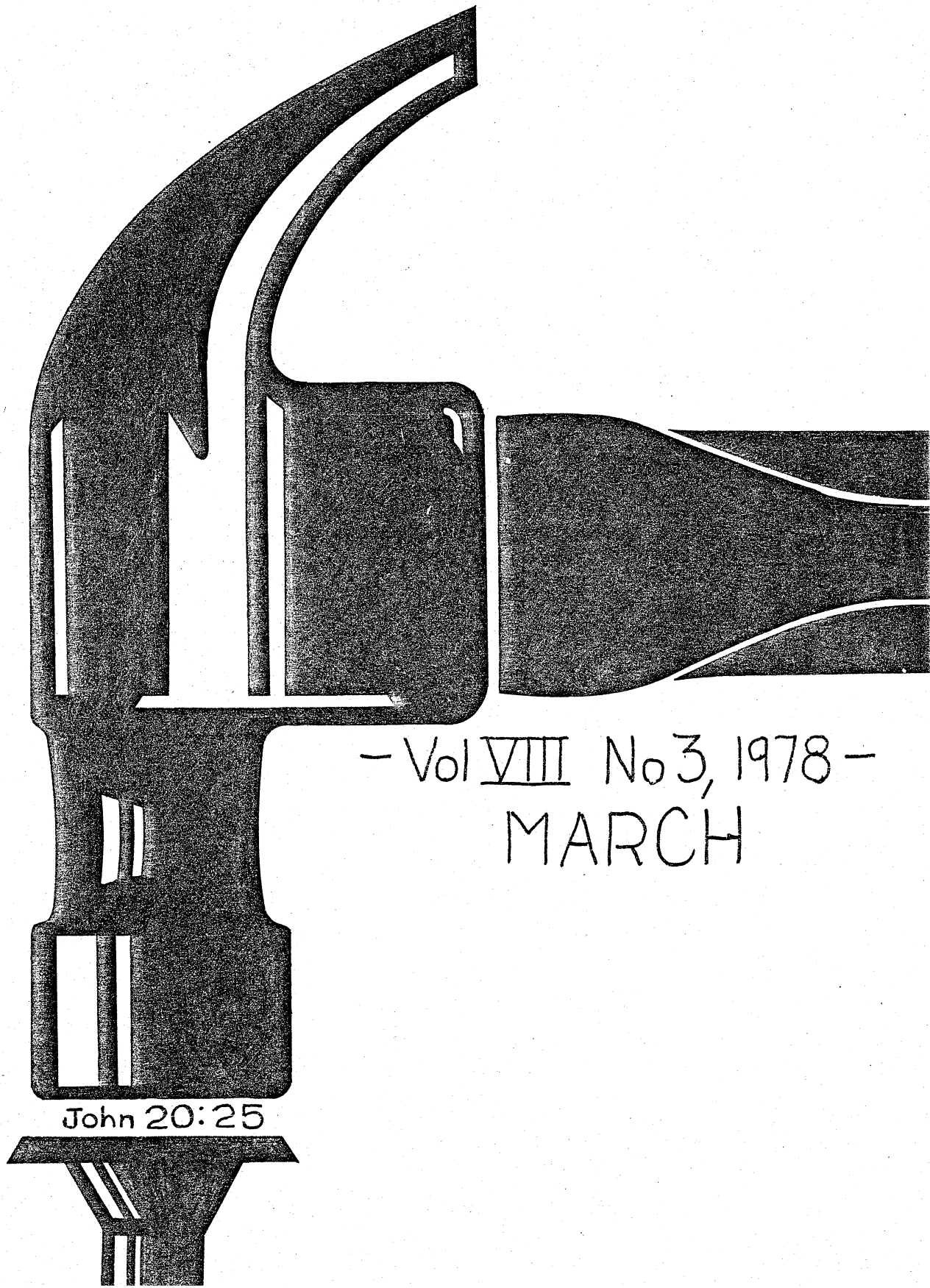
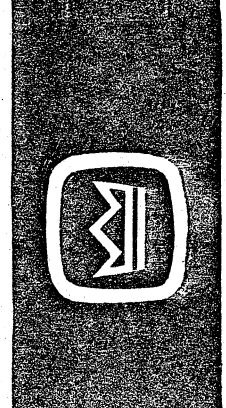


# Crier

# no 3

# THE



- Vol VIII No 3, 1978 -  
MARCH

John 20:25

# Editorial

We seem to be in the middle of discovering once again what some of the things are that we can do without. It never ceases to amaze me how, when the need arises, we don't need all we thought we did.

