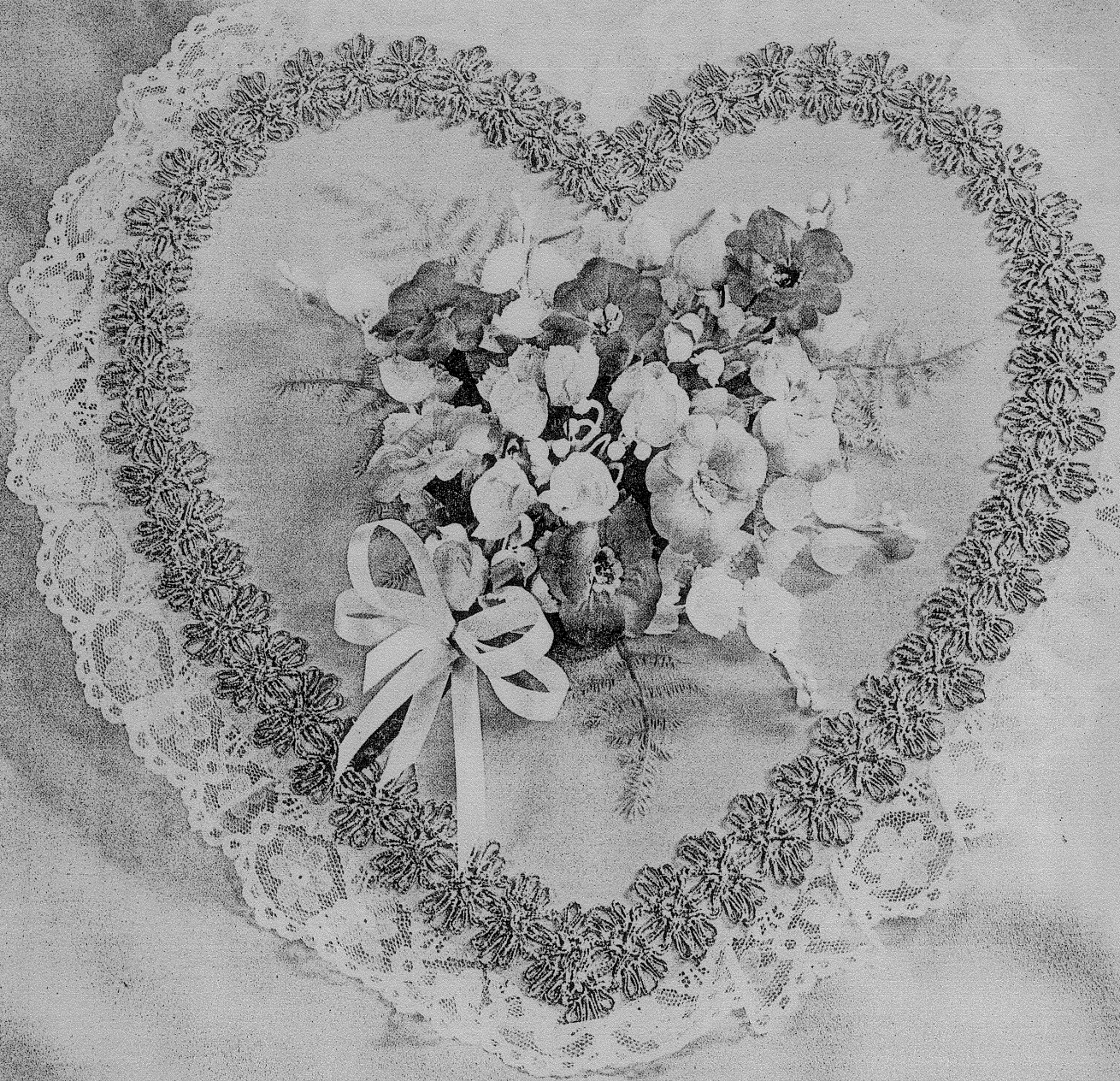


1981 CROWN CRIER



February

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

EDITOR.....Jan Smith
GUEST EDITORIAL.....Paul
FLOODLIGHT.....Wire Cut
ON THE OTHER HAND.....Dave McLaughlin
KALORIE KORNER.....Cinda Pittman
SPOTLIGHT.....Sue Kurtz
DID YOU KNOW.....Sally Peffley
NEW EMPLOYEE PROFILE.....Carolyn Sherp
ADAM AND EVE.....Adam and Eve
sybil.....sybil
PERSONNEL PARAPHERNALIA.....Chris Deak
SPORTS WITH GENO.....Gene Geveart
BABY FACE.....Kim Curry
Carolyn Sherp
H. I. S.H. I. S.
CROWN CRIER SURVEY.....Deb Berndt
EMPLOYEE COUNCIL REPORTS.....Marc Miller
Doris Mock
MILESTONES.....Arline Bontrager
TYPISTS.....Lynn Wise
Cinda Pittman
PROOFREADER.....Margaret Eaton
TYPESETTING.....Sheryl Gingerich
LEG PERSON.....Mary Miller

We have a new column this month entitled,
"Adam and Eve". We hope you enjoy their
comments on questions concerning CROWN
employees.

