

It's a Bird, It's a Plane, It's a Skydiver!

by Sherry Hochstetler

For July/August
we focus on:

Summer Fun!

Rise up; this matter is in
your hands. We will sup-
port you, so take courage
and do it." Ezra 10:4



Sherry Hochstetler

airport office at eight-thirty in the morning. We were all ready for our class in skydiving. It was an eight hour class. The first half was video, and the second half was practical application (practice).

Before class started, we all had to give up all legal rights. We signed a three-page waiver saying that we would not sue anyone in the company for whatever happened throughout the day. It was a little strange seeing the word "death" printed throughout the waiver, but I signed anyway.

During the practice session we were hung from the hangar ceiling by practice harnesses. We simulated our chutes opening and different things happening to them. One failed, one was perfect, and one had twisted lines. You had to know what to do in every situation so that you could land safely. One thing that was drilled into our heads was to pull the cutaway handle, then pull the reserve handle in quick succession, if the chute failed to open. You don't have much time to think, so you have to do this instinctively.

When the instructor was satisfied that we knew how to pull those handles in the right sequence, he let us down. He made sure that we had the knowledge to get out of any trouble.

Since the weather was bad for jumping that day, only a few of the students could make the jump before dark. So Andy, Ray and I decided that Sunday might be a better day anyway, and volunteered for the Sunday jump. Randy, Mark and Joleen jumped about 7:30 PM, Saturday.

On Sunday, June 22, at 10:30 A.M., I waited for my turn. I watched the newslady from TV Channel 28 tandem jump with a professional jumper. Then I heard my name called. It was time to find a jump suit to fit me and step into my parachute harness. The jumpmaster helped me adjust the straps. Next I had to find a helmet that fit and goggles came last. The parachute was heavy, and I leaned against a table to help me support it. Then Ray, the jumpmaster, another jumper and I headed toward our plane. I was not nervous at that point.

The pilot flew the plane into position 3200 feet above the ground, and the jumpmaster flung open the door. My heart stopped beating. Ray climbed out onto the wing strut and prepared to let go. I watched out my window until I saw his parachute open. I breathed a sigh of relief. Then I realized it was my turn. My heart stopped beating again!



Ray Rogers

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The jumpmaster helped me slide into the position. He then attached my static line to the holder. I pulled on it to make sure it was hooked tightly and properly. Again, the jumpmaster opened the door. The eighty mile-an-hour wind hit me in the face. I caught what breath I had left and stuck my feet out on the step. I froze with fear as I looked down. He told me to get all the way out. I climbed out onto the strut and hung on for dear life.

I forgot everything. I was supposed to be looking at him. Instead I was in never-never land. He tapped on the strut and caught my attention. He gave me the signal to let go. I did.

It is the weirdest feeling, falling through the air with nothing to hold onto or land into. I forgot to keep holding my hard arch, "X" position. I forgot to count to five by thousands and then check my chute. The next thing I remember was the shock of my chute opening and a voice on my radio telling me to check it.

I held my breath and looked up. To my relief my big red and silver chute was fully open. I was happy. My slider was in the proper position and my strings were not twisted. I was glad. I settled down for the most wonderful ride of my life. The trees, farms and cars below looked really tiny. I spotted the airport, and the ground control operator guided me towards the landing site, "Pull your right chute; pull the left; you're doing fine!" The guide handles of my chute were hard to pull. I had to put my whole body into them. I was so busy looking around I did not see the landing site.

I was really sad when I looked down and saw the ground only fifteen feet from me. My ride was over. I pulled down hard on both guide handles and my parachute deflated. I landed gently on the ground. The wind picked up my chute and pulled me down to the ground, and I rolled onto

my back and jumped up. The first thing I saw was Charlie Andrews, one of the owners of the jump school and ground control operator, coming to help me up. He wrapped my chute up and handed it to me. I started walking towards the little truck when Ray came running up with his chute all bundled up. He was as excited as I was. We definitely wanted to go again. It was wonderful.

I think every one should try it. Just conquer that fear and go for it! You will be glad you did. It was worth every penny I spent and will spend. It was definitely a high! Chances are Ray, Andy, Randy, Mark, Joleen and I can be found at the Goshen airport on future Saturdays. We will be waiting for our turns to jump out of those perfectly good, but small, airplanes.



Mark Stanley

Employee Committee



Crown Int'l Employee Committee: (L to R) Julie Gushwa, Keith Schoolman, Kathleen Stout, Ray Perry, Sandi Ramsey, Bill Lawrence, Kevin Gring and Rena LaBeau.

Dennis Badke Confesses Fear of Heights

After hearing about the skydivers facing fear, Dennis confessed. He is deathly afraid of heights. Where does his job take him? The rafters of Notre Dame's Joyce Auditorium; the catwalks of the Pine Knob amphitheater; the catwalk without railings of the Detroit Palace; the rooftop of Comisky Park in Chicago which is windy but 40' wide; above the scoreboard at the Joe Lewis Arena in Detroit; the Las Vegas Hilton, where you take an elevator up and walk across the roof to get to the area above the theater stage.

Why does he do these things? That's where the speakers are. Amplifiers are placed near the speakers to save the cost of copper wire. Dennis goes up to check for loose connections between amps and speakers and make adjustments so that sound reinforcement with Crown equipment is the best.

Does he pray first? Sure does, but he cannot think about it too long, or he couldn't do it. He just has to think about the job to be done and how to get up and back down to safety.

