

1981 CROWN CRIER



October

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

EDITOR.....Jan Smith
ASSISTANT EDITOR.....Julie Towns
KALORIE KORNER.....Lois Roberts
DID YOU KNOW.....Sally Peffley
NEW EMPLOYEE PROFILE.....Julie Towns
trapper.....trapper
PERSONNEL PARAPHERNALIA.....Evelyn Millsaps
p.j.Phyllis Gates
MILESTONES.....Arline Bontrager
POTPOURRI.....Lynne Gran
PROOFREADER.....Margaret Eaton
TYPESETTING.....Sheryl Gingerich

We apologize for the lateness of this copy of the CROWN Crier and for the content. We are sorry that this copy is a smaller version of the infamous CROWN Crier, but due to the extra heavy work load in Marketing, this copy did not get as much attention as we would have liked. We hope you enjoy this issue as much as we enjoy bringing it to you. We are also happy to announce the addition of two new staff members -- Evelyn Millsaps and Lynne Gran. Evelyn will be our new reporter for employee news in her column "Personnel Paraphernalia". Lynne will be bringing a new sideline in the Crier in her monthly article entitled "Potpourri". She will be sharing a craft each month. This month Lynne begins with a Christmas cross stitch. We are proud of the people that work on the CROWN Crier staff, please let them know that you enjoy what they contribute.

-- Jan Smith and Julie Towns

thinking out loud

THE TROUBLE with vacations is that sometimes you find, when you attempt to get away from it all, the people who arrived there ahead of you brought it all with them.

An optimist is anyone who reaches for the car keys in his pocket when an after-dinner speaker says, "In conclusion. . . ."

Some say the biggest advance in the area of communications in the United States isn't television, it's the coffee break.

If you don't want to gain weight in the wrong places, be sure to dine only in the most exclusive of restaurants.

Here's a way to punish your children: take them away from their grandparents.

Misers aren't much fun to live with but they do make wonderful ancestors.

A receipt: What some people expect when they pay a compliment to someone else.

People usually get what's coming to them—unless it's mailed.

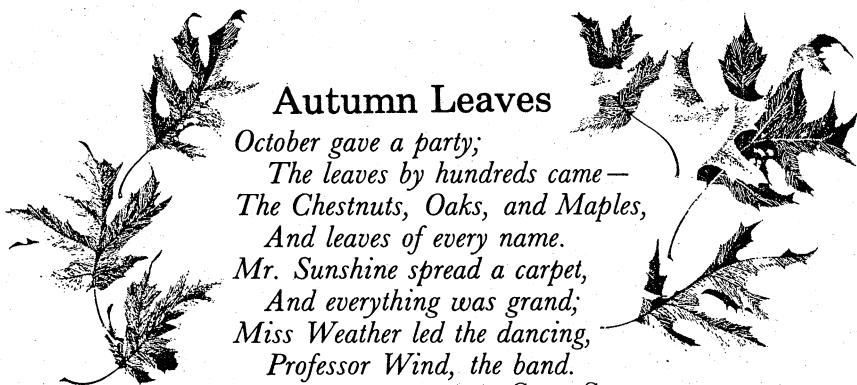
Even a short pencil is more reliable than the longest memory.

He who laughs, lasts.

Autumn Leaves

*October gave a party;
The leaves by hundreds came—
The Chestnuts, Oaks, and Maples,
And leaves of every name.
Mr. Sunshine spread a carpet,
And everything was grand;
Miss Weather led the dancing,
Professor Wind, the band.*

