Report to shareholders: some problems, but future holds promise

The unexpectedly warm weather that bathed Bethpage on Thursday, May 20 may have influenced those who attended the annual Grumman Shareholders' meeting that day, for the “climate” inside was warm and friendly, and spiced a bit by humor. There was an air of relaxation that remained unshattered even during the serious accounts of business slumps and Congressional parsimony. Indeed, the tone was positive and optimistic.

Grumman Corporation Chairman of the Board Clint Towl and President Lew Evans shared the spotlight, though other officers were called on to answer questions from the floor relative to their areas of responsibility.

“Where have we been and where are we going?” was the thread running through the proceedings, from Towl's program-by-program account of the state of the Company to Evans' discussion of the F-14A Tomcat, its problems and its promise, its raison d’etre and current status.

With the aid of color films projected on a large-screen, the shareholders saw the flight of the Tomcat No. 1, its difficulties as it headed toward home, and its crash, so very close to the landing strip. But despite that ball of fire, the men—Bill Miller up front as pilot and Bob Smyth in the rear seat as Missile Control Officer—came out uninjured because of the flawless seat-ejection system.

Lew, while admitting the crash was a setback, temporarily, saw no real difficulty in producing the 38 F-14As originally contracted for and getting them into the Fleet close to the scheduled date—and doing it at a profit. He then turned to some of the “misinformation” published in the press and seen on television, and tried to put to rest some misconceptions about Tomcat. For example, there were statements that Tomcat was suffering from a “weight growth” problem. He said that was erroneous, that F-14's weight growth was 1½ percent, which he termed “fantastic” in view of what happened on other aircraft, such as the six percent growth on the A-6A.

Sets record straight

He cited other misinformation: that F-14 is a multimission aircraft, when in reality it's an air superiority fighter with added capabilities because of its avionics system and missile-attack features; that modification of some other present aircraft weapons system could do the job at less cost, though in fact there is no such “other plane” in any American aircraft stable; that F-14 can’t match the best the Soviets have, though Tomcat is the only plane built to meet and to overcome the Soviet threat; the cost of the Tomcat had escalated unduly, though in actuality the increased price tag was the result of inflation and a general business down-turn—and he quoted Secretary of Defense Melvin Laird to support his contention.

He mentioned, too, that “the press has a right to print, and we have a right to correct their inaccuracies.” (He added that we also have “the right not to buy a paper,” a remark that triggered applause.)

In essence, then, Tomcat is healthy.

Many sound programs

Also healthy are some other aircraft, which Towl referred to. There’s the E-2C Hawkeye, for example, and the EA-6B. First flight of the Hawkeye (the Navy's newest Airborne Early Warning and Control aircraft) came in January, two months ahead of schedule; and four of the EA-6B Electronic Countermeasures Intruders have been delivered to the Navy, with eight more to go this year.

In space, Towl remarked that “We were extremely pleased by the performance of Lunar Module No. 8, which flew the Apollo 14 mission in February.” (Apollo 15 is scheduled for July.) He also alluded to continuing efforts on the Space Shuttle—and a new design concept that has piqued NASA’s interest. (The last OAO, or Orbiting Astronomical Observatory, has been delivered to NASA's Goddard Space Flight Center and is to be launched in late '71 or early '72.)

All of this action, from Tomcat to OAO, is the work of Grumman Aerospace Corporation, and accounted for 93 percent of over-all Grumman sales and other income in 1970.

(Continued on page 4)
Zumwalt sees an expanding, more challenging role for Navy

A new Navy doing new things in new ways: That was the essential message of a talk by Adm. Elmo R. Zumwalt Jr., Chief of Naval Operations, before the U. S. Naval Test Pilot School Symposium recently. As he said, "The only boundaries of air and sea power are the limits of our imagination."

He began with the How of building this new Navy and emphasized that "Good management, like good leadership, is easily recognized after the fact, military nor the aerospace industry can afford managerial mistakes." The unsavory effect associated with adverse publicity is bad enough, but it is a hard and real fact that there aren't enough resources available to waste through management error.

There's a need to run a tighter ship, and though the "school of hard knocks" is essential, that "school" can be supplemented by courses, and he mentioned one, a new Weapons System Acquisition Management course. Its aim, said Adm. Zumwalt, is to "prepare officers to assume major systems management positions." And he made it clear that he believed that the "major weapons system program managers contribute as much to over-all Navy posture as do officers actively in tactical command."

However, said the Admiral, the system managers have not been accorded the recognition they deserve: Managers were "trapped" and not given deserved promotions "only because they are too good in the job," and, seeing the inequity, many talented officers avoided the systems management field.

New routes to top

But things are changing and the lot of the systems managers will improve because of four things, observed Admiral Zumwalt:

"First, as a result of reduced numbers of ships, there will be less opportunity for command-at-sea.

"Second, to increase continuity, the remaining command tour lengths have been increased.

"Third, command selection and promotion boards have both been instructed to regard program management of a major weapons system or a major command ashore as equivalent in responsibility to a major command-at-sea.

"Most significantly, candidates for all these jobs are no longer the only ones to the top. In the offing, too, are new approaches to waging war at sea, such as, said Zumwalt, "a new small escort, hydrofoil patrol boats, the surface effect ship, new submarines, various surface-to-surface missiles, submarine launched missiles, the air-capable ship, and others. And he mentioned Secretary of Defense Melvin Laird's conviction that "our responsibilities in the Atlantic, the Pacific, the Mediterranean and other ocean areas will require construction of an additional nuclear powered carrier."...

Admiral Zumwalt made a strong pitch for aircraft carriers, calling them indispensable when at war and a vital deterrent when at peace. And he commented that "In these days of declining numbers of overseas bases there is no other substitute for this capability."

"He recalled the Middle East crisis and the day that President Richard Nixon, aboard the U. S. S. Enterprise, declared: "The power and the mobility, the readiness of the Sixth Fleet in this period, was absolutely indispensable in keeping the peace in the Mediterranean."
The Admiral also pointed out "the most significant aspect of naval warfare in which we have distinct advantage over the Soviet Navy is in our ability to employ sea-based air power."

