

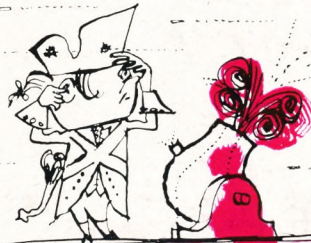
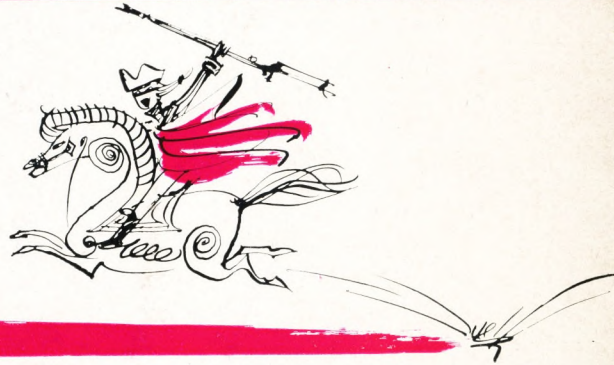
WHAT WILL THEY SAY ABOUT US?

The celebration of Independence day might be a good time to do a little reviewing of our past history and see how we stack up today with the ideals that were set forth by our forefathers during the infancy of our country.



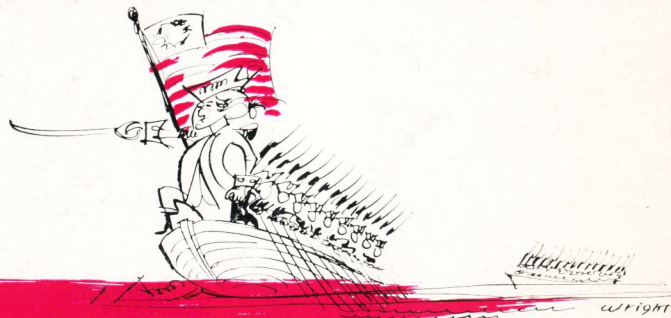
The men who met in Independence Hall spent many long, arduous hours in working for the future of the country they believed in.

Paul Revere made his historic cross-country ride, not because he loved horseback riding but to warn of approaching danger to the country he loved.



The brave souls who fought against the British at Valley Forge weren't thinking of just their own self preservation. They had their country in mind.

Washington, leading his troops in crossing the Delaware, was not just out for a boat ride. He set the example that gave courage to an eventually victorious army.



Although there aren't many of us who will go down in history there is something today that we can do for our country. We can vote to keep the right men running our government. We can fight for our country when called upon. When our fellow countrymen need it, we can give our blood. And one thing that can be a lot more important than any of us realize, but can be a benefit to ourselves as well as our country, is the regular purchase of bonds. Our nation is 177 years old because people like you have given everything they could for it. Let's hope that 177 years from now they will be saying the same thing about us.

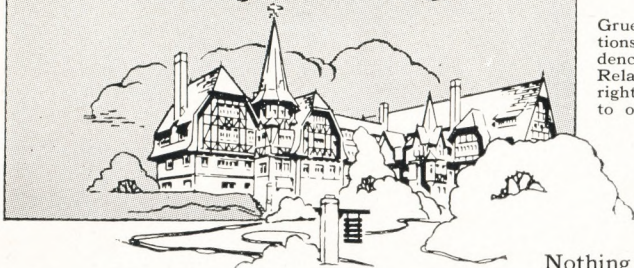


GRUEN.

Time

JULY, 1953

GRUEN, Time



Published by
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TIME HILL, CINCINNATI

July, 1953 Vol. 14, No. 7

Gruen Time welcomes material or suggestions of any kind. Address all correspondence to the editor in care of the Industrial Relations Department. We reserve the right to reject or change material according to our publication policy.

bypaths

Robert S. Pruden,
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Nothing could be finer on some of these hot nights than sailing along through the sky with a nice cool breeze blowing through one's hair — and nothing could be more appropriate to symbolize the anniversary of our country's independence than fire-crackers, sparklers, lots of red, white and blue coloring and an eagle — all centered about a pretty girl.

