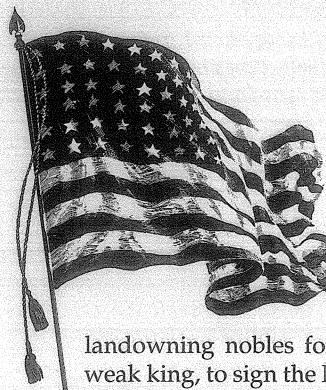


For Sept./Oct.
we focus on:

Presidential
Election
Nov. 3, 1992

I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone—for kings and all those in authority, that we may live peaceful and quiet lives in all godliness and holiness.

I Timothy 2:1-2



The Election Process: Where Did It All Begin?

by Tom Brown

It was 1215 A.D. when English landowning nobles forced King John, a weak king, to sign the Magna Charta. For English speaking peoples, that was when participation in the political process began. Their involvement led to significant changes in the tax structure and economic system. It opened up the economic activity to wealthy nobles and later city dwellers who conducted a variety of commercial ventures.

The king broke with the English Roman Catholic Church in the 1500's as a result of the Protestant Reformation. Its emphasis on the Bible and personal accountability of each individual gave a new vigor to both the political climate and the changing economic system. King James gave his support to the economic changes by granting a charter to the Virginia (Trading) Company of Plymouth and London, England.

Rising numbers of middle class leaders, most of whom were Puritans, eventually expanded the participation of "redeemed" ordinary citizens to the point where they deposed and executed King Charles I, a stubborn and tyrannical pro-catholic King. The right to participate in decisions of government expanded even more.

It was not until 1619 in Williamsburg, Virginia, however, that the dictatorial practices of the Virginia Company of 1607 gave way to the rights of landowners to be involved with the colonial governor in political decision making. Local residents elected one plantation owner in each county to vote the interests of his neighbors in the newly developed legislative assembly called the House of Burgesses.

continued page 2.



Why Vote?

The CROWN CRIER staff asked:

"Yo! You, the man or woman-on-the-street! Do you vote? Why?"

These are the answers we received.

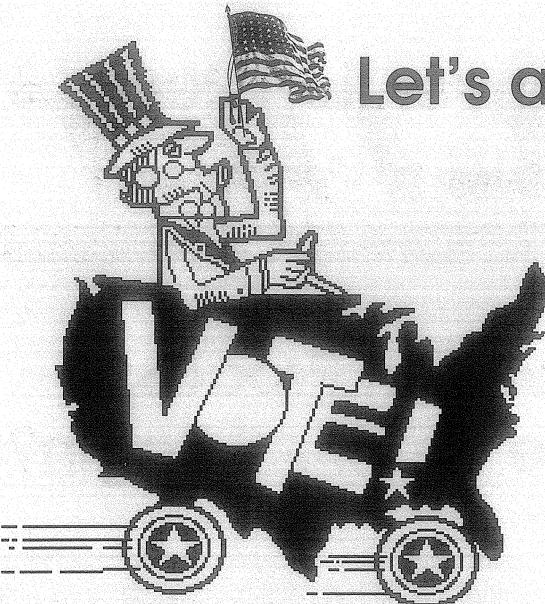
Mitchell A. Scheckler (Customer Service): YES! I believe that the right to vote is the most important right given to us as citizens of the United States of America. All other gifts, including the inalienable rights endowed by our Creator, directly effect the exercise (or non-exercise) of our right to vote. I believe it is the duty of the citizenry to make informed choices and participate in the election of those who represent them and govern them. For the Christian citizen, it is imperative that he or she exercise this right. Jesus Christ commanded that His disciples be salt and light to an unbelieving world. We are further instructed in God's Word that "faith without works is dead." It is therefore quite evident that the believer, as a matter of obedience and good stewardship, should be involved in the political process.

We, as Christians, have a tremendous responsibility to do our part to insure that our great heritage of liberty and freedom is preserved for future generations of Americans. Our Founding Fathers and other great men and women in American history recognized the need for Christians to be involved in politics and government. Who should be more qualified for positions of authority than those who fear (revere) the Lord and seek knowledge and wisdom from Him? It was the great American political leader Daniel Webster who said, "Whatever makes a man a good Christian, makes him a good citizen."

continued page 10

IN THIS ISSUE

- Let's Vote.....p. 2
- Repub. Convention....p. 3
- Customers.....p. 4
- Word From President....p. 5
- Crown Picnic.....p. 6&7
- Garth Brooks.....p. 8
- Milestones.....p. 9
- Employee Happening p. 10
- Appreciation.....p. 11
- Alive from Crown.....p. 12



Let's all Vote!

by Risa Wright

Noah Webster wrote: "Let it be impressed on your mind that God commands you to choose for rulers, just men who will rule in the fear of God. If the citizens neglect their duty and place unprincipled men in office, the government will soon be corrupted. Laws will be made not for the public good...."

Hats off to a great group of volunteers who did a fantastic job of registering voters! Nearly 500 people were added to the registered voter rolls of the United States of America through the efforts of Crown International's team of hotshot volunteers. Bill Dufendach (HCJB), Greg Eby,

Tim Kueppers, Diane Malcolm, Bob Sproston, Pat Templeton, Sandi Walters, April Wyatt and I registered potential voters here and at our churches.