I'd like to thank Cinda Pittman for
contributing to "Kalorie Korner" these past
several months. Those in the Sales Department
know how good a cook Cinda is and we're glad
that Cinda was able to share her cooking talent
with all of CROWN.

-- Jan Smith

February Greetings

All outdoors
Edged in lace,
Twigs and grasses ...
Beauteous grace.

Sunlight glows
Through snowy birches,
On frosty limb
A bluejay perches.

Thank you, Lord,
For heavenly art.
Your valentine
Has touched my heart.

Guest Editorial

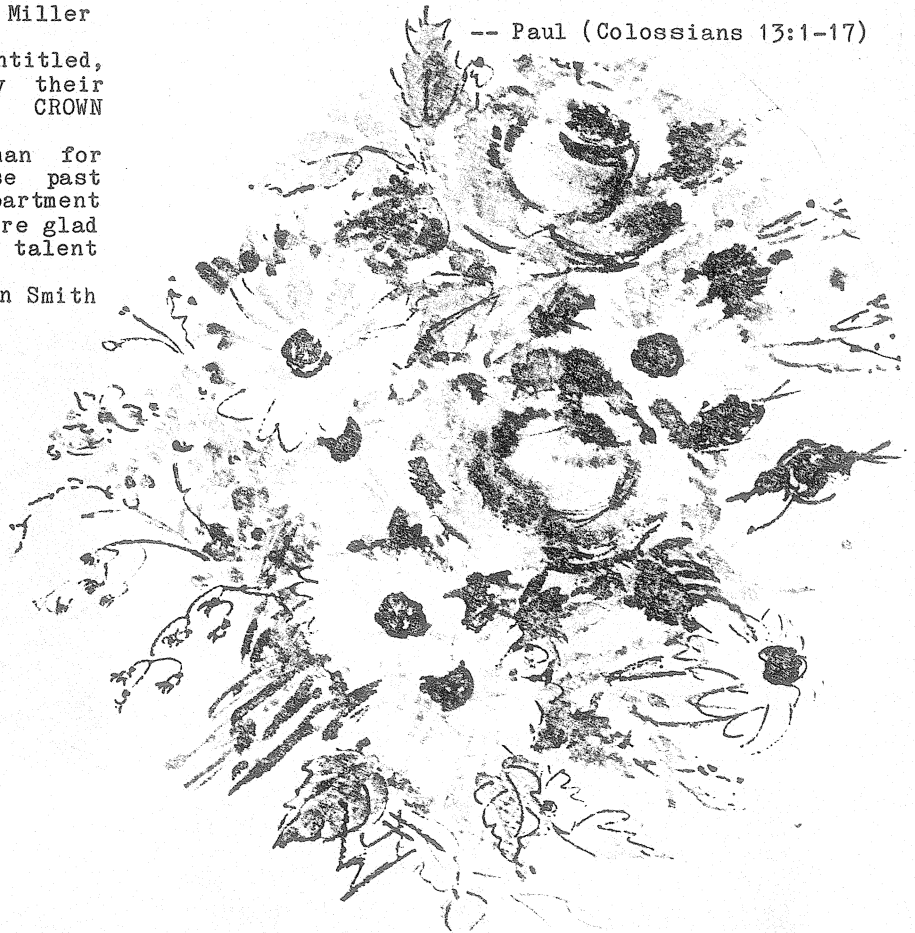
Since, then, you have been raised with
Christ, set your hearts on things above, where
Christ is seated at the right hand of God. Set
your minds on things above, not earthly things.
For you died, and your life is now hidden with
Christ in God. When Christ, who is your life,
appears, then you also will appear with him in
glory.

Put to death, therefore, whatever belongs to
your earthly nature: sexual immorality,
impurity, lust, evil desires and greed, which
is idolatry. Because of these, the wrath of
God is coming. You used to walk in these ways,
in the life you once lived. But now you must
rid yourselves of all such things as these:
anger, rage, malice, slander, and filthy
language from your lips. Do not lie to each
other, since you have taken off your old self
with its practices and have put on the new
self, which is being renewed in knowledge in
the image of its Creator. Here there is no
Greek or Jew, circumcised or uncircumcised,
barbarian, Seythian, slave or free, but Christ
is all, and is in all.

Therefore, as God's chosen people, holy and
dearly loved, clothe yourselves with
compassion, kindness, humility, gentleness and
patience. Bear with each other and forgive
whatever grievances you may have against one
another. Forgive as the Lord forgave you. And
over all these virtues put on love, which binds
them all together in perfect unity.