That hardly removes the threat, though, said Zumwalt, because the Soviets are building VSTOL aircraft for limited local coverage and, in addition, are developing land bases in "client states" beyond Soviet borders.

Soviet threat

To counter the Soviet threat, says the Admiral, something new should be added: "the Sea Control ship..."

"As now defined, the Sea Control ship is an extremely400-ton ship, configured in profile much like an LPH, capable of operating either VSTOL or helicopters and requiring no catapults or arresting gear. Enough helicopters would be carried to keep one at all times for surveillance and early warning, with one or two for 'reaction' missions; and enough VSTOL aircraft to provide limited air defense, or permit limited strike against a surface target. Ship and aircraft would be designed as complementary subsystems, with maximum capability in weapons and sensors being placed in the aircraft, minimum in the ship."

To Admiral Zumwalt, "it is the right ship to support the Sea Control mission in the right time frame."

"The Sea Control ship, in conjunction with our existing and programmed forces, will give us the flexibility to respond with a wide variety of options to the many and varied threats which exist. Having these options available in [Continued on page 5]

No. 2 Tomcat on first test flight at Calverton

"It was an absolutely clean flight from a systems standpoint," said deputy director of Flight Acceptance Bob Smyth of the first flight of Tomcat No. 2.

"We flew at between 120 and 240 knots," Smyth said, "and when we retracted the landing gear and flaps, it felt like it really wanted to go."

The flight lasted a couple of minutes short of one hour, though the plan was to fly for about 45 minutes. Everything went so well that Smyth, and Bill Miller in the rear seat, decided to stretch it a little. And why not? Tomcat No. 2 was doing so well that there was no question about its performance.

During the smooth flight—which one observer termed "virtually flawless, with nothing adverse"—Chief Test Pilot Chuck Sewell flew chase in an A-6 Intruder, and another Intruder was flying a photo mission. A third A-6A was on stand-by.

This was certainly no "window-dressing" mission. It was meaningful flight-test work, and the pilots and ground observers were delighted. In fact, they felt that Smyth's evaluation, "We're very encouraged," was a trifle short of the plan's the flight deserved; but perhaps flight test pilots are generally given to understatement. An example:

When Smyth was asked about Miller's reactions, he said, "I don't know; he's a quiet guy."

Those watching the television on monitors might have felt the prickle of excitement, the faster-than- usual heart beat, but apparently not so the pilots. Not so, either, none of the P-14A team members. From a voice in Plant 15 came the words: "It's flying, and it's supposed to be flying. Nothing unusual about that; we expected it. Now the thing is to get on with the flight testing."

True. The Tomcat performance went as planned; it flew beautifully and landed with an easy grace (and at a speed comparable to that of an A-6A carrier landing). Still...some of us non-pilot types couldn't suppress a happy tingle or two. (Photo by Ken Bolton)
Support sales force developing new concepts, broader markets

On the second tier of Plant 4 is a group of some 30 people whose task it is to develop new support concepts and new products — and to drum up new business in the Product Support Department. Over-all, the job is to support major Company programs as well as to provide so-called "independent" sales, which are not directly related in-house programs.

The "independent" part is a relatively new effort to furnish those outside the Company with Grumman support systems, technology, management, commodities, and services.

"Our group of 30, which reports to Russ Schwarting, is part of the 2,700-man Support Department," says Joe Menniti, who heads the Marketing and Sales of Support Future Business. "Primarily, we support such major Company programs as the hydrofoil, Orbiting Astronomical Observatory, and so on. However, in the independent support area we're doing five to six percent of the Product Support Department's business. Product Support sales represent a significant part of Grumman Aerospace's business and our aim is to increase that percentage sharply."

Wide scope

Menniti points out that "new business is coming from different areas: market research and marketing, aircraft and spacecraft support, civil systems, special products, and advanced development. Part of the business is "captive" sales, or the marketing of systems and services that already exist in house — including, sometimes, modifications of products to meet customer needs. An example is a Radar Boresight Calibrator. Says Menniti, "We've sold 19 of them to LTV (Ling-Temco-Vought), a sale worth about $2 million. We have a lot of items in the Company that may be of use to some other outfit."

The other side of the house is "independent" future business, such as the Gun Boresight Kit (GBK) and the Weapons Release Test Set (WRTS). The GBK is a piece of support equipment used to align precisely the guns and the optical sight of an aircraft concurrently without the need for a range, and it's getting a lot of attention by both the Air Force and the Navy. The WRTS is a piece of line support equipment that's capable of providing a simultaneous rapid test of multiple aircraft weapons-release systems.

"In the works right now," says Dick Spil ener, whose bailiwick is Space Support Sales, "are spin-offs. There have been some, such as the MICOPT (Medi cal Intensive Care Operating Table) and the ESMT (Extra Systemic Organ Transporter), both of which add a new dimension of medical care. And there are vans for use in X-ray, cancer-detection, and hearing and eye diagnostic work. An active team in the medical area is headed by Dr. Roy Fagin, Plant 28. The opportunities may be endless."

Menniti also mentions another in the works development, the IVT (In ferential Value Testing) apparatus. He says that the IVT permits you to find out what parts of a system are bad without actually going inside for measurement. That saves a lot of time, money, and irritation. Having this diagnostic device can be a boon to both commercial and military maintenance operations. We anticipate great results from this testing concept."

Underlying all of these activities, of course, is the basic concept of Grum man Support as Integrated Logistic Support (ILS). Vice President Ed Dalva, who heads up Product Support, says that the military rationale is "to give..." (Continued on page 11)
Shareholders get preview of future systems

When a shareholder walked past the F-14 mockup, the Lunar Module, a Pearson yacht, and some Grumman Allied vans, all stationed outside of Plant 4's Hangar 2, he went inside to find an exhibit area filled with models, representatives, materials samples, and brochures—showing just about everything that Grumman is doing and planning for the future.