Pat, Tim and Bill were part of an enthusiastic team that registered 150 people at this summer's Elkhart County Fair. They also participated in off-site voter registrations held at area supermarkets. They hustled registrations right up to the September 20th deadline. This team will help you answer the question, "Why vote?"

If you will be out of town on election day November 3, but will be in the area 30 days before Election Day, you can go to the County clerk's office to vote until noon, November 2. Applications for Absentee Ballots are available through October 20. The Goshen Clerk's office and Elkhart City Court offices will be open Monday through Friday, 8:00 am until 4:00 pm, and Saturday, October 24 and 31, 9:00 am until 5:00 pm.

Editor's note: Through the Office of the President, Risa will distribute a list of voting locations and general information on where candidates stand on various issues as soon as they are available.

Best Wishes!

Milan (Techron Engineering) and Ketaki Shah were married in India, January 21, 1992. She is in India completing studies for a medical degree in surgery.

Lori Brabon (Amcron) married Chuck Peasley at Pierre Moran Park Pavillion August 15. Chuck works for Carrera Van Paint Shop.

Kim Biller (Purchasing) and Dick Moore (Techron) were married August 20 at Sunnyfield Missionary Church.

Tina Pietrzak (Amcron) and Wes Wade (Amcron) were married September 19 at her dad's home.

Robbie Fredrickson (Fabcom QA) married Heather Lynn Worth at the Log Cabin Chapel, Heaton Lake, September 19.

Margo Diane Hummel became the bride of Chad Lee Fore (Stockroom) August 29 in the Elkhart Valley Church of the Brethren.

Joy Moore (Human Resources) and Philip Hoover (Stockroom) were married October 3, 1992, at the Nappenee Missionary Church.

Marcia Jones (Travel) and Tom Estep (IS Dept.) were married October 10, 1992 at the Winding Waters Brethren Church.

Jennifer Horton (Modules) and Steve Rieves (Engineering) were married October 10 at the Community Baptist Church.

The Election Process Where did it Begin? - cont.

Meanwhile, as a result of the widespread translation of the Holy Scriptures from Latin to the local language, groups emerged that would not conform to the teachings and practices of the state church, controlled by the king or queen. They were so ruthlessly persecuted that many were forced to flee England. One such group fled to Leyden, Holland. They were there 10 years.

In 1619, they realized their cause was becoming more hopeless. Acknowledging that no king, no lord, no church body, no bishop, but rather God only, was their ruler and final authority, they felt called by God to move to the New World. They contracted with a private adventurer in England for supplies and passage to America. They sailed from England August 5, 1620, for South America.

After a long, stormy passage across the North Atlantic, they sighted land on November 9, 1620. Unable to sail farther south because of bad weather, they went ashore at the northern tip of Cape Cod off the Massachusetts coast. Since they had been blown off course, they had no authority from anybody to be there. They drew up a simple

contractual agreement on the deck of the Mayflower. That document created a "civil body politic" and a process "to constitute and frame such just and equal laws, ordinances, acts...as shall be thought convenient for the general good of the colony." All male members of the group who signed and thus agreed to obey these laws were equal participants in the voting and legislative processes.

Through a slow developmental process, our Virginia and Mayflower ancestors produced the "Fundamental Orders of Connecticut" in New England and later the "Mecklenburg Declaration" in the southern English Colonies. Copies of both documents were on the desk of Committee Chairman Thomas Jefferson, as he struggled to produce a rough draft of our Declaration of Independence. The practices these documents established led to our United States Constitution of 1789, which officially protects the election process.

Republican Convention Relies on Crown Mics and Mixers

by Bruce Bartlett

This August, Crown Int'l helped the world hear the National Republican Convention by supplying sixty microphones for the event. The sound contractor for the convention, Burns Audio, used Crown CM-230 Tridundant microphones. A CM-230 mic was placed near each state's delegation to pick up their speeches.

Making sixty CM-230s was a tall order. Normally we make one or two of these at a time. But to fill this need, model maker Merle Kimmel hand-machined parts for all the microphones. To reduce costs, we took out any microphone features that Burns Audio didn't need, such as AC powering, switches and some connectors.

At the convention, the mics were plugged into twenty Crown MPX-6™ mixers. Each mic fed two MPX mixers for redundancy. A broadcast engineer operated a computer which controlled the MPX mixers, making them turn mics on and off as needed.

Using Crown-customized software, the operator could switch instantly to any state, either by mouse or computer keyboard. When a state was selected, its mic came on and all other mics turned off. Plus, the name of the state appeared on-screen. A computer monitor was placed at the main lectern to show when each state's mic was on.

According to Burns Audio, the CM-230s sounded great, and the computer-switching made operations much simpler than in the past.

