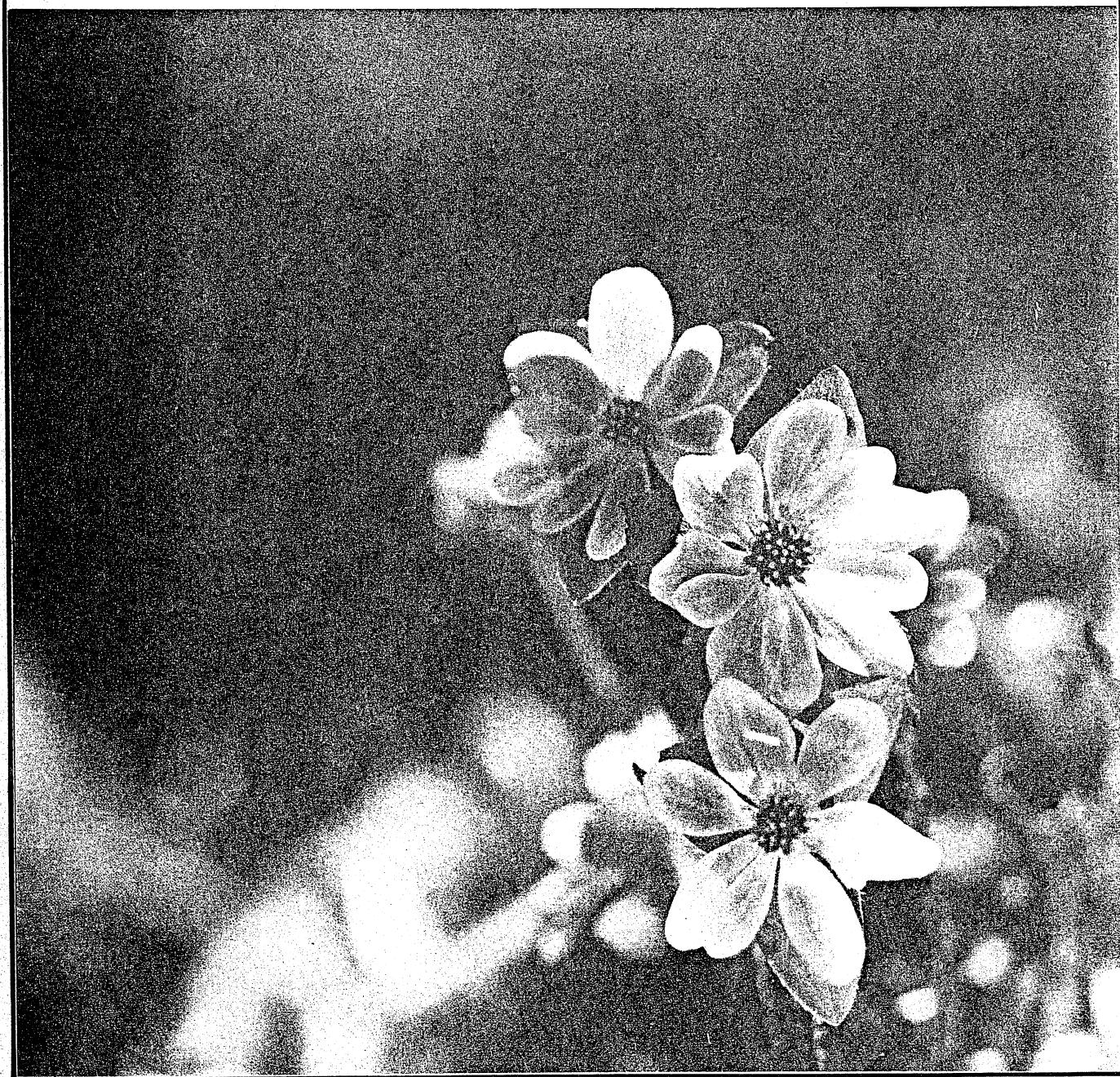
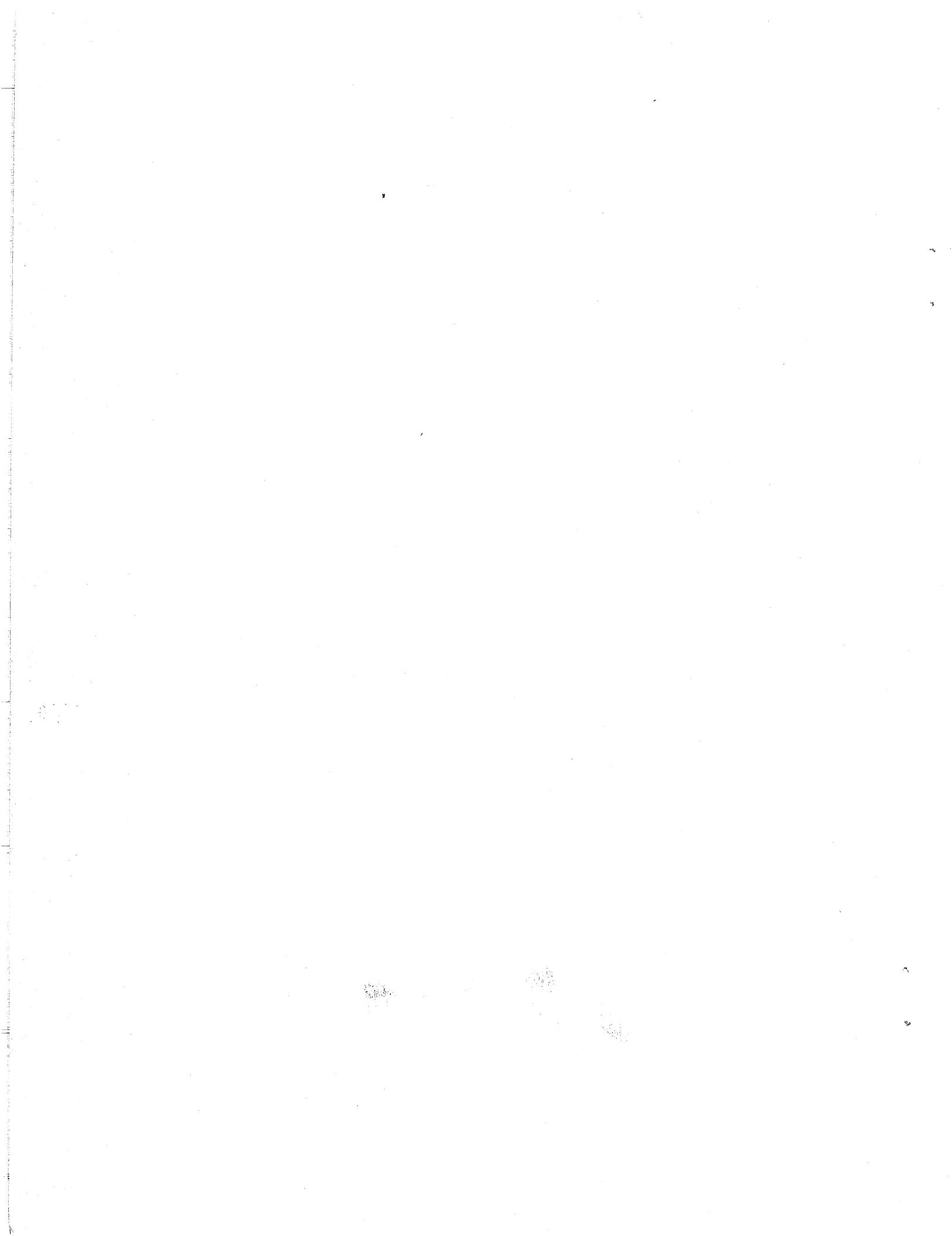


A Mother is Love!