It's not likely he will take up skydiving. However, we don't think it's because of fear. He is undoubtedly more courageous than he thinks. We are encouraging a safety harness, at least.

Financial Report

Balance as of May 4, 1992		\$705.04
<i>Receipts:</i>		
*Canteen	\$842.08	
*Cookbooks	82.85	
*Misc.	1.78	
<i>Total receipts</i>	<i>+ \$926.71</i>	
		\$1,631.75
<i>Expenditures:</i>		
* Flowers	\$78.45	
* Baby Gifts	100.00	
* Leaving	50.00	
* Cookbooks	598.61	
* United Limo (Deposit)	100.00	
* Misc.	13.45	
<i>Total expenditures</i>		<i>-940.51</i>
Chiphone Balance 6/30/92		\$691.24

Vacations and Roller Coasters

PSI Officers Installed

Sue Kurtz began her second year as President of The Maple Chapter of Professional Secretaries International (PSI) in June. Rhonda Chapman was installed as Corresponding Secretary for the chapter. In July, they attended the National Convention of PSI in Columbus, Ohio.

Engagements Announced

Keith Schoolman announced July 20th that he is engaged to Dawn First of Dowagiac. Dawn is employed by Value City Department Stores on Grape Road, Mishawaka. No date has been set for the wedding.

Greg Neff and Kim Loutzenhiser announced their engagement in May. Their wedding will be May 1, 1993.

"I like them all," said Marcia Gall of roller coasters! She and her husband, Ronald, spent two days at Cedar Point in June. Then they toured Kelly's Island and Put-in Bay in Lake Erie before returning to Lake Wawasee and their boat. She's had so many memorable vacations she said, "It's difficult to choose. I am looking forward to a Caribbean Cruise this coming December."

The Gemini at Cedar Point was the favorite ride of cousins **Don** and **Doug** Pettifor. Don wrote, "Eight years ago, we liked it so much we rode it ten times in a row. We would have ridden it longer, but we were feeling a bit woozy." But Don's most memorable vacation was a week in

Michigan with his family. "We stayed at my parents' place. They live way out in the boondocks. One day we made a model of a log cabin out of items from the woods that we could scrounge up. It was really fun!"

Keith Schoolman wrote, "The roller coaster at Enchanted Forest called the 'Mad Mouse' was my first. I was seven years old. It was the two-seated, single car type that creaked, rattled, and jerked like it was going to collapse. I thought for sure that it would leave the track and we'd die. I swore I'd never ride another roller coaster again."

Keith's best vacation was recent. He went canoeing in the Canadian Boundary Waters last spring.

Jet Skiing



Randy Stanley maneuvers Randy Statzer's (former employee) SeaDoo. Statzer's camera zoomed in on the action and he captured this super picture. Stanley enters graduate school at Penn State in August to study acoustics.

Summertime Goodies

by Rhonda Chapman

This summer you will find me outside...with my family. I play tennis with my husband, **Bruce**, and brother, **Rick Balding**. I love a good barbecue (Bruce is a great cook!). My parents have a boat docked on Lake Wawasee, and I never pass up an invitation to join them. I especially enjoy romantic cruises around the lake at sunset.

Editor's Note: Rhonda was recently named "Toastmaster of the Year." The Crown Achiever Newsletter has the story and photos of Rhonda's achievement and other annual award winners.

Wedding of the Century

by Larry Lanning

Howdy the Clown, better known as Larry Lanning, witnessed the wedding of the century May 16 at Anderson University Valley, Anderson, Indiana. Jam and Graham Cracker (Reverend Gary and Ann Gramlich) re-affirmed their wedding vows on the occasion of their 15th wedding anniversary. Over 100 clowns in full-color dress joined the happy couple for this celebration of love.

The love for children of Smiles Unlimited, which Howdy and the other clowns support, was also re-affirmed with many balloons and lots of fun. The special day was a fund-raiser for "Kids Under Construction" and the Children's Organ Transplant Association (C.O.T.A.). The community was invited.

Just to look at the colored photos is a spirit booster. They are posted next to the vending machines in Plant 1. The "Heartlyne" number is 643-2759 if you are interested in joining or using the service of Smiles Unlimited.



Jam, Graham Cracker and Howdy



Ecuador: A Land of Kind People and Beauty

by Don Florea

I thought of Quito, the capital of Ecuador, South America, as hot, muggy and buggy with snakes all around. Boy, were we happily surprised! My family (wife, Mary Ellen, son, Andrew, and daughter, Rhonda) and I spent two weeks in June working and touring in what turned out to be a beautiful environment.

Quito is on the equator at an elevation of 10,000 feet above sea level. The nights are 50 to 55 degrees Fahrenheit and the days 70 to 75. There are no mosquitos.

It was Dave Pasechnik, HCJB Technical Director, who developed my interest into a working vacation. He told me Daniel Enns, HCJB engineer at the Quito headquarters, needed help with solder coating circuit boards to prevent corrosion. We researched their needs and capabilities and found out that screen printing circuit boards and the legends on them would be a better process for them to use. That accomplished the working purpose of my trip.

While I was working with the engineers on circuit boards, Mary Ellen, Andrew and Rhonda helped assemble Bibles and literature to mail. We all appreciated the missionaries who quickly involved us in their efforts. They were all just as friendly as those we have come to know and love here at HCJB's Crown International facility. They invited us to dinner, took us in as a family and we shared interests, loves and desires for our lives.

