less than the \$2,120 he needs to maintain the purchasing power of his original \$2,000 deposit.

Our current tax system, by taxing the real income earned on savings at more than 100 percent, is both grossly unfair and a strong penalty to saving. This problem affects anyone who buys bonds or stocks as well as those who save in banks.

Reforming our tax law to recognize the effects of inflation and thus to eliminate the resulting excess taxation of income from savings would not be difficult.

By adjusting the definition of taxable income, our tax law would be fairer and the reward to saving would be increased.

Spotlight



The Spotlight this month is in Kim Curry. Kim has been with CROWN for three years, serving in many different areas. He worked in our old Set Rec Department doing the final inspection and packing, Incoming Inspection, Stockroom, Maintenance (mowing the lawns), Shipping Department, and every line at one time or another except the EQ-2 line. Right now he is working in the Service Department as Parts Expediter.

He became acquainted with CROWN through Verne and Shirley Searer. Kim appreciates working at CROWN and considers it one of the biggest highlights of his life. He likes the clean atmosphere and enjoys chapel now that he is a Christian.

Kim is currently on our Employee Committee and serves as treasurer. He is very active in CROWN sports having played on our basketball team and softball team. He was a substitute for the Men's Bowling Team and he participated in the YMCA running Marathon in which CROWN received a third place trophy last year and a second place trophy this year.

Needless to say, Kim's outside interests include wildlife, football, basketball, softball -- all that besides his girlfriend, Darla White, (not necessarily in that order!). When Kim was in 9th grade he scored the only points in one game -- by intercepting the ball twice; which was, and still is, a school record.

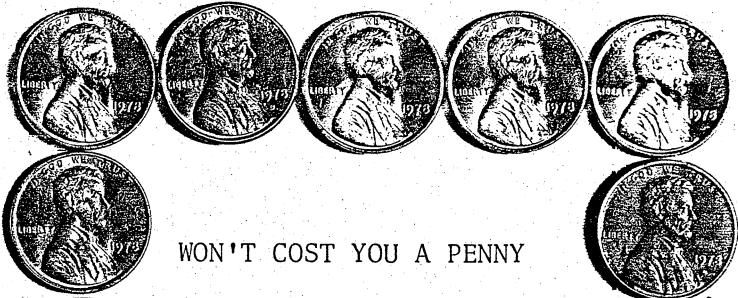
Kim lives on Hubbard Street with his "Christian" Grandmother whom he thinks is a lovely person. He appreciates the good atmosphere of her home.

Kim thinks CROWN is a good place to work and all the people are easy to like. With that attitude you can understand why everyone likes Kim, too!

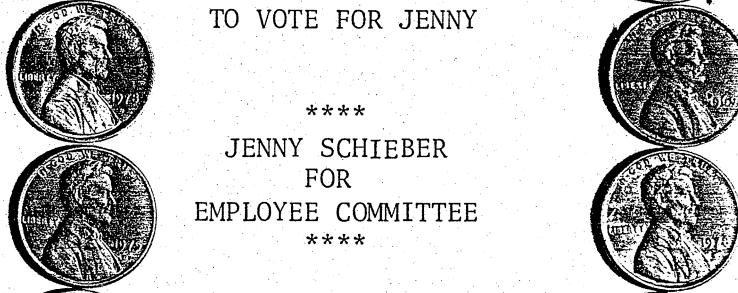
Thank you, Dan Lutz, for the following:

**There is hardly anything
in the world
that some man
cannot make a little worse
and sell a little cheaper,
and the people
who consider price only
are this man's lawful prey!**

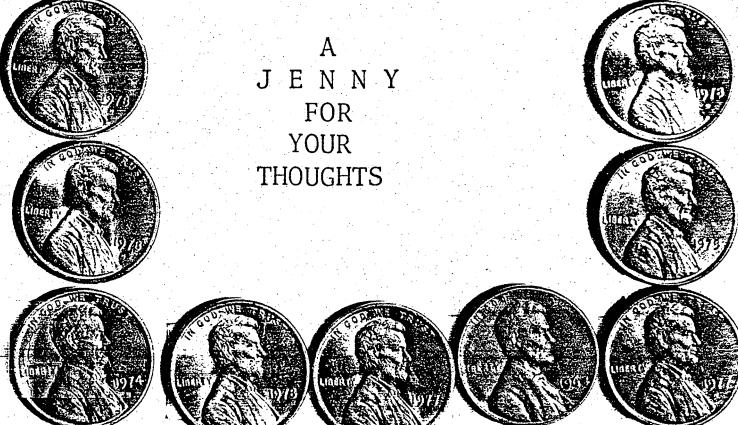
John Ruskin



WON'T COST YOU A PENNY



JENNY SCHIEBER
FOR
EMPLOYEE COMMITTEE



A
J E N N Y
FOR
YOUR
THOUGHTS

Morsels from the King's Table



WHO ARE YOU FOOLING?

Halloween -- an interesting time of the year. Kids, who all year long live like angels, turn out to be "little devils" on Halloween -- soaping windows, "T.P.ing" property, turning over trash cans and generally creating a huge problem. Then they threaten to do what they have already done when coming to your door "trick or treating". Now, you really don't mind too much, do you? It's the last "fling" before confinement of the winter months, shoveling snow, "no school", and all the other good things.

The whole idea of Halloween is to see how much mischief one can get into without getting caught, and then to see how many "goodies" can be accumulated in a few short hours of going door to door.

Why the masks and make-up with costumes? Perhaps trying to avoid being recognized, desiring to be something we really are not, or one of many other reasons. We all live in a "world of make believe" at one time or another in our lifetime.

The Bible reminds us of our responsibility as Christians regarding our lives and the way we should live in relation to others, and before a Holy God.

"Let our light shine before our fellow men that they may see Christ" are our instructions in Matthew 5:16. In fact, we are to reflect the image of Christ. We are reminded that we are to be honest and of a good report. Honest means being ourselves, not hiding behind a mask, costume, or make-up. As it has been expressed, our lives are to be an open book for those around us to read. Then, again, our actions speak louder than our words -- What costume or mask are you as a

Christian hiding behind?

One of the warnings in the Word of God is that man looks on the outward; however God looks on the heart. Others can be fooled by the costume, but not God. He sees right through it all. All your righteousnesses are as filthy rags, we can read in the Bible. There are none righteous, no, not one according to God's Word.

What is the purpose of your mask? Who are you fooling?

New Faces



Here is Deborah Granger, who works in Modules.

Debbie was doing similar work at another place of employment and was convinced by Diane Granger to apply at CROWN. Also, Steve Seifert gave Deb a little encouragement.

Debbie has lots of outside interests including sewing, needlework and racing miniature harness horses. She also bowls with a church league on Friday nights.

Debbie and her husband plan to (someday) buy a small farm and raise a family.

LITTLE Susie had just returned home from a birthday party and was brought into the living room by her mother to be exhibited before the bridge club.

"Tell the nice ladies what you did at the party," urged the doting mother.

"I ate too much cake and threw up," said little Susie.