—George Cooper



trapper

dere editur

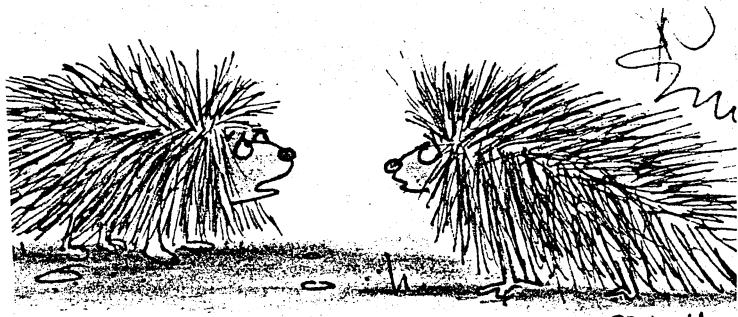
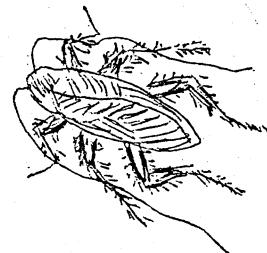
i relly feel im in love and its at furst
site

i wuze in stockroom and climbed
rite up on lois roburts cart and she
crused me threwout this hole plant and if
thats not enuf she nevur tried to step on me
or ruffle my wings

boy jus when i got used
to lois hanging around me she up
and took off on another vacation
i relly thot i had settled her down
but i guess i wuz wrong
ill just have to set her straught
and tell her she travuls too much
for me or ill write dere abbey

love

trapper



"All my love affairs are painful."

New Employee Profile



NAME: Susana M. Soto

BIRTHDAY: November 16

DEPARTMENT: Date Processing

POSITION: Data Entry Operator

HOBBIES AND INTERESTS: God, children, cars, sewing, cooking, pottery.

AMBITION OR GOAL FOR THE FUTURE: Do whatever God has for me.

HEARD OF CROWN THROUGH: Newspaper ad



NAME: Betty Mohr

BIRTHDAY: November 15

DEPARTMENT: Sales

POSITION: Literature Room

HOBBIES AND INTERESTS: Sewing, music, playing card games and going places with my husband on Indiana Lions Eye Bank meetings.

AMBITION OR GOAL FOR THE FUTURE: Reaching our 50th wedding anniversary.

HEARD OF CROWN: Peggy Skirvin and Janet Cook

Personnel Paraphernalia

Congratulations to NANCY BROSHIUS on the birth of Lisa Marie!

PEGGY CURRY is going on vacation the last week in October and is going to help JENNY SCHEIBER move.

BOB RYMAN -- "I haven't forgot you -- guess who?"

GALE BALMER fell through his back porch while trying to tear down his sun deck.

TREVA KAUFFMAN has a new grandson.

JUNE KULP is going on vacation and also is a very proud grandmother of her first granddaughter.

BETTY IVORY was on vacation the week of September 21 - 25.

SUE RAMSBY is on the move to Carriage House.

KATHERINE WILLIAMS says she will never volunteer to be a weekend warrior (in the Reserves) twice in one month.

BILL MILLER went to California on vacation to visit his sister.

TINA McLAIN's \$150 cat is doing as well as can be expected after an accident.

PAT FLETCHER can fix you up with any AMWAY products you want, just see her any break time on Line 4.

MARC MILLER burnt the tip of his nose with the soldering iron.

BOB RYMAN has the latest style in hair cuts. Check him out!

LINDA O'NEAL from Line 1 has potatoes for sale -- 100 pounds for \$7 and onions 50 pounds for \$6.

CROWN's Number 1 (original women's team) bowling team is number one. The CROWN Number 2 bowling team (CROWN Jewels) is in second place.

Line 6 misses their boss -- Dave Troup -- who left on October 2.

MARILYN BELLows moved into a new house.

DON CURTIS claims he is building a new house "all by myself".

STEVE PEER and RICHARD PUTZ had to call the county police to be let out of Ox Bow Park.

CAROLYN SHERP is in love.

NANCY BROCK will be spending time in sunny Florida.

STEVE HISEY bowled a 611 series.

JENNY SCHIEBER plans to visit friends in Minnesota for 12 days.

LOIS ROBERTS just returned from a trip to the New England states.

JOHN LANDA was married. CARLA LANCASTER sang at the wedding. To the right is a picture of John's car that Engineering wrapped so nicely.

SANDY GRABER had a boy on September 10. His name is Jason Wayne.

When someone from Stockroom was asked how his love life was -- he just smiled.