Being driven around in Ecuador's traffic was the most fun. Think of Elkhart's worst road-under-construction and then put that road on the mountain so that the traveler looks over the edge. That is what it is like going to a city called Shell (located near the Amazon River basin where HCJB has a remote hospital).

Driving skills reminded me of the Demolition Derby without the crack-ups. Everything goes. People stop in the middle of the roads, pass on the curves, pass you while you are passing, and see how close they can get without running over pedestrians. Probably the greatest hazard is large rocks in the road. Where do the rocks come from? When people work on their cars and trucks in the middle of the road (roads are made so you can't get off to the side), they roll large rocks (basketball size) in back of their tires to prevent their vehicles from rolling. When they finish their repairs, they just drive off and leave the rocks in the middle of the roads. Can you imagine going 60mph and discovering a rock?

We toured most of the HCJB ministry sites including the multiple-transmitter site at Pifo, high in the mountains, and the local broadcasting station in Quito. We shopped the local tourist craft vendors of woven goods, clothing, wood carvings and leather goods. Outside of the craft industries, there seems to be little business. Labor is plentiful, and it was common to see a large crew doing roadwork by hand. There is little machinery.

The most interesting souvenirs we bought from the Shell hospital store. The jungle inhabitants pay for their medical services with goods, such as a blow gun or wood carvings. When these are sold the money goes back into the medical fund to pay for medicine. The 35-bed hospital at the edge of the jungle is surprisingly modern. Next to it is the Missionary Air Force field. People needing more extensive treatment can be flown to other hospitals.

I personally believe that the fastest growing industry in Ecuador is security. Because of the economy, class structure and jobless rate, crime is fairly high. Banks have guards inside and out, carrying shotguns and pistols. I even saw one guard with a machine gun. Generally speaking, guards are hired for 24 hour security for stores, small villas, and many homes. Those who do not have guards, have dogs and tall stone walls with broken glass on the top of them or tall steel fences with sharp points on them.

It was the family adventure of a lifetime. The plane trip, passports and security checks were new experiences for Andy and Rhonda. We are closer as a family after doing "something different", experiencing another culture and working together with HCJB missionaries.

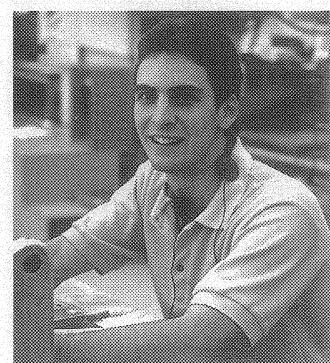
I encourage others to talk to the HCJB staff here about a possible adventure in Ecuador.

Correction!

"Techron Men Endear Llama" would have been an accurate headline for the llama photos in the last CROWN CRIER (see "IQ School Endears Llama"). The IQ school had nothing to do with llamas (or leprechauns). The kissing took place in Norman, Indiana, in December, when the Techron group visited Carolyn and Don Davis of Synergetic Audio Concepts (SYN-AUD-CON) for a meeting. Now you know!

Jeremy Brooks Travels to Argentina

Jeremy Brooks is in Buenos Aires, Argentina, until August 16. He is the "right hand man" to Sergio Scataglini, the prayer captain of the newly formed Prayer Partner Network of Elkhart County. They will be working with and for Scataglini Ministries International which includes an orphanage and Christian school which Sergio founded in Buenos Aires. Jeremy promised to share his experiences in an assembly before he goes to Central Bible College in Springfield, Illinois, in the fall.



Jeremy at Modules station

At the Track

by Deb Granger

In 1980, my husband John and I drove 550 miles to Moravia, New York, to race our horses during the summer. We expected to find the same caliber of buildings, grounds and racing as we have here, since we have always heard how great the racing is out East. That is where harness racing originated.

We drove into a shabby, run-down place. John's first words were, "What have I gotten us into?" But then, the local racing people showed up, and we met some wonderful people and made lifetime friends. I would classify this as the best vacation ever, and we've been back there at least six times with our family.

We race miniature harness horses. These are not tiny ponies, but small standard-bred horses called trottingbred. They are a cross between ponies and standardbreds, and for our racing circuit, they can only be 52-1/2 inches tall at the withers. The ones that grow too big are often sold to the Amish to pull their buggies.

Some summers are great for racing when the weather is warm and it only rains on non-race nights. However, this has not been one of those summers. So far, we have raced in the rain, been rained out, and raced around water on the track. We've worn our winter sweaters and coats more than our shorts and sandals.

Regardless of the weather, every Friday and Saturday evening you will find us, and about 70 to 100 other dedicated harness racers, at the track. Almost every weekend we have 100 or more horses entered with an average of 18-24 heats of racing. Besides the racers, we have a large, dedicated group of spectators that come every weekend, in spite of the weather. We alternate weekends between Nappanee, LaGrange, and Centreville. Sometimes we venture down to Hartford City, Anderson and Shelbyville. And, of course, John and I make a trip to Moravia, New York, every two to three years to visit with the wonderful friends we made 12 years ago. 