Let the peace of Christ rule in your hearts,
since as members of one body you were called to
peace. And be thankful. Let the word of
Christ dwell in you richly as you teach and
admonish one another with all wisdom, and as
you sing psalms, hymns and spiritual songs with
gratitude in your hearts to God. And whatever
you do, whether in word or deed, do it all in
the name of the Lord Jesus, giving thanks to
God the Father through him.

-- Paul (Colossians 13:1-17)



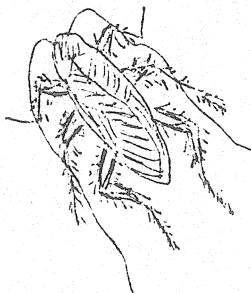
sybil

dere editur

hows it goin

i ovurherd jon bockman trying
to figur out why so manee people
drink mountin do in this plant
well i think its becos theres
somethin in the watur
i wuz standing in the assemblee
area one morning and five out
of seven people who took a drink
frum the fountan were pregnant
lets see ther wuz cinda pitman and
debra carol and lyn gran and sandee
graber and freda miler
i think pregnant women are about
as beautiful as pregnant roaches
but you now i think dave stuber
ought to check the drinking water
out anyhow

sybil



Spotlight

Our Spotlight this month should actually read "Spotlights", for we have three very special people to share with you.



Millard Eger

Millard heard of Crown through his son, Don. He presently works in maintenance and tries to keep all the people at Crown happy. He has worked here well over six years, putting in both part time and full time hours.

Millard's outside interests and hobbies are working in the sound room at church and listening to good music on Crown equipment. He enjoys reading and helping his wife. They live in Osceola and enjoy it very much when any of their five children and/or seven grandchildren drop in.

Millard's faith in Jesus Christ as his personal Lord and Savior are especially meaningful to him. He has enjoyed working with the many people at Crown. He retired January 30th.

We will miss Millard and wish him much happiness for his future. Enjoy your retirement--you deserve it! Don't forget to come back and see us from time to time though.



Cinda Pittman

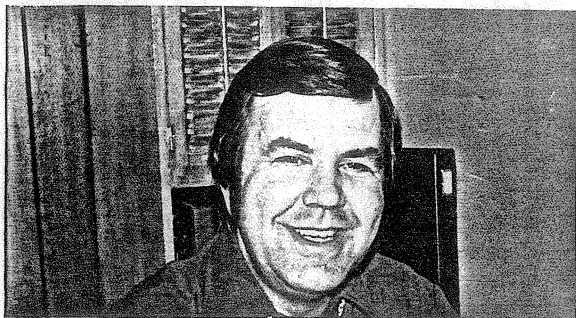
Cinda came to Crown over four years ago through an employment agency. She started in the Sales department as an order entry clerk. Cinda is still in Sales but now she is in charge of order entry, order expedite and the varranty registration system.

During the next few years, while her child is young, Cinda plans to finish her master's degree in business. She plans to re-enter the work force in three to five years.

Cinda's hobbies are snow skiing (which she has not been able to do this year with the baby coming), sewing, and tennis. Cinda also enjoys traveling with her husband on vacations.

Cinda and her husband live near University Park in a home Cinda has taken much pleasure in decorating. Her husband is a CPA for Price Waterhouse in South Bend. He will probably be transferred in a few years to a larger city, but they are looking forward to the new experiences ahead of them. With a new baby due the beginning of March, we are sure their new experiences will be many joyous ones. We wish them all the best in their future, whatever and wherever it will be.

Cinda says she will miss Crown but has promised to come back to visit and show off that new baby!



Ken Woodcox

Ken Woodcox has been at CROWN for eight years. He was hired through an employment agency, but had called on Crown as a Burroughs Computer salesman years before. Ken was the Western Region Sales Manager and was responsible for half the U.S. Marketing that served nine rep firms. His main goal while at Crown was to maintain the clear testimony for the company that was set forth by Mr. Moore.

Ken mentioned that his only sports activity was racing to the coffee pot at 8:00 a.m., but he usually lost that race to the computer room.

Ken's primary outside interest is music. He just completed his 31st year as a church music director. It seems only fitting that he should choose to work for WFRN, a Christian radio station in Elkhart.

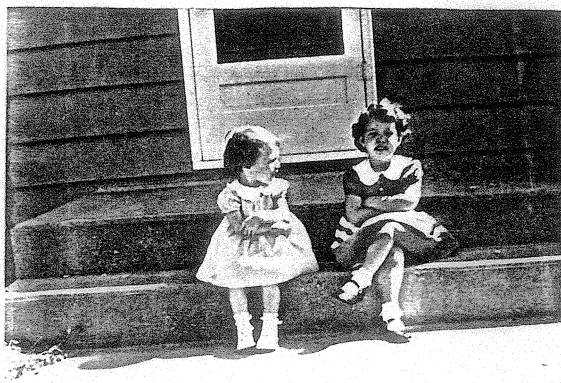
Ken and his wife, Mary, live in the country outside of Bremen. This year his house is "empty" as his last "kid" entered Bethel college.