WE WELCOME EVELYN MILLSAPS FROM THE BOARDROOM AS THE NEW PERSONNEL PARAPHERNALIA REPORTER.

IF YOU HAVE ANY NEWS ABOUT YOURSELF OR THE PEOPLE YOU WORK WITH, PLEASE LET EVELYN KNOW.

WE ARE GLAD TO HAVE EVELYN JOIN THE STAFF AND WE HOPE THAT YOU COOPERATE WITH HER IN GETTING IN ALL THE GOINGS ON TO HER.

p.j.

#1 #2 #3 #4 #5 #6 #7 #8

PAY PERIOD END. DATE	REG. HOURS	REG. 2 HOURS	REG. 3 HOURS	OVT. HOURS	VAC. HOURS	HOL. HOURS	SICK HOURS	COMM. EARNINGS	OTH. 1 EARNINGS	ADJ. GROSS	GROSS

CHECK NUMBER	PAY RATE	REG. EARNINGS	OVT. EARNINGS	VAC. EARNINGS	HOL. EARNINGS	SICK EARNINGS	MEAL EARNINGS	OTH. 2 EARNINGS	ADJ. NET	NET

#9 #10 #11 #12 #13 #14 #15 #16

#17 #18 #19 #20 #21 #22 #23 #24 #25 #26 #27 #28 #29

SICK HR. BAL.	1	2	3	4	5	6	7	8	9	10	11	12

#30 #31 #32 #33 #34 #35 #36 #37 #38 #39 #40

Pictured above is a reproduction of the stub of the weekly paycheck. Listed below are explanations of the numbered items:

- #1 Since the paycheck and stub are printed at the same time with the same date, "pay period end date" is incorrect. This is the date the paycheck is released to you. It is really "paycheck date".
- #2 The hours you punched on your time card less overtime hours are listed in this area.
- #3 Overtime hours are listed here and this time is multiplied at 1 1/2 times your rate.
- #4 The week you are paid your vacation pay (on Thursday), those hours are listed here.
- #5 Paid holiday hours and/or bereavement pay is listed in this area.
- #6 Sick hours being paid are shown here.
- #7 "Other 1 earnings" can be night premium, bonus, IRA, or a correction to a paycheck where hours are not involved, etc.
- #8 Regular pay, sick pay, vacation pay, bereavement pay, other earnings, holiday pay and overtime pay are all totaled together and applied to the "Gross" area.
- #9 The same number shown on the actual paycheck is shown here for check reconciliation.
- #10 The pay rate is shown here.
- #11 through #15 are the wages matched to #2 through #6 above.
- #16 is the balance after all taxes and voluntary deductions have been taken.
- #17 shows the balance of accrued hours to be used for "sick pay". Paid hours can be taken only in increments of 8 hours. This benefit accrues at a rate of .93 for each week a paycheck is generated for you.

- #18 not used
- #19 This is your share of the insurance premium.
- #20 United Fund deduction is shown here.
- #21 not used
- #22 through #24 are savings buckets
- #25 This is used for special deductions agreed upon between the employee and management.
- #26 This area will be used if the Employee Committee should announce "There will be a deduction of \$1.00 from each paycheck." This would be after the majority of employees agreed upon some project and there would not be enough in the Employee's Fund.
- #27 Y.M.C.A. fee is deducted here.
- #28 and #29 are used for checking deductions
- #30 is the hours you have available for paid vacation. These are put into the system the week following your vacation date.
- #31 through #34 are mandatory deductions with the exception of "State Tax" for those who live in Michigan - or another state.
- #35 through #40 are self-explanatory. #39 may be confusing to you if you have voluntary deductions such as savings and/or checking. Then, year-to-date net would be an accrual of the "Net" you receive at #16 in your paycheck.

Your check stub is full of information. It is a good policy to file it at least until you have filed your taxes. Also, the duplicate deposit slips are the record for your deposit for that week. It is also a good policy to file these.

As always, should you have questions concerning your paycheck, see your Supervisor first. If it needs further checking into, they will send you to the Payroll Department.