May





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 EDITORIALS Ken Yoder
EMPLOYEE NEWS Margaret Eaton
EMPLOYEE COUNCIL REPORTS Ross Swinehart
ON THE OTHER HAND Dave McLaughlin
STEREO REVIEW Dennis Sieracki
BABY FACE Karen Ryckeart
KALORIE KORNER
KALORIE COUNTER Kate Moore
NEW FACES Carolyn Sherp
bernie bernie
SPECIAL CONTRIBUTOR . . . Arline Bontrager
TYPESETTING Sheryl Gingerich

Special thanks to Trina Beatty and Peggy Lovely for their help. Also, thanks to Arline for being so puzzeling.

A Note From Your Editor . . .

Answers to "Puzzle of the Month" and "Baby Face" will be printed upside down somewhere in the Crier. So you'll have to read it to find it. . . .

Guest Editorials



A little more than a year has passed since Glen Ryman died of a heart attack. I feel it is both proper and beneficial to occasionally stop and reflect on individuals that have "gone ahead", and the

influences their lives made on our own lives.

While the purpose and function of workers is to "power the vessel", management's purpose and function is to "steer the vessel", and enable the workers. The era of CROWN just closed witnessed an unusual top management team at the helm in the persons of Mr. and Mrs. Moore, Clyde Moore, Max Scholfield, and Glen Ryman. They were unusual in the respect that they truly managed as a team, rather than struggle against each other as rivals. This yielded strength, singleness of purpose and application of Christian principles in a business setting.

Glen was part of that team, with its attitudes, feelings, and principles, and so his influence was spread outward through the departments and individuals that reported to him. Also, as each member of the team contributed their own gifts and abilities, the effects of those gifts and abilities were spread outward through all departments.

Glen definitely made a significant impact on the handful of persons that worked closely with him. Personally, I sometimes ponder the significance of the knowledge I brought with me to CROWN, compared to what I have learned at CROWN -- primarily through Glen Ryman. The amount any living organism grows is dependant on the conditions for growth it is in. In that regard, Glen was very enabling.

Glen is gone, but CROWN goes on. Some of the objectives he and I "dreamed" of accomplishing have been accomplished in this one short year. My only lament is that Glen is not here to experience the blessing of seeing his earthly dreams come true. But then, what are they when compared to heavenly goals?

April 18th, 1979, was a busy day at CROWN, much like many other days. However, I'm sure the date jogged many memories -- some to the extent they could not mention the fact that Glen was gone "a whole year". In looking over that year and the things that have transpired, I list just a few of the things that come to mind . . .

Glen was very interested in the em-

ployees of CROWN and searched for ways to help them. One way is the Paymatic Banking Plan. This system has provisions for three savings and two checking accounts per person. As of the end of April, 1979, we had a combination of 217 checking and savings deposits going to the St. Joe Valley Bank from 119 of our employees.

Glen was also a sports fan. He pushed for the formation of the first softball team. He often inquired about the team's standing. He also checked periodically as to the place of the bowling teams -- there are both a women's team and a men's team. Although he didn't play ping-pong, he often watched the games being played. Now there is the forming of a golf team.

The walls in the Production Control Department have changed. Partitions moved, a doorway moved, desks moved, and people moved. Many other areas have also rearranged their working areas. Glen strived for good working conditions and comfortable working conditions. He said it should be nice enough that the employees "enjoyed" coming to work. It is nice to have the employees area so we can sit together and have lunch or just fellowship.

A year ago, the FM tuner was just "a tuner". Now we are building our third batch of this product. Another production line has been added making six. We are now up to 215 employees. What will another year bring?

The "Million-Dollar March" would have thrilled Glen even though he would have been sweating under his collar until the final total was in. This was a milestone he would have enjoyed!

When Mary Gangwer, Lois Clem, and Dale Nafziger left, it would have grieved him for their families' sake. However, he did not mourn for he knew those that are ready for eternity, are far better off when they leave this old earth than those who remain. Glen urged us often to examine our own lives and live daily as we should. His life and example are the memories that linger. What a legacy to leave behind

py



The following was written by Glen Ryman for publication in the April, 1978, CROWN Crier:



Warm breezes, the melting of snow, and Easter signal the time when new life begins to appear all around us. The plan of salvation mirrors springtime in the events of the crucifixion and the resurrection of our Savior. Let us take a moment to reflect on some of its meaning...

The sacrifice (crucifixion) and the new birth (resurrection) were not happenings of chance circumstances, but a series of planned situations. They were initiated when circumstances were ready for each event. The trial and judgement were the events when a decision had to be made to accept or reject this "king" who had arrived so triumphantly a few days earlier. When the decision was made, it became final in the execution of that decision. How many times do we play with qualities, habits, and traits in our lives that we question? New life can't begin until the old is dead. Remember, crucifying the old happens once! A believer will not experience renewal if the effort is put only into eliminating the bad in his life. The Pharisees did that! Renewal is when you have something better to have in your life. Salvation is a replacement, not a displacement. Salvation is a sequential event of death and then life. The evangelist who cries only crucifixion of sins is like a farmer who only plows his fields. We plow because we want to plant. The resurrection was a "new" addition to mankind's concept of purification. If the Holy Spirit has not had opportunity to plant the seeds of FAITH, VIRTUE, KNOWLEDGE, TEMPERANCE, PATIENCE, and WISDOM into your life, then the crucifixion of your old self is just another empty death. This spring when the grass begins to turn green and the trees sprout their new leaves, open up your seed catalog (Bible) and order (pray through the Holy Spirit) a garden of new life

--Glen Ryman

Introducing...

Our President



Max W. Scholfield

Max W. Scholfield was born in Elkhart, Indiana, to Charles and Minnie Scholfield. He lost his father at the young age of four in a fire explosion at the rail yards while he was delivering gas to a stranded fellow worker. His father died in the middle of a depression when

no jobs were available and because of his death they lost the small farm they lived on in Jimtown. The family was on relief for a brief period of time until his mother got a line job in a new dress factory started up in town, Boris Smoller and Son. She worked her way up to become

manager of the plant before her death in 1969.

Though his recollections of his father are dim, he does remember him as a tall, quiet, kindly man. He also remembers that on the day of the fire they found a melted candy bar in his father's lunch bucket that had been purchased for him. His mother's life demonstrated to him the importance of being a Christian and gave him a strong Christian example. Through her conscientious and honest work, she taught him that a job well done was its own reward.