I speak, of course, concerning the current cutbacks in electrical usage. Initially we began to notice the lights we would burn when they aren't being used, like the lights in the employee area when no one is there. Then we began to see the places where we were using more light than needed. We found out that it isn't really necessary to burn all the lights in the rest rooms - half of them will do nicely. The same is true of some of our hallways and walk areas - we suddenly realize that we can see where we want to go without falling over things and use only half the lights.

I'm sure all of us have appreciated our well-lighted plant - if we thought about it at all before this. But beyond an occasional feeling that "it's kinda dark in here," it's not all that bad now.

Millard Eger informs me that we are not violating OSHA regulations by turning off the lights as we have done. This being the case, it probably would be worth while to consider continuing some of

these cutbacks even beyond the crisis. They would have to represent some financial savings, and anyway, why waste the electricity just because it is available?

It's a little harder to see all that we use unnecessarily at home. Being the type who likes light - and plenty of it - it's difficult to admit that it's not really necessary to burn a light above my kitchen sink, one above my stove, and one on the ceiling in order to heat a can of soup. Also being a part time scatter-brain, I have not yet learned to open the refrigerator once and get everything I need, so I make my fridge use a lot more energy than necessary. (That situation is made worse by a hot air register strategically placed to blow into the refrigerator every time the door opens!)

I'm sure I have a lot of company out there, all of whom would love just as much as I to see their electric bill go down instead of up for a change. Sure, just now we need to be careful because the energy supply is frighteningly low. But let's extend our efforts beyond the crisis for our own sakes. Not to cut back to the point where health and safety are in jeopardy, but to the elimination of the unnecessaries. We might all be in for a pleasant surprise. M.H.

-----

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

EDITOR ..... Maretta Hershberger

EMPLOYEE NEWS ..... Jan Smith

SPOTLIGHT ..... Marcie Kidder

ON THE OTHER HAND... .... Dave McLaughlin

PUZZLE OF THE MONTH ..... Gerald Stanley

EXECUTIVE COMMENT ... Executive Committee

KALORIE KORNER ..... Kate Moore

EMPLOYEE COMMITTEE ..... Dale Kauffman

COVER ART ..... Rich Hooton

-----

*You can tell more about a person by what he says about others than you can by what others say about him.*

## DID YOU KNOW?

In Indiana, on the average:

A. About every other working day one employee is killed.

B. Every working day there are at least three injuries involving amputations.

C. Every working day there are over one hundred injuries and illnesses severe enough to entitle an employee to receive Workmen's Compensation Benefits.

D. Every working day there are over 175 injuries and illnesses severe enough to cause employees to lose at least one day from work.

E. Every working day there are over 430 injuries and illnesses for which medical treatment is required, but no lost work days result.

F. Every month over \$2,500,000 is paid out in Workmen's Compensation Benefits.

Please do your part to make this survey better next year.

## Executive Comment

### MARKETING LOOKS AT 1978

Crown's engineering and marketing departments have much in common: both are deeply involved with initiating new product designs and creating a tested, finished product. In the case of engineering, the output, a product, is used by the production department. In marketing's case, the output, a program, is used by the sales department. In both instances, however, a substantial cash outlay is required.

During 1978, the new "products" from the marketing department will include:

- A series of Regional Dealer Seminars to be held on a nationwide basis;

- The creation of a separate manual department and the writing of a half a dozen new product manuals.

- An audio visual series including the development of a "factory tour" by means of a set of slides synchronized with sound and music tracks;

- A training program for our factory representatives and key dealer personnel;

- A warranty program using the credit card concept;

- New, four-color product literature;

- A new format for Crown's national advertising campaign;

- The upgrading of the warranty organization, with the addition of a "field service" group;

- A "new look" for the technical specification literature;

- Ongoing customer and dealer surveys for determining new product opportunities;

- The development of a direct mail program.