Our attractive young lady on this month's cover is JANET WEST, clerk in the Purchasing Department at Norwood. Janet is 18, born and raised in Bethel, Ohio and a graduate of Hamersville High School.

Although young in years Janet is about as worldly as many of us get to be in a whole lifetime. She has traveled all over the eastern part of these United States and when she was only fifteen years old flew to Texas and was in a plane wreck. At the time the rainy season had hit Texas and all the fields were about six inches deep in water. Janet was flying with her step-father and they were unable to locate a landing field so he set the plane down on what looked like a good spot. It wasn't as good as it looked and when they came to a dead stop the plane was lying topsy-turvy in about a foot of water, quite banged up and with a broken propeller. Nevertheless, it wasn't too long before she was flying again.

Have You Tried Your Luck Lately?



Repetition is a funny thing. When you like something, you don't mind it's repetition. When you don't like something, you might not like to have it repeated over and over again, but somehow you just can't help but notice or pay attention to it. So not knowing just how you feel and at the risk of too much repetition we'd like to ask you—have you tried your luck lately?

What we're getting at is this: Have you submitted any suggestions recently? There's still plenty of money to be had and it's there for your asking — or rather your suggesting.

We have a fine company. We have fine products. But anytime we get too self satisfied or think we can't do something better — then is the time for us to go out of business. Why don't you come up with some ideas for improvement? We would like to have them and we'd like to pay you for them.

Pick a job. Then ask yourself these questions: Can it be eliminated? Can it be combined with some other operation? Can the operation sequence be changed? Can it be simplified? Answer any one of these questions and you might make some extra cash for yourself.

Let's take a quick look at some of the awards made for some suggestions last month. A clothing protector was suggested. Several new methods of operating machinery were suggested. A checking monitor was suggested. A new salvage operation was suggested. These and just a few other simple ideas netted a total of \$1396.03 for the people who made the suggestions.

And remember, there's the grand prize of the year for which you might receive two round-trip plane tickets to any point within 400 miles of Cincinnati, one day off work (either Friday or Monday) with pay, weekend accommodations at a leading hotel for two and an additional \$25.00.

WHY NOT TRY YOUR LUCK?



Lahoma DeNise, First Assembly Fuze, is congratulated by Martin Kaefer, assistant director of manufacturing, upon winning \$750.00 for her suggestion about production tickets.

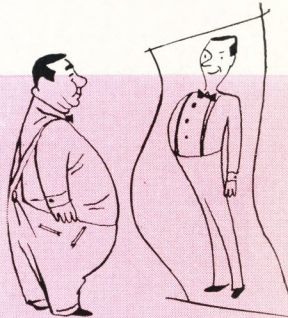
SAVING BY CONDENSING

When records have to be kept of all employees of a growing concern they take up a lot of space. And when there is a minimum of space available something has to be done. Such was the problem with which **BOB HURT**, our chief time keeper, in Norwood, was confronted recently.

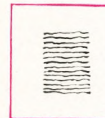
The government requires all payroll data or information about an em-

ployee to be kept for various periods, ranging up to several years, after termination of contracts. With all the records of present employees plus those who have been terminated Bob had an immense amount of paper on his hands and the records were piling up with no additional space available for storage.

(Continued on page 6)



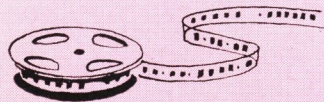
Margie Barker and Betty Martin continue working while Bob Hurt and June Ernst ponder where to find a record. Microfilming will eliminate this confusion.



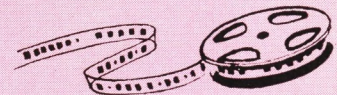
This is the actual size that an 8½ x 11 inch paper will reduce to on microfilm.