Ken has expressed his feelings on leaving Crown with the following words: "Throughout the territory and here at Crown, I have so many friendships that I put a real value to that I'm having a difficult time saying goodbye. Relationships are the only fulfilling part of life. Think of taking away all your real friends, leaving you with only material things, that's an empty feeling. I want to thank you all for being my friend."

Ken will surely be missed at Crown, but the friendships that he has made at Crown will never be lost and will be valued forever. We wish him all the best in his new position at WFRN.

-- Sue Kurtz

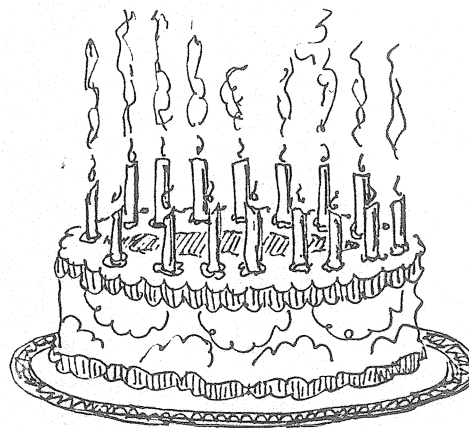
Baby Face



One, two, buckle my shoe.
These little dolls work here with you!

Guess who?

Happy Birthday

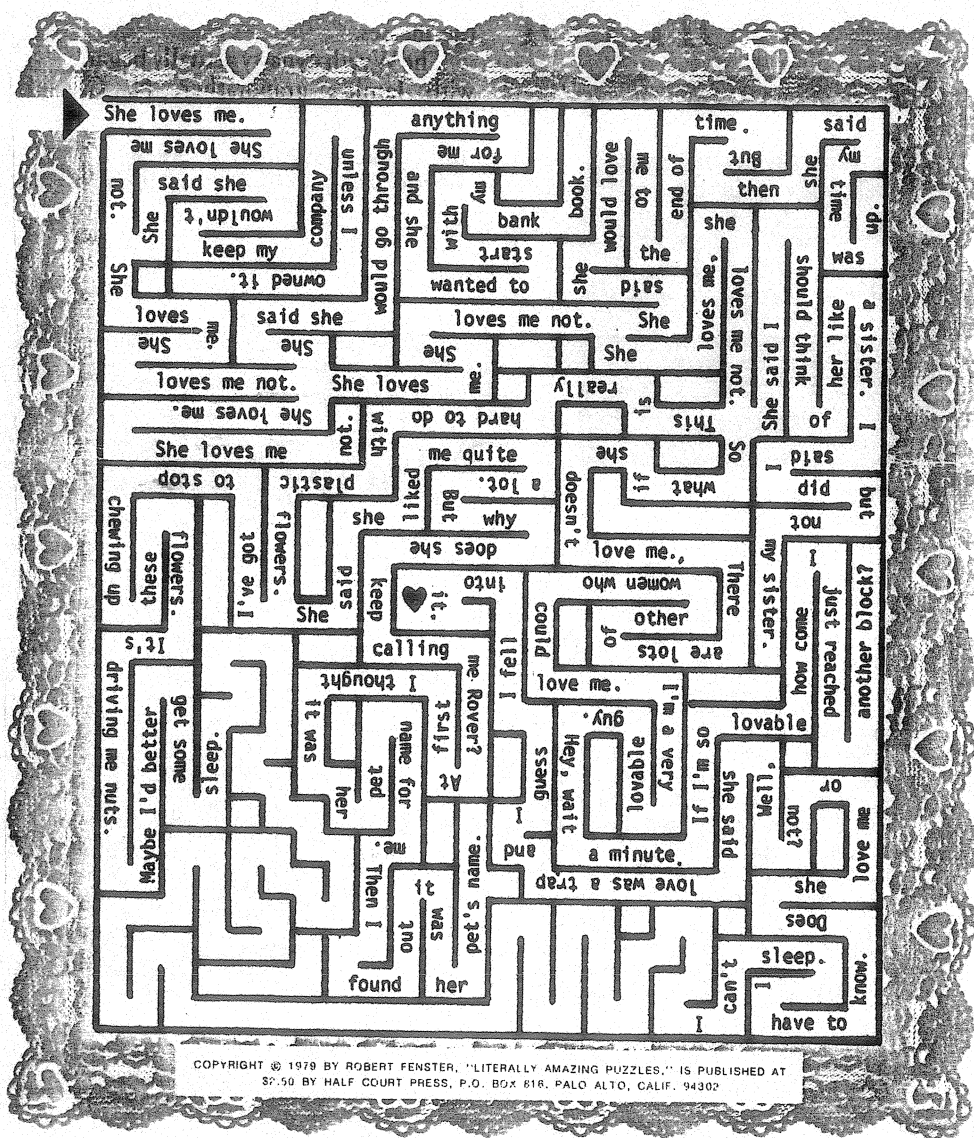


- 1 Carol McQueen
- 2 Nancy Brock, Irma Shank
- 4 Bob Leininger
- 7 Dennis Carroll
- 9 Debra Braden
- 10 Imogene Fields
- 12 Margaret Eaton
- 13 Phil Hoffman
- 14 Mable Healy, Laveta Randall
- 17 Ken Bontrager, Jim Bontrager, Don Peterson
- 19 Linda Vest
- 22 Max Scholfield
- 23 Lynne Gran
- 26 Carolyn Sherp
- 28 Mrs. Moore

Puzzle of the Month

AN AMAZING VALENTINE

How does she love me? Let me count the ways. This is a Valentine with—well—a difference. Start at the arrow and get to the heart in the middle, if you can!



Floodlight

WIRE CUT

Thelma Freel has worked at Crown for six years. Except for a few months on Line 1, she has always been a part of Wire Cut. Her spare time is devoted to her church and her grandchildren. Her hobbies are sewing and reading.



Thelma Freel

Nancy Brosius has worked at Crown for over 2 years. She started out on Line 3 and when she came back from her voluntary lay-off, she came to Wire Cut. She divides her time between her husband, daughter, and her new home in Jimtown.



Nancy Brosius

Carol McQueen has worked at Crown for 2 years. She began working on Line 6, and when she returned from the lay-off she came to Wire Cut. She spends most of her free time with her children, a married daughter and a son and daughter at home. Her hobbies are sewing, reading, and cooking.



Carol McQueen

Ruth Overhulser is coordinator in Wire Cut. She has been at Crown for 5 years. She spends her spare time with her husband and children. She has five daughters and a son, two sons-in-law, and a grandson.



Ruth Overhulser

-- Ruth Overhulser

WHOEVER acquires knowledge but does not practice it is as one who ploughs but does not sow.

—Saadi, Persian poet (1184-1291)

ALL OTHER pleasures of life seem to wear out, but the pleasure of helping others stays with us always.

—Julius Rosenwald (1862-1932)

EVERYTHING that is done in the world, is done by hope.

—Martin Luther (1483-1546)

Adam and Eve