Grumman "tour guides" were on hand to explain the one and intricacies of the products, and in some instances, tapes "spoke" the message of the display. As one shareholder (who wanted to be identified only as "an oldtimer") viewed it, "This is the best exhibit I've seen for a stockholders' show here."

For range and quality it certainly had to rank high.

One area that attracted a lot of close viewing was a model of an aircraft carrier, done in great detail, and the types of aircraft on the flight deck. As the tape rolled, each model aircraft was identified and its mission spelled out.

In an easy and demonstratable way, it made Fleet aircraft operating concepts comprehensible. Now one had a grasp of the multiple missions involved and how they are in fact deployed: A-6A and A-6E Intruders, KA-6D tankers, EA-6B countermeasures aircraft, and so on.

That same sort of "you are there" clarity was evident in the Space Shuttle models and the OIT (Operational Flight Trainer) arrangement, among others.

In the rundown, there were noteworthy features. There was a line-up of models of Soviet aircraft, Foxbat, Fiddler, Flagon A, and Fearless. In a large bay was Marine/Ocean Systems, showing the military hydrofoil Flagstaff, the submersible Ben Franklin, etc. Ecosystems' display featured photos and captions on an airborne magnetometer (AN/ASQ-10A) modified for geophysical surveying; shots of survey work done at Prince William Sound, Alaska, to establish environmental safeguards; and waterway outfall detection pictures done under contract with the New York District of the U. S. Corps of Engineers.

Also drawing attention were: a Grumman Allied model of a modular home; Grumman Allied models of B-100 buses; a Data Systems display that included computer output microfilming, xerography, and training; panels on Production Technology, Corporate Safety, Quality Control, and Advanced Space Systems. Also, there were features on Ballistic Astrophysics, Advanced Aircraft Systems, and a section entitled Aerospace Technology serving Man in Civil Sector—an area highlighted by TAC-V, TAC-RV, STOL, V/STOL, and a New York hydroport concept.

With time, a shareholder could get a handle on what Grumman is doing and plan for the future.
Plan further appeals to Hanoi for improved care of P.O.W.s

Have you forgotten? Has it slipped of your mind that somewhere in Southeast Asia there will be many American fathers unable to communicate with their wives and children, because they are in prisoner of war camps? How many prisoners are there? Under what conditions do they live? Are they able to receive mail? Is there adequate food? Do they have medical care? Do they receive mail? Is there an adequate source of water? Do they have educational opportunities? Are they able to send messages to their families? These are questions that must be answered if we are to provide adequate care for our prisoners of war.

As earlier, Grumman people, along with many others, are working for the humane treatment of our prisoners of war. The campaign that was launched here last summer under the co-chairmanship of Muriel Leight and Jim McEnaney got an enthusiastic response, it has not been dropped or set aside. Muriel and Jim and all of the people who have pitched in to help them are still working, hoping to make a dent in the wall of communist obstinacy. "There are signs we're making an impression on them," Muriel observes.

The key issue—as it has always been—is to pressure the North Vietnamese into complying with the Geneva Conventions, which they signed. Article 13 of the Conventions reads, in part: "Prisoners of war must at all times be humanely treated. An unlawful act or omission by the Detaining Power causing death or seriously endangering the health of a prisoner of war in its custody is prohibited and will be regarded as a serious breach of the present Convention.

That's it in a nutshell. How many prisoners are there? Under what conditions do they live? Are they able to receive mail? Is there adequate food? Do they have medical care? Do they receive mail? Is there an adequate source of water? Do they have educational opportunities? These are questions that must be answered if we are to provide adequate care for our prisoners of war.

As O'Brien explained it, the purpose of Procurement Management is "to increase the total management effectiveness of our procurement of material, systems, structures, and services, and to insure proper emphasis on the efficient handling of the property acquired by the Company in the performance of our contracts."

"Dave Lang," he said, "is appointed also to the Source Selection and Make or Buy Committee."

In Lang's words, "In Grumman Aerospace as in many other corporations, over 56 percent of the sales dollar is spent on outside procurement—for goods, services, systems, and equipment. Handling of these in a manner that supports the progress of the Company in its efforts to maintain profits can be a substantial contribution to the Company's total well-being."

Lang joined the Company in February and now has his offices on the mezanine of Plant 5. His extension is 1220.

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Dave Lang

Former NASA man

He came to Grumman from the Manned Spacecraft Center in Houston, where he was associated with the National Aeronautics and Space Administration for almost 10 years. He started with the Space Task Group at Lynefield and later became director of Program Control and Contracts. Before that he was with the Air Force at Wright Field, primarily in procurement work.

"The LM spacecraft development effort performed by Grumman was one of the outstanding accomplishments of the entire program during the decade of the sixties," he said. "Grumman and all of its people have the right to be proud of their record on that program."

Lang is a graduate of Ohio State University in Business Administration and he holds a Master's degree from the University of Oklahoma. He was a B-29 pilot and flight instructor during World War II and was recalled to active duty during the Korean conflict. Asked if he liked to travel, he replied, "Not if I can help it," but then he hedged on that a little, because his family is divided between north and south. His two married children live in Texas and his youngest daughter is a freshman, studying journalism, at Sam Houston State University in Huntsville. Lang and his wife have moved to Huntington.

Zumwalt...

(Continued from page 2)

more units will provide us with the mobility to respond with a credible force over wider areas.

"We are not ready to concede the high seas to the Soviet Navy; but, we're going to have to work hard to counter the momentum built up by them during the last decade."

He concluded by saying: "It will take talented people to develop these systems."

"It will require dedicated managers to convert ideas into hardware." It will take educated officers and men to test and evaluate the new technology.

"It will require resourcefulness, imagination, and a strong base of well-educated management personnel to bring these systems on time and under budget."

Tips for Dad's day

Uncertain about what to give dad for Father's Day? (It's coming up, you know, on Sunday, June 20.) Why not drop around to an Employee Services Office? There you'll find a number of possible gifts including luggage, attaché cases, ties, etc.