Submitted by Phyllis Gates
Manager/Payroll

Did You Know . . .

With all the new employees, I feel it is important to go over our major medical coverage on our insurance policy. The major medical coverage is for illnesses but does have a \$100 deductible for each member.

At any time during the year when you visit a doctor for any type of illness this bill can be applied to your \$100 deductible. These illnesses can be colds, flu, etc. The only exceptions are for dieting and annual well-physicals. If you have a physical because of an unknown problem, this would be covered under the

"diagnostic, X-ray and laboratory" benefits up to \$75.00. I will cover this further next month. Prescriptions can be applied to your \$100 deductible, 80% of your bills will be paid. You can accumulate these bills yourself and turn them in at the end of the year or turn them in for me to accumulate. If you ever have any questions on coverage, please feel free to call me at extension 243 or come see me.

Sally Peffley
Insurance Administrator

Happy Birthday



OCTOBER

5	John Kirkland
11	Brenda Miller
17	Sylvia Miller
18	Alan Schrader
19	Rachel Eger
22	Barbara Stock
26	Paul Gerard
27	Millard Eger
30	Jenny Schieber
	Jan Smith

NOVEMBER

2	Zelma Morgan
	Mel Smith
	Tom Thurston
11	Pamm Malone
14	Gerald Stanley
15	Betty Mohr
16	Susana Soto
17	Jim Stembel
20	Bill Miller
	Johnnie Bryant
	Becky Stuber
	Mark Goss
26	LaMar Lawrence

Classifieds

Looking for 12 to 18 month old baby clothes for my son. Help fill his closet. Looking for reasonable prices and/or ability to borrow and return in same condition. Contact Lynne Gran, ext. 292.

WANTED -- babysitting in my home. Call Debbie Carroll at 293-3055

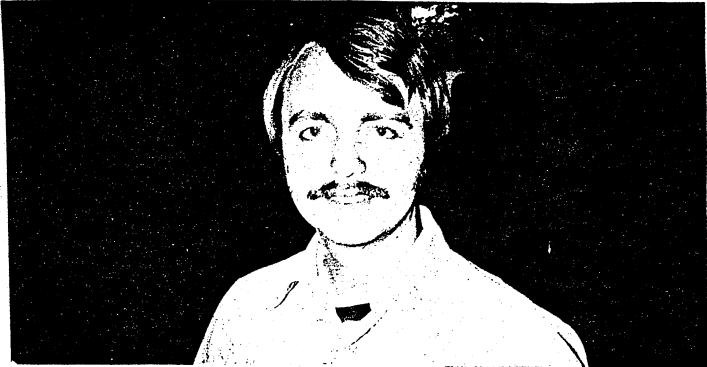
WANTED -- eyeglass lens for a Christmas craft. See Jan Smith.

Milestones

OCTOBER ANNIVERSARIES

Dale Kauffman	13 years
Randy Lehr	11 years
Rachel Eger	11 years
Nancy Brock	9 years
Dennis Carroll	9 years
Marilyn Strycker	9 years
June Kulp	8 years
Jim Bontrager	8 years
Marsha Gall	7 years
Jenny Schieber	7 years
Evelyn Millsaps	5 years
Margaret Eaton	5 years
Becky Stuber	5 years
Alan Schrader	3 years
Kathy Williams	3 years
Diana Long	3 years
Ora House	3 years
Julie Overhulser	2 years
Ronald Gray	1 year