Above, Robert Hurt, chief time keeper, seems to be lost in a myriad of records because of lack of storage space. These file boxes will all be eliminated by microfilming.

At the left Bob shows the ratio of space between the old and new system. The papers in the four boxes on the cabinet will reduce to one reel and be put into a box like Bob has in his hand. The file cabinet will eventually house all the Norwood payroll records.



Right — Wilma Lipp and Marie Holmes compare the small amount of film it will take to record all the records in front of them.



SAVING BY CONDENSING

(Continued from page 4)

After looking into past history of the company it was discovered that the same kind of problem presented itself at Time Hill several years ago. At that time M. W. COE, of the Accounting Department, invested in some microfilm equipment. Bob Hurt decided to do the same thing now for the records at Norwood. A microfilm photographic machine and a film reader, similar to those at Time Hill were purchased.

By microfilming, a picture is made of an important record with a special reducing camera, using a roll of 16 mm film such as is used in a movie camera. The roll of film is developed and stored. In order to read the microfilmed record, the film is put into an enlarging projector, or "reader" which enlarges the tiny picture so that it appears in its original size. The information on the record can then be copied off.

At the present time at Norwood all daily work reports, time cards and attendance abstracts (compilation of all attendance hours) are being filmed. Later on the Personnel records will also be recorded on film as well as records of Engineering Research under MEL FARBER and those of the facilities and Inventory Control Department under BILL CRAWFORD.

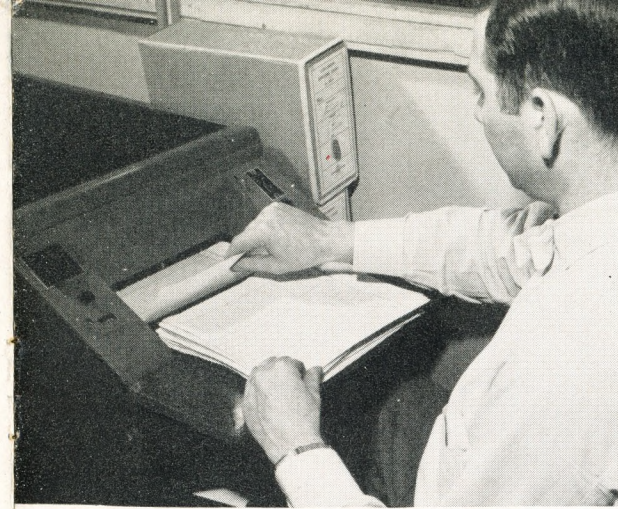
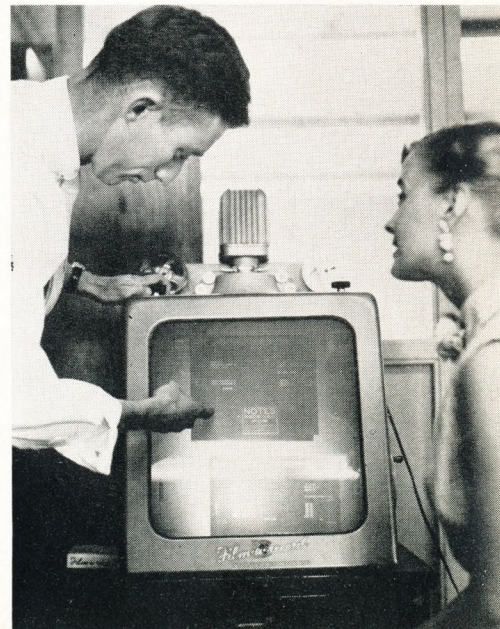
The actual microfilming is a simple process. ELWOOD WALLACE, the utility timekeeper at Norwood, feeds the records into the photographic machine. When a roll of film is completed it is mailed to Remington Rand in Chicago where they process it on the same day it is received and return it. The film then goes into chronological order in our file by departments. The same procedure is handled at Time Hill by LOUISE HELBLING, accounts receivable clerk.