Two of the happiest experiences while growing up were going fishing with his brother-in-law, Marion Morgan, and summers spent working (?) on Zelma and Marion Morgan's farm west of Elkhart. He developed an early interest in science and is still amazed at how after three successful firings a glass encased rocket exploded in his basement lab imbedding fragments in the basement wall but missing him completely. I think we'll omit his mother's reaction!

Mr. Scholfield graduated from Purdue University in 1952 with a BSEE degree and from Michigan State University in 1956 with a MS degree. He met Doris Hartzler at the church he attended while in Purdue and they were married on May 17th, 1952. They were blessed with four children (Steve, Lynn, Ann, Brent) and are now the proud grandparents of three (Sandy, Seth, Michael).

Mr. Scholfield started his working career at Shultz Trailer Factory shoveling saw dust. Other places of employment included J.C. Penney, Alice Chalmers, Electro Voice, teaching at Michigan State while working on the MS degree, U.S.A.F., and Bendix Research. He joined CROWN on March 10th, 1958 (for interests's sake: he ran out of gas and was late to work on his first day!) as an engineer. At that time CROWN consisted of approximately twelve employees which meant that an employee did more than just one job; he also did machine shop work, machinery repair, production support, janitor work, etc. Through the years he was in charge of Engineering, Manufacturing and Purchasing.

He received the Chief Engineer title in 1959; the Vice President title in 1961; the Sr. Vice President title in 1971 and now in 1979, he has been named as our President.

It is Mr. Scholfield's desire and goal to follow our late President's (Clarence C. Moore) direction -- "We should never get to the point where we (CROWN) think we are too big or too strong to need God or to depend on Him for our strength and guidance."

-- Arline Bontrager

Spotlight



The Spotlight this month is on Mary Ellen Ihnken. Mary came to CROWN three years ago. She had friends working here who told her all about CROWN and she kept bugging personnel until they hired her! She started out in the assembly area working on the D150 line. She was then transferred to the production office as secretary to Ron Harner and Steve Peer. She also does some work for Terry Frick and Millard Eger.

Various duties include typing, answering phones, expediting parts, interfacing with the supervisors and their needs, and other miscellaneous tasks.

Mary says, "Out of all the places I have worked, CROWN is like no other. I believe the people make the difference. Everyone seems to be concerned with others and not trying to get ahead 'no matter what the cost'."

Mary's goal at CROWN is to do her job to the best of her ability and to serve the Lord in everything she says and does.

Outside interests include gardening, china painting, and grandchildren! She is a greeter on Sundays at the First Baptist Church.

Mary lives in a new house on Co. Rd. 36 in Wakarusa. It is situated on four acres of mud right now. Hopefully they will get a lawn in . . . if it ever quits raining!

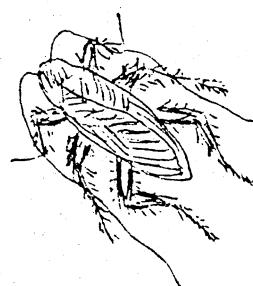
-- Marcie Kidder

bernie

dere editur

i have a veree importent subjekt
to discus with yu
prokrastinashun if yu no wut i
meen
sum peepel are alwayz puteen things
off til the last posibel minet
and itz such a shame
it ownlee makes them mizerabel
becawz whatever thay have to do
iz alwayz on there mind
and it puts such a berden on who
ever iz wateen on them too
i shure hope therez nobudee like
that here at crown
its a bad habit to get into
just in case there iz sumbudee tho
maybe yu could pass along these
helpful hints
the erlee berd ketchez the wurm
a stitch in time saves nine
a kleer concius makes for a good
nites sleep
etcetra etcetra
but then agen i gess this still
holds true too
beter late than never
have a good day

bernie



Stereo Review



Visiting a "disco" over the weekend, I was very much impressed with the tight bass and accurate highs being dispelled by four serious looking BETA speaker systems. The music being reproduced felt so much like a live performance and sounded so pleasing that immediately I knew that I just had to find out what equipment these people were hiding behind the four flat black walls that made up the disc jockey's booth. After trying the locked door and standing on the tips of my toes, I could see nothing save a huge collection of the latest LP's. It was at least a full half hour before, finally, the disc jockey decided to take a break. This was just the break I needed. Complimenting the DJ on his fine disco technique, he was more than anxious to reveal his equipment to me. He was using two Pioneer turntables, equipped with Audio Technica cartridges, a Clubman disco mixer and the dynamite duo -- a CROWN IC-150A and a CROWN DC300A!

-- Dennis Sieracki

THREE of the most overworked lies in the world:

1. *My wife doesn't understand me.*
2. *The check is in the mail.*
3. *I'm from the government and I'm here to help you.*

Sports

Congratulations are in order for the CROWN Women's Bowling team! We placed 2nd this year in the Astronuts League down at the Astrobowl. Members of the team include Mary Miller (captain), Lois Roberts, Marcie Kidder, Trudy Szerencse (Tom's wife) and Roberta Hughes (Mary's sister). Our two subs were Sue Kurtz and Laveta Randall.

We have worked our way up in the past several years. We placed last place once or twice . . . moved up to 5th. . . then 2nd place two years in a row. Next year (according to our team captain) we will be NUMBER ONE! We can be, too . . . we only missed it this year by four games.



PICTURED: Marcie Kidder, Lois Roberts, Mary Miller, Sue Kurtz, Laveta Randall



Roberta Hughes



Trudy Szerencse

At the banquet this year we received a few honors. Roberta was elected President of the league for the coming season. She also received a trophy for high game with handicap. Trudy received a trophy for high series with handicap. Four members of the team went home with a door prize, too. Three with a beautiful plant and one with an extra three dollars.

After four years on the team Marcie has decided to retire. We invite any and all who might be interested to come out and join us. It is a very enjoyable evening that provides a time of relaxation and fun. Scores are not of the most importance -- just as long as you have a good time. See you this fall!

-- Marcie Kidder

Happy Birthday



- 1 Kate Moore
- 2 Steve Peer
- 3 Steve Scholfield
- 4 Shirley Sousley
- 5 Mary Miller
- 10 Cindy Bishop, Paul Moffitt
- 18 Dale Kauffman
- 19 Richard Putz
- 20 Sheryl Gingerich
- 24 Marilyn Strycker
- 28 Evelyn Clark, Stephen Mills
- 29 Ross Swinehart
- 30 Craig Smith, Lynn Wise

**The most valuable people
in any company are the
ones who help whole-
heartedly to carry out the
boss's decisions.**

Crown's Character Contest

THE "WINNER"

WHY CROWN HAS STOOD THE TEST OF TIME by Ken Yoder

It would be folly for any person to presume to know the precise, actual reasons why a company has thrived while others in the same field have not. The following thoughts are merely another perspective, one man's opinion on the subject. Other questions I will touch on will include, "What things make CROWN unique?", and, "What are the positive attributes of CROWN?"

The first reason I would offer for CROWN's longevity would be the conservative, stable business philosophy practiced for the past thirty years by the Moore family. Whereas a gambler lives by the motto, "Nothing wagered, nothing gained", a small, young company would be better off practicing, "Nothing wagered, nothing lost", while the resources are limited. During CROWN's infancy, the Moore family gave the company the essential stability it needed.