Our new column this month shares the views of a male employee (Adam) and a female employee (Eve) of CROWN. They will remain anonymous but will answer questions poised at them. Their views are not to be looked upon as the ONLY male or female viewpoint. Their comments are not necessarily those of the CROWN Crier Staff or CROWN Management.

If you have a question you'd like answered by "Adam and Eve", please route to Jan Smith. The CROWN Crier staff reserves the right to accept or reject any questions not suitable for publishing.

February's question: "What would you change about assembly time -- or are no changes needed?"

Adam's reply:

Change implies, but does not necessarily guarantee, improvement.

In thinking about improvements in our corporate assembly period, four areas come to mind: content, time, attendance, and facilities/scheduling.

Improvements in content directly relate to the objectives of the assembly period and the degree of participation. To my knowledge, a written list of objectives has not been formulated. From observation, it would seem that the objective is often a difficult balance of information, worship, education and sharing. For the sake of brevity, I'll not comment on the degree of success we achieve in this delicate balance, except to complicate the issue. Let us also add the objective of individual development.

One area where little improvement is needed is that of "time". Whether in terms of duration or time of day, it appears that current procedures are effective.

Views on not attending assembly period can be reduced to the concept of freedom or privilege. Dare we add fuel to these fires with the following hypothesis: Throughout the day, we pursue activities recommended by the company in return for wages. Should not this same understanding govern our activities between 9:30 and 9:35?

Many will agree that some changes in the equipment, facility and communication (relative to each of these) would improve efficiency.

To those who feel slighted by my seeming blatant omission for leaving of the vital subject mentioned in the first sentence of paragraph three, my apologies. The key is, indeed, the degree to which each of us contribute. For it is not in the doing or the activity that we contribute most; it is rather in the unity we feel, the hope we share and the expression of faith we witness.

Eve's reply:

When a company allows time for all employees to gather together during the day, for assembly/chapel time, we should all appreciate it and show this by our attendance every day.

On the other hand, the folks in charge of the assembly should present it in such a way that no one person would want to miss it. Apparently, this is not being accomplished. It is evident by the absence of so many.