As yet we have no darkroom in the company for making an actual reprint of a record. However, in cases where the microfilm records have been made

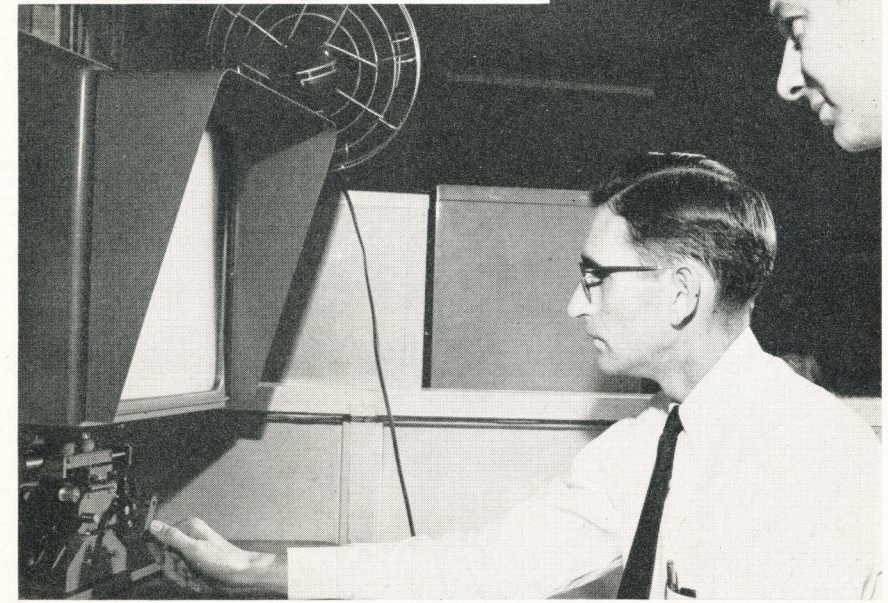
and the original paper destroyed, if it is absolutely necessary to have a copy of the original, a reproduction can be made by marking the portion of the film necessary and sending it to Remington Rand, where they make a reprint for us.

At Time Hill they have been photographing records since the machines were purchased in March 1948. The original equipment was purchased at a cost of only \$2240.25. Figuring on a basis that microfilm records take only 1/64 of the space ordinarily used, the saving in space, and therefore money, is terrific. Not only that, but records which must be retained over longer periods of time are better protected on microfilm against fire, pests, water and deterioration. The U. S. Bureau of Standards has estimated that a roll of microfilm, properly stored, will last for 500 years—long enough that we won't be wanting to see a copy of some record that was made many, many years ago.

To add to the savings, our insurance rates run much lower, because of the protection our records have with microfilming. Yes, our microfilming process is certainly a process of saving by condensing.



Left, Elwood Wallace, utility time keeper at Norwood, is feeding payroll records into the microfilm photographic machine.



Above, Robert Hurt, chief time keeper, and Elwood Wallace are reviewing a film on the new reader at Norwood.

Right, Louise Helbling, accounts receivable clerk, feeds accounting records into the microfilming machine at Time Hill.



Left, William Stephens, credit manager, is checking an old record on the reader with Louise Helbling.



* Second shift.

An Activity Committee has existed in our company for many years as an employee group handling social and recreational programs for all employees, such as dances or other functions.

The committee has done a marvelous job in having activities that would tend to bring all employees of both Time Hill and Norwood together in a friendly atmosphere. However, due to the large expansion of the company during the last two years as well as the jobs which some of the committee members hold, the group felt that they could no longer take the time from their regular jobs necessary for a committee of this type. Therefore, with the agreement of the committee, it was disbanded and an election was held for a new activity committee.

The nominations were held on May 25 and the final election on Thursday, May 28. In both of these all employees except supervisors were eligible to vote. The election was set up so that equal representation was considered from each section of the company and there would be one member for approximately every 100 employees of the company.