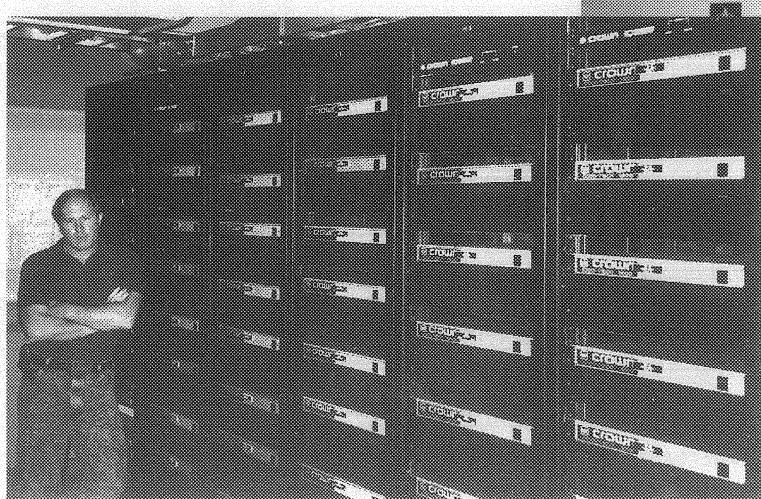
Editor's note: Dennis Badke gleefully told us about the phone call he had after the convention from Mark Ockenfels at Burns Audio. He said, "Crown's equipment worked great!" He told Dennis everything worked perfectly right out of the boxes and throughout the convention. He wished everyone else's equipment had worked as well. Unfortunately, the competition had a unit or two which failed right out of the box.



The Anaheim Installation

Sixty-five Com-Tech® 800s and 1600s, weighing about one and a half tons, support Dave Engstrom at the Anaheim Stadium in California. This fully IQ computer-controlled system has over 110,000 watts of power.

In August, Dave, Dale Kauffman, Don Peterson, Randy VanOrman and California Technical



Servicer, Nadeem Schear, spent over 50 hours modifying the Com-Techs to enhance performance. Eight bolts hold each amp in this close-spaced rack arrangement—earthquake protection. The men removed these, carefully lifted each amp out of the rack and modified eight driver transistors in each one. Some 3,000 solder connections were made.

This was another one of those technical-service challenges that this team handles so well. Thanks to Randy for the photos.

Serving My Customers



Steve Haarer-Thies, Communications, proves he can run the switchboard, too!



Vacations and illness of regular operators forced Ruth Overhulser, Modules Coordinator, and Craig Hunter, Supervisor, to become Universal Insertion Machine operators. They were still smiling at this point. There's a lot to learn!

Customers Comment

Don Peterson,

Thank you for the extended quality service that you have given me. I realize you went above and beyond the call of duty regarding my warranty. I will recommend to all my musician colleagues that Crown is the best in more ways than they realize. Besides being the pure power that you have gained your reputation for, [there is] also the excellent service department, the mechanical service and the outstanding courtesy I was given from the receptionist, the technicians, and the managers. Thank you. You guys rule!

- Brian T. Foster, Mortar, Chicago, Illinois

Dear Mr. Peterson,

Thank you very much for the hospitality extended to Jeff and me at your recent service seminar. Not only did we gain valuable information about your products, but also we thoroughly enjoyed the tour of your manufacturing facility. It was great to see the four ladies who assemble the D-75 power amplifier again and to know that they still run the show! [June Kulp, Irma Shank, Margaret Thompson, Shirley Carrick]

The trip to the CES show in Chicago was an unexpected bonus. Thank you for making the arrangements and providing the passes. I am glad that your schedule allowed you [to] attend the show with us.

The four days were well spent and very educational. We look forward to attending another seminar in the future.

- Patrick McManus, Audio Art, Inc., Des Moines, Iowa

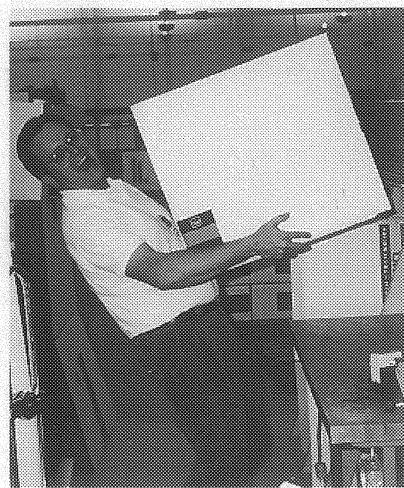
Dear Mr Badke:

Tom Blicher has recently advised me about the significant assistance which Crown International provided the University of Notre Dame through you during the recent meeting of the National Conference of Catholic Bishops. I am writing to express my personal gratitude to you for your generous help to the University on this special and historical occasion.

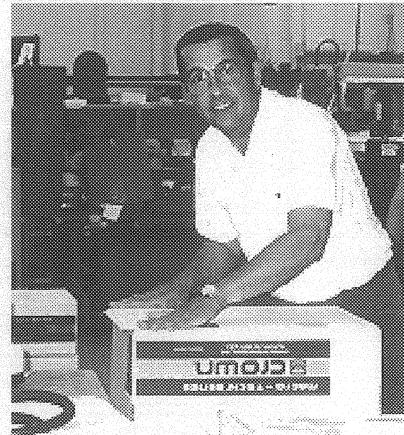
Those responsible for organizing the conference from the University's part have told me that the sound system was excellent, and that many of the people participating in the conference commented very positively on this. One bishop commented to me that the sound at the JACC was very clear during their entire conference, something for which he was personally very grateful.

Please extend my personal gratitude to other members of Crown International who were responsible for this generous service to us.

- (Rev.) Edward A. Malloy, C.S.C.