Employee News



Mary Miller, Margaret Eaton

The CROWN family has been busy this month with -- engagements, babies, vacations, new employees, switching offices, knocking out walls, adding new walls and doorways, etc., etc., . . . to all eligible females, you can strike Paul Gerard (Line 1) off the eligible bachelor list. Paul became officially engaged on October 17th, no date for his wedding has been set. Likewise a former employee, Terry Gaskill, can be taken off the list, too. Terry gave a Florida gal a diamond. They are planning a summer wedding. When asked where he found her, Terry replied, "Sears had a sale on fiancees." Joann Bryant (Engineering) has been sporting a lovely engagement ring. She plans to be married June 10th. Best wishes to all of you! . . . Congratulations and welcome to: Jennifer Alicia born October 5th to Debbie (Parts) and Dennis Carroll (Day Tech). Chad Kenneth born on October 10th to Linda (Line 4) and Kenny Morningstar. Matthew Evan born on October 18th to Debbie (Inspection) and Dale (Line 3) Parrott. This makes number five for Grandma Phyllis Gates (Staff Manager of Payroll) and last, but not least -- Rebecca Lynn born on November 5th to Richard (Line 3) and Marsha Putz -- that makes three.

**Speaking of new babies-- there is a
NEW One in the MANUAL
DEPARTMENT ----- IT is a
computerized TYPESETTER.
It will generate camera**

ready copy that will be used in the keylining of a manual. The copy you are reading shows only a few of its capabilities. The entire department is very excited about it! If you do happen to stop by the department to see this machine, **PLEASE observe all signs----"Don't touch"----"Do not Lean"**

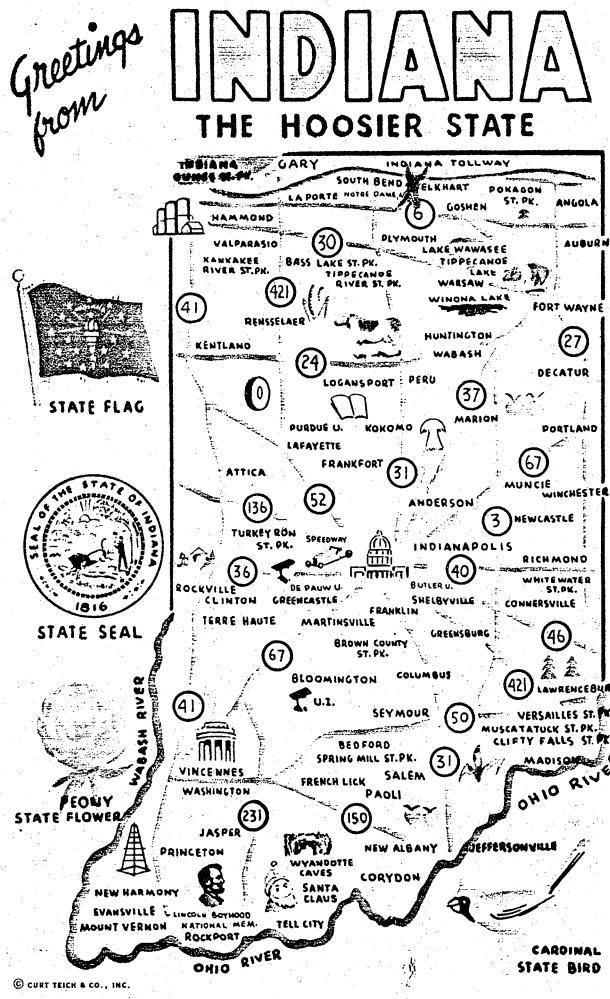
See Sheryl Gingerich if you have **ANY QUESTIONS,** for she is the chief operator



Sheryl Gingerich

Marcie Kidder (Secretary to Arline) vacationed two weeks in beautiful Colorado. She says she enjoyed the mountains, but the ride out there on Amtrak was a bit tiring! . . . Jim Romine (Service) spent his vacation at home -- putting finishing touches on their new home . . . Karen

Ryckeart (Sales) reports she did exactly what she wanted to do, when she wanted to, during her week vacation . . . A post card was sent to CROWN from vacationing Margaret Eaton (Switchboard). Note the "X" on the card which marks the spot where she spent her vacation . . .



Then there was a lot of switching around at CROWN -- take this equation: First, you take Ross Swinehart (Controller), add Laura Weaver (Accts. Payable), subtract one room, add another. Fill the first room with Gloria Baloy (Product Control) and Carolyn Sherp (Product Control), seal up the door and crack another. Put Ross in another room, seal up another door, add another wall and door, then add Laura on the other side. Meanwhile, exchange Becky Copeland (Product Control) with Phyllis Gates (Staff Manager of Payroll) and crack that door into Becky's new room -- finally ask John Landa (Engineering) to make the phones ring right and Dave Stuber (Engineering) and Steve Myers

(Maintenance) to make it "sit" right. And there you have what "Ross' Fellow Workers Did While He Needed Time to Heal" . . . Sylvia Miller is quite a World Series fan -- Confess, Sylvia, how did you really end up on your "wheelin' and dealin'?" . . . Mary Ihnken (Production) moved in to their new home -- Mary says there is much to be done yet. . . If anyone needs directions to Dewart Lake (Moore Compound), there are maps available at the Reception Desk -- one thing for sure, don't ask Richard Putz (Line 3) -- it's rumored he got lost and drove 50 miles out of the way! (You can be sure he had some tall explaining to do to Marcia!) . . . "Sharing is Caring" -- Verne Searer (Engineering) cared and shared. During a recent assembly, Verne presented Ross Swinehart with stitches from his surgery! We wonder what Ross is going to do to reciprocate? . . . Bill Brennan (Engineering) flies airplanes at noon -- even cut landing strips with his lawn mower! . . . Talk about flying, well, Alyce Ryckeart crashed a party as C3PO from "Star Wars". . . Cinda Pittman (Sales) and hubby dressed up like Raggedy Ann and Andy for a masquerade party they attended . . . Dates of importance -- the Blackwood Brothers will be in a special chapel on November 10th -- don't hold your breath. And Danny Gaither will be here on December 6th. If these arrangements do not work out, be sure and throw tomatoes at Ken Woodcox -- not at us! . . . Welcome to CROWN -- Alan Schrader, Line 2; Evelyn Millsaps, Boardroom; Arnold Smeltzer, Tech Night Shift; Fern Miller, Line 3; Diane Stewart, Line 3; Diane Long, Line 3; Lynn Wise, Maintenance/Night; Charles Beatty, Machine Shop; Ora House, Air Press; Pam Reynolds, Incoming Inspection; Kathy Williams, Line 4 -- transfers include -- Craig Schroeder to Shipping, Bob Ryman to Boardroom, Craig Smith to Manual and Steve Hamilton to Parts Department. . . Instead of a "Jack-in-the-Box", it was a "Steve-in-the-Box" for Dale Kaufman -- the Boardroom personnel delivered Steve Hamilton to Dale in an "E" box -- it was a first for this type of transfer at CROWN -- took six minutes to do it. . . Dorothy Putz tells us that in spite of the flu bug, Line 4 is carrying on. Eric Lattrez connected up with a bee and got the worst of it. Line 4 welcomes Kathy Williams. She formerly worked at Anderson-Bolling Company in Elkhart . . .

Gale Balmer (Inspection) finally made it back from a trip in Europe -- Don Florea was putting out an "all points bulletin". . . . Speedy "Gonzales" Verne Searer (Engineering) drove all the way to Pennsylvania with Ken Woodcox's "Fuzz Buster". Of course, he didn't have any problem with his speeding -- however, while driving back from Mr. Moore's home on November 1st, he was ticketed for driving 55 m.p.h. in a 40 m.p.h. speed zone -- guess he needs to acquire a personal "Fuzz Buster" of his own. Ken Woodcox (Sales) said he offered Verne a unit for \$50.00, Verne didn't want to spend the money, instead he spent it on a fine Please note the following poem written by Larry Jackson (Service). Larry has just had a booklet of his poems published and is selling them at \$1.00 each, one dozen for \$10.00 or two dozen for \$15.00. Please see Larry if you are interested in a copy

CHRIST IS THE ANSWER

In this world of toil and strife,
As we walk from day to day,
On every side there is trouble;
Few folks are heard to pray.