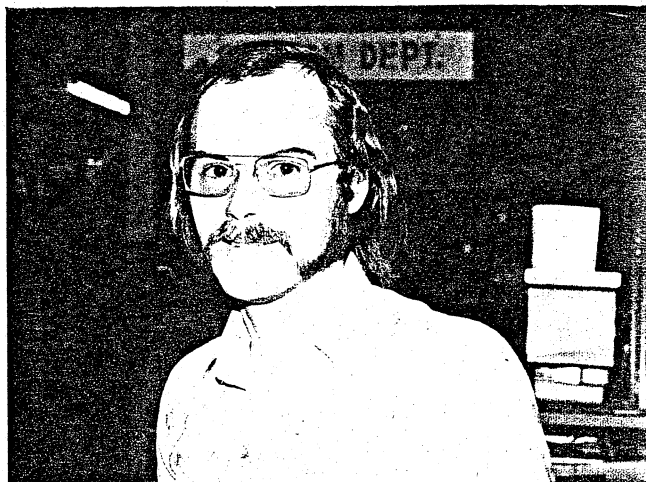
The coming year presents many challenges. Only a real team effort will assure success. We appreciate the continued support all of you provide, and we look forward to a great 1978.

--Clyde Moore

-----

IDEAL LIVING would be to have a teenager's pep and energy, the outlook of the newly married, the reasoning of the established businessman, the leisure of the retired, and the money of the fellow who made his pile by sheer luck.

## SPOTLIGHT



Dave Stuber

In the Spotlight this month is Dave Stuber. Dave has been at Crown for 9½ years, and has worked in many different areas; Set Rec, Set Com, Incoming Inspection to name a few. Now he is located in Engineering working as a production engineer.

He found out about and became interested in Crown after taking a tour while in high school.

We appreciate Dave's dedication and drive. Many times this winter we've come to work and parked in a clear parking lot that he and Jerry have been clearing since 3:00 that morning.

Dave has served on our employee committee and has helped organize several Crown campouts.

Dave and his wife Terry live in Wakarusa with their little boy, Jamie, who is three, and a new baby girl, Julie (2 months).

Dave's outside interests and hobbies include snow-mobiling, 4-wheeling, and camping. He also serves as an Emergency Medical Technician and is President of the Wakarusa Ambulance Department.

He served with the U. S. Army in Viet Nam as an Infantry Sergeant in 1969-1970.

Thanks for caring, Dave, and for giving of yourself!

-----

It seemed like a case of adding insult to insult the other day, when we received a letter addressed to "Occupant" and marked "Personal and Confidential."

# FLOODLIGHT

The FLOODLIGHT is shining this month on the bright people in Set Com. There is so much work done in Set Com it takes two shifts to complete it. The day shift includes four people. Dave Menges is the supervisor. His job includes scheduling people between test, prep, and pack positions. Modifying special units, listening to complaints, completing paperwork, and filling in as a tech when needed also make up part of his day.



Dennis Carroll, Dave Menges

Bill Miller is the coordinator and one of the two techs who test D150A's. He also tests VFX's and IMA's when needed. Dave Engstrom is the other tech who tests D150A's. He is also honored with the job of testing M600's, a task no one stands in line for.

The techs are the first people who turn the units on after they have been assembled. They usually work, sometimes they smoke, fire shoots out, or components will explode (the units, that is, not the techs). Once in a while they won't do anything. All the fire and smoke keep

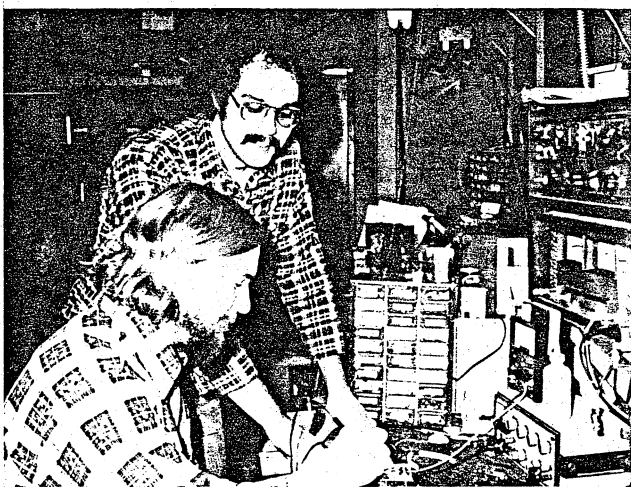


Bill Miller, Dave Engstrom

things exciting.

Dennis Carroll, the senior member of our group, is the person who preps up the unit. He puts on all the pretty covers and front panels which help sell the unit. When he first started here over five years ago five people worked here with an average output of ten units per day. At the zenith of Set Com's days, a total of ten people were working on the day shift with an average output of seventy-five units a day.