Maurice Paulsen (above) and Chuck Gring were more than happy to help get those amps packed and shipped. Mike Hammond (photo on page 12) kept his eye on them, but Crown salesmen do it right!





Word from the President

Since September and October are filled with planning for the new year, I wanted to share with you why we plan.

The five most important reasons to plan:

1. To answer, based on projected sales, the question "What are we doing this year?" Planning helps us know what capital expenditures we need, what kind of expenses we are going to have, how many new people will be hired, and how much additional space we need.
2. Another reason for planning is alignment. We need to be sure that we are all heading in the same direction for the future. For example, if Fabcom understands that Amcron is going to be expanding 50% over the next two years, Fabcom has to plan so that they will be able to supply the parts for Amcron's growth. On the other hand, if Amcron is expanding within another country where they will purchase the parts there is no need for Fabcom to expand.
3. Planning gives us opportunity to evaluate what we want to do so that we can fulfill our long-term corporate goals. Without a business plan, one part of the company might decide to build products of low quality which is not in keeping with our corporate goals. Or a division might decide to build RVs which is not in keeping with our corporate mission statement.

4. Planning allows the different divisions and departments an awareness of what is happening in other areas. This gives us opportunity to support one another within the corporation and within divisions. For example, if Marketing is going to discontinue a product, we don't want Engineering putting money into updating the design to make it more manufacturable.

5. Planning also allows each individual in the organization an opportunity to see how his or her part contributes to the whole. He/she can also get a better idea of how to support the corporation, the division, and his/her department to minimize wasted effort.

September 16th we gave you an opportunity to briefly hear the visions of the corporation and the divisions. We did this because a large part of planning is the envisioning step. The function of the vision is to provide a clear view of the future for the personnel within the planning group. If you don't have a defined view of the future, you cannot develop alignment. Goals will tend to be random and locally driven rather than global.

Come and see the vision of the future with us. Together we can make those visions a reality!



In celebration of the President's 55th birthday, his daughter Beryl, shared a few facts about him. For instance, when he was in junior high, he rigged up a way to shock his dog to teach him not to bark at night. And it worked!

Safety Within Crown International

Tim Bock spoke to the Administrative Assistance-Secretarial-Clerical (ASC) group about safety on Friday, September 18th. Air purity, noise, light, chemical and medical issues are common concerns to companies and employees. Tim and Crown Int'l look at all of these things to make our plant a good and safe working environment. He handed out "Emergency Action Principles" and mentioned some common symptoms to help recognize such things as heart attacks, choking and seizures.

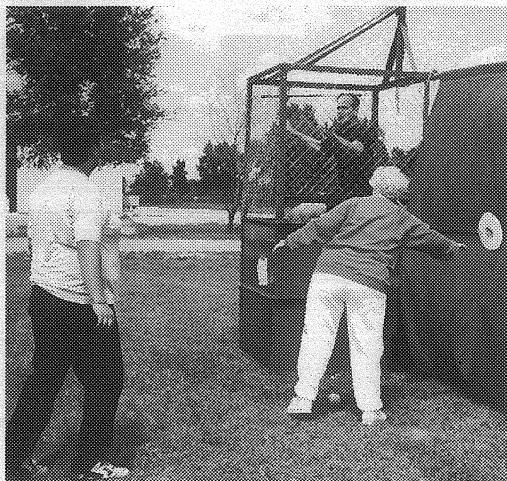


Employee Committee Annual Picnic

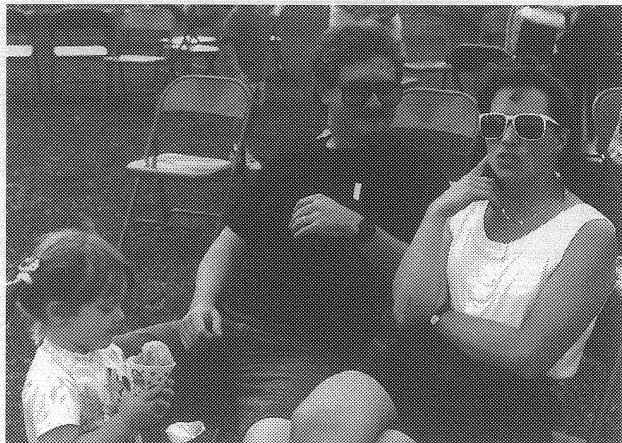
Photos by Ben Dorsey and Mike Pappas



Margaret Eaton's Rule of Thumb for dunking Bill Goheen: "If at first you don't succeed..."



....CHEAT!



Daddy Marlin Brown asks wife Sandy, "Do you think Kelsey would let me have a bite?"



Rod Shrock, Dick Moore, Vu Doan, and others keep their eyes on the ball!