As CROWN has in recent years moved into early adulthood, it has benefited by the progressive business philosophy of its management. It is eager to try new and better methods and equipment, providing they fall within the limits of the resources available.

I believe CROWN has had a higher than average ethical, moral relationship with, and treatment of our customers, vendors, employees, and competitors. CROWN has been building a credible reputation for a long time, doing what she says she will, living up to advertised specifications, and so forth. Kind, ethical treatment of unkind competitors is simply a biblical perspective.

The ability and willingness of management to seriously listen to criticism without attitudes or repression or revenge are blessings we should not take for granted. Many employees have no such privilege. In fact, CROWN's management desires to receive from the employees their questions, feelings, and attitudes on whatever subjects are of concern.

CROWN's management has had a general disregard for the "traditional secular business philosophy" of "Dog Eat Dog", or "Do whatever is necessary to win the contract", and so on. It has instead woven

Christian and business principles together into an inseparable fabric. CROWN's business philosophy prefers to view all individuals it comes in contact with as "persons of worth".

Many hundreds of employees have worked for CROWN in the past thirty years. Many thousands of man-years of work have been performed. As a large building is constructed a brick at a time, the hard work by many dedicated individuals has written CROWN's history and progress story, one page at a time.

Very significant, but unmeasurable in its effect, is the practice by many employees of having a personal relationship with God. The added resources the Christian employee has through prayer and the Holy Spirit have made a significant contribution to our company's growth and strength.

Most CROWN people share a basic concern for the individual in need, be it another employee, a customer, a vendor, or a relative of the same. Meeting that person's need may entail financial, counseling, spiritual, or prayer support. The reality of answered prayer has been experienced by many at CROWN.

Another blessing at CROWN is the management attitude encouraging employees to develop their gifts and abilities. This is far preferred over the typical "management -- labor union duel" where each side tends toward repression and control of the other.

Another chapter in CROWN's story has been the gracious willingness by CROWN to hire, train, and later part with many individuals who later are found in some type of Christian service. We should feel honored to be used by God as a stepping stone of Christian service preparation.

Another spiritual tool in use at CROWN is the guidance received through the Holy Spirit by those who enlist the power of prayer. This guidance affects all aspects of their lives, including decisions made while at work.

The Bible states that God will bless those who keep His commandments and live righteously. I believe that the more of us who live in God's will, all the more will God be willing to use CROWN for His cause and bless us at the same time.

Employee News



Phyllis Gates (Personnel/Payroll) and hubby flew to Myrtle Beach, VA, to spend Easter with son, Marty. Marty is in the U.S.A.F. and enjoyed his favorite dish -- wieners, sauerkraut and dumplings that his mom made. In fact he liked it so much that he cleaned up dishes, kitchen, etc., afterward. . . Why does Dave Menges (Speciality) wear his shirt wrong side out? . . . Diane Stewart (Line 3) has a weakness for coconut cream pie . . . Karen Ryckeart (Sales) and hubby spent an enjoyable weekend in the "Windy City" . . . Why does Steve Myers wear an apron backwards? . . . "Ladies Day" at Bethel Bookstore proved profitable for Kate Moore (Accounts Receivable). She won two tickets for dinner at Das Dutchman's Essenhause. . . Jane Teague (Service) became the wife of Jim Bontrager (Tuner) on April 21st. They honeymooned in Hawaii. It's hard to believe Jane chose marriage and Hawaii instead of being in the office on Secretary's Day. . . In a previous CROWN Crier we reported that Kate Moore (Accounts Receivable) was invited by Gov. Bowen to a prayer breakfast at Capitol City. She attended and we have a picture to prove it:



Dennis (Manuals) and Toni (Line 1) Sieracki recently moved to Elkhart . . . Betty Ivory (Line 3) received a bouquet of carnations from a friend. . . On April 20th, Bertha Kane (Wire Cut) retired from CROWN after 12 years of faithful service. Instead of the usual ice cream bars, the CROWN family enjoyed a variety of goodies -- pie, cake, cookies along WITH ice cream. We wish her good health so that she can do some traveling as she has planned -- she will be missed by her co-workers . . . Who's the GRIM REAPER???? . . . Line 3 had lunch at the Ponderosa Steak House to celebrate Marilyn Elliott's birthday on April 25th . . . 12 office workers took Kate Moore (Accounts Receivable) to Ponderosa for her birthday on May 1st. . . Safety FIRST!!!! Recently, a CROWN employee dropped a large chunk of wood on his toe which is now black! He should of had his safety shoes on! . . . Peggy Lovely (Lit) is enjoying her new car -- a 1974 blue camero. . . Speaking of cars, Trina Beatty (Lit) and fiance ordered a Mazda RX-7. That will make them a family of 5. Trina, Jeff, Jeff's Vet, Trina's T.A., and their RX-7 . . . Howard King (Sales) bought a new Toyota Cressida station wagon. It rides real nice . . . As of this writing, Mrs. Moore and her daughter-in-law, Sharon, are touring Florida. We know that Mrs. Moore is enjoying her much needed and well-deserved vacation! . . . Babies, babies, babies -- the CROWN family congratulates several couples on their new arrivals. Michael Steven on April 16th to Lynn (Board Room) Scholfield. This makes Max Scholfield (President) grandpa for the third time. Ashlee Danielle on April 12th to Dave McLaughlin (Product Manager). Dave reported that his son wanted to take her to kindergarten for "show and tell". Ryan Robert on April 21st to Mel (Fab) Smith. And, finally, Jana Gayle on April 23rd to Dave Engstrom (Tech Service) . . . Ken Yoder (E.D.P.) spent several days in Denver, Colorado, attending an International Convention for computer users . . . Steve Hamilton (Parts) came to work with a black eye -- says he got it at softball practice. We know that a rose showed up on his desk from his wife later on in the week. You can draw your own conclusion!! . . . It seemed like "fruit basket upset" at assembly on April 27th. Max Scholfield announced the

following promotions: Dave McLaughlin (Product Manager) elected to the Board of Directors; Arline Bontrager, Administrative Assistant (new title); Ron Harner, Plant Manager (new title); Steve Peer, Production Manager (Ron's old title); and Enos Yoder was announced several weeks earlier as Purchasing Agent. Then a surprising one -- after 13 years of faithful service to CROWN, John Haines announced his resignation effective May 18th. We are going to miss John, especially the pause and then his quiet "yeah" when he was given a call. Because of his resignation, changes were made in his area. Dale Kauffman will be the Director of Customer Service, and Steve Hamilton will be the supervisor of the Parts Department. . . Kim Curry (Parts) is sporting a T-shirt that we'd like offered again.



. . . CROWN can boast of the best group of secretaries anywhere -- second to none!