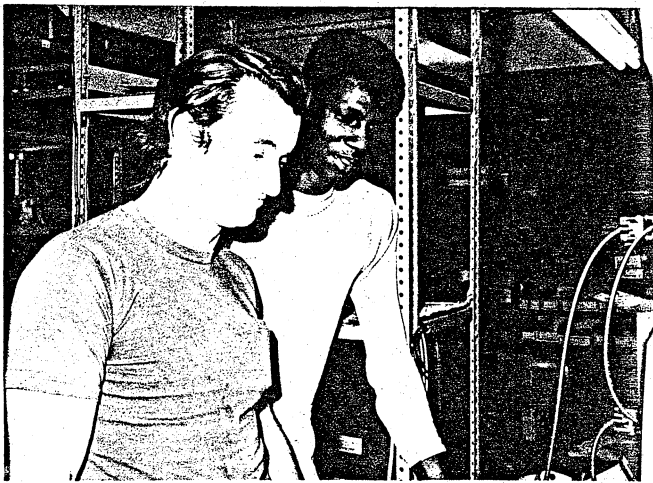
Set Com Night Shift was conceived in the summer of 1976. Bob Irvine is a technician on the D60, D150A, DC300A, and occasionally an ICA or two. Jesse Taylor is in charge of prepping, but now and



Jeff Peare, Phil Wilt

then he finds his way to the retest bench or pack position. Jesse is currently going to school during the day to learn the magic of electronics. Phil Wilt is the department's tech coordinator. His favorite unit is the IC150A, but he's also acquainted with the D60 and D150A. By the way, as I am writing this article and most of you are sleeping soundly, the last production D60 is being slipped into its packing material and quietly being moved to the inspection department. Last, but not least, is Jeff Peare, Tech Supervisor, who tries to keep things running smoothly but finds that sometimes it's pretty hard to do.

Although our department only numbers three full time persons and one part time person, we account for all the production IC150A's and D60's that need to be tested, prepped, retested, and finally packed. We also help out other areas that get behind on occasion, such as bottlenecks on continuous lines. Ken Yoder appreciates us, because we allow him to get home to



Bob Irvine, Jesse Taylor

eat dinner with his family. While he enjoys his dinner, we are running some of the longer EDP computer programs.

I think the thing that we on nights enjoy the most is the four day work week, which gives us a 3½ day weekend. What do we do with all that free time, you may ask. Well, I tell you. We enjoy listening to Crown components because we all claim to be audiophiles in our own right.

--Bill Miller, Jeff Peare



"If I knew I was here so early, I'd have slept ten more minutes!"

## Assembly Review

Assembly this month provided a variety of interesting and thought provoking material for the Crown family. Murray Young spoke about the necessity for paying and receiving compliments; that if we appreciate someone, we need to let them know.

Jim King pointed out that, ironically, Christians are the only warriors who shoot their own wounded, and that instead of helping our brother up when he makes a mistake, we are more likely to knock him down some more, and that is contrary to what Christianity should be.

Layeta Randall reminded us that we forget so quickly the way God comes through for us sometimes, and we turn so soon again to complaining.

Tom Branch made some comments on the forgiveness, love, and mercy of God, taking his text from Hosea 14.

In one of the more lengthy assemblies, Verne Searer explained and demonstrated Crown's new video equipment, and Marcia and Ed Newman joined Laura Shreiner in a lovely rendition of one of Marcia's songs, "My Father's World," accompanied by Marcia's mother at the piano.

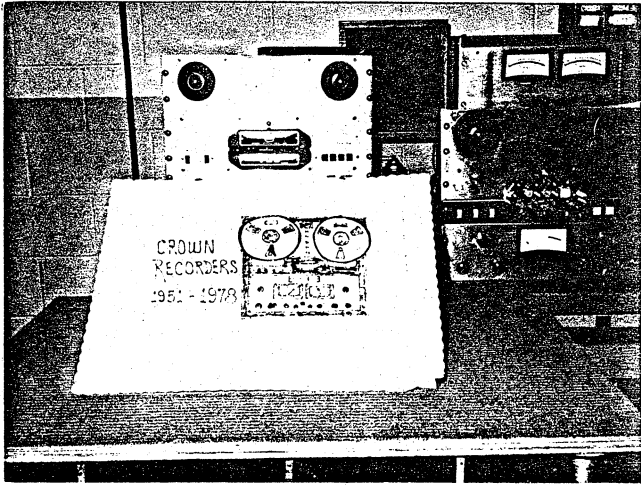
Clyde Moore pointed out one day that sometimes we as Christians have an "energy shortage" -- we need to be linked to the Source of Power.