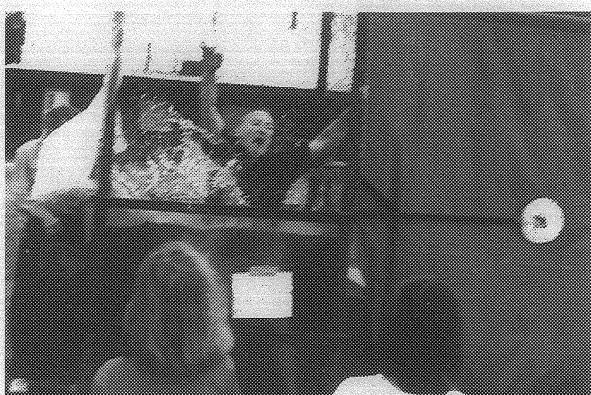
Financial Report	
Balance as of June 30, 1992	\$691.24
<i>Receipts:</i>	
*Canteen	\$1,536.72
*Gurnee Mills Trip	694.00
Total receipts	\$2,230.72
	\$2,921.96
<i>Expenditures:</i>	
* Flowers	\$267.85
* Baby Gifts	70.71
* Leaving	75.00
* Retirement	25.00
* New Checks	15.53
* Picnic	1,115.46
* Garage Sale Ad	41.30
* New Volley Ball	52.45
Total expenditures	\$1,663.30
Chiphone Balance 10/13/92	\$1,258.66

Employee Committee Coming Events:

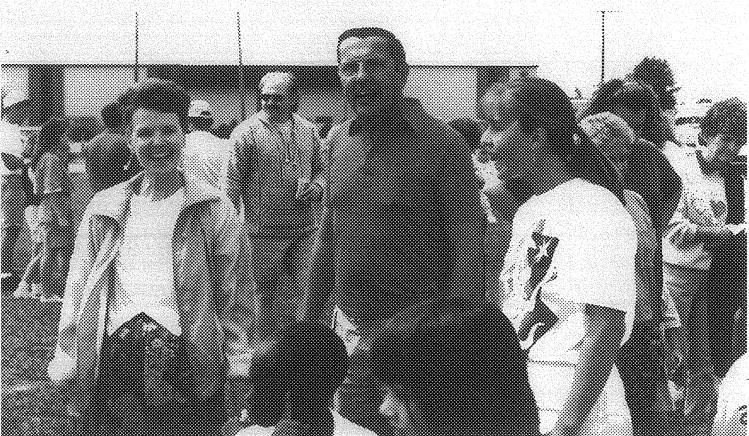
November 4 Fall Carry-in. Start planning to make your best recipe! More information will be announced at assemblies.

Saturday, August 15, 1992

Captions Sue Ramsby



Clyde Moore is shown here taking the Nestea plunge! How was the water, Clyde?



Reflecting a happy picnic moment is Chuck Gring with his wife Lorraine (left) and Teresa Pappas.



Crown kids digging for gold (pennies maybe?) in the sawdust.

Correction!

Sandi Ramsey was incorrectly identified as the Modules Night Shift Coordinator in the Teen Team article in the last CROWN CRIER. Kim Clingenpeel is the new coordinator.

Because of other responsibilities Sandi resigned from the Employee Committee pictured in the last CRIER. Keith Schoolman has taken her place.

Bob Zook draws another winning door prize number, hopefully his!



Garth Brooks' Concert - a Trip for Crown Engineers

by Bruce Bartlett

This August, a group of Crown engineers piled into Clay Barclay's bus to travel to the Indianapolis State Fair, where Country superstar Garth Brooks was to perform. We went to check out his microphone needs and tell his sound engineers about some new IQ software.

As we drove into the Fairgrounds, Clay announced on his bus P.A., "We're with Garth Brooks" and we were escorted inside. Fairgoers waved at us as we wound our way backstage.

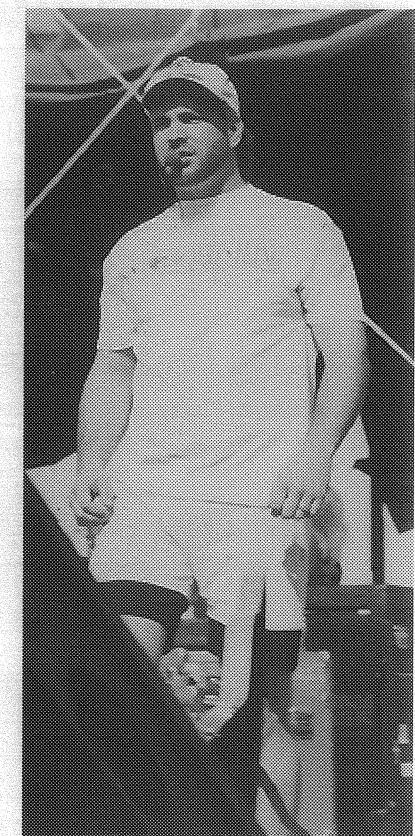
Garth was doing a sound check in a baseball cap and shorts, waving to screaming fans behind a fence. We talked with his sound people about a prototype Crown microphone that Garth had been testing while on tour. They wanted some modifications to the mic, which we have been working on since then.

Later that night, Country star Martina McBride began the concert, singing into a Crown CM-310 Differoid. She sounded great, and told us later that she loved the mic.

Finally, the Garth Brooks show charged into action with colored lights and smoke. Enormous screams flooded down from the crowd which filled the grandstand. Garth put on a wonderful show, running all over the stage. The audience sang along to the show-stopper, "Friends in Low Places." After two encores, Garth ran back into his tour bus.