For further information, call ESO headquarters in Plant 2, Ext. 1091.
Anniversary roster boasts many who spurred Company's growth

A new service record is being set this month, with the number of 30-year anniversary personnel overtaking the Silver Anniversary group. During May 26 men will complete three decades with Grumman; one woman and 23 men will mark 28 years with the company.

The following are receiving 30-year pins:

PLANT 1: Salvatore Tine, Instrument Test.
PLANT 2: John A. Kost, Router & Shear; John Javorowsky, Hydraulics; John A. Robert, Spares; Emmanuel Schwartschmidt, Tool Fabrication; Sidney C. Cowen, T/M Engineering.
PLANT 5: Peter P. Siewik, Machine Shop; Arthur Cervenka, President's Staff.
PLANT 6: George A. Filerman, Plant Management.
PLANT 11: Edward V.ußer, Design.
PLANT 14: James F. Morgan, Sub-Assembly; Fred Ferraro and Jim L. Bones, Facilities Maintenance.
PLANT 15: Thomas E. Slouck, Major Programs.
PLANT 16: Jacob T. Amann, Tool Fabrication.
PLANT 17: John R. Miller, B/P & Off-Site Warehouses.
PLANT 18: Lawrence A. Callesi and Wilbur A. Gurard, Transportation.
PLANT 19: James P. Morgan, Aircraft Test.
PLANT 20: Lawrence A. Callesi and Wilbur A. Gerard, Transportation.
PLANT 21: James F. Morgan, Sub-Assembly; Fred Dietz, Facilities Maintenance.
PLANT 23: Joseph F. Engel, Equipment Lines; Nicholas J. Scobbo, director of Field Service.
PLANT 24: Montague H. Lamb, Contour Development.
PLANT 25: Harold S. Sieles, Small Parts Fabrication; Frank Crossman, Machine Operation.
PLANT 28: Edward K. Avery, Production Control.
PLANT 29: Camillo A. Kemper, Flight Development; Edwin J. Rath, Production Control.
PLANT 30: Robert S. Specht, Project Engineering.
PLANT 31: Byron B. Howard, Production Control.
PLANT 310: Murlie V. Ball, Contract Revenue.
PLANT 32: Julius A. Bussia, Small Parts Fabrication; Alvardo J. Adams, Heat Treat; William Biggers, Parts Paint; Sam Hossig, GSR Mechanical; John Kesey, Controls; Dominick Bulla and Luther S. Edwards, Steel Parts Assembly; Thomas Malloy, Hydraulics; Harry W. Stormbel, Propulsion Test; Henry B. Cushing, Production Controls; Henry J. Hobbs, Industrial Engineering; Matthew Daniels Jr., T/M Engineering; Charles J. Kinnison, Presentations Services; Richard L. Johnson, Inspection - Mechanical.
PLANT 33: James W. Washington, Small Parts Fabrication; Louis Soluri, Wing Sub-Assembly; George Slivok, Fuselage Assembly; Ralph J. Longo, Hydraulics; Lloyd G. Wright, Honeycomb Preparation; Louis Feraro and Jim L. Bones, Facilities Maintenance.
PLANT 34: Mario S. Martire, Final Assembly; Dominie B. Buffalino, Production Control; Edward G. Turner, Facilities Maintenance.
PLANT 35: William C. Schaefer and John F. Lahn, Surfaces & Assembly; Vincent Damiani, Facilities Maintenance; Alfred G. Grillo, Maintenance Industrial Control; Robert F. White, Model Design.
PLANT 37: Robert W. Mayer, QC Quality Engineering.
PLANT 38: John C. Sednar, Hydraulics.
PLANT 39: Jacob T. Amos, Tool Fabrication.
PLANT 40: John Lofaro, Transportation.
PLANT 41: Saul Ferdman, director, Advanced Space Programs.
PLANT 42: Joseph Schneider, Flexigian; Melvin C. Merkle, Sub-Assembly; Thomas E. Slurick, Major Assembly; Wilbert H. Harmon, Sub-Assembly; Albert J. Cazaurang, Center Section Sub-Assembly; Edward T. Carnes, Fuselage Joining; Joseph Mignone Jr., Sub-Assembly.
PLANT 43: Charles Bockicchio and Alphonse M. Silvestro, Inventory Control; Morris Kohn, General Purchasing; Michael P. Mustapich, Product Support; Lester A. Gray, Maintenance Administration.
PLANT 44: Henry F. Finneegan, Electronic Fabrication; James M. Wider, T/M Engineering.
PLANT 46: Joseph Marzitz, Special Projects.
PLANT 47: Bernard Kreweler, Product Support.
PLANT 48: John P. Nakaah, Pre-Flight.
PLANT 50: Frank J. Cuze Jr., KSC Logistics.
PLANT 51: Daniel J. Case, Support.

* One woman and 70 men celebrate 20 years with Grumman:

PLANT 5: Albert J. Fritchie and Edward Biedrzycki, Sub-Assembly; Robert E. Gref, Fuselage Forward; Mary E. Shannon, Office Management; Warren K. Machining Engineering.
PLANT 6: Julius A. Bussia, Small Parts Fabrication; Alvardo J. Adams, Heat Treat; William Biggers, Parts Paint; Sam Hossig, GSR Mechanical; John Kesey, Controls; Dominick Bulla and Luther S. Edwards, Steel Parts Assembly; Thomas Malloy, Hydraulics; Harry W. Stormbel, Propulsion Test; Henry B. Cushing, Production Controls; Henry J. Hobbs, Industrial Engineering; Matthew Daniels Jr., T/M Engineering; Charles J. Kinnison, Presentations Services; Richard L. Johnson, Inspection - Mechanical.
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PLANT 8: Mario S. Martire, Final Assembly; Dominie B. Buffalino, Production Control; Edward G. Turner, Facilities Maintenance.
PLANT 11: Robert W. Mayer, QC Quality Engineering.
PLANT 12: John C. Sednar, Hydraulics.
PLANT 13: Jacob T. Amos, Tool Fabrication.