A NOTE OF INTEREST: On 6 February 1978 our IBM Systems 3 Copier (the new one) reached its one million copy mark! That is 2774.6 copies per day including weekends, holidays, and "snow" days!

### FROM MARGARET'S BULLETIN BOARD:

*The Executive knows something about everything, the Technician knows everything about something, and the Switchboard Operator knows everything!*

According to our roving reporter, Line 1 is for the birds. They already have a Crow and a Parrott . . . .



Some people will snatch at any excuse to have a party. SET REC heralded the end of the tape recorder line with this "farewell" cake.

#### NEW EMPLOYEE



Jim Stembel

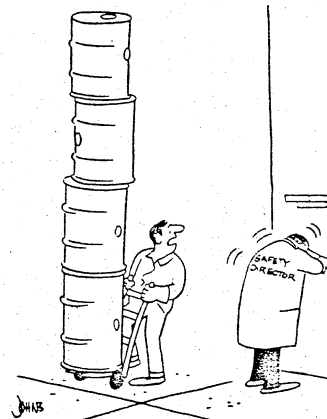
The month of February brought a new member to the service department. Jim Stembel, who lives on Prospect Street, came to Crown several weeks ago. Before coming here he was employed by Strauss Pies and was also a photographer for the Elkhart Truth. When he heard of an opening in the Crown service department, he applied.

Outside of work hours, Jim enjoys ham radio, photography, bowling, and tennis. Welcome to Crown, Jim. We hope you enjoy working with us.

You can't take it with you, but have you ever tried going anywhere without it?

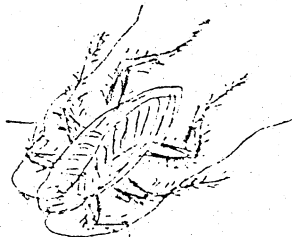
## Employee News

Congratulations to Alyce Ryckart (Service) on the birth of her first grandson on February 17th. Lots of marriage plans this month: Cindy Brock (Line 5) has a new rock. Jeff Peare (Night Shift) has made plans to get married in May. Jim Stembel, a new employee in Service, got engaged on February 18th. And I would of had more engagements, etc., if some of you eligible guys would get the move on. Some of you guys like Craig Smith (Tech Service), Terry Gaskill (Engineering), John Landa (Engineering), Kingsley Becker (Engineering), Jim Bontrager (Line 4), Ken Bontrager (Service), Ross Swinehart (Accounts Payable), Steve Simons (Drafting), Bill Swihart (Stock), Jim Weisel (Service), Mike Branch (Service), Bill Miller (Set Com), Kim Curry (Production Engineering), Steve Myers (Maintenance), and Marc Miller (Set Rec) to mention a few -- hey, Maretta, is that list good enough for ya? . . . I hear that Carolyn Sherp (Production Control) has a great recipe for ala smoked roast. . . . During the blizzard, while most folks were worried about running out of milk and bread, Thelma Freel and Nancy Brock (Line 1) worried about running out of coffee. . . . Welcome to Leona Foggin a new/old employee in the board room. . . Cheryl Roth (Line 3) spent two weeks in Florida this last month. . . Tom Szerencse (Engineering) gets a kick out of Dick Platner (Engineering) whether he's on or off key. . . Shirley Searer (Line 5) spent a week of her vacation home enjoying Wesley. . . Margaret Eaton (Switch board) is glittering since she received her 30th anniversary present from her husband. She said something about two carrots. . . Good-bye till next month.



"Why are you crying, sir?"

## archy



dere editur  
ive bin wondring abowt thos  
green tabuls in the employe  
arya ive notussd ther has bin a  
lot of ekstra intrust in them  
the last week or to  
i peerd owt from behind the watur  
kuler yesturday and saw  
to gys playing sumthing after  
evrywun els was gon  
the wun was a big dark hared felow  
with glassuz and the othur was  
a shorter gy sort of the pudjy tipe  
with a lot of unrully kurls on top  
and thay played lik ther livs dependud  
on it  
i herd the big wun say thay wurkd owt  
ther frustrayshuns this way  
whatevur that ment  
i did notus that thay hit that  
littul yellow ball awfull hard and  
didnt lik to miss at all  
id lik to lurn to play sumthing lik  
that but i wood nevur be abul to  
get bak and forth acros the tabul  
fast enuff  
i wonder if they make a smallur  
verzhun.

archy

## It's the Law

Florida school law forbids the transportation of livestock in its school buses. A Winter Garden ordinance states that it is against the law to escape from jail. In Lakeland, anyone owning a rooster has to keep him in a pen or box where he cannot get his head high enough to crow.