Even though an organ and piano are available, it is very seldom they are used. I'm sure we have "inside talent" that could be used constructively.

Comments from President Scholfield about Crown and its activities always prove very

interesting. It is good to know about our company. I'm wondering if all employees know who make up the Board of Directors. Who are the Managers? Perhaps a chapel/assembly devoted to, "getting to know", would be of value.

We are not in assembly/chapel just to be entertained, but every assembly, with a certain amount of preparation, can be very meaningful and informative. This in turn would give us something to think about during the remainder of the day. After all -- isn't this what chapel/assembly is all about?....It's...not just a time period when we do not have to be on the job, but should give all of us . . . "strength for the day".

New Employee Profile



NAME: Don Peterson

BIRTHDAY: February 17th

DEPARTMENT: Quality Assurance

POSITION: Technician

HOBBIES AND INTERESTS: Flying, Parachuting, Bowling, Baseball

AMBITION OR GOAL FOR THE FUTURE: That my love for Christ will show through in everything I say and do.

HEARD OF CROWN THROUGH: Prayer and a determination to work with a reputable and quality conscious firm.

-- Caroline Sherp

Kalorie Korner

Lois Roberts brought this delicacy to a recent Crown luncheon.
Everyone loved it!!!

Sausage and Bean Soup

1 tblsp. salad oil
1 lb. Italian, garlic, or Polish sausage, cut in 1/4" slices
2 medium onions, chopped
2 large cloves garlic, minced (or equivalent garlic salt)
4 stalks celery, thinly sliced
1 1/2 quarts water
6 beef bouillon cubes
1 large can (28 oz.) tomatoes
6 cups cooked Great Northern Beans, drained (2 lb. dried)
1 tsp. dry basil
1 tsp. oregano leaves
salt and pepper to taste
1 medium can V8 juice

In a large kettle over medium heat, cook sausage, onion, and garlic until the sausages begin to brown. Add celery, carrots, water, bouillon cubes, tomatoes (including their juice), beans, basil, and oregano. Break up tomatoes with a spoon. Simmer, covered, for 20 minutes. Skim off any excess fat. Makes about 12 servings. Can be made ahead and heated to serve.

Lois also uses about 4 links of Italian sweet sausage and adds 30 very small meat balls, which she browns with the sausage.

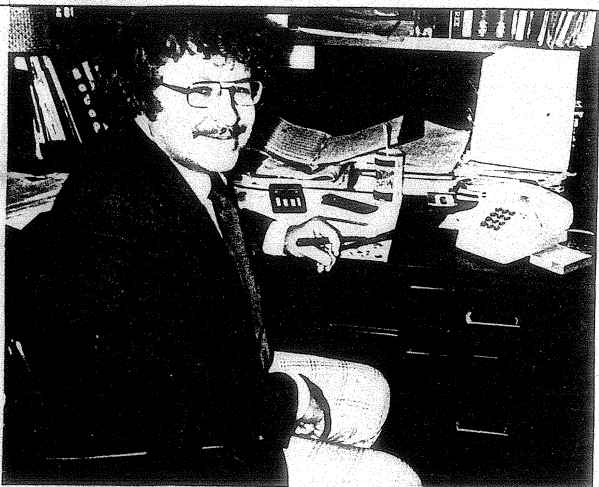
This dessert is delicious and convenient. It freezes well too!!

Pineapple Dessert

1 6 1/2 oz. box vanilla wafers, finely crushed
1/2 cup confectioners sugar
1/2 cup granulated sugar
1/2 cup butter or margarine
2 eggs
1 cup heavy cream, whipped
1 14 oz. can crushed pineapple
3/4 cup chopped nuts

Spread half of the vanilla wafer crumbs in a 9" square pan. Cream sugars with butter until light. Add eggs and beat thoroughly. Spread mixture carefully over crumbs. Whip cream until stiff. Fold in well drained pineapple and nuts and spread on butter mixture. Sprinkle remaining crumbs evenly over top. Refrigerate overnight. Makes 9 servings.

On the Other Hand



It is not true that every crazy idea, cult, and scam can be traced back to California. At least two of these arrangements that I have personally encountered were born in New England and have papers to prove it. The impression appears to come from the proclivity of the inhabitants of California for cultivating weirdness out of all proportion to their share of the national population. This is unfortunate. It leads the rest of us to look down on all Californians when in truth probably no more than 80 or 90 per cent of them no longer experience the gentle caress of reality.

The most recent madness to sally forth among the sun baked deserts and beaches is an interesting item called a pyramid party. The pyramid party, in its simplest posture, is the economic equivalent of shearing sheep. It is a ferociously selfish group affair in which a few individuals of limited conscience and scruples locate and assemble a somewhat larger number of persons who possess the same qualifications in addition to restricted insight and \$1000 each. When the number involved totals 64 persons, all is ready. A modest exercise in multiplication will reveal the tidy sum of \$64,000 floating around at this point.