* Twenty-two men and three women will receive fifteen year pins in May:

PLANT 1: Ronald J. Small, Structural Designers.
PLANT 2: Otto A. Vollmerhausen, Tool Fabrication; Robert J. Hrubes, Facilities Maintenance; Rosemarie V. Guetta, Medical.
PLANT 4: Marion A. Paul, Avionics Management; John H. Pearson, Control.
PLANT 5: Thomas Griffiths, Government Material Control.
PLANT 6: Carl R. Kupke, Flight Development.
PLANT 8: Anthony F. Molino, Tool Fabrication.
PLANT 10: Joseph F. Garaffa, F-14 Subcontract Management.
PLANT 11: William A. Lycoff, B/P & Off-Site Warehouses.
PLANT 12: Charles V. Brown Jr., Sub-Assembly.

(Continued on page 10)
Diener, idea 'man of year,' hits $1,500 bond jackpot

Fifteen hundred dollars in U. S. Sav- 
gings bonds showered down on the un-
suspecting head of Harry Diener, Plant 3 Honeycomb, on May 11. The occasion was the sixth annual Project Sterling Awards Luncheon, when the best ideas of the year are recognized with addi-
tional bond awards and with silver bowls. All the guests arrived at lun-
cheon knowing they were to receive a premium for outstanding suggestions they had submitted, but none was aware of the year's high man until the official announcement was made by Bill Zark-
owsky, President of Grumman Aero-
space Corporation.

Other Company officers present in-
cluded Bill Schwindler, Chairman of the Executive Committee of Grumman Corp., Senior Vice Presidents Gratt Hedicik, Joe Gavin, and Corky Mayer.

Zarkowsky was commended for a modest suggestion that, according to his fore-
man and blithely, has been extremely useful in identifying honeycomb sub-
assemblies as they go through an acid etch bath. Diener proposed using lead 
tape instead of metal tags ("The tags sometimes fall off"). The lead tape also 
identifies the bonding side of the de-
tail part so that the right side always gets glued on to an adhesive spray 
granular.

Diener was so overwhelmed by his good fortune that he still has not made any plans for spending his award money. "I'll just try and save it," he said. He's been six years with Honey-
comb and 22 with the Company. And this was his first try at winning a sug-
gestion award. Besides the $1,500 bond he received an engraved silver bowl.

Year-end review

The Employee Suggestion Awards Committee started the year-end selec-
tion process by reviewing 230 sugges-
tions that had received awards between July 1969 and June 1970. Their criteria 
for selection: benefit to the Company, 
present and future; originality; nature 
of the individual's job in relation to 
their suggestions. The corporate committee 
will make the necessary judgments re-
respecting job relationships.

Look around for ways to help the Company reduce costs, he said. "Write 
your ideas immediately and send them to us in the Corporate Suggestion 
Office. Don't delay."

Recent award winners include the following:

$75 - Harry Sissors (with two years in the 
market)

$350 - Jerry Severson, Tool Fabrication, Plant 2

$350 - Julian Ray, Hydraulics, Plant 14

$200 - Henry Bress, Mechanical Inspection, Plant 5

$250 - Walter Coons, Instrument Fabrication Repair, Plant 5

$250 - Jack W. White, Tool Management, KSC

$200 - Ethel Woods, Instrument Fabrication Repair, Plant 33

$200 - E. Wilson, Instrument Fabrication Repair, Plant 33

$200 - W. White, Tool Management, KSC

$200 - G. Givens, Instrument Fabrication Repair, Plant 33

$200 - M. Good, Tool Management, KSC

$200 - J. Severson, Tool Fabrication, Plant 2

$175 - Charles M. Poitras, Profile Machine, Plant 36

$150 - Bernard Austein, E-B Weld, Plant 2

$150 - Paul Guido and Stanley Mayewski, Final Assembly, Plant 36

$150 - Frank Slinkowski of DC Inspection, Plant 33

$150 - J. Petrowski and Paul N. Lovasz, Repro Services, Plant 2

$150 - Nicholas Carone, Final Assembly, Plant 36

$150 - E. Wilson, Instrument Fabrication Repair, Plant 33

$150 - S. White, Tool Management, KSC

$125 - Charles M. Poitras, Profile Machine, Plant 36

$125 - Robert M. Serota, Instrument Fabrication Repair, Plant 33

$100 - Charles M. Poitras, Profile Machine, Plant 36

$100 - Charles M. Poitras, Profile Machine, Plant 36

$100 - Charles M. Poitras, Profile Machine, Plant 36

$75 - Thomas H. Hamon, Systems Engineering, KSC

Additional awards

Silver bowls and $500 bond awards 
were presented by Zarkowsky to these other year-end winners:

William Tennant, senior planner, In-
ventory Control, Plant 30, for suggest-
ing the purchase of aluminum alloy 
shelves in the "as-rolled" instead of fully 
annealed condition.

Edward Molen, QC engineer, Plant 10, 
seemingly with Clifford J. Polk, Mechani-
cal Inspection, Plant 5, for develop-
ment of a witness line system to afford 
a visual inspection scheme for electron 
beam welding of F-14 titanium fittings.

Harry Hicks, leadman, Hydraulics 
Production, Plant 2, for his idea to add 
an insert to reinforce tube bending 
blocks (pliaets), to reduce breakage.

Hicks has another winning suggestion 
in this month's roster of suggestions.

Vincent Gensel, Fabrication Engineer-
ing, Plant 30, for a suggestion to es-
cablish a call-type purchase order to 
of duty reorder chants from a single source 
instead of many.

Patrick Maguire, Manufacturing 
Office, Kennedy Space Center, teamed 
with Robert Beltrami, since terminated, 
also of KSC, for their idea to apply 
calibration due date stickers to tools 
when they are withdrawn from the 
stockroom instead of when they are 
calibrated. (Beltrami still collects his 
share of the $7,500 award.)

These individuals each received a 
$1,500 bond award.