## Crier Echoes

Here are some excerpts from the April, 1973, issue of the CRIER:

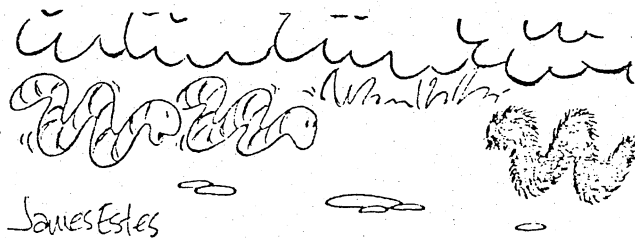
I toured Crown as an Easter Bunny Ambassador and asked a few people what Mr. Bunny could bring them for Easter. Lois Clem wanted a bouquet of flowers and Lois Roberts wanted some Este Louder perfume--so that was easy to fulfill. And Sylvia wanted Good Health and Happiness+! Electa thought two plane tickets to California and back would be lovely and Richard McCreary just shouted, "Tell him to bring money!"

But then I had to ask Mr. Bunny to take a few health and body building courses to build himself up in order to deliver Dave Stuber's 750 Honda (weights a ton), and Steve Peer thought it would be a fantastic sight to see Easter Bunny hop in with a new house.

John Bachman said his tax return would be most welcomed, and Zelma Morgan wished for a vacation to be bestowed upon her.

And all Randy Lehr wanted was \$1,000,000,000 to pay off his debts as far as it would go.

(I've already put Dick Platener's ice cream cone order in-----a cone a day forever!)



"Look, a hippie!"

A conference is just an admission that you want somebody to join you in your troubles.

WILL ROGERS

While most people are inclined to be decent, there are some who tell you things for your own good.

## On the Other Hand . . .

By careful research and application of rigorously scientific techniques, I have proven beyond any reasonable doubt that Crown could be selling heat to other Elkhart Industries and should have turned off all external heat mechanisms long ago. Short of an outside temperature of  $-150^{\circ}$  we can do all of this very simply. (Well, maybe not very simply, but, considering the ingenuity and random intelligence shuffling around the premises I can at least say semi-reasonably.)

We begin with the obvious. All the tennis players (CROWN CRIER, May & June 1977) shall wear water-cooled underwear. The heated water will continually circulate through the floor (a few plumbing details remain) and warm the floor and, by connection, the air. Should be about 80,000 BTU's/singles game and 140,000 BTU's/doubles game (doubles players stand around a lot between shots).

Next, we attach a funnel-shaped mouth piece with a tube attached to each telephone. These will collect hot air and carry it directly through the heating ducts. Sales telephones get large funnels. The rest little funnels.

A third idea even more astonishing for its insight and application of common sense involves the mounting our lights. Where do we mount our lights? On the ceiling. Where is that, relative to our activities? Above them. Which way does hot air go? Up, right? (Can you see where this is leading?) All the heated air from our lighting system warms the underside of the roof! The solution is overwhelmingly simple: Mount the lights on the floor! Then the heated air will drift up past our normal operating area and warm us on the way. A few problems would require adjustments. (Written material could be printed on transparent material and be back lit - or bottom lit? - for reading.) Think how much easier it would be to find stuff you dropped.

The fourth source of heat (there exist many more, but we're running out of space faster than NIPSCO is coal) arises (no pun, really) from the insolent chariot of American Society -- the automobile. We warm up the engine, drive  $8 \frac{3}{4}$  miles, and leave this thermodynamic marvel to cool down in the  $-5^{\circ}$  surroundings. Why not use the heat? Again, an easy solution. We build a parking garage under the plant and allow all of that lovely

heat to drift upward into the plant. If things started to cool down, Tom Szerencse and anyone else of his choosing would stage an ice race around the plant (30 laps) in the two biggest cars in the garage.

And we can shut off the coolers and throw all the pop in a snowbank, and we can take . . . .

## In Passing . . .

One of the most spectacular homing-pigeon flights of all time took place in 1931, when a bird that had been taken from its home in Saigon was released in Arras, France, and found its way over completely unfamiliar territory to its Far-Eastern home. The bird made the trip in just 24 days.