Folks are searching for something,
Their hearts to satisfy,
But it will ne'er be found by searching
Among the things that soon will die.

Christ will forgive their every sin,
Point them to Him, Christian friend.
This is our joy and duty;
Let us labor to that end.

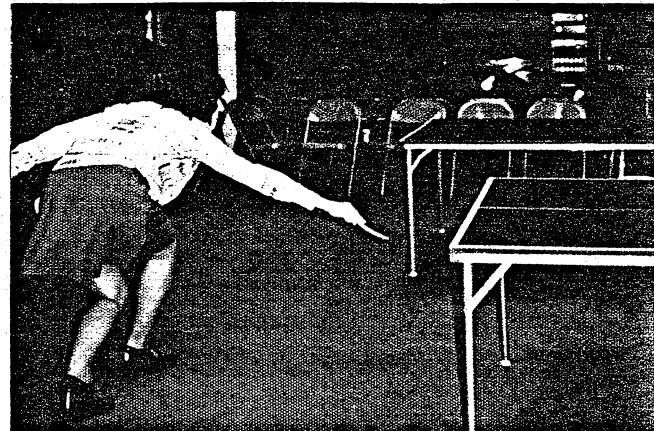
Tell folks that Christ loves them;
For all their sins He died.
He can cleanse their very being,
Their hearts can be satisfied.

Christ abiding in our hearts,
Sanctified, free from sin.
Friend, this is the only answer.
Won't you let the Christ come in?

Without Him life is useless,
We don't know which way to turn;
But if we'll turn to Jesus,
In our hearts new life will burn.

Yes, Christ is the only answer,
In this world of toil and care.
If we'll only let Him in,
He will keep us from each snare.

HOT FLASH -- Sue Conrad has been receiving a lot of red roses lately. We wonder from what secret admirer? What an elegant form, Laura Weaver:

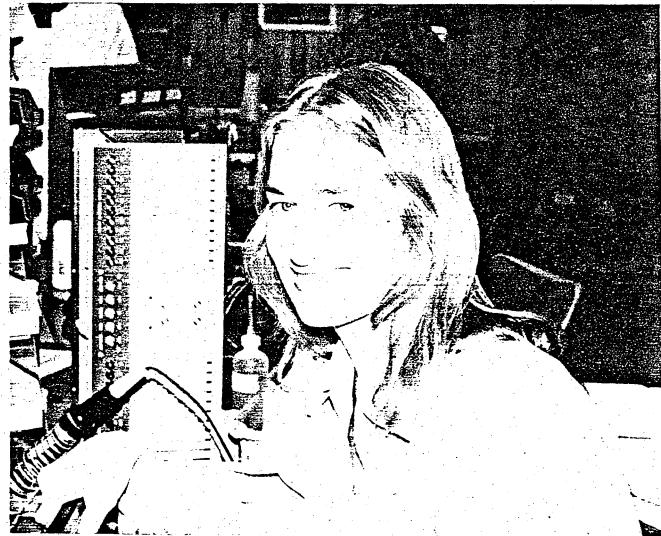


New Faces

Here we have Carol Yocum. Carol works on Line 5.

Some of Carol's hobbies include photography and playing the piano. She is a member of the Planning Committee for her Sunday School class and sings in the church choir.

When asked what she thought of CROWN, Carol replied, "I enjoy working with other people who are so friendly and who take a real interest in you."



TWO CATERPILLARS were crawling across the grass when a butterfly flew over them. They looked up, and one nudged the other and said: "You couldn't get me up in one of those things for a million dollars!"

Kalorie Korner



TRICK OR TREAT: HERE'S A TREAT I'VE ALREADY TRIED:

Straight from Africa: BOBOTIE

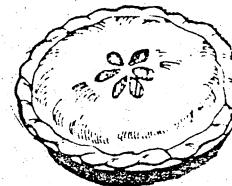
2 lbs ground beef
1 C chopped onion
2 T Curry Powder (mild)

1 T sugar
1 tsp salt
1/8 tsp pepper

1 1/2 C soft bread crumbs (2 slices)
2 beaten eggs
1/2 C milk
1 C raisins
1/2 C chopped blanched almonds
2T vinegar
4 bay leaves

3 beaten eggs
2/3 C milk
1/8 tsp salt
Dash pepper

In a large skillet cook first 3 ingredients, stirring to break up meat. Drain off excess fat. Remove from heat. Add sugar, salt & pepper. Stir in the next 6 ingredients. Pack mixture evenly into 9 x 9 x 2 pan. Combine last 4 ingredients, beat until blended. Slowly pour over top of meat mixture. Bake uncovered at 350° for 45 minutes or till custard is set & lightly browned. Serve with beef-a-roni or plain rice.



SINCE IT IS APPLE TIME, HERE IS A VERY GOOD APPLE PIE:

1 C brown sugar
3T flour
1 C cream
dash of salt

Combine sugar, flour and salt. Mix and add part of it to bottom of pie shell. Add cream to the remaining mixture and pour over apples. Bake 350-375° until apples are tender.

FOR A QUICK SNACK: HAWAIIAN MELT-OVER

Roll up slices of ham and place them on a piece of buttered rye bread. Top with slices of pineapple, a slice of Cheddar cheese(cut into two triangles) and broil until bubbly.

SNOWBALLS: For a simple but elegant dessert, roll ice cream into balls and freeze in paper baking cups. When ready to serve, roll the "snowballs" in toasted coconut and top with hot fudge or butterscotch sauce. Another sweet combination would be ice cream balls rolled in grated chocolate and covered with marshmallow sauce.

TIP TO MAKE LIFE EASIER: Before hard-cooking eggs, pierce the rounded end with a needle. The shells will not crack while cooking and peeling will be easier.

Kalorie Kounter

TO FELLOW DIETERS: HOLIDAY SEASON APPROACHING:
This will be a hard time for us, but stick in there. You'll
be glad you did, I'm sure.

Since I gave Kalorie Korner an Apple Pie recipe, here's one for you:

| | |
|---------------------------------|-----------------------|
| 1 unbaked pastry shell | 2 T melted margarine |
| 7 or 8 tart apples, sliced thin | 2 tsp liquid sweetner |
| 2 T flour | 1 T lemon juice |
| 1/2 tsp cinnamon | |
| 1/2 tsp salt | |

Pastry shell is used as lower crust, aluminum foil covers top to hold juices. Place apples in lined pie tin, blend flour, cinnamon, salt with melted margarine. Add sweetener and lemon juice, spread over apples. Cover with foil and bake at 425° for 45 minutes.

YIELD: 8 servings.

SUBSTITUTIONS: 1 serving equals 1 fruit substitute, 1 bread substitute
3 fat substitutes.

FAMILY MEAT LOAF

| | |
|---|---|
| 1½ lbs ground beef | 1 egg slightly beaten |
| 1/2 C nonfat dry milk | 3/4 C Catsup |
| 1 tsp salt | Bread crumbs to equal 2 slices of bread |
| 1/4 tsp each of pepper, powdered | 1 onion, minced |
| mustard, celery salt, garlic salt, and sage | |
| 1 T Worcestershire Sauce | |

Sprinkle meat with dry milk and mix thoroughly. Add other ingredients and mix well (mixture will be sticky). Place in lightly greased 9x5x3 loaf pan. Bake uncovered in 350° oven for 1 1/2 hours.