One of the World's Great RIB Sauces

from Maurice Paulsen

1	tsp. oregano
2 1/4	tsp. paprika
1/2	tsp. garlic powder
1	tsp. Beau Monde pdr.
1	tsp. chili con carne pdr.
1/2	tsp. ground cloves
1	tsp. cracked java pepper
2	Tblsp. mustard seed
1	Bay Leaf
3	Tblsp. garlic wine vinegar
3	Tblsp. Tarragon wine vinegar
1/4	Cup Olive Oil
1/2	Cup water
3/4	Cup catsup
2	Tblsp. Worcestershire Sauce
2	Tblsp. onion pdr.
2 1/2	tsp. brown sugar

Blend all dry ingredients. Add liquid. Makes one pint. Bring to a boil and simmer one hour over low heat. Boil ribs 'til tender. Crisp them on the grill then brush on sauce and grill until hot, but not burnt. ENJOY.

Memories Planned

by Ann Schrock

At this reading, if all went well, we—my sister-in-law and brother-in-law, Alice and Devon, my husband, Lowell, and I—will be on our way to see the beautiful Canadian Rockies. This trip came into being about the middle of last year when Alice, who is battling cancer, said, "I want the three Schrock brothers to do something really different together that they will never forget." She had the idea and goal that we would take a trip that would be special and memorable in every way.

Alice and Devon presented their plan to us and after many conversations with them and the youngest brother, Marion, who is from Salem, Oregon, a plan was born.

Alice, Devon, Lowell and I would fly via United Airlines, July 31, 1992, to Portland, Oregon, where we would be met by Marion and his wife, Verna. We would leave the next day by van for the northern end of the Canadian Rockies, Jasper National Park, Alberta, Canada. Starting back through the Canadian Rockies, we would stop to see the many wonders of nature along the way.

We look forward to spending this time together. One never knows what God has in store for any of us. We believe families are special. We hope to make the best of the days to come with those we love, and hope many others will have opportunities to do the same. 

Firefly Festival Parade

Yuriko LaVelle, Line 1, marched in the opening parade of the Firefly Festival at St. Patrick's Park in South Bend June 20. Yuriko, dressed in traditional Japanese costume, joined others in ethnic costumes for the parade across the barn theater stage and around the park to celebrate the melding of diverse cultures into music with universal appeal. 



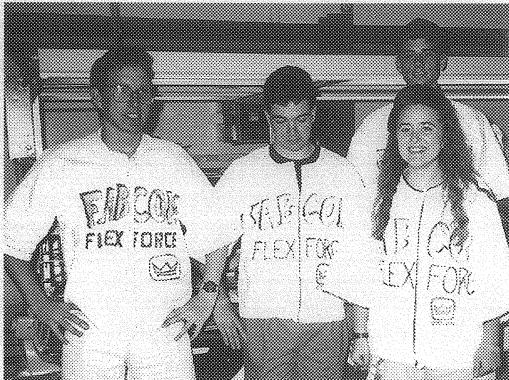
Tra Velle in himouo
LaVelle in kimono.

Teen Team Supreme

by Sandi Ramsey

"They keep us laughing," said Sandi Ramsey, Coordinator of the Modules Night Department, flex-force team of four. They are the first to decorate their white paper coats. From left to right are:

Matt Hooten, John Swald, Kim Keele, and Eric Wright tops off the humor, as usual! "They are good workers, and we just enjoy having them with us," Sandi added.



Summer of '67

by Gerry Barclay

During the summer of '67, I was happily spending another vacation at the New Jersey shore with my family. Clay, my tall, gorgeous boyfriend, was vacationing with his family just 20 miles away. One weeknight, we told our families we would be gone quite late. We headed to Maryland where we were married.

We didn't tell our parents because Clay's Lutheran and my strict Mennonite backgrounds mixed like oil and water! I, on the other hand, was head-over-heels for this gentleman and could overlook our differences! Neither one of us could confront our parents with our news after our little church wedding.

We both went back to our respective colleges in the fall and hoped to see one another as often as possible. Since our schools were four hours apart, this only occurred every other week or so and made for a bumpy start of our young married life.

Finally, six months later, I signed out of the dorm to go home and went off to New York for a

belated weekend honeymoon. My mother, who never called me at school, suddenly got a yearning to call and found out that I was gone. She called Clay's parents and found out he was also gone for the weekend. When we arrived home the next day, we were in for the loudest scolding I had ever heard from my dear Mennonite mother's mouth.

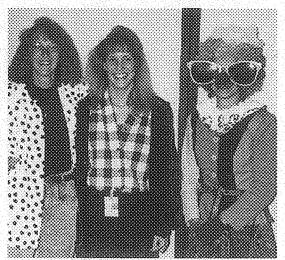
She calmed when we told her we had been married for six months. She said to plan on a wedding reception during spring break and to stop the secret rendezvous now! My father calmly proclaimed, "Amen." The ordeal was over, I thought.

During spring break I had three bridal showers and two wedding receptions, since one set of parents had one kind of party in mind and the other set had another.

Amazingly enough, 25 years later, Clay and I and our four teenagers are celebrating this very special anniversary our own way. We are taking a Hawaiian cruise and will be seeing five islands. Our parents had nothing to say about our plans. We wouldn't have listened anyway!

Happy Birthday Dee!

Dee Jackson's daughter, Sarah (center), brought in the clown with balloons for Dee's birthday, June 23rd.