During the 17th century, high heeled shoes became fashionable in Venice. Eventually the heels became so high that women could not walk in them, and servants were hired so that the ladies could lean on them while getting in and out of a gondola.

Preceding Henry Ford by two years, Ransom Olds commercially produced a three-horsepower Oldsmobile. He produced over 400 cars a year before the turn of the century.

Henry Ford's ideas were as brilliant from the standpoint of marketing as they were from the standpoint of mechanics. Ford perceived the need to transform the automobile from a luxury to a necessity by making cars cheap and making them simple to operate. His was a car everyone could afford. In its heyday, the flivver sold for about \$400. Ford's concept succeeded beyond his wildest dreams, and the Tin Lizzie transformed the face of America. Its success enabled Ford to retire at an early age, whereupon he took up sailing to avoid the traffic jams he had created.

A tramp knocked on the door of an English inn, called "George & The Dragon." A tall, homely woman opened the door and glowered at him.

"Could I 'ave a bite to eat, Mum?" the tramp asked.

"Not on your life!" screamed the woman, as she slammed the door in his face.

Undaunted, the tramp knocked again, and the same woman opened the door.

"Could I 'ave a word with George?" he asked.

# Kalorie Korner

## TWO VERY GOOD BUTTER BRICKLE CAKE MIX GOODIES

### Butterscotch Chip Cookies

2 eggs	1 package Betty Crocker "Butter
1 teaspoon vanilla	Brickle" cake mix
2/3 C shortening	1 package(6 ounces)butterscotch chips
	1/2 C chopped nuts

Heat oven to 375. Beat eggs, vanilla, shortening and about half of the cake mix (dry) until light and fluffy. Stir in remaining cake mix, the butterscotch chips and nuts. Drop dough by teaspoonfuls about 2 inches apart onto ungreased baking sheet. Bake 10 to 12 minutes. (Cookies will be soft in centers when done.) Cool slightly before removing from baking sheet. About 5 dozen cookies.

This is optional, but I iced them with Butter Brickle icing. Very good.

### GRAHAM STREUSEL CAKE

2 cups graham cracker crumbs	3/4 C butter or oleo, melted
3/4 C chopped nuts	1 package Betty Crocker "Butter
3/4 C brown sugar (packed)	Brickle" cake mix
1/4 tsp. cinnamon	1 C water
1/4 C vegetable oil	3 eggs
Vanilla Glaze(below)	

Heat oven to 350. Generously grease and flour oblong pan, 13x9x2. Mix crumbs, nuts, brown sugar, cinnamon and butter; reserve. Blend cake mix, water, oil and eggs on low speed until moistened, about 30 seconds. Beat on medium speed, stirring occasionally, 3 minutes. Pour 1/2 of the batter into pan; sprinkle with 1/2 of the reserved crumb mixture. Spread remaining batter evenly over crumb mixture; sprinkle with remaining crumb mixture. Bake until wooden pick inserted in center comes out clean. 45 to 50 minutes. Drizzle cake with Vanilla Glaze.

VANILLA GLAZE: Mix 1 C powdered sugar and 1 to 2 tablespoons water until desired consistency.

### IF YOU NEED A LOT OF COOKIES HERE'S "MONSTER COOKIES"

12 eggs	1 lb. butter	2 lbs brown sugar
4 C white sugar	1 T vanilla	1 T syrup
8 tsp. soda	3 lbs peanut butter	18 C oatmeal
1 lb. cho chips	1 lb. M & M	

Mix in dishpan. Drop by large Tbs or ice cream scoop and flatten. Place 6 to 8 on a cookie sheet. Bake 12 min..

# Employee Committee

The committee met on 21 February to discuss several items. We received a letter from ARA food services suggesting several measures we can take to help conserve energy during this time of shortage. They suggested that where there are duplicate machines, one be disconnected. The committee has agreed to comply with this suggestion. We will disconnect one pop machine, as one should be sufficient to cover our needs temporarily. This will be an inconvenience, but we feel we should all do our part in trying to conserve electricity where we can.