The new activity committee members' names and pictures are shown on the opposite page with the section they represent. One alternate was elected for each spot to replace the regular member in case of termination from the company or change to another department or shift. The names of the alternates elected are: Joseph Neal, Case; Mary Hunter and Mary Nutick,* Dynamics and Modification; Carlos McQueary and Pauline Ferguson,* Final Fuze Assembly; Edythe Burns, Ruth Siler, Mary Randle,* and Ola O'Brien,* Fuze Assembly (fourth floor); George Gamel, and Esther Fitzwater,* Fuze Inspection; James Gregory, Maintenance; Annie Kroener, Mary Green, and Ada Swain,* Movement Assembly, Fuze Escapement and

(Continued on page 15)



L.-R.: Lillian Wilkins, Movement Assembly, Fuze Escapement & Hairspring; Marjorie Clare, Office; Bobbie Kirby and Betty Schisler, Fuze Assembly (4th floor); Ruth Mansfield, Movement Assembly, Fuze Escapement & Hairspring; Bernadette Kleusch,* Fuze Inspection; Anna Straughn,* Dynamics & Modification; Ruth Stephens,* Movement Assembly, Fuze Escapement & Hairspring; Shirley Evans,* Parts Manufacturing & Tool & Die; Harriett Smith, Time Hill; Stanley Heideman,* Final Fuze Assembly; Myra Mantach, Case; Carl Owings, Time Hill; Mayme Story,* Fuze Assembly (4th floor); Rosemary Dickson, Fuze Inspection; Hazel Mayes, Dynamics & Modification; Charles Harris, Maintenance. Kneeling: Dorothy Kaeser, Parts Manufacturing & Tool & Die. Members who were not present at the time the picture was taken are: Wilma Spurlock,* Fuze Assembly (4th floor) and Arnold Howard, Final Fuze Assembly.



Above — The misses who comprised the teams of hits and misses in this year's girls bowling league.

Girls Annual Bowling Party

"Why, it was the best bowling party ever held!"

That's what all the girls were saying after their annual affair held this year on June 4 at the Hotel Alms. Approximately 40 of the girls who had participated in bowling this year attended the party and they all had their share of dining and merrymaking — and quite a few of them walked off with prizes.

ELAINE LOEB won a prize for having the high single game of the year; The Aqua Queens, consisting of BETTY GILB, JEAN MASON and DOT KAESER, had the high single team game; RUTH SILER had the high three game series; The Sweet Briars, the team of CHARLOTTE EMMERT, ROSELLE WANNER and JUNE HONEYCUTT, had the high three game total; and VIRGINIA POSTALLIAN finished the season with the high individual average.



L. to R.: Ginny Harris, Gladys Yanney, Dot Kaeser. Dot, secretary-treasurer is presenting prize money to Ginny who is representing the first place team, The Ripples. Ruth Siler, team captain was absent.



Left — Honest folks, we're not chow hounds, but after all, a gal that bowls has to keep up on her vitamins.



Half of the more than 80 people in attendance look pretty happy.



This half too, seems to enjoy the Twin Oaks Country Club outing.

Pictures Tell The Story Best About The 10-YEAR CLUB SPRING FLING



Yes, there was some pretty good group singing at the party.



And these lucky people won door prizes ranging from fine watches to neck ties.



THERE were no hands clapped, or bells rung, no cheers, no ten-gun salute, yet 1:32 P.M. Wednesday, April 22, 1953 was a very important moment in the life of The Gruen Watch Company. It was then that our sub fuze contract with The Gibbs Manufacturing Corporation came to an end and we were on our own. We now hold the prime contract with the United States Government for fuzes.

All of which means simply this. Ever since our fuze program began we have been under contract to the Gibbs Company, who in turn were under contract to the United States Government. The experience that our company has gained as sub-contractors has made us capable of handling the prime contract so that now all services and phases of manufacturing the fuzes are under our jurisdiction and we report directly to the government.

