

CROWN

JANUARY 1988

Max Scholfield Retires from Presidency after 30 Years at Crown

1987 —

a year of milestones for Crown



CROWN MANAGEMENT honored **MAX SCHOLFIELD** January 11, with a banquet at Tippecanoe Place Restaurant. Max had the last word after a "Roast" by the Managers, covering some of the highlights (?) of Max's career.

Story on Page 3.

1987 was a year of "Milestones" for Crown. Sales reached \$25,000,000, the highest in Crown's history. Techron sales increased by 60% from 1986. Production kept pace by the hiring of over a hundred and forty new employees and by using night shifts and overtime worked by dedicated employees during the summer and fall.

It was gratifying to once again see the monthly bonus check reach as high as \$166 for September.

ROSS SWINEHART and **RUBY HUNSDERGER** proudly announced another milestone in November. Crown's credit line was paid back to zero.

The long planned building expansion got underway in August and has progressed rapidly under the direction of **DON FLOREA**.

The 1987 International Special Olympics Event was the scene of another triumph for Crown International. Public Relations Coordinator, **MARGO SOUSLEY**, and Product Line Mgr./Microphones, **BILL RAVENTOS**, plus many volunteers and benefactors, did a masterful job of coordinating the sound reproduction for the week-long events, August 2 - 9, at Notre Dame and St. Mary's College. The demands were great and so were results.

The picture of **MAX SCHOLFIELD** leading the athletes from Monaco into the stadium will long keep alive the memory of what the Special Olympics was all about. (See end of article, Page 2)

Celebrities at the Special Olympics were delighted to receive monogrammed CM-200 microphones from Crown. In fact President Reagan is now using primarily Crown mics for his speeches as a result of what the White House Communications Corps experienced with Vice President Bush's speech in South Bend at the Closing Ceremonies. (Continued Page 2)

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The hand-held CM-100, 200, and 300 microphone series were major product innovations this year along with the Power Base-2 and MicroTech 2400.

This banner year came to a close with the retirement of **MAX SCHOLFIELD** from the Presidency of Crown, a position he has held since 1979. Max has invested 30 years in Crown and has witnessed dynamic changes and growth in the electronics industry.

New technologies in both product and manufacturing methods continue to make the future look promising.



MAX SCHOLFIELD and Monaco athletes.

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The **CROWN CRIER** is the monthly newsletter of CROWN INTERNATIONAL, Inc. 1718 W. Mishawaka Road, Elkhart, IN.

**THE NEXT ISSUE WILL BE FEB. 1988.
DEADLINE FOR CONTRIBUTIONS, FEB. 3.**

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Character grows in the soil of experience, with the fertilization of example, the moisture of desire and the sunshine of satisfaction.

vital statistics



TIM KUEPPERS

Tim was born on Jan. 6, 25 (best age) years ago in Sturgis, MI. No one knows that he is related to Betsy Ross, maker of the first American flag. He lives in Elkhart with Robin, his wife of 1 1/2 years. She worked in Modules last summer before she began her teaching career teaching 5th graders in Granger.

Tim has been a Crown Engineer for 3 years. He considers the best job in the world to be one that allows him to provide for his family and serve God at the same time. Tim's current projects are a graduate degree in Business and saving to buy a house in two years. The best advice anyone could give is to be realistic about your abilities, fears and weaknesses, and don't be afraid to admit when you're wrong.

Tim's favorite childhood memory is growing up with his younger brother. His favorite color is blue. Favorite TV shows and performers are Cosby, Perfect Strangers, Head of the Class, The Carpenters, Harvest, Twila Paris.

The thing that he hates most in people is saying one thing but doing another (inconsistency) and taking advantage of a person who is at a disadvantage.

Meeting and marrying his wife was the best time in his life. The worst time in his life has not come yet, but would be when his Mother dies someday.

Tim's favorite season is Spring. The best book he has ever read is the BIBLE. Cookies and doughnuts are his weakness. Hobbies and interests are playing guitars, crafts, and studying the Bible. The best movie he has ever seen is THE RAIDERS OF THE LOST ARK. If he could travel anywhere in the world, he would go to Germany.

He never makes resolutions, especially on New Year's eve.