FRONT ROW (left to right): Alyce Ryckeart (Secretary to Jim Romine, Service), Sue Kurtz (Secretary to Bob Leininger, Purchasing), Mary Miller (Secretary to

Jim Beattie, Sales), Sheryl Gingerich, (Secretary to Dave McLaughlin, Marketing). Arline Bontrager (Secretary to Max Scholfield), Marcie Kidder (Secretary to Arline Bontrager), Julie Towns (Secretary in Engineering)

BACK ROW (left to right): Jan Smith (Secretary to Howard King, Sales). Becky Copeland (Secretary to Phyllis Gates, Personnel/Payroll), Karen Ryckeart (Secretary to Ken Woodcox, Sales), Laura Weaver (Secretary to Ross Swinehart, Vice Pres), Mary Ihnken (Secretary to Ron Harner, Plant Manager). Missing from the photograph, Jane Bontrager (Secretary to John Haines, Tech Service) . . . We want to welcome the following new employees to CROWN -- Anna Beachy, Incoming Inspection; Julie Towns, Engineering Secretary; Stephen Mills, Board Room; and Kathy Lichlyter, Parts Department . . . Mary Miller (Sales) is not as young as she thinks she is -- she broke her foot and is wearing a big cast -- her co-workers call her, "Big Foot". Mary says she was running away from her daughter, who knows for sure? . . . Spending three hours of "KP" duty at future hubby's home isn't exactly Trina Beatty's (Lit) idea of a fun filled evening. . . Cinda Pittman (Sales) returned from her Mexican trip all suntanned and with lots of interesting stories . . . Stock room gave Bill Swihart a surprise -- birthday party wasn't that nice? . . . Shirley Sousley (Credit) spent her birthday with her son in Chattanooga, Tennessee at his college. . . . Mary Overhulser (Line 5) was honored with pie and ice cream on May 4th. Max Scholfield (President) and Steve Peer (Production Manager) presented her with a plaque. See picture below:



We'll write again next month . . .

New Faces



Let's say hello to Denise Ryman!

Denise came to CROWN because she was looking for a place with a Christian atmosphere. She had a pretty good idea that this was the place she was looking for, after all, Denise kinda grew up with CROWN being the daughter of our late Vice President of Manufacturing, Mr. Glen Ryman; sister of Bob Ryman, Board Room and June and Ike Kulp's niece (Line 2 and Maintenance, respectively).

Outside of CROWN Denise enjoys reading, riding bikes, and babysitting for her nephews.

Denise's main interest is her walk with the Lord. She attends church at the Elkhart Christian Assembly and is involved in many church related activities.

She is looking toward marriage in the near future and having a Christian family of her own.

Denise, welcome to the CROWN family.

Employee Council Report

Statement of funds for the one month period ending April 30th, 1979.

Balance at March 31st, 1979	\$227.87
Income from food services -- April	172.42
<hr/>	
Less Expenses:	
Food Supplies	5.75
Baby Gifts	33.23
Ice Cream	67.85
	<hr/>
Balance at April 30th, 1979	\$293.46

Classifieds

FOR SALE: TWO TIRES, \$25 each. 13 inch whitewall steel belted. Call 279 or see Johnnie Bryant.

Going on a LONG trip? Don't want to pay the high cost of gas? See Steve Myers and rent a camel. The number to call is extension 296.

FOR SALE: Capehart Stereo System -- includes: AM-FM radio, 8 track, cassette deck, turntable, two Capehart speakers, two Allegro speakers. Good condition. \$250. Call 522-7059 and ask for Jeff Haines.

FOR SALE: 1974 Olds Delta 88 Royale. Call or see Max W. Scholfield, ext. 231. Excellent condition. Absolutely loaded. \$2,650.

Ads for next month's issue must be in by May 30th. Route to Jan Smith

New Faces



Please welcome Cindy Jenkins.

Cindy was introduced to CROWN by some friends. She works on Line 6 as an assembly worker.

Cindy really enjoys art. Before coming to CROWN she handpainted murals on vans. She plans to further her interest by taking a night course on flower arrangements.

Cindy attends the Wesleyan Church in Nappanee.

Cindy, we welcome you to CROWN!

THE Communist, seeing the rich man and his fine home, says, "No man should have so much." The Capitalist, seeing the same thing, says, "All men should have as much."

Baby Face

Who does this look like? No clues this time, but who do we know that has . . .



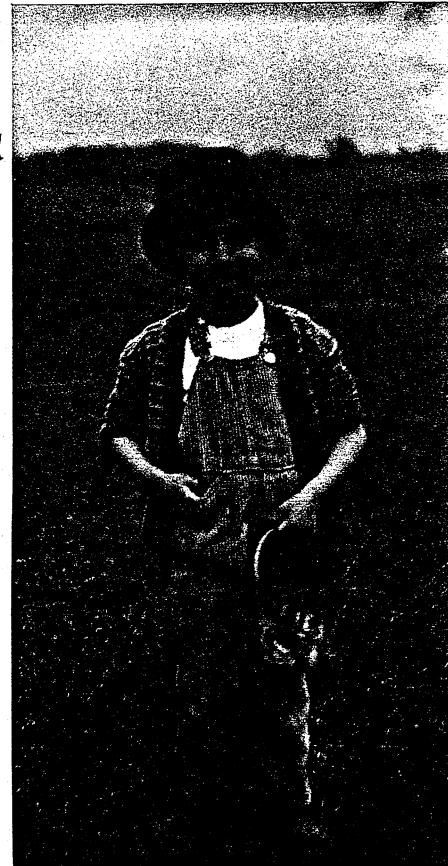
That
WALK



That
STRENGTH



That
GENEROSITY



That
LOOK!

Puzzle of the Month

The Spiral

There are two ways of looking at this puzzle—inward and outward. Solve one way with the "Inward" clues, answered by words running consecutively from 1 to 80 in the spiral. Or solve

the other way with the "Outward" clues, answered by consecutive words from 80 back to 1. Answers are entered one letter per space according to the numbers beside the clues.