Our bus was parked just behind Garth's, so we all drove out of the Fairgrounds together. People assumed we were part of his entourage. Clay played "Happy Days Are Here Again" on his bus P.A. while people waved at us and danced. We waved back!

As we sped into the night, police escorted us on motorcycles, sirens blaring. Since the police stopped traffic for us at intersections, we were able to run twelve stop lights on the way home! It's insanely fun to be a part of this industry.



Garth Brooks

A Motorcycle Time Trip

by Libby Marshall

Last summer Bill Dufendach of HCJB revved up his Kawasaki and headed for Huntingburg, Indiana, just 25 miles from the Kentucky border. It was a trip back in time. he had not been there since he was nine years old. His father grew up there and wrote a poem for his sons:

In the Good Old Days

"In the good old days," says the dad of today,

"We made all our fun in the old-fashioned way.

We hiked down the rails to a station called, Duff,

'Bout six miles, and as though that were not quite enough,

We cut across fields to a pond o'er the knoll

And stripped for a plunge in the old swimmin' hole.

We mud-crawled for hours in that water and clay

In the good old days," says the dad of today.

"But what about speed," says the lad of today,

"Why, Dad, I can visit you eight miles away

In ten minutes, while you, with your horse and your rig

Took one hour. And speaking of travel, how big

Were your autos, your ships, your trucks and your trains?

As a boy you knew nothing of transport airplanes.

So, Dad, maybe ours is the right to be gay

In this mechanical age," says the lad of today.

Looking for memories, Bill rode his motorcycle to Duff, but did not find the general store that he remembers. The old campground was the same, though. Back in Huntingburg he asked if Uhl pottery was still around. It isn't, but he was told that the little Uhl jug that Bill has is worth several hundred dollars to collectors now.

Two things made the trip south especially worthwhile. The house built by Bill's great grandfather is still there. The CPA who now owns and loves it, wrote a history of it and had an architectural analysis done. His professional stationery is illustrated with a sketch of the house. When Bill visited, the owner presented Bill with the sign from the family store, the principal store in Huntingburg at one time—Dufendach Dry Goods Store.

Bill's host and hostess for the overnight stay were Mr. and Mrs. Darrel Stoll, Beachy Amish-Mennonite members of the "Mennonite Your Way" organization. The organization lists families who open their doors to travelers for \$8.00 a night and fellowship is required. Some of their fellowship involved Bill taking three of their five children for rides on his motorcycle.

Years of Service Recognized

Come and Dine hosted twelve 20-to-30 year employees, their managers and their spouses, Tuesday evening, September 8. After eating from a good country buffet, Clyde Moore, Gil Nichols, Steve Peer and Patti Smith reminisced with these long-time employees about their jobs and some of the unique events they have experienced. They were then presented with the diamond and emerald jewelry of their choice, to commemorate their dedication.



Front row, left to right: Jim Marks, Laveta Randall, Phyllis Gates, Johnny Bryant, Mel Smith. Second row: Jim Beattie, Steve Peer, Helen Cosby, Dave McLaughlin, Mike Branch, Gerald Stanley, and Don Florea.



Gil Nichols, Helen Cosby, Clyde Moore



Milestones

Recognizing Employees With Over 20 Years of Service

by Libby Marshall



Gil Nichols, Jim Marks, Clyde Moore

line technician for the DC300, D150 and D60 amps.

The PSA2 resulted from Jim's work as project coordinator. Developed in the early 1970's, this amp is still being made and sold by Amcron. A Japanese manufacturer of loudspeakers and amplifiers uses the PSA2 to demonstrate their speakers.

Jim later was in charge of the separate Sustaining Engineering Department of four engineers. Divisionalization divided them among the divisions and now he and Randy Schlemmer serve as sustaining engineers for Crown Division products.

All of these positions have put Jim into his current niche which he feels is right for him and one that is valuable to the company. Sustaining engineering is the ongoing engineering of products after

Sustaining Engineer Jim Marks said, "I have appreciated the opportunities to work in many areas here at Crown Int'l." Jim trained by working on production lines for two weeks before starting out in Service. He worked with Gerald Stanley on a tester of Operational Amplifiers and was a

they are put into production. It is part of the same engineering group that develops new products and there is some overlap in projects. They handle changes resulting from obsolete parts and changes to improve efficiency of circuitry, performance and productivity.

The through-hole chassis project for the output modules on MA amps is the big one currently. To prevent screws from stripping, they are going to screws 1/16th of an inch longer which allows another turn into the heatsinks. This requires new parts for the chassis, insulator, output board and heatsink. Another custom part is no longer being made by CTS so the pattern on the circuit board design must be changed to accommodate parts available. Bills of Material must be produced and changed. Small changes have far-reaching effects.

They regret the areas that need to be worked on, but don't get done. "But part of my job is to set priorities," says Jim. A monthly meeting of product development managers, service technicians, manufacturing and design engineers and production people determines priorities.

Jim's top priority outside of Crown Int'l is his family. His wife Grace is a licensed practical nurse and recently completed an associate degree in gerontology at Bethel College. Daughter Anita is studying Psychology at Bethel and Debbie, a sophomore at Purdue, is studying computer science. Debbie got four tickets for the Notre Dame - Purdue football game September 26, a treat for Mom, Dad, Debbie and a cousin.