New Employee Profile



NAME: LaMar Lawrence

BIRTHDAY: November 26

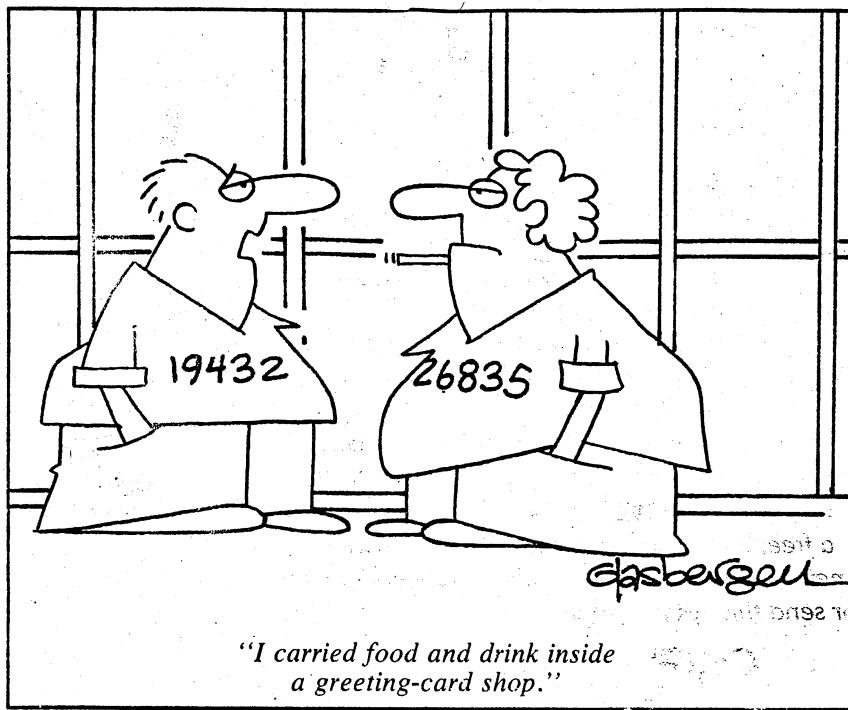
POSITION: Machinist

HOBBIES AND INTERESTS: Swimming, bowling, roller skating

AMBITION OR GOAL FOR THE FUTURE: To be the best person I can.

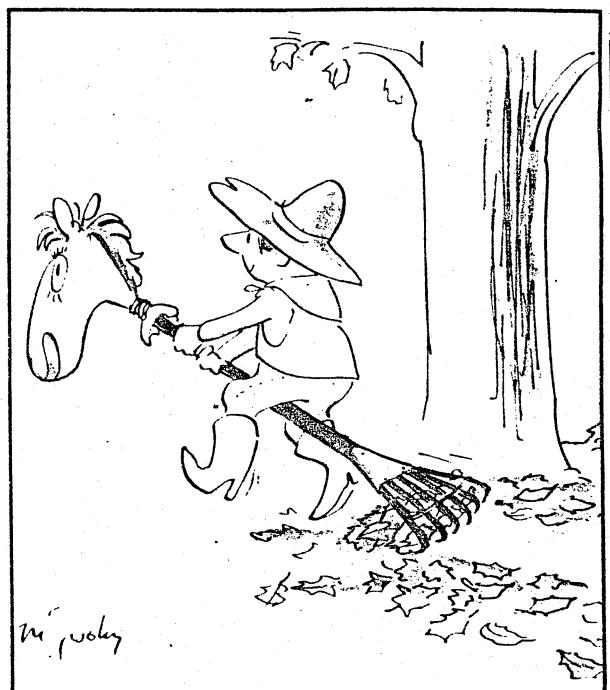
HEARD OF CROWN THROUGH: People I know that work here.

WHEN a supermarket clerk handed a customer the long cash register tape itemizing her many purchases, she looked it over casually and said, "Yes, that's about right. I usually pay around \$50 a foot for my groceries."



Abigail Van Buren, columnist: "If you want your children to keep their feet on the ground, put some responsibility on their shoulders."

Sam Snead, professional golfer: "The only reason I ever played golf in the first place was so I could afford to hunt and fish."



THE STEWARDESS gave out chewing gum to first-time flyers, explaining that it kept the ears from popping. Upon arrival, one man told her that it had worked all right, but would she please help him get it out of his ears?

THE ARTIST was showing his paintings to a friend. "Now here's a picture, one of my best, too. When I started out, I had no idea what it was going to be."

His friend looked puzzled. "Tell me, after you finished it, how did you find out what it was?"