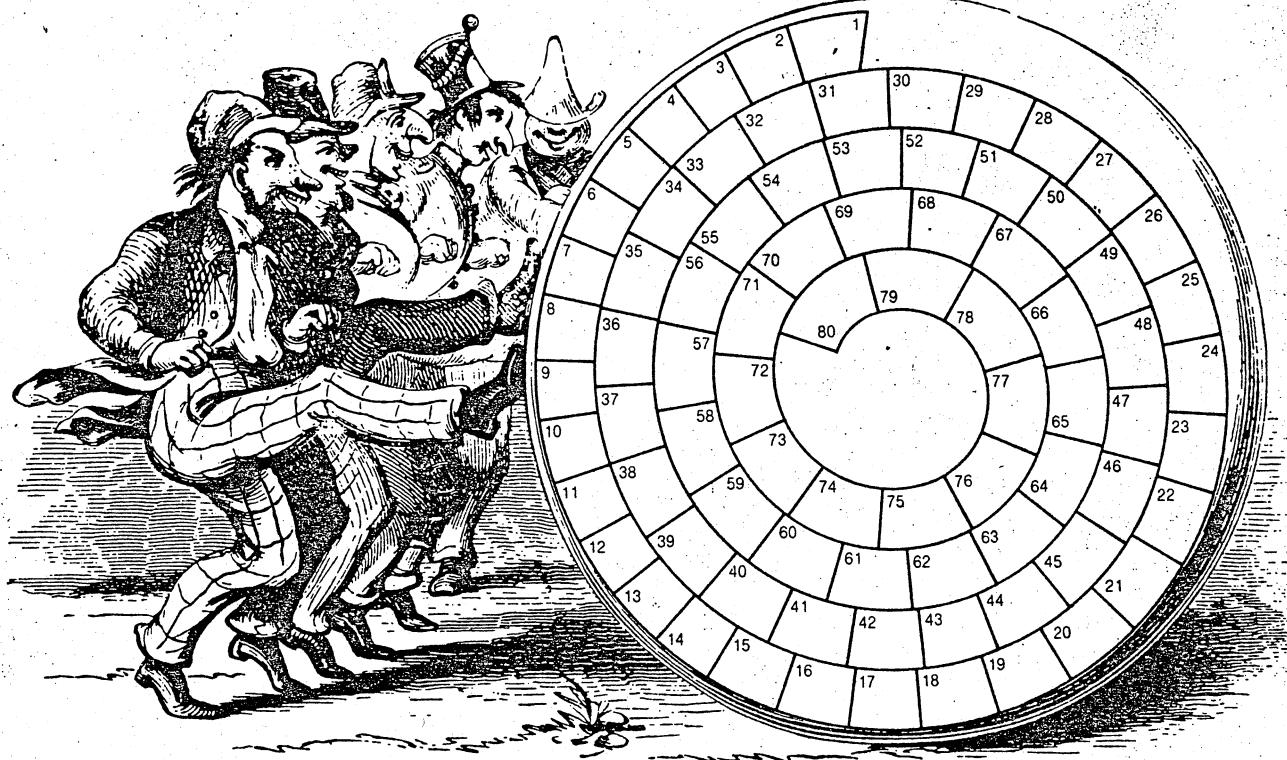
INWARD

- 1-4 Labor untiringly
- 5-11 Oval
- 12-17 Over there
- 18-23 Infuriate
- 24-30 One-a-day tablet
- 31-39 Dumbfounded
- 40-44 Composer Franz —

- 45-51 Disorderly; unruly
- 52-56 Island with a lagoon
- 57-61 Dazzling success
- 62-65 Television: sl.
- 66-72 Sense of guilt
- 73-80 Horror film part

OUTWARD

- 80-75 Blossom
- 74-71 Lambs' mams
- 70-67 City on the Tiber
- 66-59 Counter-argument
- 58-54 Stringed instrument
- 53-48 Mortarboard adornment
- 47-43 Dance to "The Blue Danube"
- 42-39 Tie fabric
- 38-35 Abrupt to the point of rudeness
- 34-32 Stitch
- 31-23 Tending to be lively
- 22-15 Accumulated
- 14-10 English poet Alfred —
- 9-6 An aspirin
- 5-1 Author T. S. —



Who's Who

Listed below are actors and actresses everyone knows. However, we have given them new "stage names" by completely scrambling the names they are famous for. (Their new names

don't necessarily indicate their true sex.) Can you figure out who's who?

1. Joan F. Dean	_____	9. Morris Haaf	_____
2. Leah Sporino	_____	10. Tammie Higgs	_____
3. Bunny Ryler	_____	11. Ronald Borman	_____
4. Matthew Artula	_____	12. Buster Lynrod	_____
5. Greg Golease	_____	13. Terry A. Newbat	_____
6. Joey N. Hawn	_____	14. Steven Purito	_____
7. Mark Leland	_____	15. Carla Wigam	_____
8. Irv Leeman	_____	16. Daniel Mowhill	_____

On the Other Hand



It seems to me that spring always slides in unannounced and unscheduled. I remember once four years ago when it came in November -- hardly anyone was looking for it then. Mostly it comes in mid-June, which gets it in just ahead of the summer rush. It wouldn't matter much if we weren't so helplessly controlled by our seasonal schedules. When spring shows up at an odd time we aren't able to adjust. Instead of waiting for decent weather we simply haul off into spring on March 22nd. We begin stuffing tulips and pansies and crabgrass seed down into the frozen turf and sit back to watch them all try to stay warm. We scrub down our cars and mothball the snow tires and roll down the ragtops -- all to enjoy the cool March breeze on our faces, along with the sting of March sleet. Golf clubs and ball gloves and jogging shorts appear. Tennis racquets get restrung and our feet get itchy for the courts. It is a marvel of human design that feet can itch like that when still endangered by frostbite.

Sooner or later -- an average about two weeks later -- it occurs to us that spring had no intention of showing up in March, and maybe not even in April. We reflect on the fact that we have been cold and miserable and wind-burned for two weeks and wonder, "How come?", while jogging in the cold rain, practicing chip shots and serves into mud puddles, and digging our cleats into the ice.

It reminds me of an old golfer's motto: "Learn to shoot golf in the low 70's -- if it gets any colder, stay off the course." We do not listen to such advice. Instead we insist on spring when we want it, not when it actually comes.

Obviously our approach doesn't get us

anywhere. We try to force spring along by pretending it's already here. This works about as well on spring as it does on a three year old child. Finesse is required. Finesse may be crudely defined as follows:

Finesse = semi-clever idea +
sneaky trick +
very little work

In this particular case the break down thus:

semi-clear idea = come in out of the cold

sneaky trick = pretend it is still winter

very little work = we can all master this

Instead of getting into the spring-type events listed above, make your winter schedule last right up through July 3rd. Plan a skating party. Go skiing. Buy two more snowmobiles. Put tire chains on over your studded Sno-Grabbers. Buy a down-lined leather jacket four inches thick. Invest in a semi-pro ice-hockey team. Sell your freezer and throw the contents into the snow bank behind the garage. Salt your walk. Buy a snowplow attachment for your roto-tiller. Trade your golf clubs for three lift tickets and a set of figure skates.

Under these circumstances at 12:01 a.m. on March 22nd, spring will arrive in force. Grass will shoot up overnight. Birds will fly and kites will sing (or is it the other way around?), the sun will melt the last traces of winter's chill.

Look at it this way: not only will spring arrive on time, but you'll also have most of next winter already planned.



Floodlight

The Quality Control (Q.C.) Department is a part of the overall operation of the company. It is involved in the inspection of many parts in Incoming Inspection, working with the line people, auditing the finished product for Q.C. and listening to the customer about problems.



Terry Frick

Terry Frick came to CROWN in July of 1977 with 12 years of background work in Q.C., manufacturing, and engineering while living in California. His responsibility at CROWN is to plan, organize, and direct the Q.C. activities. The goal of the Q.C. group is to insure that the parts and finished product meet the requirements of the company and customer. Q.C. is not just these people's responsibility, but everyone working at CROWN.

Terry acts as a liaison between engineering, manufacturing, marketing, the vendor, purchasing and the customer. It's a big job and everyone's future here at CROWN depends on how well the job is done and to the degree that everyone assists in making the quality goals.

The Quality Control Department is composed of five basic areas. They are: Incoming Parts, Semiconductor Inspection, Incoming Modules, Outgoing Audio Inspection and Line Quality Control. It is the responsibility of the Q.C. Department to insure the quality of the products that both come in to and go out of CROWN.