In a deceptively straightforward way, most of the guests are graciously relieved of their \$1000, and a much smaller number divide the entire \$64,000 up among themselves. The theory seems to be that the bottom 32 people collectively contribute \$16,000 to the man at the top, and their remaining \$16,000 to the level above them. Similar rules distribute the money at all levels. The man at the top, having collected his \$16,000, departs to run his fingers through his wealth, and the two below him start their own pyramids. Sooner or later, the local population runs short of recruits, and those who have just freshly given up their \$1000 are left in that situation to admire the winners and regret their personal misfortune.

If this sounds like the Jesse James and Butch Cassidy theory of economics in action, you are missing perhaps the most important point. The fact is that these individuals showed up willingly with their money and knew up front they might lose it. The large majority of Jesse James' clients were unwilling, often to the point of violence, to part with their money. Hardly any of them read about him in the paper and went for a visit with money in their possession. Of course, most of those who attend pyramid parties probably expect to end up among the elite who get to keep their own as well as someone else's 1000 simoleons. It is a shocking indictment of the teaching of simple

arithmetic in the American educational systems that people cannot realize more readily that they are highly unlikely to end up with an amount of money equal to or greater than the amount they originally threw into this sporting event. We assume that a lot of wishful thinking and a good deal of lying influence the attendance.

Revenge is without doubt another motivating factor. If an individual has lost his contribution at one such party, it takes minimal imagination to recognize the possibilities inherent in another party for which the individual in question acts as one of the organizers. Think of the potential: For every pyramid party, more than three fourths of the participants go home broke or burned, and ready to form their own parties to recoup their losses at the expense of some other unsuspecting citizens. The numbers get big in a hurry; pyramid parties could become more frequent than Tupperware gatherings, Amway sales calls, and speeding tickets.

The questions of motivation to attend such a gathering still remains partly hazy, however, the prospect of attending a gathering for the purpose of giving up a large sum of money does not ordinarily create such interest and excitement. The gambling instinct may be involved; sort of an expensive lottery or a neighborhood crap shoot may be the view of the player. Bring your money and take a chance. At least you can't lose more than you bring; there are no IOU's at a pyramid party.

The cash aspect has caused some problems. Thieves, muggers, and other undesirables who do not in most cases receive invitations, nevertheless hear about pyramid parties and hang around the neighborhood when they are going on. When people start to leave, they select those coming out with smiles on their faces on the theory that anyone who has just given up 1000 clams in such a fool's game will not smile for several days. These opportunists help themselves to the smilers' winnings, a they don't even have to come up with the \$100 cover charge. The task of the law enforcement authorities in coping with this sort of behavior is not made easier by the fact that they are hardly ever invited to pyramid parties themselves, and consequently have little idea where to patrol.

We return to the question: Why do people continue to come? There is another theory available which is poorly publicized but which fits the whole wacko concept of the pyramid party. It appears that California is fast approaching its quota of rational citizens and has been casting about for ways to prevent the continued entry of balanced, thoughtful individuals into the state. The situation is worsened by the evidence that every time the current governor leaves the state the balance is further tipped in the direction of reasonableness. The whole pyramid operation, according to this theory, is a \$64,000 hoax designed to give potential immigrants second thoughts about moving to California. People who will support pyramid parties are, after all, liable to do any old uncivilized thing that comes along, and thinking people have good reason to change their moving destination to Patagonia, Tijuana, or Badwater, North Dakota. The crazies, meanwhile, will chuckle with delight and move West in ever numbers, and Californians can maintain their statewide devotion to strangeness.

Mark Twain reportedly observed that the human race had sunk from its original exalted position to a location about halfway between the angels and the French. Pyramid parties offer solid evidence that he was irresponsibly optimistic on this topic. The poor man probably went to his grave thinking he had exaggerated.

-- Dave McLaughlin

Personnel Paraphernalia

ETHEL MILLER was married December 27, 1980.

Ask JIM PUTZ (shipping) about his new remote control car.

LINDA VEST (line 4) and CAROLYN SHERP (Parts) moved into their new house. Carolyn spent a week of vacation working on the house.

JOANN BRYANT (Line 6) is studying to be a technician.

KAY HAAS (Line 6) has been sharpening up her secretary skills.

PAT FLETCHER (Line 4) has a new Pinto to drive around.

PEGGY SKIRVEN (Line 3) will be taking a trip to Atlanta, Georgia.

BOB KOHLER (Technician) has a new baby girl -- Beth Ann.

CAROL MCQUEEN (Wirecut) is excited about her son being able to eat solid food after a car accident put him on a "baby food" diet six months ago. They will be eating their Crown turkey and Thanksgiving dinner on Sunday, February 8. Carol would also like to express that this will be a very thankful Thanksgiving.