YIELD: 6 servings

SUBSTITUTIONS: 3 meat substitutes, 1 B-vegetable substitute per serving.

NOW FOR YOUR SALAD: PINEAPPLE-CRANBERRY SALAD

| | |
|---|---------------------------------|
| 1 envelope unflavored gelatin | 1/2 C orange juice |
| 1/4 C cold water | 1 C fresh or frozen cranberries |
| 3/4 C pineapple (packed in its own juice) | 2 tsp Sween "N Low |

Soften gelatin with cold water. Drain pineapple and reserve juice. Combine cranberries and pineapple juice and chop in blender. Add sweetener and heat to almost boiling. Stir mixture into softened gelatin; add orange juice and pineapple juice. Pour into mold and chill till set.

YIELD: 8 servings.

SUBSTITUTION: 1 serving equals 1 fruit substitute.

FOOD FOR THOUGHT: Are you fun to live with?

Sports

Back on September 9th we had a very important group of people represent CROWN in the annual Marathon of Mercy Run. They represented us well, clocking in at 3 hours, 34 minutes and 8 seconds after the gun went off -- took second place! They even improved themselves from last year where they placed third. Running for the Marathon of Mercy were:



FIRST ROW: Kim Curry, John Harris, Steve Peer, Ken Bontrager, Walt Berndt

SECOND ROW: Dale Kauffman, Dave McLaughlin, Deb Berndt, Dennis Sieracki, Jim Putz

New Faces

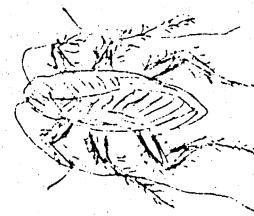


Welcome to CROWN, Pat Fletcher! Pat works on Line 4 where she's been since September 5th. Patsy was able to make the right connections in getting a job at CROWN -- her sister, Linda O'Neal from Line 1, helped.

Pat likes CROWN, thinks it's great. "The people are so nice, and the working conditions are the best."

Pat's main interest lies with her family. It consists of Mike, 15; Vicki, 13, Jeff, 12 and Becky, 10 along with her husband who works at E.F.P. Corp.

bernie



gess wut editur

i think im in luv

dont laff i reely am

last week wen i wuz pasing thru
engineering i saw her pikcher on
toms desk and she is beutiful
soft red hare and big blu eyes
and wut a smile

i gess i will stik arownd awhile
to see if she cumns in to visit
tom

they must be frends if he haz her
pikcher

i dont think thay are related
tho cuz i dont see any resem-
blence do yu

i wood luv to meet her
she is wun of the kutest gurls
ive seen for kwite awhile

there are a lot of reely nice
gurls here at crown

i dont wunt evreebudy to get the
wrong idea tho

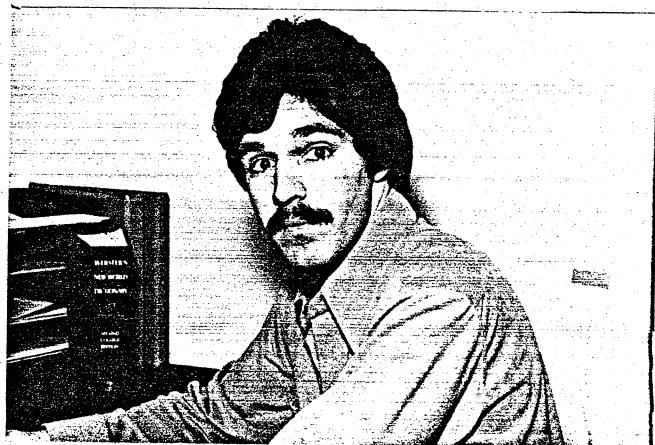
i dont think about gurls all
the time

we have sum very talented men
here too

but the gurls are sweet

bernie

Stereo Review



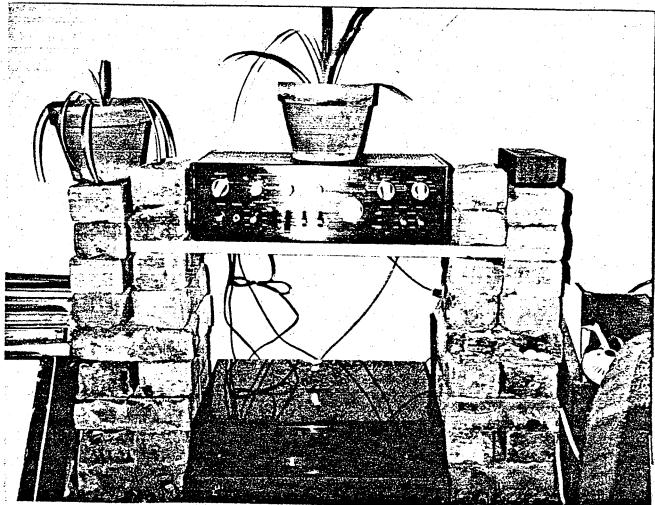
Dennis Sieracki

STEREO REVIEW? Sounds like the name of some magazine! No small wonder because it is the name of a magazine (and a well named publication at that)! "Stereo" needs to be reviewed, continually! It seems as though we just finish making that final payment on the "latest" when a new "gadget" or "whatsamajigger" appears on the market. We have digital sound processors, real time spectrum analyzers, equalizers, record care kits and just about anything else the steadfast audiophile thinks he (or she) needs. We worry about equalization, speaker placement, room acoustics, damping factor . . . we even go so far as to spend 23 bucks for a direct-to-disk recording. Whew! Where will it all end? What does it all mean? Is my system better than yours? Is your system better than mine? This is all very confusing, but these questions are frequently asked. Who knows the answers? Ask anyone -- they'll tell you the chances of any two people agreeing on a particular facet of hi fi; however, are remote. Here's the point of all this; when you're shopping for hi fi gear, there is only one person to please, and that person is you. If you like the way a particular piece of equipment sounds and if you are still satisfied after you've installed the unit in your listening area, then you have made a wise purchase!

Beginning this month and continuing throughout the many months ahead, I will be covering and uncovering many of the obscure plots which lie within that dimensionless field of "stereo".

Each month, I plan to examine a different system (preferably owned by a CROWN

employee) highlighting one or two components in detail. In this month's article, we will start out by taking a look at my hi fi system and the role of the integrated amplifier.



My system is small in comparison to some and large in comparison to others. Without comparison, however, my system is adequate for my listening needs. My system is comprised of a set of CROWN ES-212's; a Sansui SR 212 semi-automatic, belt driven turntable and a Sansui AU7700 integrated amplifier.

The very word -- integrate -- means to bring two or more parts together to make a whole. The "whole" in this case is an integrated amplifier and the "parts" are a preamp and an amplifier. Therefore, an integrated amplifier is a preamp and an amplifier together, in one "package".

In addition to performing the basic amplifier task of boosting the input signal's strength to a powerful enough level to drive loudspeakers, the integrated amplifier also performs as a preamp controlling balance, tone and source selection.

Integrated amplifiers almost always sport phono jacks as input connectors and have been seen with a variance of output connectors. The main advantage of integrated amplifiers is that they tend to require a lesser cash outlay than individual components. The primary disadvantage, on the other hand, is inflexibility and perhaps a relatively slight difference in sonic performance. When shopping for an integrated amplifier, be sure that the unit can be switched to operate as a separate unit (i.e. an amp or a preamp).