The responsibility of the Incoming Parts area is to examine each part that is critical in appearance, assembly, or operation of our product. These parts range from front panels and switches to standoffs and transformers. Any part that does not meet CROWN's exacting

standards is either scrapped or sent back to the vendor. In this area there are two inspectors that have reputations of "eagle" eyes, or "evil" eyes. (The term depends on whether you're the vendor or the quality control supervisor.) In either case, Gale Balmer and Mike Weldy do excellent jobs in insuring CROWN quality. Even though all of the incoming inspectors are generally cross-trained, you will find each with their special talents. Gale's speciality is clear anodized parts and circuit boards. Mike's gift is switches and transformers.



Gale Balmer and Mike Weldy

In the semiconductor area, Mable Healey is tops. Her speed, coordination and rhythm make her extremely fast and hard to compete with. Mable's responsibilities range from setting up her own semiconductor test equipment to testing and grading various transistors. IC's and voltage regulation devices. Her job not only involves 100 per cent testing of some semiconductors, but also random sampling of devices with low failure rates.



Mable Healey

One of the more demanding areas in incoming is Module Inspection. As many people are aware, CROWN uses the service of many outside board contractors, as well as our own internal Module Department, in order to build its circuit boards. The job of these contractors is to take individual components and properly place and solder them on a printed circuit board. Once assembled, soldered, and inspected by the contractor; these modules come to our Module Inspection area to be washed, inspected and labeled. The washing is done by a machine which is called a vapor degreaser. The degreaser, using freon TE, removes the rosin, grease, and dirt from the module leaving them free of all possible contamination. Once washed, the modules come under the scrupulous eyes of Kay Pamachena and Ann Beachy. The inspection process is very difficult because of the hours of extremely close work that is required.



Kay Pamachena and Ann Beachy

Audit Inspection is the last check of CROWN's quality efforts. It is not the measure of Incoming Inspection's quality efforts, but the efforts and quality conscientiousness of CROWN International. At the Audit Inspection area, or better called "outgoing quality assurance", it is Allen (Drew) Frailey's job to 100 per cent, or random sample each model before it leaves the plant to go to the customer. The essence of his job is to assure the customer he is getting the very best. Drew also does model heat running in this area to detect future potential problems.

The general area of Line Quality Control is run by Don Florea. Besides co-ordinating the other four areas of Incoming Inspection, it is Don's job to research

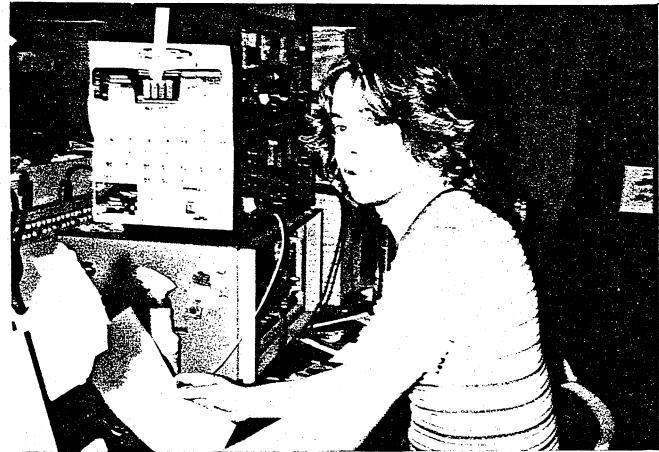


Drew Frailey and Don Florea

all areas that relate to quality problems. The focal point of this effort is the assembly lines and the fab area where quality problems arise.

-- Terry Frick and Don Florea

New Faces



Here we have Tony Geisendorfer.

A friend told Tony, "CROWN is the best place to work in Elkhart!" So . . . Tony, who is interested in motorcycles, cars, and music; can be found doing final prep and packing for Line 2.

Tony plays in a band which entertains at parties, nightclubs, wedding receptions, etc. He would like to be a professional musician someday.

Welcome to CROWN, Tony!

EINSTEIN was once asked how he worked. "I grope," was his reply.

Kalorie Korner

MMM-MMM GOOD FOR YOUR CROCK POT

"If you have one"

CARROT-PINEAPPLE ROAST DINNER

In crockery cooker place 1 cup thinly sliced carrots. Trim excess fat from one 3-pound beef chuck pot roast; cut in half and fit into cooker atop carrots. Sprinkle with salt and pepper. Combine one 8 1/4 oz can crushed pineapple, undrained; 2 T brown sugar, 2T soy sauce; 1 clove garlic, minced; and 1/2 tsp dried basil, crushed. Spoon over roast. Cover; cook on low-heat setting for 8 to 10 hours. Remove roast. Drain carrots and pineapple; reserve cooking liquid. Return meat, carrots, and pineapple to cooker; cover to keep warm. Skim fat from reserved liquid. Add water to make 1 3/4 cups; pour into saucepan. Blend 1/4 C cold water slowly into 2 T flour; stir into reserved liquid. Cook and stir till thickened. Place meat on serving platter; top with carrots and pineapple. Pour some gravy over meat. Pass the remaining.

May be served with hot cooked noodles. Makes 6 servings.

AVOCADO FRUIT TOSS

1 small head lettuce	1/2 head curly endive
2 medium, ripe avocados	1 C orange sections
1 C grapefruit sections	Clear French dressing

Tear lettuce and endive into bite-size pieces. Halve and seed avocados. Peel; slice into bowl. Add orange and grapefruit sections. Toss with enough French dressing to coat. Makes 8 to 9 servings.

MACPINE CARROT CAKE

3 eggs	1 tsp baking powder
2 C sugar	1 tsp baking soda
1 1/2 C cooking oil	1 tsp salt
2 tsp vanilla	1 tsp cinnamon
1 small can crushed pineapple, juice included	1 tsp. nutmeg
2 C raw carrots, grated	1 T confectioner's sugar
3 C cake flour	1 C macadamia nuts (any kind will do)

Peel carrots and remove tips. Grate coarsely. In a large mixing bowl cream together eggs, sugar and oil. Continue beating as you add vanilla, crushed pineapple and juice, and carrots. Combine cake flour, baking powder, baking soda, salt, cinnamon and nutmeg, sifting three times. Then slowly beat dry mix into batter. Add nuts and blend thoroughly. Bake in a greased and floured circular tube pan for one hour and 15 minutes in a 350 degree oven.

Dust while still warm with confectioner's sugar, or allow cake to cool and frost with butter-based icing.

NICER SLICES Sprinkle cake plate with granulated sugar to prevent cake from sticking when serving. This applies to any type of cakes.

"HAPPY MOTHERS DAY TO ALL MOTHERS"

Kalorie Kounter

SLIMMING SALAD

2 C uncreamed cottage cheese
1 C chopped carrot
1 chopped pepper

salad greens
1 C orange sections

Combine cottage cheese, carrot and pepper. Season to taste. Place on salad greens, garnish with orange sections.