Being the prime contract holder in our fuze business is important to us as we can gain in stature by being the largest and best fuze manufacturer in the world. At present we are the largest and thanks to the efforts of all Gruen employees we are rapidly approaching the point where we will be the best.

All of our fuzes now bear the Gruen marking instead of that of The Gibbs Manufacturing Co. This means that the Gruen name will be spread around the world, and that the most critical people in the world, the American G.I.'s, will now know that the fuzes

they are using are made by The Gruen Watch Company.

MR. C. H. NELSON, Fuze Superintendent, in praising the new set-up said, "This was only achieved by the combined team work effort of all Gruen personnel."

SOME time ago we were talking to several of the Gruen ladies in the recreation room about our magazine. One of the girls, Margie Southerland, from Bridge and Plate, said she didn't like our magazine at all. She didn't give us any valid reason for her dislike or any constructive criticism but she did say that we should run an article about fishing some time. Just to show her that we do try to please everybody at least some of the time we are dedicating the rest of our column to fishing. Since your editor doesn't really know anything about it we tried to do some "research" on the subject. To be real sure that the subject is well covered, one of our lady authors, Shirley Haverland of Purchasing, wrote about fishing from a woman's point of view.

HERE IS OUR REPORT ON FISHING

We heard from reliable sources that to fish you needed bait, so we went out and bought some worms. Not wanting them to lose their delicate appearance we put them in the refrigerator. That cost us our dinner — our wife threw out all the rest of the

food. We couldn't understand this as they were good clean worms — probably the same kind the chicken ate which she threw out.

Next we got to talking to a neighbor about what kind of bait was the best. He said that it didn't really make any difference. The idea was really just to hide the hook so that the fish didn't know what you were up to. He should know, so we tried to do him one better. We bought some pretty plugs to really fool 'em with. That was when we lost our respect for the good judgment of a bass. They didn't pay any attention at all in spite of the pretty colors. We like colors ourselves so that just proved that fish aren't like human beings.

The neighbor's kid went with us the next time we tried our fishing experiment. We were getting tired so went to sleep on the shore. The youngster pulled in a 4½ pound beauty. And how? In shallow water, at noon time, with a surface plug! The books all say that this is impossible. As one person said, "Fish are as contrary as women." Anyway, we figured if the youngster could catch fish we could — besides we'll try anything if it means a story for our readers. Not having any luck from the shore we tried wading out in the shallow water. The bottom wasn't quite as solid as the shore — more like quick-sand. By the time we had recovered our balance the borrowed rod and reel were long gone down the stream.

Not being successful at the business of fishing we decided to read about it so we could have some semblance of a report. According to the article we read: "In the cool, early spring, fish stay near the bottom of a body of water because that's where the food is." Yet it stands to reason that in warm weather the flies, bugs, etc., hatch on the top which would provide food on the water's surface. Yet the fish stay deep to keep cool. It's just too confusing for us. We're afraid that if the following article by Shirley

doesn't come up with something about fishing, Margie Southerland will be disappointed about fishing stories in Gruen Time from now on. We just couldn't go through this again.

Here's Shirley Haverland's Report on

WHAT IS FISHING?

A strike! Your line is taut; the rod quivers; your heart leaps as you catch sight of a "big one" as he clears the water . . . still thrashing.

Sounds easy? Guess again. It's quick thinking and sudden disappointment . . . it's sun beating down and cold feet under water . . . it's patience wearing thin and getting up at dawn . . . and sometimes, the dejection of returning empty-handed. But once comes the thrill of a strike, and you're the one who's hooked . . . hooked because fishing is suddenly *your* sport.

Whether you're a freckled kid with a string on your toe, or a skilled angler on the stern of a schooner skimming the Mediterranean, there's the good clean feeling that comes with participation in any sport.