Potpourri

COUNTED CROSS-STITCH

Embroidery in one form or another has been part of almost all cultures and civilizations. Most of us have seen samplers made by girls in the 1700's, 1800's and early 1900's. Cross-stitch itself is one of the easiest to learn stitches. Crossing one stitch over another is a quick method to embroider a design or monogram on clothes, pillows, wall hangings and pictures, or just about anything to which a needle and thread can be applied. Anyone who has ever created something knows the feeling of satisfaction when a design or project of any kind develops into a beautiful work of art.

In general, counted cross-stitch does not involve expensive materials -- the craftsman can go as simple or as intricate as desired. The basic needs for this craft are:

- 1) Any evenweave fabric, such as Aida (11 or 14 stitches to the inch), Hardanger (22 stitches), or Gingham (size of squares varies)
- 2) Tapestry needles (size 24 or 26)
- 3) Six-strand embroidery thread (14-count Aida uses 2 strands, 11-count Aida uses 3 strands)
- 4) Small embroidery scissors
- 5) Embroidery hoop (this may be optional when working a 6-inch piece of fabric or less)
- 6) Good light and comfortable chair

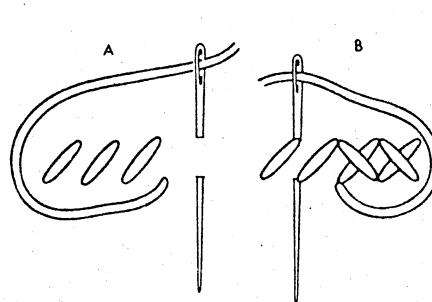
Most of these materials can be bought in any crafts or department store.

* * * * *

General Directions:

Allow plenty of border around the design to be worked. Hem or tape the edges so the piece will not unravel. Find the center of the fabric piece (mark with straight pin), then put the fabric in embroidery hoop if desired.

Always be sure to cross stitches in the same direction. Stitches crossed at random will result in a bumpy-looking design, and will cast strange shadows.



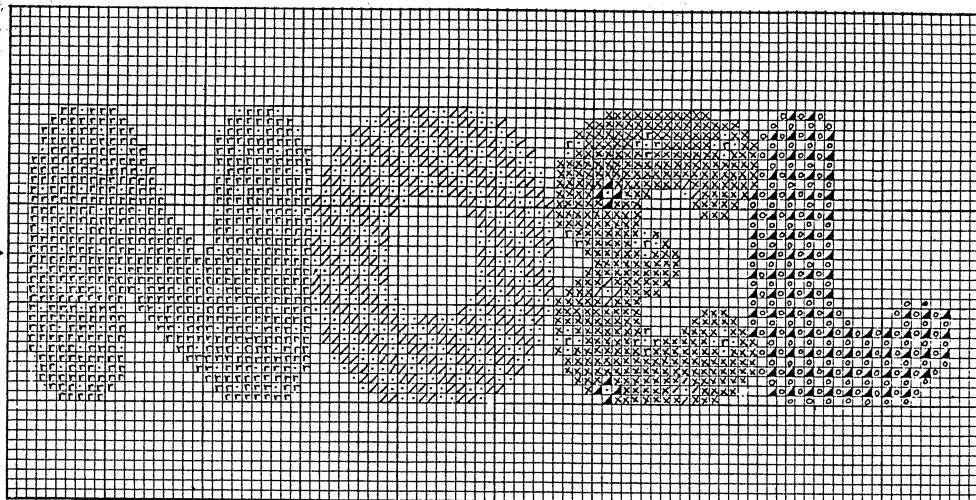
Cross stitch



line stitch - for outlining

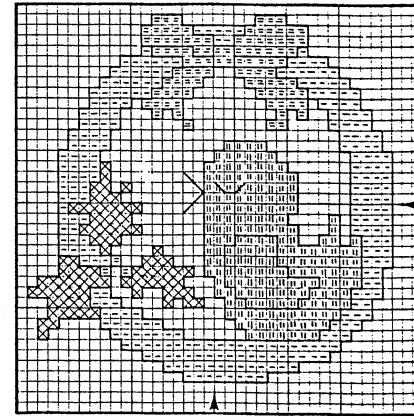
COUNTED CROSS-STITCH (con'd)

Following are two designs suitable for Christmas gift-giving or decoration. Use the colors suggested, or make up your own color scheme.