Happy Birthdays



- 2 - Zelma Morgan, Mel Smith
- 10 - Clifford "Bruce" Clark
- 11 - Pamm Putz
- 14 - Gerald Stanley
- 17 - Jesse Taylor, Jim Stembel
- 20 - Bill Miller, Johnnie Bryant, Becky Copeland

CARIN' KAREN



VOTE

RYCKEART for Empl. Comm.
Dec. 4th 78

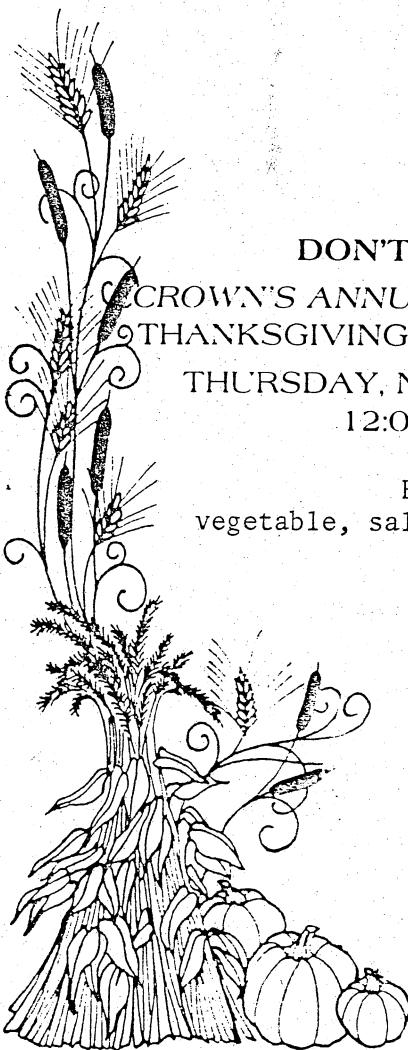
DON'T FORGET

**CROWN'S ANNUAL (all you can eat)
THANKSGIVING CARRY-IN DINNER**

THURSDAY, NOVEMBER 16th
12:00 noon

Bring your favorite vegetable, salad, and/or dessert dish along with your own table service.

Meat and drink furnished.



Calorie Cuties' Tidbits

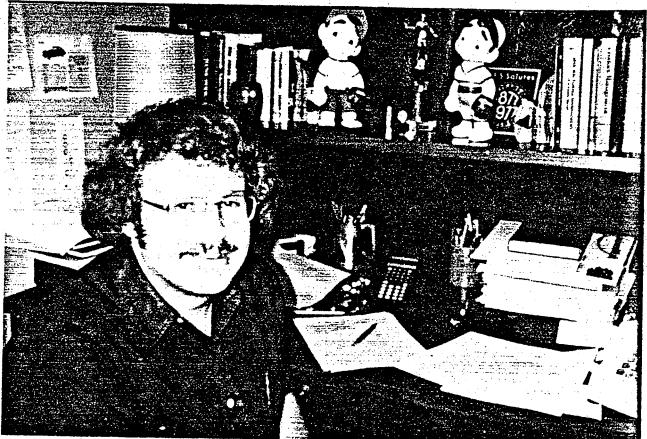
If you carry ten per cent more weight than you should, you're overweight; 20 per cent classifies you as obese! Do not despair, you are not alone. Here's your chance to do something about it!

C A L O R I E C U T I E S

We offer inspiration, confidence and an incentive program. Weigh-in's are every Tuesday at breaks or lunch and are kept in the strictest confidence. It costs you nothing to join and you receive a weekly newsletter with calorie information, recipes, and weigh-in news. Plus a monthly drawing is held for those qualifying. See Sally Peffley for more details. Don't pass up this opportunity to change your life.

A FOREMAN was heard complaining about a certain employee: "I taught him everything I know, and he's still an ignoramus."

On the Other Hand



Here we are, three-fourths of the way through the 20th Century, and we haven't yet figured out how to get from Point A to Point B reliably. In days of old anything from cholera to a busted axle to armed bandits could mess up a person's travel schedule, which usually was measured in weeks and months. We now have shots for cholera, better axles, and the bandits are more polite, but something is still messing up our schedules, which are theoretically down to hours and minutes.

I give you Northwest Orient, the world's most unscheduled airline. (Actually I feel confident that others are worse, but I haven't encountered them yet, and besides, they would have to do mighty things to get by N.W.O.) Northwest's forte lies in stuffing people into 747's and shuffling them between Chicago, Tokyo, Honolulu, Los Angeles, Anchorage, and so forth.

The instance I now describe can be attested to by Max Scholfield, widely known to be an honest and reliable source. It all began in Tokyo. Fresh (well, maybe fresh isn't exactly the word) from seven days in Tokyo swapping DCA design secrets for raw fish, Max and I were taken to the Tokyo City Air Terminal en route to Honolulu. The schedule said we would leave at about 6:00 p.m., and arrive in Honolulu about 9:00 or 10:00 the following morning there to await another flight to Chicago. We were advised to be at the City Air Terminal at 3:00. By 1:30 we had been checked out for pipe bombs and other personal armaments, gotten our bus tickets, waved goodbye and departed the Air Terminal for Narita Airport.

You should know something about Narita. A few months ago Narita Airport was featured on U.S. news broadcasts as the object of a company of high-spirited pro-

testors engaged in reducing the control tower to rubble. The precise cause of protest was not obvious, but clearly, the protestors were upset. The authorities in turn got upset and screwed down the security. Departees leave their friends and personal weaponry at the City Air Terminal, a safe 90 minute ride from the airport. Fences, police, troops and other means isolate the airport itself from trouble. The bus ride was peaceful. At Narita it was necessary to confirm air tickets, get some supper (maybe), and go through the emigration area to get checked for contraband and whatever else wasn't allowed out of Japan in a suitcase. We had, it seemed, lots of time.

At the ticket counter, Northwest had set up a system of with maybe six or eight occupied altogether. In order to keep everyone feeling unhurried they ran a contest and found the 50 slowest people in their entire organization. Further screening led to the half dozen or so assigned to Narita. They couldn't ever be transferred; they were so slow they would have died of old age before they arrived anywhere else.

When we got to the counter, one man, who seemed genuinely efficient (probably still new), checked our tickets, wrote us some requested revisions, and directed us to one of the other lines. He also suggested politely that the flight was three hours late. Suddenly we had a five hour wait.

Eventually we made the counter. The man checked things out, wrote us tickets for a meal at one of the airport restaurants (in lieu of the expected meal on the plane), and told us we couldn't choose our seats until 7:00 at the departure area. We asked him the question three or four times since the answer did not seem to make sense. He refused to budge -- even got a little surly at the end.

We ate dinner and finally went out to the boarding area around 6:00 then more security checks, etc. The N.W.O. desk out there could have passed for the Mohave Desert. Very few people were waiting around. It didn't seem normal for a flight of 350 people or so. But we did have plenty of time

Sometime before 7:00 the desk began to liven up. We went to get our seats.

"Sorry, we don't have two seats together in non-smoking. We'll put you two rows apart," the lady at the desk said.

There might have been ten people waiting for the flight. It escaped me how they could have taken up all the non-smoking sections.

"Have a snack," one of the people continued, pointing to a stack of plain white boxes on the counter.

No doubt knowing we might be puzzled, irritated and only partly resigned to the inconvenience, N.W.O. had thoughtfully provided "snacks" for each of us. After a week with a lot of fish, rice and pickled vegetables, the snack actually looked good: A double hamburger and fries -- contemporary American indigestibles. . . no salt, no ketchup, and no respect for age (they had been made back when beef was cheap).