Steve Finkle, Material engineer, Plant 
1; Stephen Holloway, Configuration Con-
trol, Plant 55, Savannah; Kenneth Ket-
seneker, mechanical technician, Plant 
83, KSC; Albert Hareig, Injection 
Molding, Plant 27; Thomas Hamon, 
Systems Engineering, KSC.

Need new ideas

In concluding the annual year-end 
awards luncheon, Millilo, winner of 
Corporate Suggestions, pointed out that 
many employees are eligible to submit sug-
gestions, and he would welcome at least 
one idea from every Grumman employee 
throughout 1971. To answer the question of eligibility for awards, Millilo said, 
"There is a rule that states that "line of duty" suggestions will be considered 
only for awards of non-monetary 
value."

"But this does not mean a foreman 
or leadman or engineer cannot submit 
awards luncheon, Joe Milillo, head of 
the Executive Committee of Grum-
man Allied Industries, Inc., announced the 
second go-around. Harry Diener shared at the annual Project Sterling 
Awards Luncheon. He was top gun with a $5,100 bond award and a silver 
bowl, presented in recognition of a modest but practical idea for identi-
fying honeycomb subassemblies. (Photo by Nat Scherer)

Serota, Secretary and General Counsel, 
named Vice President at Grumman Allied

Wally Spiegelman, President of Grum-
man Allied Industries, Inc., announced 
last week the election of Jerry Serota 
as a Vice President of the Grumman 
Corporation subsidiary. He reports to 
Senior Vice President Bob Loar. Serota 
is Secretary and General Counsel for 
the corporation.

Jerry is a graduate of New York Uni-
versity's School of Commerce (finance 
and accounting) and School of Law. He 
was admitted to the bar in November of 
1963.

Before joining Grumman Allied in 
May 1965 as corporate counsel, Serota 
was associated with Chadbourne, Parke, Whiteside & Wolff and, from 1963-

On the bookshelves

"AIRSHOW! Pictorial" just hit the 
bookstands recently and for aerobatics 
buffs around and about, it should prove 
popular. The photo-essay features the 
Blue Angels, Thunderbirds, Reno Air 
Races, and Abbotsford Airshow, and al-
though the price might seem a bit steep, 
$17.95, it has a number of dramatic 
photos with vignettes to match. Bill 
Johnson authored the effort which is 
published by Salisbury Press of Superior 
Publishing.

New image

"Beaves" take heart! Everybody may 
have a fat man but you can't prove it 
anymore by Joe Longo of Manufactur-
ing Engineering. Joe, who once tipped 
the scales at 360 pounds (he's about 
five inches short of six feet), shed 70 
points after joining Grumman's Weight 
Watchers. Keep your eye on him ..
.. he plans to keep on his diet until lie 
reaches the 170 mark. What will pow-

GRUMMAN, May 28, 1971

Jerry Serota

Second go-around. Harry Diener shared at the annual Project Sterling 
Awards Luncheon. He was top gun with a $5,100 bond award and a silver 
bowl, presented in recognition of a modest but practical idea for identi-
fying honeycomb subassemblies. (Photo by Nat Scherer)
SPOILERS TRIP OVER BOMBERS ON WAY TO NITE OWL BOWLING TITLE

Perhaps Adlai Stevenson (in paraphrasing Abe Lincoln) said it best when describing his feelings on losing an election. He said that he felt like a little boy in a boat who had stubbed his toe in the dark. He said he was too old to cry, but it hurt too much to laugh.

And that may be just how the Spoilers of the Nite Owl bowling league felt recently on the way to winning the Nite Owl crown. There were they on the final night still holding a modest lead after bowing to the competition so far ahead of the field all season long. And who should be more confident? Didn't they have three of the Owl varsity, Judge Locke, Ernie Jenkins, and Hank Kwiatkowski, in the lineup.

As a matter of fact, they did, but like Stevenson, no matter how much they had going for them, they were bounced, and rather rudely, in the final. Ike did it to Adlai, and it was the Bombers who did it to the Spoilers—with a whitewash.

Near windup in doubles play

There was at least one major upset in doubles play and a couple of mild ones in singles as the first Grumman team tournament of the season got under way this week. The tourney attracted 71 entrants in solo competition and 33 doubles teams. As Plane News went to press, Fred Hermann, who was seeded No. 1, and Jacques Crouzet-Pascal, seeded No. 2 in the singles, were dominant, and Dick Bergman, 6-2, 6-1; Grant Hedrick, 6-1, 6-1; Jay Leng, 6-1, 6-1; Bentler had caused some stir earlier by knocking off varsity team members Dick Kline (seeded No. 3), 6-2, 6-4, 6-2, and Andy Kaufman, 6-1, 6-4.

Crouzet-Pascal, meanwhile, had trouble only with Don Bohling, 8-6, 6-4, 6-1. Among his other victims were Wil Klop, 6-3, 6-1; Jim Jehle, 6-3, 6-2; John Hao, 6-2, 6-2; and Al Kirillin, 6-2, 6-2, 6-2.

Mitch Rosenbaum, 62-year-old coach of the varsity tennis team, had a pretty easy time of it while whistling down five opponents, the last, Bob Bentler, 6-1, 6-1. Earlier, Lois Haas clicked for 293-333, Norma registered a 330, and Burgess led the men with 945.

Near windup in tennis play

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Alverson leads tee team

Wille Suppa, who was hitting the ball "forever," according to teammate Jim Alverson, falted in the last three holes of a 54-hole qualifying test for the Grumman varsity and Jim slipped past him to win the top spot with a 236 total. Jim finished the final 18 holes with 79, to go with earlier scores of 81 and 76.

Suppa earned second with a strong finish, posting 77 and a 237 total on prior rounds of 81 and 78. Venerable Tony Cisco closed in third spot with a 238 on rounds of 77, 79, and 82. Bob Bulolton won the fourth position on the starting golf squad as he toured the Bethpage Black course in 77. His 541 total included earlier scores of 81 and 83.