Pontius' Puddle

Submitted by Deb Granger



Flying MAC (Military Airlift Command)

by Brian L. Tomlonson

Flying on a military transport plane can be a once-in-a-lifetime experience, never to be forgotten. MAC is a space-available, military-chartered flight. These flights are free to military personnel and their families to fly from foreign countries. Once a dependent reaches the port of embarkation, he/she must exit the plane. Transportation from this point forth is on your own.

In September 1987, we received a Red Cross message concerning the death of my wife's (Cindy) grandmother. We had a six-week old daughter (Monica) and not enough funds to purchase tickets from Frankfurt, West Germany, where I was stationed, to Chicago. We decided to fly MAC.

I signed out on leave at midnight on a Friday night. Cindy, Monica and I drove to Rhein Main Airport in Frankfurt, Germany. We checked in and waited for our numbers to be called, since seats were on a "space available" basis only. We waited for 30 hours. Then they announced that there would be no more flights to the United States for two weeks.

We decided to try Ramstein Air Force Base, which was about a three-hour drive due south. We were able to board a non-stop flight to Dover, Delaware, about 30 minutes after we arrived at the airport.

We had been in the air about half an hour when the captain announced that we would be making an unplanned stop at Mildenhall, England. After a short layover, we were up in the air again. The second time the captain came over the loud speaker, he announced that we would have to turn around and go back to Mildenhall because our plane was having mechanical difficulties (the flaps wouldn't stay up!).

Back at Mildenhall at 11:00 PM, through customs a fourth time, we found the hotels were filled. We laid down on the airport floor with about 100 other stranded passengers for a long night.

The next morning, we boarded the ailing C5 plane and were soon up in the air with the hope of seeing America. The pilot announced that they were going to try to fix the flaps by making two sharp turns and a dive, since parts weren't available at Mildenhall to fix them. They completed the turns, and we thought

all was well. About ten minutes later, the plane suddenly took a short nose dive and everyone cried or screamed! Once again, the pilot was heard. The problem wasn't fixed, and we would be heading back to Ramstein. Ramstein had no parking space available, and wouldn't approve our landing. We had to return to Mildenhall instead.

We called my father-in-law and told him the disappointing news of now being stranded without any hope of continuing. My father-in-law said not to worry, that he would somehow get us home. I was thinking, "Sure he will!"

We decided to go back into the terminal to get our bags so we could change clothes, have a decent dinner and find a hotel. When we entered the terminal, a man wearing a suit rushed up to me and asked my name. He then proceeded to make arrangements for us to fly on another C5 transport plane, which had also made an emergency stop at Mildenhall. It was carrying a captain and another officer and had room for two more passengers. The destination was Ft. Hood, Texas, via Canada.

After several days with no sleep and nothing to eat except vending machine food we thought we were lucky. Actually, Cindy's dad called our Congressman with no results and then called the Pentagon. He got results.

By the time we got to Texas our bags were ripping from overload, and we had to wear our sweaters and jackets we had put on in Canada where it was cold. It was 95 degrees in Texas.

We purchased cheap tickets on a business plane to Chicago. Ten stops later, after Cindy's struggling to change diapers and nurse the baby on this small, cramped plane, we arrived in Chicago on Tuesday at 10:30 PM. Our parents were there to greet us and drive us home, but we had missed the funeral by 12 hours.

MAC will get you where you want to go, but when, is another story. We learned to always be prepared for an emergency and have a savings account readily available.

Corporate Cup Challenge

The Memorial Day 10K Great Race from Concord Mall to Civic Plaza featured ten runners from Crown International. Crown runners, all finishers, were Lynn Etherington, Ken Walter, Kevin Edwards, Arnold Smeltzer, Dave Hosack, Dale Burnett, John Michels, Ronald Ray, Craig Hunter and Steve Peer. Ken Walter, Dale Burnett, Arnold Smeltzer and John (Chuck) Michels had the fastest times, from 43:34 to 47:59, respectively.



The Putz Family

(L to R) Tammy with Jamie Christine, Jim with Levon, Tammy's mother, Lucinda Jaronik, and Clinton. It was Jamie's introduction to Crown Int'l. It was also an answer to prayers for Clinton to be back on his feet after a serious bicycle accident.

New Program Cuts Time at the Tech Bench

by Libby Marshall

"It's a fabulous instrument," Dan Kreiser said about the Sound Technology Analyzer on the Crown Division Tech Bench. It performs more than 15 specific tests on the MA/MT/PB amps, such as the mono-mode check and total harmonic distortion (THD) tests at various power levels. The time it takes to run all the tests for one amp was cut in half by Dan's auto-sequence software program, from about .92 hours (55.2 minutes) to .5 hours (30 minutes).

Actually, it wasn't Dan's program. It was there in the manual, which told him what the analyzer can do and how to program it. Dan decided to optimize the capability of the machine by working with the available memory to make it go faster and do more.

"Basically," said Dan, "you just have to put two and two together, to get the analyzer to do what you want." Dan used a TEF12 Plus as a computer to store the auto sequences for the analyzer. This greatly expands the memory, and the other bench enhancements allowed the load controller box to test both channels at once by holding down two buttons.

The analyzer steps through the series of tests in order, in about six minutes for most amps. Previously, they had to call up each test into memory and run it manually, watching for any assembly problems or bad components. The new load controller is also better because it offers less resis-



Robert Smith and Dan Kreiser

tance between the amps and the components testing them.

Hold onto your PCs because Dan is looking for a PC and printer to further enhance their production. They could speed up the tests, print actual values on the POP sheets so customers could see exactly what the amps can do and tie in other tech benches to make changes in test equipment programming. Their goal is to get total tech time per amp down to 12 minutes.