No one gave us a choice so we ate again. Two hours to go. I noticed a group of men messing around with the right wing of our airplane. What could they be doing? . . . (continued next time)

New Faces



A new face on Line 5, but not at CROWN is Karen Blosser. We're glad to have her back.

Karen and her husband have just recently purchased an old farm house about two miles north of Wakarusa.

Karen enjoys gardening and now, with winter upon us and the purchase of their new home, Karen and Scott spend most of their time remodeling their house. Then, in March, they're adding to their new home already -- with a baby!

Employee Committee

The following is a list of names placed in nominations for the Employee Committee. We will be voting for three on December 4th:

Jenny Schieber
Dawn Yoder
Rich Hooton
Ross Swinehart
Karen Ryckeart
Dale Parrott
Jeff Peare
Peggy Skirvin

New Faces



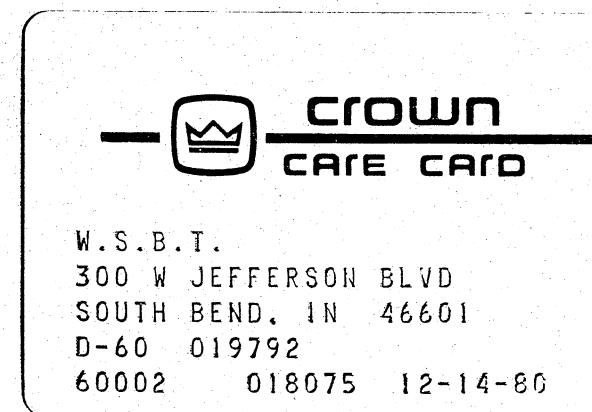
Please welcome Joyce Miller. Joyce works on Line 4 and thinks CROWN is great and a very friendly place to work.

Joyce participates in lots of sports -- riding, soccer, football and softball.

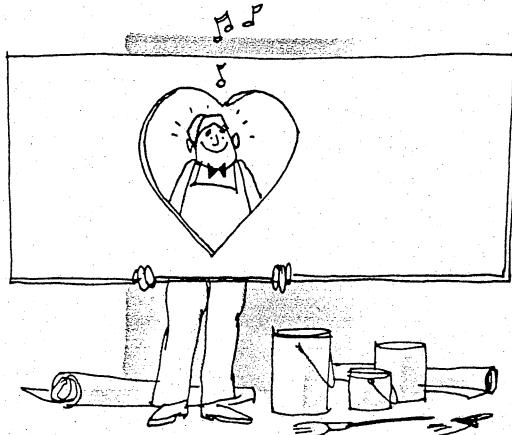
She's a 1978 graduate of Northwood High School and started at CROWN on August 31st.

Welcome, Joyce!

"CROWN Care Card" Recognition . . .



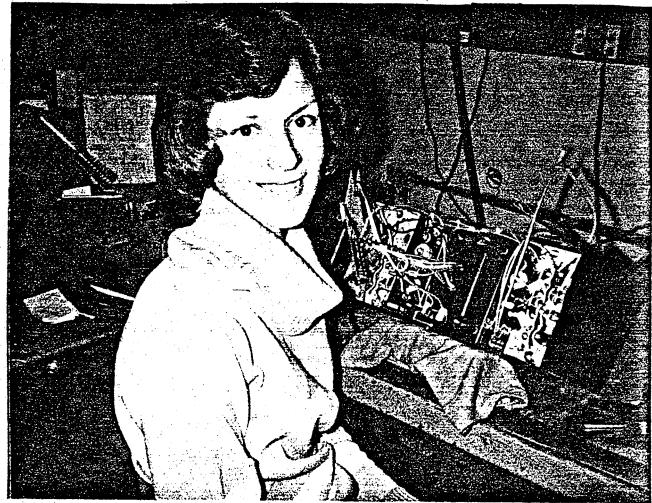
So MUCH unhappiness, it seems to me, is due to nerves; and bad nerves are the result of having nothing to do, or doing a thing badly, unsuccessfully or incompetently. Of all the unhappy people in the world, the unhappiest are those who have not found something they want to do.



True happiness comes to him who does his work well, followed by a relaxing and refreshing period of rest. True happiness comes from the right amount of work for the day.

LIN YUTANG

New Faces

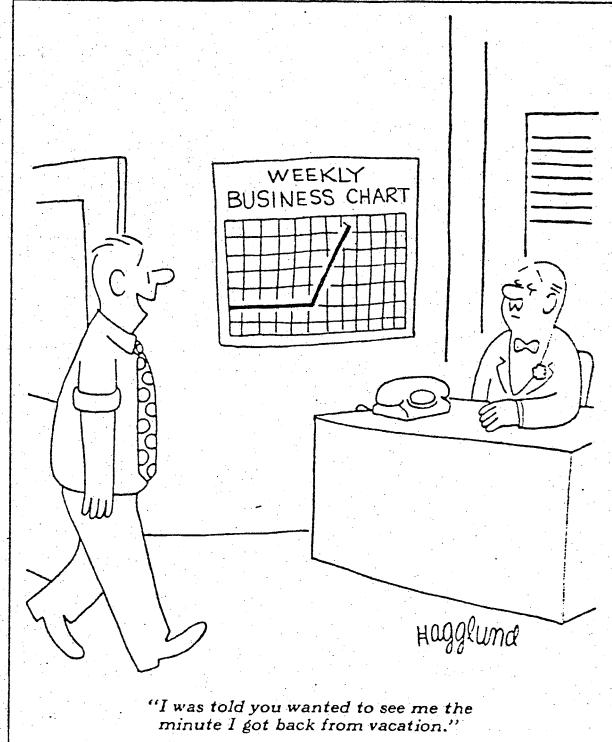


Here we have Linda Barfell. Linda works on Line 1. Shirley Sousley told her about an opening at CROWN, so Linda applied.

Linda is a very avid seamstress and hopes to return to college and graduate with an elementary education major.

You'll probably see Linda with Karen Blosser -- makes sense though, they're sisters.

She may not always be what's happening, but she's always where it's at! For a voice in YOUR Employee Committee, vote for Peggy Skirvin!



"I was told you wanted to see me the minute I got back from vacation."

"CROWN Card Card" Recognition . . .



WNDU STATION
NOTRE DAME UNIVERSITY
SOUTH BEND, IN 46634
D-60 019212
30348 014166 12-7-80

HCJB

COUNTDOWN TO TEST

What test?

A 75 OHM test.

A 75 OHM test? What is that?

That means testing the transmitter into a 75 OHM resistance at 200,000 watts of power.

A 200,000 watt resistor? Where did you find something like that?

We couldn't find one so we built our own. Actually it's capable of absorbing 800,000 watts of radio frequency power.

That has got to be hot. How do you cool it?

By pumping 100 gallons per minute of water through it. This water is then cooled in the cooling pond we just constructed outside the plant.

Is that the only thing that gets hot in the transmitter?

No, we have two other cooling systems in the transmitter, one to cool the big tube and another to cool several smaller components. We also have a big radiator with six, thirty-six inch fans to cool that water.

Where does all the energy come from? Directly from the power line?

We have constructed a special power supply building behind Plant Two which contains transformers and other high power switch gear. We get our one million watts of power from the power company line.

So what is the countdown to test you talked about?