Rounding out the varsity squad are Steve Gray, 85, 82, 80 - 247; Gary Anderson, 88, 85, 84 - 247; Barry Rosen, 77, 75, 79 - 231; and Bing Aniunnata, 81, 86 - 167.

Grumman is defending champion—and has been for about 10 years—in the L. I. Industrial golf league. Loop play is expected to begin in a couple of weeks.

GRUMMAN, May 30, 1971
Grumman is fielding the strongest var-
ity softball team since it won the 1987
National Championship, according to
manager Jack Keane, and has gotten
off to an excellent start this season. Be-
hind some long needed home run power,
the Intruders swept double-headers with
Repsco and the Easterns, early in the
Suffolk County League season, and split a
twin bill with Suffolk A. C. at Grum-
man's Wyandanch field.

Keane announced that the Intruders
will play a number of games on the re-
cently refurbished Wyandanch facility.
Grumman will be at home against Suf-
folk County League teams in May.

The Intruders are anxious for everyone
at Grumman to come out and tee the
plank, and he feels that the Wyandanch
facility provides an excellent oppor-
portunity for this.

Mike Sabia, long an outfield main-
stay of the team, was selected as the lead-
er of the 1987 championship team
and will also compete in a season
of which the involved team's duties behind
the plate or in the outfield,
and one of the leading hitters from last
that the Intruders' stars since
their formation in 1969, and fresh-
man Mitch Riccio, who hits with power, and
the Grumman lineup is most certainly
impressive.

Heavy schedule
The Intruders will be tested in three
out-of-town games on the re-
main's Wyandanch field.

They're priming for the Metro Indus-
trial Tournament at Jones Beach start-
ing August 14. Grumman will be the
host of that event, and Jack
Keane hopes that they'll be poor hosts
and win the tournament, thus qualify-
ing them for the National Championship
in York, Pennsylvania. There is no
disguising Keane's or the team's enthusiasm
about their chances to have a replay of
1987. They won it all that year—remem-
ber?

Garden Forum lists schedule for shows
Only two Grumman flower shows are
scheduled for the rest of the year: the
Rose Show, at Plant 5 Cafeteria on
the team's captain by his mates for the 1971
season. Sabia has been moved to the
mound by Keane to give that position
some offensive batting punch and to
make room for some of the outstanding
outfield prospects this year. Sabia, who
is no stranger to slow pitch hurling, has
been impressive.

Mound strength
In addition to Sabia on the mound,
Jack Keane will use Don Lundergan,
who pitched well for Grumman last
year, and Al Wallace, who has returned
after a seven-year absence, among the rest.
Veteran Bob Hieter will also be
available when he returns from Grum-
man. Neuscheter, Wes Douglas, Bill Diercks,
and Joe Sabia share second
base. Karika and Joe Rivera share second
base. Karika is also a fine shortstop.
Heavy hitting Dan Cooper is back for duty
behind the plate or in the outfield, and
one of the leading hitters from last
season's team, John Andrews, will also
play third base. Add Joe Cavaluzzo, who
has been one of the Intruders' stars since
their formation in 1969, and fresh-
man Mitch Riccio, who hits with power, and
the Grumman lineup is most certainly
impressive, Keane feels.

Heavy schedule
The Intruders will be tested in three
leagues: Suffolk County, Jones Beach In-
dustrial, and Caniagut Park Open.
Double-headers are scheduled at the
Beach on June 24 and June 30. The Can-
iagut schedule is not yet available.

On June 18, the Intruders travel
to Providence where they will open de-
fense of their Eastern Invitational Tour-
nament title. Since inception of the an-
nual event four years ago, Grumman has
won every tournament. The team
will also travel to Richmond in July for an-
other tournament and hopes to play
home-and-home series with out-of-town
teams, probably on the Wyandanch field.

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their formation in 1969, and fresh-
man Mitch Riccio, who hits with power, and
the Grumman lineup is most certainly
impressive, Keane feels.
Grumman wins study contract for hydroport in N.Y. harbor

Two years ago Grumman presented a proposal to the city of New York for a 10-block-long STOLport on the west side of Manhattan. Although it appeared to open up for inter-city air commuters a practical means of circumventing the massive traffic of the big urban airports, the plan ran into funding and political snags and got no further. Undaunted, Grumman went ahead with another proposal on a more modest scale for a hydroport (or pre-STOL) facility in the Wall Street area, east of the Battery, the intent being to show that a market does exist and that Grumman's experience in building amphibians and providing services could be useful.

Something came of it. On May 10 Senior Vice President Grant Hedrick signed a contract with Charles Leedham, New York City's Commissioner of Marine and Aviation, to undertake a four-month technical feasibility study of a hydroport for New York. Henry Prew of Advanced Concepts is directing the $50,000 Grumman study.

"We see commuter air transportation over the East River as not interfering with normal airport traffic," Prew said.

"Our proposal envisions an economical layout something like a boat marina, with ramps and floating docks. We are thinking of using, to begin with, turbo-}

Grumman looks ahead to the 100-passenger version of the Japanese Sin Meiwa amphibian, in the mid '70s."

**Modest concept**

Problems that proved formidable when Grumman was considering a STOLport (Short-Takeoff-and-Landing facility) on the Hudson River, west of the Battery, are not so great for the more modest hydroport concept. The three metropolitan airports might welcome it because it would pick up their lean-profit short-haul traffic and cut automobile pollution and congestion around the airports. Compared to the big airliners, noise level would be low. Other problems that are to be examined in Grumman's four-month study have to do with debris in the surrounding waters, air traffic control, ship traffic in the East River, and financing.

Commissioner Leedham points out that a market does exist and that Grumman has contract with New York City for feasibility study. Layout resembles boat marina.

They're celebrating

(Continued from page 6)

**PLANT 28:** Chester G. Baumgartner, GAA.
**PLANT 30:** Ronald M. Busch, Inventory Control; Arthur W. Cassell, Product Support; Anthony Mirtugula, Facilities Maintenance.
**PLANT 36:** Percy E. Parnarone Jr., and Douglas H. Rasmussen, Product Support.
**PLANT 38:** Joseph A. Fusteri, Structural Design.
**PLANT 39:** Andrew J. Hedges, Jr., Final Assembly; Joseph Theobald, Product Support.
**PLANT 38:** Marianne J. Krupa, Product Support.