Patchwork Noel

	DMC	BATES
<input checked="" type="checkbox"/> red	349	013
<input type="checkbox"/> yellow	445	0288
<input type="checkbox"/> lt. mahogany	402	0347
<input type="checkbox"/> dk. green	702	0239
<input checked="" type="checkbox"/> dk. blue	792	0122
<input type="checkbox"/> lt. blue	794	0120



36

DMC COLOR	DMC COLOR	DMC COLOR	DMC COLOR
- White White	• 938 Coffee Brown-Vy. Dk.	✓ 809 Delft	✗ 963 Dusty Rose-Lt.
○ 353 Peach Flesh	+ 702 Kelly Green	✓ 799 Delft-Med.	✗ 727 Topaz-Vy. Lt.
- 754 Peach Flesh-Lt.	✗ 699 Christmas Green	✗ 797 Royal Blue	444 Lemon-Dk.
· 437 Tan-Lt.	= 666 Christmas Red	3 820 Royal Blue-Dk.	> 783 Christmas Gold
• 434 Brown-Lt.	✓ 740 Tangerine	✓ 996 Electric Blue	✗ 318 Steel Grey-Lt.
■ 801 Coffee Brown-Dk.	▲ 608 Orange-Bright	✗ 962 Dusty Rose-Med.	▲ 208 Lavender-Dk.
EYES: To make eyes appear round we mark our graphs with this symbol * . Make a cross x stitch, and then make a + stitch over the top to form the *. Do this in coffee brown 938.			

All Backstitch in 938

9

* * * * *

Uses for finished designs:

Christmas ornaments (sew backing on back side of design fabric & stuff)

Pocket of a child's Christmas outfit

Wall hanging

Christmas place mats and/or napkins

© 1980 Designs by Gloria & Pat, Inc.

Kalorie Korner

From the kitchen of Lois Roberts

Sweet-Sour Carrots

1 can tomato soup	1 t. salt/pepper
1 Cup sugar	1 t. dry mustard
1 C oil	1 T. mustard seed & celery seed
3/4 C vinegar	Carrots, onions, celery (green peppers optional)

Cook carrots 5 minutes, drain. Bring to boil dressing ingredients, add carrots, onions and celery and simmer 10 minutes.

Texas Cake

Boil: 2 sticks oleo (1 cup)
 2 Tbls. cocoa (can heap)
 1 Cup water

Cream together:

2 Cup flour	1 Cup sour cream
2 Cup sugar	1/2 t. salt
2 eggs	1 t. soda

Add boiled mixture while boiling hot to creamed mixture. Pour into greased pan 15 x 21 x 1 inch. Bake 20 minutes at 350°.

Icing: Bring to boil: 1 stick oleo
 2 T cocoa
 6 T milk

Take from heat and beat in 1 box powdered sugar; 1 tsp. vanilla and 1 C nuts. Frost the cake while still hot.

Dessert

Take blueberries and place in bottom of a 9 x 13 pan, take a box of Butter Brickle cakemix and sprinkle over blueberries and dot with 1/4 pound of oleo over top. Bake at 350° for 45 minutes to 1 hour. Serve with cool whip.

P.S. You can use any type of canned pie filling or any type of cake mix.

Scattered Sunshine

*A wise man goeth forth cheerily, through fair weather and through foul.
He knoweth his journey must be sped, so he carrieth his sunshine with him.*



MARK YOUR CALENDARS

What: Crown Christmas Party
(You are invited along with your spouse or guest)

Date: 7 December 1981 (Monday)

Where: Nelson's Port-a-Pit Hall
Wakarusa

Time: 6:30PM

Plan now to attend and enjoy an evening of fellowship with fellow employees and their guests, the Crown Board Members and their spouses, our retired employees and their guests.



Crown Management