Allow about 1 C per serving - Serves 4 (130 calories per serving)

SWEET AND SOUR MINI-MEATBALLS

1/2 lb lean ground round
3 T grated onion
1 clove garlic, minced
1/4 C onion juice
1/4 C soy sauce
1 T brown sugar
1 tsp vinegar

vinegar

1/4 tsp freshly ground black pepper
2 T tomato sauce
2 1/2 T wheat germ
2 tsp worcestershire sauce
salt to taste
1/2 C unsweetened pineapple juice
1/4 C unsweetened pineapple chunks

Combine pineapple juice, tomato sauce, soy sauce, half of garlic, onion juice, sugar and pepper in a small saucepan. Stir well and heat until sugar is dissolved. Remove from heat.

Place meat in a mixing bowl. Add grated onion, remaining garlic, wheat germ, 2 T of sauce prepared above, worcestershire sauce and salt to taste. Mix well and chill. Roll into tiny meatballs. Place on a lightly oiled baking sheet. Place under hot broiler and broil until they reach desired doneness. Heat the sweet-sour sauce. Stir in the pineapple chunks. Place meatballs in a chafing dish and pour over a liberal amount of sauce. Serve hot with toothpicks.

Yields about 3 dozen meatballs (15 calories per meatball)

SKINNY-MINNIE CHEESE DIP

1 C skim milk cottage cheese
1 medium onion, grated
1 tsp worcestershire sauce
dash soy sauce

1/4 Tsp garlic powder
1 tsp celery salt
dash caraway seed

Blend all ingredients in blender until creamy and smooth. Serve with chunks of fresh crispy vegetables.

CHEESE SAVER

Don't discard cheese that has become too hard to slice; grate it into hot soups for extra flavor and nutrition.

What's Happening

The first huge system ever to use PSA-2's belongs to the Bee Gee's. 16 PSA-2's are in the system. They never sounded so good. SHOWCO, out of Dallas, Texas, gets all the credit.

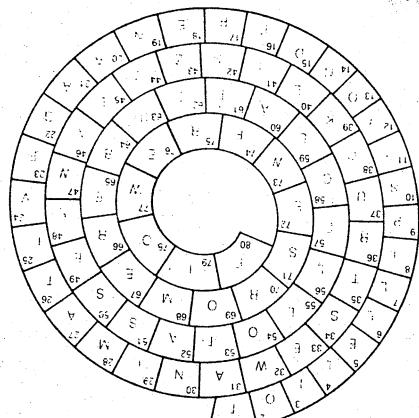
Howard King has been traveling for the past month and a half with only the weekends here in Elkhart. April 4th - 5th in Michigan, April 9th - 13th in Ohio and Pennsylvania, April 16th - 20th in southern states with Fidelicom, April 30th - May 4th in Florida, and May 8th to a convention in Lexington, Kentucky. Dennis Badke accompanied him to Michigan and Florida. Don Eger went with him to Kentucky.

CROWN is even listed in Guinness World Book of Records:

Loudest Pop Group. The amplification for *The Who* concert at Charlton Athletic Football Ground, London, England, on May 31, 1976, provided by a Tasco P.A. system, had a total power of 76,000 watts from eighty 800 W Crown D.C. 300 A amplifiers and twenty 600 W Phase Linear 200's. The readings at 50 yards from the front of the sound system were 120 decibels. Exposure to such noise levels causes P.S.H.—Permanent Shift of Hearing or partial deafness.

Lord help me to remember that nothing is going to happen to me today that you and I together can't handle.

Who's Who
1. Jane Fonda
2. Sophia Loren
3. YUL Brynner
4. Walter Matthau
5. George Segal
6. John Wayne
7. Karl Malden
8. Lee Marvin
9. Omar Sharif
10. Maggie Smith
11. Marion Brando
12. Burt Reynolds
13. Warren Beatty
14. Peter Ustinov
15. Al MacGraw
16. William Holden



New Faces



We introduce to you, Beverly Scholten.

Beverly is working at Plant II doing light fabrication work. She heard of CROWN through one of our employees, Ora House.

Beverly is very active at the Willowdale Church of Christ where her husband is the minister. Besides teaching toddlers, teen girls, having Bible studies, corresponding with people in jail, Beverly finds time for bowling, skating, and giving Tupperware parties.

Beverly hopes to be as happy in the future as she is right now, and to continue to reach people with the pure Word of God.

Welcome to CROWN, Beverly.

A Risk Worth Taking

Life is risk. The risk of failure and despair.
Love is risk. The risk of rejection and suffering.

Faith is risk. The risk of commitment and sacrifice.

You bet your life on something or other, or you do not live. What's your bet?

I bet my life on God—the God shown us in Jesus Christ. I wager that life is lived at its fullest and best when lived in the style of life shown us in Jesus Christ.

If God does not exist, I lose nothing and I still win the benefits of a rewarding, richly relational Christian life.

But if God does exist, then I win all. My best bet then is to bet that God IS. My chances to win are two to one.

New Faces



Let's welcome Carol McQueen!

Carol came to us by a friend's recommendation that CROWN was a great place to work and had friendly people. So Carol is now working on Line 6 as an assembly worker.

Carol likes to play racquetball and watch her daughter play softball. She also enjoys reading and making latch hook rugs.

Carol's ambition is to raise her two children, travel, and meet a rich man.

Good luck, Carol, and welcome!



BABY FACE: BILL SWITHART (Stock Room)

CROWN 1979 SOFTBALL SCHEDULE

All games played at Riverview.

May 17th	CROWN vs. Northside Shell	6:30 p.m.
May 21st	CROWN vs. R & D Industries	6:30 p.m.
May 24th	CROWN vs. NIBCO	6:30 p.m.
June 1st	CROWN vs. Grand Systems	8:00 p.m.
June 4th	CROWN vs. ABOT Industries	6:30 p.m.
June 14th	CROWN vs. T-Way Electric	6:30 p.m.
June 18th	CROWN vs. Osceola Merchants	6:30 p.m.
June 21st	CROWN vs. Northside Shell	8:00 p.m.
June 25th	CROWN vs. R & D Industries	8:00 p.m.
July 10th	CROWN vs. Grand Systems	6:30 p.m.
July 16th	CROWN vs. ABOT Industries	6:30 p.m.
July 19th	CROWN vs. NIBCO	6:30 p.m.
July 24th	CROWN vs. T-Way Electric	6:30 p.m.
July 31st	CROWN vs. Osceola Merchants	8:00 p.m.

Spring

Now fades the last long streak of snow,
Now bourgeons every maze of quick
About the flowering squares, and thick
By ashen roots the violets blow.

Now rings the woodland loud and long,
The distance takes a lovelier hue,
And drowned in yonder living blue
The lark becomes a sightless song.

Now dance the lights on lawn and lea,
The flocks are whiter down the vale,
And milkier every milky sail
On winding stream or distant sea;

Where now the sea-mew pipes, or dives
In yonder greening gleam, and fly
The happy birds, that change their sky
To build and brood, that live their lives

From land to land; and in my breast
Spring wakens too; and my regret
Becomes an April violet,
And buds and blossoms like the rest.

Alfred, Lord Tennyson