Dan said he enjoys being a tech. Computing and testing go hand-in-hand, and electronics and computers have long been his hobby. He is the "sound man" at New Creation Fellowship Church and plays bass and guitar. 

Crowning Achievers Toastmaster Awards 1991-1992

Toastmaster of the Year - Rhonda Chapman
Most Improved - Brad Reiners
Most Enthusiastic - Tim Kueppers
Most Creative Table Topics Responses - Roger Sunday
Best Attendance - Laveta Randall

See the *Crowning Achievers* Newsletter on the Toastmaster Bulletin Board in Plant 2 for photos and story.

Roger Meachem received the Advanced Toastmaster certificate (ATM) July 16 from President Bob Sproston. This represents 15 speeches of greater length and difficulty than the first series of speeches for the CTM designation. From Winston Churchill's speeches to Professor Higgins in "My Fair Lady," Roger has dramatized a variety of stories to earn this rating.

Goin' GOBA

by Ben Dorsey

When I first mentioned the idea, my wife wasn't exactly thrilled about it. Using our first vacation in three years for a week-long bicycle/camping trip just didn't appeal to her. That was understandable. She isn't nearly the cyclist I am (on my way to a 3000-mile year), and camping in a tent has never been one of her favorite activities. I had to call upon my persuasive powers. I pulled out the flyer announcing the organized event.

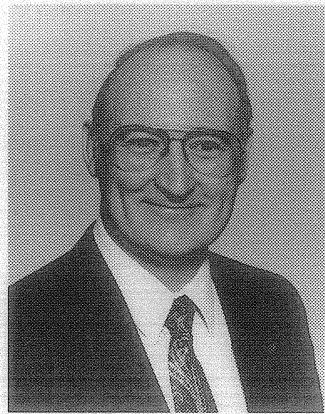
"But they call it an adventure—the Great Ohio Bicycle Adventure (GOBA). It's not a race; it's a ride. We go at our own pace, get up whenever we want, stop and eat whenever we want, get to our day's destination whenever we want. There are neat sights along the way and fun evening activities in the host towns. And with 3000 riders, they'll be lots of people to meet." But it wasn't until I mentioned the prospect of getting away

from our young sons for a whole week that she finally saw the light. (At ages four and two, it seems their mission in life is to drive Mom crazy).

Now, nearly 400 miles later, we look back on a week of some tough, fun rides and new friends. We look with more environmentally conscious eyes. We see challenges overcome. We see the need for better physical and mental health. (Now all I have to do is get her to see another ride next year. Right now she is suggesting that this would be a good father and son getaway!)

The adventure, by the way, was finding our luggage each day. It was transported from camp to camp in four semi trucks and unloaded in huge piles for our perusal. At least we didn't have to carry it. 

Word from the President



Is the grass really greener on the other side of the fence? We act as if it is when at Crown International we say: Why does Amcron get this benefit and we didn't? How come Crown got a day off and we didn't? How come corporate services doesn't have the same requirements for performance that production does?

These questions are arising because we are going through the process of divisionalization to allow divisions to have greater freedom in responding to their specific customers and employees' needs. However, this means the rest of the company is no longer the same as my area.

There are noticeable differences from one division or service area to another. Each division or service area has benefits that the other divisions or service areas don't. If the difference becomes an advantage for me, I will never complain about it being unfair to the other people, but accept it with thanksgiving. But if you get something I don't, then poor me! I am being treated unfairly!

In order to give divisions and service areas freedom to make the best decisions, for them and the

corporation, we have to give up the idea of everything being equal. Your leaders have to determine benefits in terms of your needs and divisional capabilities, not in terms of comparison with other divisions or service areas.

For example, assume there are two people who have different leaders. One employee likes ice cream and one likes cookies. The leader gives cookies to the one who likes cookies. The other leader gives ice cream to the one who likes ice cream. Is that fair? It's not equal. Leaders are not just dealing with one employee, but many, and they must choose what meets the needs of most of their employees. If the majority of the group needs ice cream, their leader will give them ice cream.

Our leaders are trying to meet the needs of their customers and their employees. Help your leaders understand your department needs and be careful about demanding equality with other departments - you may not want it!

Clyde W. Moore

Milestones

To recognize employees with 20 years or more of service with Crown International

by Bruce Bartlett



Jim Beattie

Crown's most enthusiastic cheerleader is Jim Beattie, our National Sales Manager. His warmth expresses the Crown philosophy.

Before coming to Crown Int'l, Jim was a deejay in college and served in Vietnam. Then he lived in Columbus, Ohio, where he sold pharmaceuticals.

Jim, an audiophile, visited a local dealer one day to purchase a tape recorder. The dealer recommended Crown Int'l, and invited Jim to visit the factory to have the recorder checked out. While at Crown, Jim talked to Clyde Moore, then VP of Marketing, about the possibilities of a job. Six months later, Jim began here as Assistant Regional Manager.

For Jim, Crown Int'l has stood for integrity, truth, caring, and serving. These values, as well as Crown's spiritual side, are important to him. That's why he's stayed with Crown all these years.

Jim lives in Sherwood Glen with his wife, Karen, and sons Mark and Philip. Mark is in Purdue, while Philip goes to Concord High School. As for hobbies, Jim loves to collect fountain pens and pinball machines. He also enjoys listening to his extensive home audio system.