Looking back: big wind aids carrier

A 25-year-old issue of Plane News had a note on something long gone called "Operation Pinwheel." Plane News shows Navy planes, Hellcats and Corsairs, lined up on a carrier deck, helping the Navy turn a big carrier in a harbor where the ship could not get enough headway under its own engine power. The turning is done, says the article, by the propellers of planes secured to the flight deck. The spinning propellers exert a forward pull in the direction in which they are facing. The operation was first used as an emergency measure in Guam harbor in 1945. In these days of jet engines and helicopters, "Operation Pinwheel" sounds like something out of a Rube Goldberg suggestion box.

The Grumman Flying Club, called, in 1948, "Flight G," announced the arrival of a new two-place Cub trainer. Club President Art Ronco said women were increasingly interested in taking flying lessons; Helen (Peg) Hewitt, now of KSC, was the first feminine member of the club to solo. An eight-year-old G-31 Gray Goose, all battered and torn, limped into Plant 4 for repairs. It had flown from Ecuador, where its hull had been mangled when it landed in a river rapids. It belonged to the Asiatic Petroleum Company and had seen eight years of rugged service in Central and South America.

Guard Frank Neri drove a 1912 Model T Ford in to work to show it off. He said it had gone 246,000 miles and was getting 24 miles to the gallon.

In Plant 1, Welfare installed a coke machine and two stamp (1 cent and 3 cent) machines (where did they go?).

Grumman, May 28, 1971
Product support

(Continued from page 3)

the Navy an operational aircraft that
is completely supportable from its ini-
tial introduction into the Fleet." But
ILS is as applicable in the commercial
world: It involves maintainability, reli-
ability, planned maintenance, spares
and repair parts, planning, procure-
ment, transportation and handling,
facilities identification and selection,
technical manuals, personnel and train-
ing, contract maintenance, and funding.
It all adds up to product availability on a
continuing basis.

Total support

As Menniti says, "The job of Product
Support is simply the total support of a
product, from delivery to the customer,
spacecraft, hydraulics, or a piece of sup-
port equipment proper." It should be
interface closely with Business Develop-
tive or independent. "Naturally, we in
Grumman's support capabilities and re-
sources, commercial or military, cap-
able of supporting a product whether it be an aircraft,
hydrofoil, or a piece of sup-
port equipment is pro-
duction."

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sources, commercial or military, cap-
able of supporting a product whether it be an aircraft,
hydrofoil, or a piece of sup-
port equipment is pro-
duction."

Ketcham. Between them they split 12
awards. The first time. Margaret Sanfilippo r e-
ed below:

SINGLE TULIP: Frank Sadowski, 1,
2, 3, & HM
PARROT TULIP: Steve Kertesz, 2, 3,
& HM (no 1st prize)
NARCISSEUS: Mal Ketcham, 1 & 3;
Lynda McDonald, HM (no 2nd prize)
SINGLE SEASONAL: Mal Ketcham, 1 & 2;
Frank Sadowski, 2; Bill Hill, HM
TULIP ASSORTMENT: Chad Olmstead,
1; Mike Smith, 2; Dorothy Kappen-
berg, 3; Chuck Wagner, HM
NARCISSEUS ASSORTMENT: Mal
Ketcham, 1 & 3; Dorothy Kappen-
berg, 2; Margaret Stannan, HM
SEASONAL ASSORTMENT: Karl
Hagen, 2; Gun Pleiser & Charlie
Chioda, HM (no list & 3rd prize)
NOVICE CLASS: Margaret Sanfilippo,
1, 2, & Best in Show; Nat Francesse,
2; Rosalie Le Perte, HM
ARRANGEMENTS: Dorothy Kappen-
berg, 1, 2, 3, & HM; Arline Montgomery
and Jean Manahan, HM.

SAVANNAH, GA.—There are some
cynics around, some people who, for
obscure reasons, think that helping
someone out is “do goodism”—an atti-
tude to be somewhat sneered at.
Fortunately, there are people who see
civility and concern for others as a
positive attribute. Such a man is Savan-
nah's Ken Lippincott.

You may also call Ken Lippincott a self-made man, a man who (as he puts it) "went from grammar school straight to
college." He says it with a smile in
his voice, without pretension. And
that
academic leap is pretty much the
way it happened.

The likable Lippincott is greying now
—after all, he's 56 and entitled to age a
little—and his speech is mellow and
low-keyed; that seems in-the—mold for
someone out is “do goodism”—an atti-
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The likable Lippincott is greying now
—after all, he's 56 and entitled to age a
little—and his speech is mellow and
low-keyed; that seems in-the—mold for
someone to participate. Our Rose Show
will be held June 17 in Plant 5 Cafe-
teria. And for further inducement,
gift certificates are being presented to
all prize winners along with the tro-
phies.

The judges, Otto Langhans, I.I. Press
arden editor, and Ralph Bondsmith of
Mabel Squirers had the task of evaluat-
ing all the entries and choosing the win-
ners. Not an easy task. Each flower
was lovelier than the next. But they made
their decisions and the winners are list-
ed below:

SINGLE TULIP: Frank Sadowski, 1,
2, 3, & HM
PARROT TULIP: Steve Kertesz, 2, 3,
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and Jean Manahan, HM.

Lippincott attracts early risers
in 'sunrise semester' at Savannah

The dawn makers. It's very early in the morning when Ken Lippincott
(standing) gets together with his students. Latest early birds (1 to 3) are Ceci-
Walling, Joe Herbrecht, John Williby, Ron Roberts. (Photo by Cary Von Sickie)

Lippincott attracts early risers
in 'sunrise semester' at Savannah
He's a POW....

and his kids won't see him on Father's Day

Navy Lt.
James Connell