We are counting the days until we can turn on all of this equipment and see how it performs as a unit. Up to now we have been designing pieces, assembling parts,

and testing out various sections of the transmitter. Now the first big test is on the horizon. This is the first of three major steps to get the transmitter up to one half million watts of power. At this time we will feed the main part of the transmitter into our specially constructed resistive load. This will allow us to test 90 per cent of the systems in the transmitter at 200,000 watts of power. While these tests are going on, our men will continue to construct other portions of the transmitter in preparation for the next step, a 300 OHM power test. At this point we will reconnect our special resistive load and turn the transmitter up to full power. When this is completed, we will then attach the audio section of the transmitter and perform the final test at full power. We are counting the days to get to our first test in December of this year.

Why are you doing all this work?

Because we believe that lost mankind needs to hear of their Saviour, Jesus Christ. We believe God has brought Project 500 into being to give HCJB additional power to penetrate the interference so men around the world can hear this good news.

--Don Spragg

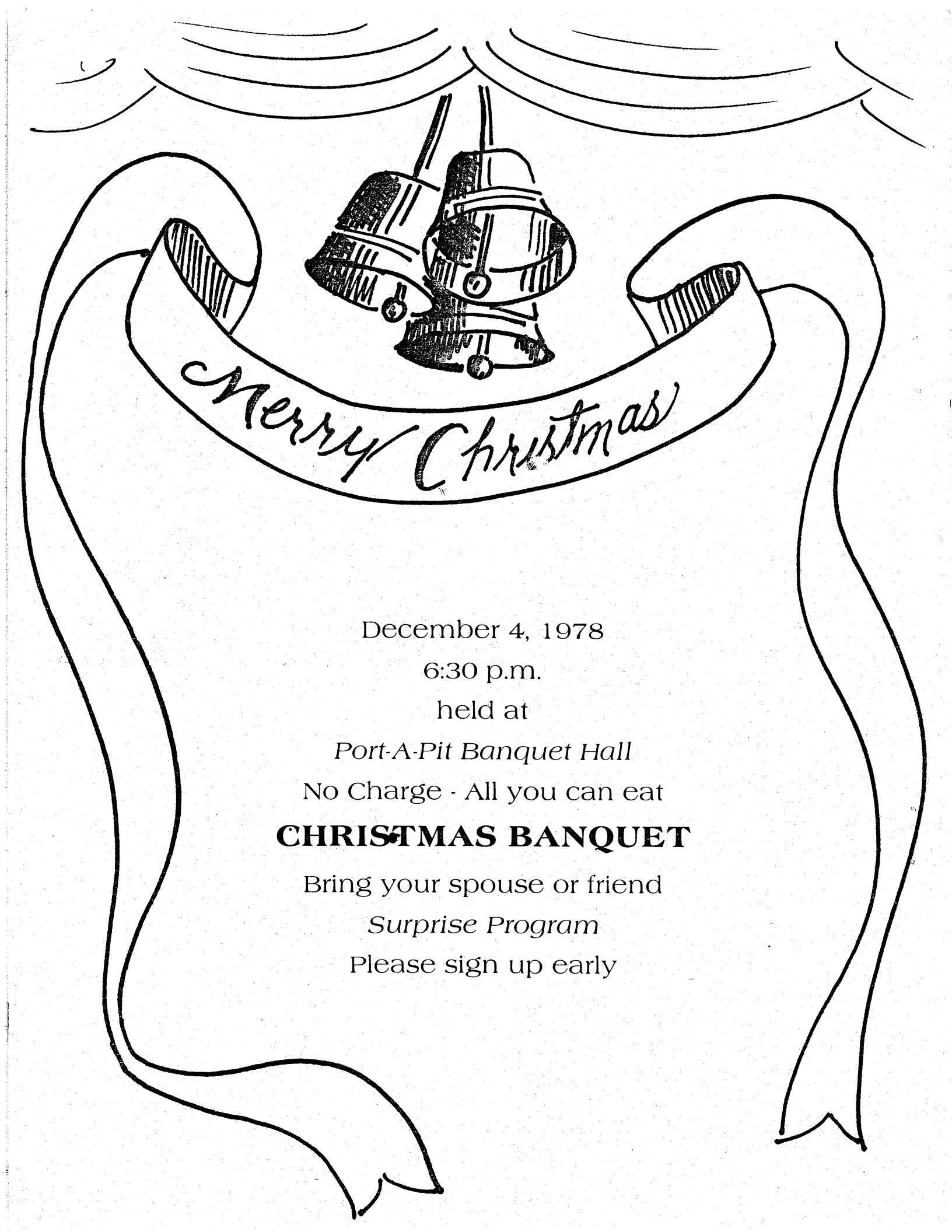
New Faces



Here we have Linda Harris. Linda works on Line 4 and is married to John M. Harris, who works at CROWN also.

They have one daughter, Jocelyn, who's four years old. Linda plays tennis and racquetball to keep in shape, sews and reads during "other", more quiet hours.

Linda thinks CROWN "is a nice place to work with many friendly people."



Merry Christmas

December 4, 1978

6:30 p.m.

held at

Port-A-Pit Banquet Hall

No Charge - All you can eat

CHRISTMAS BANQUET

Bring your spouse or friend

Surprise Program

Please sign up early

Baby Face

This cute little fella' has his in's and out's at CROWN. Feel free to take this photo with you as you trace your suspicions to the right destination. The answer will be posted along with the November Puzzle of the Month.



New Faces



Please welcome Linda Kirkendall, who's been working in Modules since September 11th.

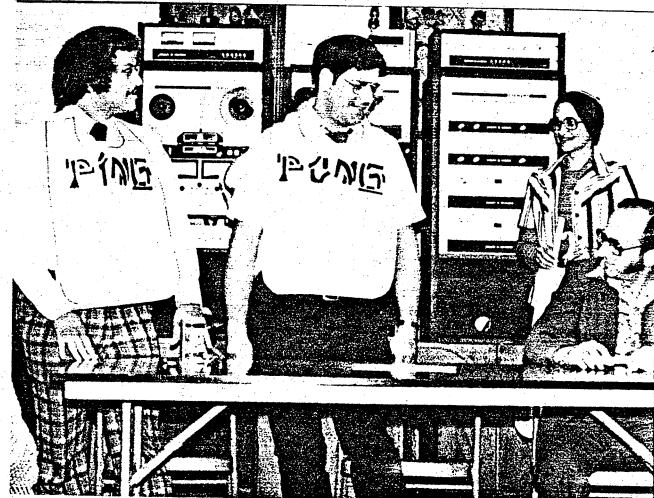
Before coming to CROWN, Linda made circuit boards at home and heard of an opening at CROWN from Doris Scholfield.

Linda has lots of activities after hours -- like keeping track of her four children ranging in ages from 12 to 1 1/2 years old -- and Linda enjoys "outside" activities -- like gardening, horses, and swimming.

Linda really enjoys the type of work she's doing and thoroughly enjoys the people. "It's great!", Linda says.