HELEN BLACKWOOD (Wang computer) would like to make a prayer request for her daughter, Sherry, who has curvature of the spine.

CINDA PITTMAN (Sales) received lots of baby gifts at a shower given on January 23rd. Everyone had a good time! Cinda's last day was January 30. We wish her the best of luck in her new job as mother.

DAVE ENGSTROM (Tech Service) went to New York to visit Knogo Corporation.

MILLARD EGER (Maintenance) Worked his last day Friday, January 30. Everyone was treated to ice cream, pie or cupcakes for the occasion.

SANDY GRABER (EDP) is "with child".

KEN WOODCOX left Crown but didn't go too far away. He's working at WFRN.

Congratulations to DAVE STUBER (Maintenance) and BECKY JAQUA (Payroll) on their engagement.

JULIE TOWNS (Engineering) will be moving to Sales as Howard King's secretary.

JAN SMITH (Sales) moved into the job Cinda vacated.

JOHN BACHMAN (Engineering) is looking for any pictures of "Lucy" at the 1972 Crown Christmas party. If you have any photos, please give John a call.

Which one of Crown Engineer's is known as "Zinger"?

How does Crown's "Big Sisters" like being the only ladies skating during a "Gentlemen Only" roller skate?

Milestones

Eric Lattrez	12 years
Larry Dennison	12 years
Tom Szerencse	12 years
Steve Peer	10 years
Richard Putz	8 years
Dave Menges	8 years
Jim Putz	7 years
Steve Myers	6 years
Ruth Overhulser	5 years
Jim Stembel	3 years
Anthony Geisendorfer	2 years
Carol McQueen	2 years
Linda Wisler	1 year



Lincoln's Friend

I DESIRE to so conduct the affairs of this administration that if, at the end, when I come to lay down the reins of power, I have lost every other friend on earth, I shall at least have one friend left and that friend shall be down inside of me.

— Abraham Lincoln

No executive has ever suffered because his subordinates were strong and effective.

PETER DRUCKER

Why can't life's big problems come when we are twenty and know everything?

Employee Council Report

EMPLOYEE FUND

BALANCE at November 30, 1980 \$ 553.23

NOVEMBER EXPENSES:

Baby Gifts	10.92	
Roller Skating	100.00	
Christmas Gifts	100.00	
Christmas Tree	30.70	

	-241.62	-241.62

BALANCE December 31, 1980 311.61

EMPLOYEE FUND FOR 1980 TOTALS

1980 EXPENSES:

Baby Gifts	136.29
Flowers	211.89
Ice Cream	185.47
Carry-in Meat	303.20
Concession Supply	455.08

	\$1,291.93

1980 INCOME (estimated)
\$1,510.24

-- Marc Miller

The 1981 Employee Council members are:
Marc Miller -- President
Verne Searer -- V.P.
Drew Frailey -- Treasurer
Doris Mock -- Secretary
Deb Berndt -- Activities Coordinator

The Ping Pong Tourney starts February 23rd and ends March 20th.

Men's single games must be completed by March 6th. The sign up sheet goes up on February 2nd. Players must be signed up by February 13th. Opponents and teams will be posted on February 20th.

-- Doris Mock

Did You Know . . .

The previous issues have been centered around the major medical coverage: doctor bills, prescriptions, lab and X-ray costs. Since the \$100 deductible is accumulated from January 1 through December 31, now is the time to turn in all the bills you have accumulated through 1980. If you have any questions, please feel free to call me at extension 243.

--Sally Peffley

Classifieds

ONE HALF POUND margarine containers needed. Lids aren't required. Please put on Mrs. Moore's desk. Thank you.

Answer Corner

This month's Baby Face is Carolyn Sherp and Linda Vest.

Crown Crier Survey

While driving to work I see a lot of children waiting for the school bus to arrive. It reminds me of my own school days. One thing that was popular when I was in the sixth grade was autograph books. Now the autographs weren't the special part of this book -- what was written along with the autograph was. At the top of each page a question was written such as, "What do you want to be when you get older?" It was interesting to see what everyone would write in the books. Of course, if what a girl answered was the same as a particular boy's answer -- well, it was true love! For the survey this month, I would like everyone to fill in the questions below, tear off the sheet and place it in the survey box in the employee area. We can be kids all over again. Thanks!

1. What is your favorite color? _____
2. What is your least favorite color? _____
3. What is your lucky number? _____
4. What is your favorite food? _____
5. What is your least favorite food? _____
6. What is your favorite television show? _____
7. What is your least favorite television show? _____
8. What is your favorite pastime? _____
9. Who is your favorite actor? _____
10. Who is your favorite actress? _____

please turn in by February 15, 1981