Jim's sales philosophy emphasizes four goals:

1. Go the extra mile to serve our customers. If you have your customers' best interests in mind, in the long run you will be successful.

2. Act quickly when a customer asks for something.

3. Make sure our dealers actively promote our product line, not just access it.

4. Be honest — have our walk match our talk. Make sure the customer perceives we want to be of service, not just get a quick order.

"We want to deliver guaranteed excellence year after year. This sets us apart as a different kind of audio company with unique values and a unique desire to serve the customer. One of our biggest hurdles," Jim says, "is to make sure our sales reps give Crown products a fair share of their time, along with all the other lines they carry. Another challenge is to teach customers what our technology can do for them."

"We have many growth opportunities — Macro Reference™, MA3600VZ®, MA5000VZ, IQ, SMX, MPX, Com-Tech® and new microphones. Our goal is \$25 million in sales for the Crown Division next year. I believe we'll be able to get it."

Jim's personal goals are to grow, to keep current by reading, and to polish his skills. "If you're not growing, you're dying. You should take each day as a new opportunity to make it happen." Jim wants to be remembered as someone who did what he said he would do, who was consistent in his values, and was committed to doing the right thing.



Just a Weekend Run-away!

by Carreen Gaudet

My most memorable vacation was really just a weekend run-away with my daughter, Carrie, to the shores of Lake Michigan in South Haven. At the resort Friday evening, we stood on the cliff edge feeling the wind blowing around and over us. We watched the golden sun slowly sink into Lake Michigan. We stood with an arm around each other and felt a closeness and peacefulness that brought smiles to our faces. Then, like two kids, we went to the game room and played games. My daughter was nice to let me lose by just a little bit.

The next day we walked to the end of the pier and watched the waves break, sailboats float on the horizon and approximately 50 massive torpedo jet boats come in, fuel and go out in a race competition.

The frosting on the cake was, while driving home Saturday evening, my daughter saying, "Mom, I'm glad you're my mom."

Employee Recognition



Two June assemblies were devoted to catching up on recognition of employees' years of service. Some of the employees who have worked at Crown Int'l for more than ten years are (from L to R) Don Peterson, Steve Mills, Geneva Miller and Linda Koppernagel. Clyde Moore presented their acknowledgements, while Risa Wright read their names. Phyllis Gates and Joy Moore organized the seniority records and awards for these presentations.



Plaque Presented to Laveta Randall

"There were slots for only 50 time cards when Laveta Randall began her Crown International career. She and #52 had to share with others!" according to the July 1987 CROWN CRIER. Clyde Moore congratulated Laveta for 30 years of continuous service and presented her with an engraved plaque in her honor during the June recognition assembly.

Laveta remembered that in the ol' days each employee had to conduct an occasional chapel time and what good experience that was for the timid speaker. In June she received the Competent Toastmaster (CTM) designation from the Crown Achievers Toastmasters Club.



Laveta Randall, Clyde Moore

A Trip Down Memory Lane

by Harold Greeley

"My current vacation was a trip down Memory Lane to my ninth (45th year) class reunion at Pinkerton Academy in Derry, New Hampshire," wrote Harold Greeley. "I returned to my 'roots.' We had an Alumni Day with other classmates celebrating as many as 75 years since graduation."

The Pinkerton Hall of Fame of former students includes one of the first astronauts, Alan B. Shepard ('40), and poet Robert Frost, who was on the faculty in the early 1920's.

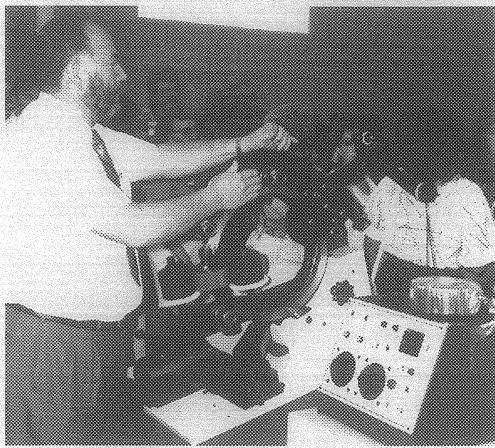


Thanks for the Birthday List!

Shelda Jensen faithfully produces the birthday/anniversary list each month from the employee roster. Thanks to her, everybody gets a "Happy Birthday" or two on their day!

Transformer Manufacturing Has Begun

by Libby Marshall



Al Spencer adjusts the larger coil winder. A wrapped coil is shown at right on top of the machine control box.

"It's nice to have a vendor that can give 24-hour turnaround," said Jim Wordinger, Crown design engineer, with a smile. He had just received a transformer from Al Spencer, who was named supervisor of the Wire Prep and Transformer Department July 15.

Several years of evaluation, investigation and research reached fruition when three sizes of coil-winding machines were installed in Plant 3 this summer. With machines and supervisor in place, now Crown Int'l is ready to manufacture its own toroid transformers.

Transformers power all of our amps. They convert line voltage to power electronic devices in our amplifiers. Our new machinery enables us to make transformers as small as one inch in diameter and as large as 18 inches. New prototypes in Engineering use both large transformers as power supplies and smaller ones in audio circuits.

A transformer is made from copper wire coiled around a steel core. The cores, which are purchased, are made from powdered iron or bands of steel wrapped into coils. The ends of the copper wire extend out of the coil to connect with the amp electronics, or flexible lead wires are attached to the coil.