Heroes are Jesus Christ, Thomas Edison, Abraham Lincoln. His wish is that everyone in the world would come to know Christ as their personal savior, and that Christ would return today. If he has learned anything in life, it's that when life is finally over, the only thing that will really count is what he did to share the gospel of Jesus Christ.

A roast

The "Roast" began with an Introduction by **DAVE MC LAUGHLIN**, Master of Ceremonies.

"A roast is normally an occasion when the alleged friends of the guest of honor take turns embarrassing him. But take heart, Max, remember the proverb:

Your friends should make your life satisfying;

Your enemies should make your life interesting;

And you should live long enough to get even with them both."

GERALD STANLEY'S presentation was entitled "Fall-Out". He identifies closely with Max, since they have worked together these past 28 years. Also they are both afflicted with a certain disease, DHS (Disappearing Hair Syndrome).

The first story Gerald told was about the concrete pad HCJB had built for their transformer next to the building across 17th Street which Crown used to lease. When Crown was ready to vacate the building the owners made it clear the pad had to go.

A crane operator was called in and tried to remove the pad. Not easy. It seems it would require a great deal more effort and money to move that pad.

Having had some experience with a jack hammer in former construction work days, Max thought he could handle it much more economically. However, a day's worth of jack hammering did not even crack that concrete. Score: Pad 10, Crown 0.

Having also had a bit of experience with dynamite, Max thought with **DAVE STUBER'S**, help they could blast the concrete loose. They burrowed a hole under the thick pad, deposited the dynamite and lit the very long fuse. It went off; nothing happened to the concrete. Score: Pad 20, Crown 0.

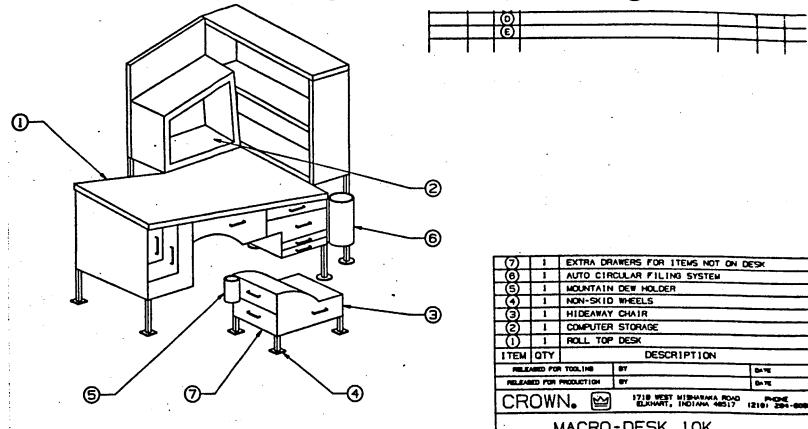
Using the rest of their supply of dynamite they tried again. Taking their places safely behind trees away from the site, they watched the explosion raise great chunks of concrete high into the air then falling through the roof of the building.

An innocent employee, in a restroom inside the building admitted to thinking the sky was falling. Alas it was only the center of the pad which flew through the air, leaving a hole and the rest of the concrete. Score: Pad 30, Crown 0.

Yes, the crane was called to finish the job.

Gerald had more stories--one about an exciting canoe trip and another about Max's "Mirror Image Engineering".

ROSS SWINEHART and **CHUCK GUSHWA** stood up and discussed the difficulty they had coming up with "An Appropriate Accolade" (gift) for Max. They had an idea but it took **ROD GROWCOCK'S** drafting abilities to come up with just the right design.



Study this design carefully--it's a "roll top" desk--and you will discover its outstanding features. Note the Hideaway Chair, for example! Hopefully, Swartzendruber's will be able to build this for Max. It obviously is too much even for **IKE KULP**.

TERRY FRICK went through boxes of old pictures to come up with a choice selection of photos depicting Crown's history. All employees had the opportunity to see these January 13.

CLYDE MOORE and **MRS. HUNSBURGER**, then presented Max with a plaque commemorating his service to Crown. Clyde listed the great strides taken during Max's Presidency of Crown: growth in sales from \$8M to \$25M; tripled building size; retirement plan; monthly products bonus plan; development of many new products; the hiring of most of the current management staff; and the achievement of the 1987 top profit- zero debt year.

Max closed the evening with a few memories of his own. He admitted he thought someone might mention that he ran out of gas on his way to work, his first day at Crown.