A SPECIAL EVENT CAPTURED

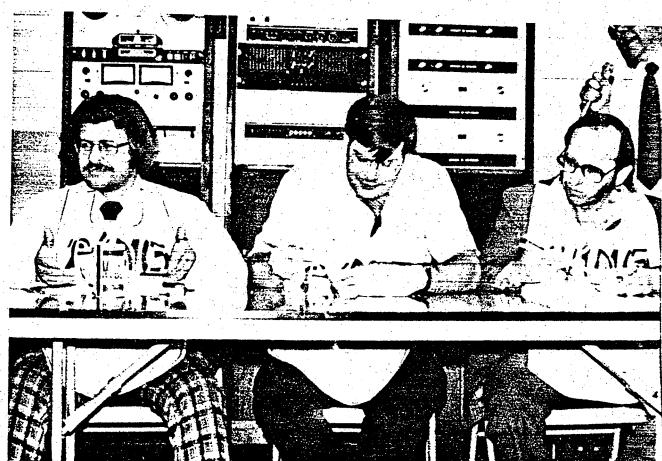
On September 29th, the employees, under the direction of Ken Woodcox and the brains of Tom Branch, gave Max Scholfield, Jim Beattie and Dave McLaughlin a "RICE" farewell, as they were leaving the next day Japan Audio Show in Tokyo. Below are pictures of the happy event:



First, their new Japanese names. Ping, Pong

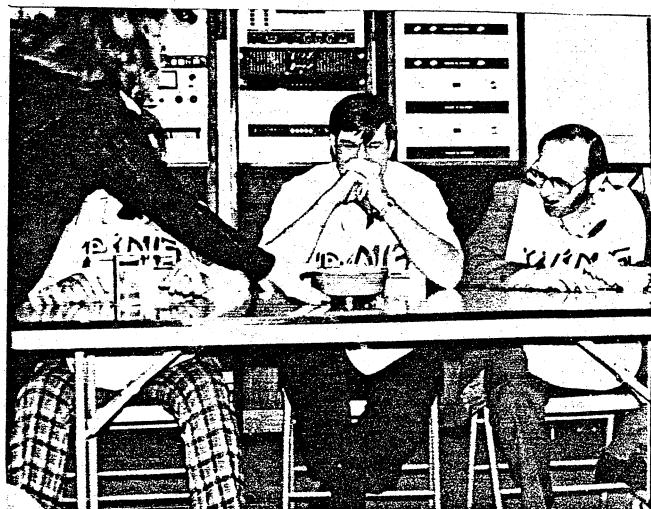


AND -- Wing



On your mark, get set, go!!!???

The prize -- more rice!!!



Finally, a smile from the winner, a confused look from Dave and Max wants a rematch featuring his speciality -- sweet 'n sour won ton.



Puzzle of the Month

RULES AND STIPULATIONS

Each month there will be prizes awarded to the winners of that month's puzzle. (A big thanks to the Employee Committee for their help in making the prizes available.)

To be eligible for a prize, you must turn in your completed puzzle (with your signature, to the "PUZZLE OF THE MONTH" ANSWER BOX located in the Employee Area. It is to be received no later than 48 hours after the time of issue circulation.

After the puzzles have been checked, a lottery will take place, including those of you with correctly answered puzzles. Remember, sign your puzzle! Thanks for your participation! (Puzzle for November follows -- please participate!)

Puzzle of the Month

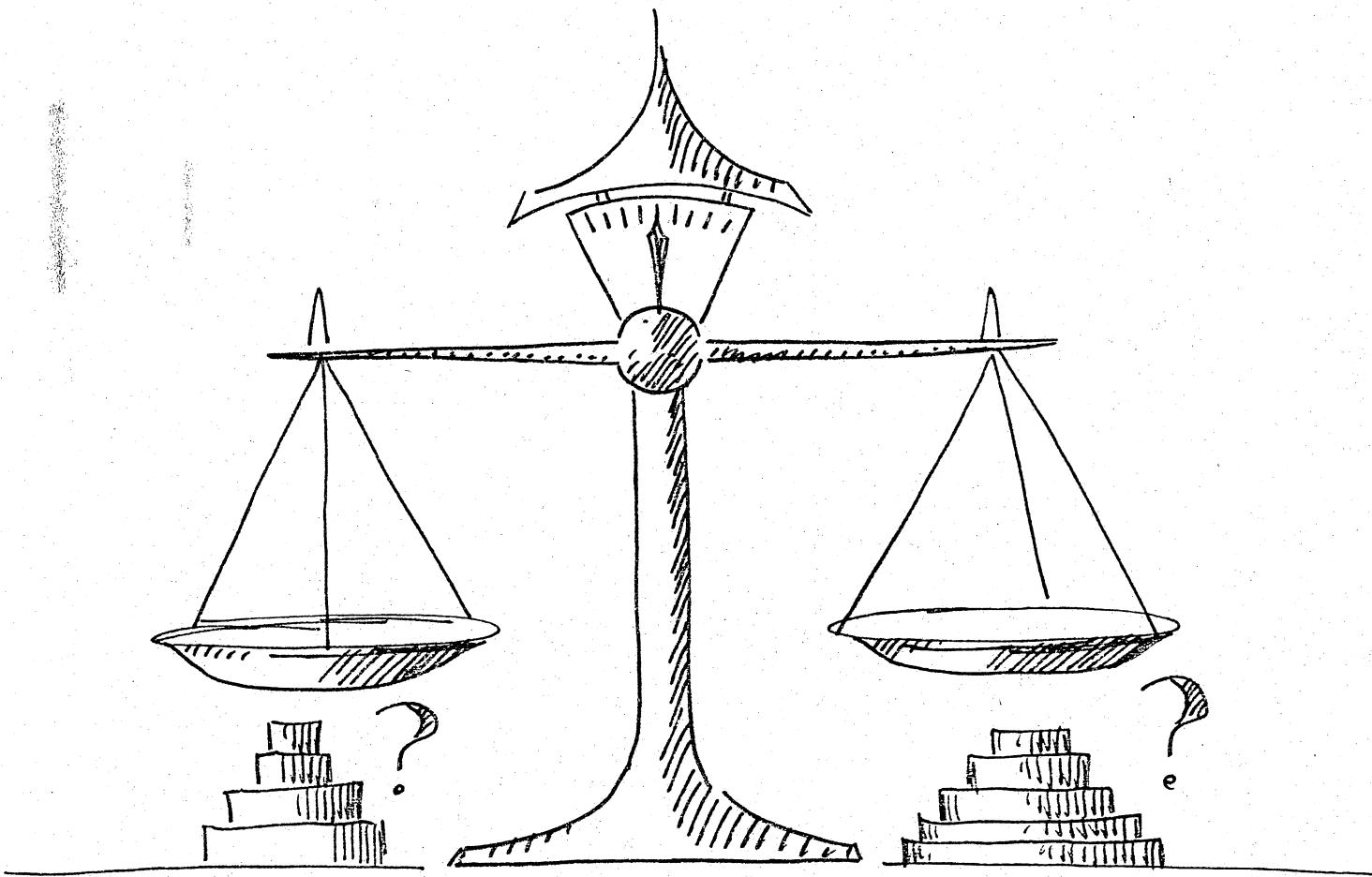
Pieces of Weight

While on vacation, an inquisitive tourist looked at the five different weights in line beside the balance scale on Mohamads' counter in the market place. "Are those five weights enough, to measure any weight your customers may ask for?", the tourist asked.

"By putting one or more of these weights on one pan," Mohamad replied, "I can weigh out on the other pan any whole number of pounds from 1-31."

His neighbor, Abu, overhearing them broke into the conversation. "I do better than that," he said. "I have only four weights. But, by placing weights on both pans of my scale, I can weigh out any whole number of pounds from 1 to 40."

What are the weights used by both men?



PLEASE WRITE YOUR ANSWER ON THE BACK OF THIS PAGE, ADD YOUR NAME AND PUT IT IN THE "PUZZLE OF THE MONTH" ANSWER BOX. WE'LL HAVE A NEW AND SUPER PRIZE THIS MONTH!!! BE SURE AND ENTER!