Employee Happenings

Lori Crabb announced her appointment as a short term missionary to Togo, West Africa, by the Association of Baptists for World Evangelism, Inc. (ABWE). She will teach children of missionaries (MKs) for one year and whenever possible, be involved in various other areas of ministries. Lori has a B.A. in Elementary Education from Cedarville College.



Why Vote (cont.)

Jeff Laws: NO! [I won't vote.] Because all an election year is, is a bunch of B.S. on TV and radio. All that they do is tell you what they [think you] want to hear, then they get elected. They go to Camp David every other week. You show me someone I can trust and believe in and I'll register to vote.

Anonymous: YES, I vote. This country was founded by immigrants seeking freedom from religious persecution and unfair taxes. We have surpassed that which we fled and we now have our own religious persecutors and unfair taxes. We blame problems on immigrants, a name that all of our ancestors held at one time. We are all immigrants to the American Indians who were slaughtered in the name of religious freedom.

Paul Barna: Yes! Many times I have had conversations with people right here at Crown Int'l, as well as other places, about how upset they were with someone in political office, from the Mayor to the President. When you ask them if they voted for that person many times the response was, "I don't vote; it doesn't do any good."

To be honest with you I cannot even come close to agreeing with that, or even understanding that logic. From the time I was a little boy, I was glad that I lived in America with the freedom to choose. My father came to America from Hungary where you had no rights. You could not own property or have your own business. You could not say anything against the government. If you did so you were at risk of being beheaded. He told me of many other oppressive situations his family had to live with under the communist rule. Dad told me when he came to America by way of Ellis Island and saw the Statue of Liberty he could not describe what he felt, but he knew his life here would be different.

So, I guess I am fortunate to have such close ties with someone who did not always have freedom. I had political preferences from a very young age.

When I became old enough to vote I would not have missed that opportunity for anything, and I have voted in every election since that time. When I think of how many people in the United States who are eligible (old enough) compared to the ones who are registered, it makes me wonder why. But when I think of how many are registered compared to how many actually vote, it makes me mad. People, our country is in trouble and the voters are the key factor in change. We need to elect an entire government that will work together. One that stands for family values and freedom of business. One that understands the sanctity of life. We need a government that is not so caught up in making laws that lean toward oppression, and give us our freedom back. This election could change life here in our great country for the better or the worse. I just wonder what would happen if we had a 100% voter turn out?

Ebblen Cornish: As a Christian it is my duty to try to put into office Christian leaders. Our forefathers and sisters fought for my right to vote, so I listen to the candidates, pray, then vote for the best we have. One vote less or more WILL make a difference!

Cal Donner (Trans World Radio): [Yes, I vote!] Because I spent 15 years in Africa where there is no democracy! (no vote)

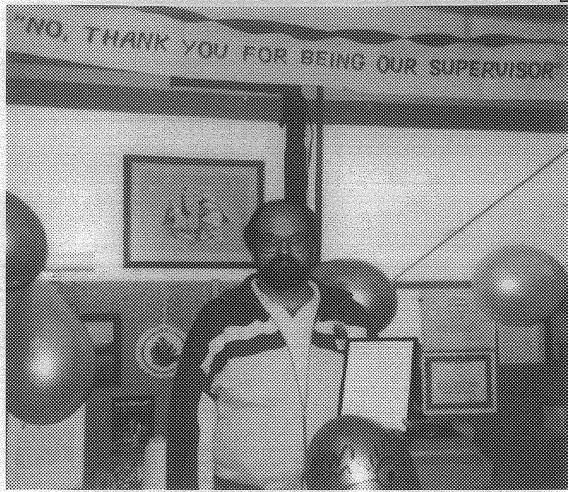
Bill Dufendach (HCJB): Yes, [I vote!] God has given us a very distinct privilege in this country to be able to elect those who will rule over us. It is our responsibility as citizens to intelligently participate in the process. One who does not vote should never complain about what government does. I consider this election to be the most crucial election of my lifetime. On the one hand the party platform clearly supports the Judeo-Christian morality; the other party's platform clearly rejects it and substitutes the humanistic view that whatever man decides is moral, is moral.

Dolly Fulmer was fit to be tied when the heatsink gang, Linda Marra, Phyllis DeJaeger, and Darnell Davis, and friend Dawn Monroe, threw a party for her birthday, August 16th. Fortunately, Darnell used Magic String so she was free to have a good time!

Congratulations

to Barbara (Amcron) and Ken Cauffman who celebrated their 25th wedding anniversary September 23. A surprise party was given by their children Laura and Danny September 19th. They have one grandson, Justin, who is seven years old.

An Expression of Appreciation



Marc Miller

Whenever anyone says "Thank you!" to Marc Miller, he always says, "No.... thank YOU!" The thanks went both ways July 31st when Pam Doss, Ron Post, Don Pettifor, Mitzi Hill, Scotland Slabaugh, Scott Burden and Doug Sneddon honored Marc as supervisor of the former Specialty Department and, more recently, Techron TEF, One Ups, System Retest and Cabinet Assembly. Marc ends a nine-year career as supervisor. He started at Crown Int'l as a quality assurance technician before becoming Specialty Supervisor.

Marc now has full responsibility for Techron master-production scheduling. He will work with Dawn Meyer and Keith Schoolman, who are now supervising Techron production.