The mid-size machine can be fitted with a head which wraps plastic silicone tape on the coils to insulate between layers of copper winding. Theresa Rorie and Rena LaBeau are learning to use the new equipment.

The new manufacturing process will enable us to produce quality transformers in the quantities needed. The goal is to be able to receive an order and deliver it to the assembly lines in five days.

Al Spencer brings over 25 years of manufacturing engineering experience to this position. Most recently he worked at Trinetics, Inc. in Mishawaka, manufacturer of electrical coils, wire harnesses, electrical assemblies and lighting controls. He graduated from Michigan State University with a B.S.E.E. His office will soon be moved from the Plant 2A manufacturing complex office to Plant 3.



Milestones Plus

To Recognize Employees with More Than Twenty Years Service with Crown International

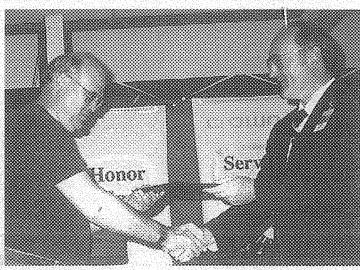
During a June assembly, Clyde Moore thanked Mike Branch, Cheryl Crow and Paul Gerard for their twenty years of service.

PICNIC!

For all employees and their families!

Saturday, August 15 at 11:30 am, at Crown Int'l.

Lunch at noon; bring a side dish or dessert to pass. The Employee Committee will furnish everything else!



Mike started at Crown Int'l two months before the fire in 1971. When we featured Customer Service in the CRIER in 1990, he told us, "It used to take a whole day to service a tape recorder; it takes just two to three hours to service the more complicated amps." Mike is a factory service tech in Plant 4.



Paul Gerard and his wife, Connie, are another Crown Int'l team. Paul preps and packs for Lines 3 and 4, and Connie works in the Modules Department. Supervisor, Helen Cosby, says she has been able to count on Paul to always be here and do a good job for both lines. Many remember the fun we had at the Elco Theatre during Family Day in 1991, when Paul competed on the "Jeopardy" team.



Cheryl is a part of that super mic team on Line 5. She also has a family team working here with husband, Jerry, in the Maintenance Department and daughter Cindy Tomlonson on Line 2. It was Cheryl's first-hand account that introduced the November CRIER story on the historic fire of 1971.

PLANT 3 OPEN HOUSE



(front row, L to R) Dale Kauffman, Myron Miller and Leonard Hinkson watch the first corporate live assembly in Plant 3. Dale presented Myron, Leonard, Doug Pettifor, and James Cauley with Elkhart Factory Service Center certificates for completion of the annual two and a half day Field Service Training School.



(L to R) Fabcom Manager Steve Peer; Secretary Wendy Murphy, and Gretchen Neely, Fabcom Engineering Secretary, stand by the animated computer welcome to the June 17 Open House at Plant 3.



Rena LaBeau demonstrates the new coil winding machine to Ron Post, Alan Wigent, Dale Kauffman.

Benefits Alert

by Linda Jervis

New Benefits Facilitator:

Sue Bumgardner is the new Benefits Facilitator. She is the person to see if you have any questions or problems with insurance, the Cafeteria Plan, Workman's Compensation or other benefit-related areas. She promises to always have a smile and a desire to help. Call her at extension 870.

Cafeteria Claims:

Remember to submit insurance claims with receipts/bills before you submit them to your Cafeteria Plan. You need a copy of the Explanation of Benefits (EOB) from the medical insurance administrator attached to your cafeteria claim forms. If the expense, such as eye glasses, is not covered by medical insurance, you can send directly to

Moneyline

Moneyline comes from Corporate Financial Services. It is a column designed to help Crown International employees plan, manage, and enhance their financial futures. Direct questions about anything printed here to Margaret Barnes, extension 274.

"Your Credit is Valuable."

Is your credit outstanding? Great! Keep it that way by regularly checking your credit report for any errors.

Is your credit in need of help? Don't worry! You can recover. A good first step to recovery is to obtain your credit report.

Everyone should obtain and thoroughly examine his/her credit report from at least one source each year. The five major credit reporting agencies are TRW; Trans Union; Credit Bureau, Inc.; Associated Credit; and Equifax. All agencies may not have 100% of your credit information, but probably will have a good percentage.

The local Credit Bureau charges ten dollars for an individual and fifteen dollars for both husband and wife to obtain a report. We have discovered that TRW is offering one free credit report per year. To receive a report, in about 30 days, send the following information to TRW, P.O. Box 2350, Chatsworth, California 91313-2350:

1. Complete name, including Jr., Sr., II etc.
2. Address history:
 - a. current
 - b. prior to current for the past five years.
3. Year of birth
4. Social Security number
5. Verification of name and mailing address such as a copy of your driver's license.

A Big Omission!

The Wire Prep article in the last CROWN CRIER mentioned everyone in the department except those who serve as leaders, Craig Hunter and Paul Barna, supervisors. We may be guilty of taking them for granted, which happens when we are confident they are always there when we need them.

CROWN CRIER

The Crown Crier is the bi-monthly newsletter for Crown International employees. Its purpose is to be informative, inspirational and entertaining.

Your involvement is highly prized. Please contact a CC Reporter with any material you would like to see in future issues.

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