But sometime ask a fisherman how he feels about it. You won't hear many complaints. To him it's the "getting away from it all" . . . it's serenity and the relaxation of quiet waiting . . . it's the smell of frying fish in a skillet . . . it's "roughing it" in a makeshift tent on a riverbank . . . it's the thrill of self-satisfaction and the pride of accomplishment . . . but most of all it's the smiles and the stories around a campfire of the biggest—the best—the toughest one of all—the "one that got away!"





Charmaine Gibbons, Inspection—Stock Assembly, was pleasantly surprised on May 27 by her many friends and co-workers with a wedding shower. More than 50 guests assembled at Singers Hall, Corryville for the event honoring Charmaine who will become the bride of Albert Fishback in July. The hall was gaily decorated with ribbons, flowers and white umbrellas. Dinner was prepared and served by several of the guests. Many games were planned for the evening's festivities but due to the time involved in opening the large amount of gifts the party ran out of time. Charmaine is shown standing in the center (white dress) of part of the large group who attended the party.

Gladys Rice, Fuze Assembly was married to Kenneth Wilson, May 2 at the Clifton Methodist Church. Fol-



[FOURTEEN]

lowing the ceremony they had a two weeks' honeymoon in St. Augustine, Florida. Kenneth is employed by The Fisher Body Company in Norwood. The newlyweds are now living at the home of his parents in Foster, Ohio.

A baby shower was given for Estelle Brandner, Bridge and Plate, June 25 at Dorl Park, across from the Norwood Plant, at 5:30 in the evening Mary Hugger, Marion Gibbins, Lee Floyd, Hazel Paul, Betty Jane Frye, Margaret Phelps and Alice Schulte, all of Bridge and Plate, gave the shower for Estelle and she was presented with many lovely gifts

The girls in Bridge and Plate have been quite busy giving showers recently. A wedding shower was given for Betty Rader by Thelma Black, Shirley Sneed, Jean Huey, Pat Siler

and Ruth Shackelford at Ruth Shackelford's home at 508 Kings Run Drive



on June 11. Betty will be married to Edward Lee Smith the latter part of June.

Those folks in the Advertising Department at Time Hill are usually a pretty quiet group with everything except what pertains to business, but the other evening they burst out of their social lethargy and had a real super outing at Mt. Airy Forest. Everyone in the department contributed to the kitty and under the able chairmanship of Larry Rinck they had a summer picnic on June 10. Besides having plenty to eat and drink they had a rousing baseball game and a lot of old fashioned fireside singing. The affair was attended by approximately 20 of the advertising folks and their husbands and wives.

ACTIVITY COMMITTEE

(Continued from page 8)

Hairspring; Joan Cowan, Office; Mary Waggal and Fannie Sebastian,* Parts Manufacturing and Tool and Die; James Campbell, Production Control (Fuze) and Traffic; Roselle Wanner, Stock Assembly and Production Control (Watch); Grace Holtkamp and Mary Sue Michel, Time Hill.

In case both a regular and alternate

* Second shift.

member should leave the committee because of either of the aforementioned reasons there would be no replacement until the next election. Half of the present committee was elected on the basis of two years, the others for one year. From now on members will be elected for two years with the elections held every year for half the membership. Thus 50% of the members will always have one year's experience.

The new committee will meet once a month on company time and have a dinner meeting at the end of each year. It is hoped that the present organization will be able to continue the functions of the old one and also renew many of the former events.

The purpose of the new committee will be to act as an employee group and promote social affairs at very little cost to the employees.

In addition to those affairs sponsored by the company, such things as the Gruen emergency fund, flower and gift fund, picnics, Halloween dance, Valentine dance, Mt. Airy Forest Frolic, hockey nights, ice follies, circuses, turkey raffles, square dances, baseball nights, boat rides, and roller skating will eventually be functions sponsored by your activity committee.

\$ Have You \$
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JOB BONUS
Bulletin Boards
It might mean
\$10.00
\$ FOR YOU \$