The first annual Crown Ping Pong Tourney will get underway on 28 February with the men's singles division. The doubles divisions will start after the men's singles are completed. Following are several guidelines for the tourney:

1. Single elimination.
2. Play three games. Winner will be two out of three games.
3. If time runs out before a game is finished (such as buzzer at break or lunch time) that game must be replayed.
4. A serve shall be considered legal when the serve is attempted, whether the ball hits the table or not, or is missed.
5. The ball must be shown when served.
6. Ping for first serve of first game, loser serves first on following games.
7. In mixed doubles division, women will serve to women and men to men.
8. One week will be allowed to play the first round of games. After that the games will need to be played within three days.
9. The tourney will take priority on the tables.
10. Winners shall report to one of the employee committee members. Employee committee will maintain charts.
11. Trophies will be awarded for over-all winner of each division.

The amount in the employee fund stands at \$775.61.

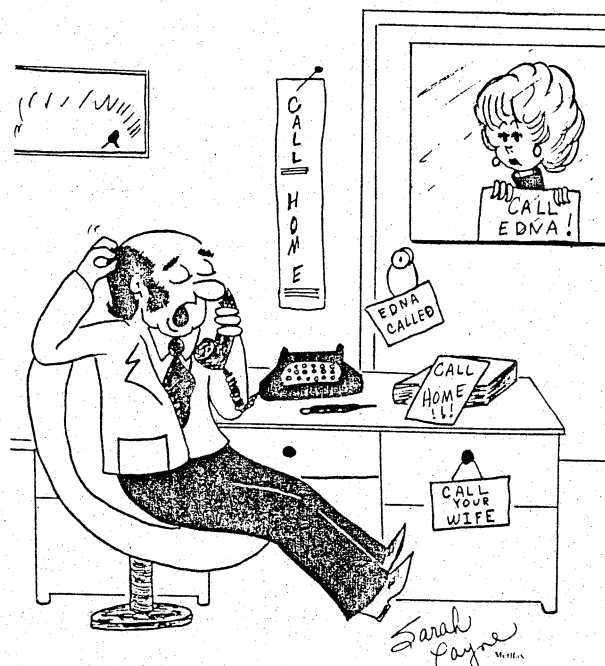
--Dale Kauffman

For your own enjoyment, the CRIER is including the brackets for the Ping Pong Tourney so you can keep your own record. See pages 13 and 14. Ed.



Nobody will deny that we had a lot of snow this winter. On an assignment from the CRIER editor, Jerry Vest set off in search of the biggest snowpile on the Crown premises. He chose this pile beside the drive on the west end of the plant. Jerry standing beside it gives you some idea of its size, for a better look, check it out on your way out the drive or on your lunch break.

THEN - make a guess at when the entire pile will be completely gone. Write the date on a slip of paper and route it to the CRIER editor. Your guess along with all the others will be kept on file until the snow is actually gone. The winner will receive a year's free subscription to the CROWN CRIER, as well as . . . . . All entries must be in by 5:00 PM Friday, March 3.



# MEN'S DOUBLES

STEVE SCHOLFIELD/BOB RYMAN

STEVE MYERS/TOM SZERENCSE

JIM PUTZ/CRAIG SCHROEDER

STEVE HAMILTON/LARRY DENNISON

JERRY VEST/DAVE STUBER

ENOS YODER/CLIFF CLARK

KEN BONTRAGER/RICH HOOTON

DAVE McLAUGHLIN/JIM BEATTIE

BOB LEININGER/ROSS SWINEHART

## WOMEN'S SINGLES

CAROLYN SHERP

LAURA SHREINER

LINDA MORNINGSTAR

RUTH ANNE HERSHBERGER

PAM PUTZ

LAVETA RANDALL

MARETTA HERSHBERGER

## MIXED DOUBLES

JIM & PAM PUTZ

JERRY & LINDA VEST

JIM BEATTIE/ARLINE BONTRAGER

CLIFFORD CLARK/LAURA SHREINER

RICH HOOTON/MARETTA HERSHBERGER

DAVE STUBER/LINDA MORNINGSTAR

DAVE McLAUGHLIN/RUTH HERSHBERGER

STEVE MYERS/CAROLYN SHERP

# MEN'S SINGLES

RICH HOOTON

LEE HOCHSTETLER

DAVE McLAUGHLIN

JIM BEATTIE

KEN BONTRAGER

CLIFF CLARK

BOB LEININGER

ERIC LATTREZ

STEVE MYERS

JERRY VEST

DAVE STUBER

DALE KAUFFMAN

BOB RYMAN

JIM PUTZ

TOM SZERENCSE

STEVE SCHOLFIELD

CRAIG SCHROEDER

TERRY BALDWIN

STEVE HAMILTON

JIM WEISEL

ENOS YODER

ROSS SWINEHART