Max said he wouldn't have been President if Clyde hadn't felt so sorry for him. It seems that on an outing at the Moore cottage at the lake, Clyde was pulling Max on water skis, or so he thought. Actually, Max was being pulled by the rope, under the water before Clyde discovered there was a problem.

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Manufacturing had its share of recognition from Max. For instance, "pit stops" are not uncommon on company trips. However, **DAN LUTZ** set the record for the longest and most complicated. During a one-hour trip to Milwaukee, the plane had to make an unscheduled landing for Dan.

Now **BOB LEININGER** tried to sell a house---once. Max was grateful Bob was not in Marketing; Bob tried but couldn't even give the house away.

Max noticed that **TERRY FRICK** and his wife, Marion, have been horsing around a lot lately! Max, of course, was referring to the big new horse barn Terry built last summer.

There was more, but it is enough to say that this was one roast that was not half-baked!

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employee committee report

SEPTEMBER THROUGH DECEMBER, 1987

Balance as of 9-1-87 \$1652.55

Income (Receipts):

- Bertsch	\$1891.33
- Shopping Trip	1116.00
- Baby Gift Fund	40.00
- Interest	<u>38.76</u>

TOTAL RECEIPTS +\$3086.09
TOTAL TO ACCOUNT FOR \$4738.64

Expenditures:

- Ice Cream, cake, gift certificates	\$602.50
- Baby Gifts	88.50
- Flowers/memorials	302.63
- Annual picnic	276.15
- Nov. Carry-in	60.00
- Shopping trip	1115.48
- Miscellaneous	<u>245.60</u>

TOTAL EXPENDITURES -2690.86

BALANCE (In Chiphone*) 1/4/88 \$2047.78

*Monies are being directed into Savings and Checking Accounts.

OFFICERS FOR 1988:

JEFF BENDER - PRES. ROD SCHROCK, VP
CAROL LAWS - SEC. KEN BONTRAGER, TREAS.
CINDY SWALD - SOCIAL CHAIRMAN

The Employee Committee, on behalf of all employees, presented **MAX SCHOLFIELD** a Toshiba portable compact disc player and a memory book of notes and good wishes at the last 1987 assembly.

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personnel paraphernalia

Congratulations and Best Wishes to **SHERRY AND DARYL HOCHSTETLER** on their marriage, January 1, 1988.

A fond farewell to **LINDA O'NEAL** and wishes for a speedy recovery from surgery.

SHIRLEY SEARER is recovering from surgery. Get well quick, Shirley!

Congratulations to **JO SHREINER** on her new position as Assistant in Purchasing.

Romance is still alive! **MARGO SOUSLEY** received her engagement ring from Mike Minnich, in a twin-engine prop airplane. Looking out the window, while riding on Cloud 9, Margo noticed lights on the ground spelling out "Marry Me". When they landed they greeted 3 of Mike's friends who had lighted 190 sand candles on Marian High School's football field, in the zero degree temperature. As Margo has said, "There is always a story..." Congratulations, Margo!

CINDY SWALD did a survey; here are the results. From Dec. '86 to Dec. '87 there were 32 babies born to Crown employees--13 girls and 19 boys!

Welcome back to **BARB STOCK** who was hospitalized in December.

###

new employee profiles

DAN BALMER is the son of Merrylynn and Gale Balmer. He is prep-packer on Line 7. His hobbies/interests are music--both performing and sound reproduction for bands, photography, working on his house and eating his wife's cooking. He would like to do well here and also get into part-time photography and music studios.

TED BARANOWSKI returns to Crown after former work with Engineering. He is a Production Tech in Specialty, working on Line 3 and his ambition is to become an electronics expert. He is interested in Model railroading, chess, table tennis, and running in races. He belongs to the National Railway Historical Society.

BETH HAMMOND is a Financial Accountant in Crown's Accounting Dept. She has 3 major goals: become proficient in utilizing various accounting software; grow in her Christian walk; become a competitive tennis player. She also enjoys cross-country skiing, antiques, and Bible study. She belongs to the Wakarusa Missionary Church and is a volunteer for Youth for Christ-Lifeline.

MIRIAM WIGENT is Alan's Mother. She lives in Mishawaka and likes any kind of handwork. She is Accounts Payable Clerk.