To show their appreciation for Marc's supervision, Pam and the others decorated Marc's office with a banner and balloons and presented Marc with Ron's framed rendition of a famous address:

Ode to Marc

No score and nine years ago, our forefather, Marc, brought forth to this company a new line conceived in liberty and dedicated to the proposition that all this will be made "Zero Defects." Now we are engaged in a great transition, testing whether that group or any other group so conceived and dedicated to quality can long endure. We are met in this great transition of these groups and have come to dedicate a portion of it as a final "Thank You." For Marc who gave his time, so that this group might work as efficiently and accurately as possible! For Marc who occasionally took time to chase squirrels across "The London Bridge" with a forklift! It is altogether fitting and proper that we should say, "No...., Thank You!" But in a larger sense we cannot dedicate, we cannot consecrate, we cannot hallow this supervisor. For the brave things that Marc has done and said. We have come to consecrate it far above our poor power to add or detract. The company will little note nor long remember what we say here, but can never forget what he meant to us.



Radio Club Presentation

by Tom Szerencse



Representing the Elkhart County Radio Association Inc., James Kehr presents the "Clarence Moore Memorial" plaque to the Moore family. Accepting the tribute for the family was Edwin Moore.

In 1977, the Crown Amateur Radio Club was organized under the leadership of Clarence Moore, W9LZX. After his death, the club continued to grow and, in 1985, changed its name to the Elkhart County Radio Association and incorporated.

Since the death of Mr. Moore, others in our club have changed status to "Silent Key," the amateurs' name which recognizes with dignity the volunteer service of its departed members.

At the August club meeting, a memorial plaque was presented to the Moore family recognizing all "Silent Key" members of our club. The "Clarence Moore Memorial" plaque was accepted by Edwin Moore and will be proudly displayed and maintained by the club in the Plant 1 Assembly Area.



Alive from Crown (A.F.C.) 1993

by Mike Hammond

It's not a joke. It's not a talent contest! It's a real, live, public concert! You may have heard something about a Special Olympics fund raiser event being planned for 1993. It's true! A group of employees is looking for the best entertainers here at Crown Int'l, to put on a public concert to benefit Special Olympics.

The concert will be free of charge, but donations will be encouraged. The basic idea is to have a variety of bands, possibly comedy and other original or unique acts to fill up about a four or five hour performance. It will probably be an outdoor event at a park, scheduled for sometime in June 1993.

This should clear up some of the misconceptions about this event. However, exact details depend on what kind of talent we have to work with. We are taking one step at a time. This idea is not just a whim. We have been thinking this through carefully for two years. Of course, things will change and new ideas will probably come up. As stated before, this is a public performance. This means we must be entertaining to the public. Crown Int'l people can do it! There are many musicians, singers and other artists here at Crown Int'l who could easily entertain. We have many different styles, too! We have gospel, contemporary Christian, country, rock-and-roll, jazz, rap, "cover" bands and more! There is no reason why we couldn't do it. We have the talent and we have good sound equipment to back us up! First, though, we need to see who here at Crown Int'l is

interested. The talent is here; help us find it. Speak up! So far, we have heard from a few bass and guitar players, a few drummers, several singers and a stage hand. Word has it that we have an employee who can juggle. That's great! Get him signed up! Don't think you can hide from us! We know you are out there! There are many more musicians, singers and original artists who should get involved.

If you have any interest in this special event, please call one of the A.F.C. staff soon! The list follows. You are not obligated or committed to anything at this point. We are looking for general interest right now. You will be called later on, though. We will get in touch with those who signed up to find out who is really serious about dedicating some time to a performance. If you think you can contribute, please sign up soon. This show cannot get on the road without you.

The Alive From Crown Staff is:

Mike Hammond, Extension 402

Cary Thompson, Ext. 357

David Grant, Ext. 211

Mitch Hooten, Ext. 409

Kevin Gring, Ext. 484

David Schoolman, Ext. 402

Keith Schoolman, Ext. 582

Scotland Slabach, Ext. 406

Bill Lawrence, Nights at Ext. 400



Mike Hammond

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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Moneyline— "To refinance or not to refinance your home..."

Moneyline comes from Corporate Finance 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.

Adapted from *The Refinancing Handbook*, published by the Office of the Minnesota Attorney General, St. Paul.

Deciding if it Pays to Refinance

Figuring the exact savings can be complicated, but this worksheet can give you rough estimate. Calculations are based on refinancing with a mortgage of similar length.

How long do you plan to remain in your house? (Multiply the number of years by 12, to get the number of months.)

Multiply by the amount you would save each month with the new loan.

Subtract the higher amount you would pay in income taxes with a lower-rate mortgage. (Estimate by multiplying the amount on the line above by your combined federal and state tax rates.)

Subtract the approximate closing costs you would pay on the new loan.

If your current mortgage imposes a penalty for paying off the loan early, subtract the amount of the penalty.

The Bottom Line: This is roughly how much you would save or lose by the time you sell your home if you refinance.

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Smiles Unlimited Correction

Please note local phone numbers:

Dean McMurray, President,
Happy Hearts Chapter, call 264-4227, or call **Larry Lanning** at Extension 562, Crown Int'l.