

The Inside Line

I
 think
 that we
 shall always
 see God's
 gifts upon our
 Christmas Tree,
 You cannot touch
 them with your hand,
 Yet they are there at
 your command. ~ ~ ~ ~
 There's joy and faith and
 hope renewed, There's
 laughter for a happy mood,
 There's gratitude for each new
 day, A time to think, a time
 to pray. ~ ~ ~ ~ The Christ
 idea with holy light Shines
 clear to make your pathway bright.
 These things are yours if you can see
 God's gifts upon your Christmas Tree.



Winter 1976

The
Inside
Line

FMC

Power Control Division

Editor:
Tom Donnelly

ON THE COVER

Merry Christmas and a
Happy New Year

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MANAGERS COMMENT

by Jim Schultz, Division Manager



As we approach the holiday season, it is natural to reflect on the past year and look forward to what the new one might bring. At Power Control, 1976 was a year of transition. We came out of the sharp recession, but did not experience as strong an upturn in business as had been predicted. We were not alone in this situation, as much of the U. S. economy has been in a static phase.

We have not been standing still in our planning efforts, however. Considerable work has been completed and we are beginning to put marketing plans in motion which will assure the growth we are all looking for. While no one can be certain of the business climate in 1977, the continued cooperative spirit of all Power Control employees makes me optimistic for both near term and long term prospects for the division.

Finally, may I wish each of you and your families a Happy Holiday Season and a prosperous New Year!

SHUR STOP BRAKE

by George Minar



George Minar

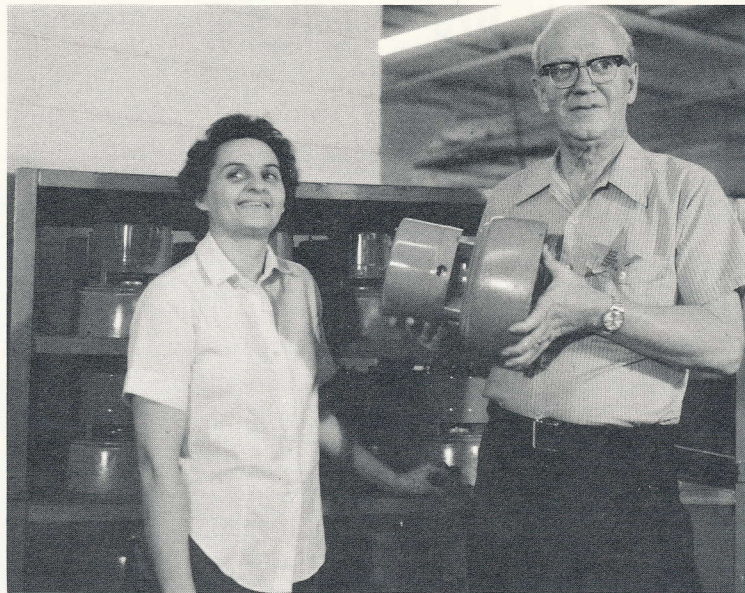
The Shur Stop Brake which one would relate to as the 55,300 series brake, is basically one of our standard line of brakes. It differs from a standard brake in that it has a special hub, having an extended shank. This enables the brake to be mounted on a stub shaft of a totally enclosed fan cooled motor.

The Shur Stop Brake is available two ways. One as a brake having the special hub for assembly to new motors, and the second known as the Shur Stop Kit.

The Shur Stop Kit is sold to only U. S. Electric Motors for field conversion to customers who would like to add a brake to their existing motors. This represents a considerable saving as it saves the cost of buying a special brake motor.

The Shur Stop Kit consists of a fan and a fan guard which are supplied by U. S. E. M. as replacement parts, and the Shur Stop Brake. This is packaged along with special instructions and shipped to a centrally located U. S. E. M. warehouse. U. S. E. M. maintains a sizeable inventory which enables them to provide off-the-shelf delivery to their customers.

The Shur Stop concept in kit form has created a new market for both U. S. E. M. and FMC-Power Control Division. It has become a major part of our motor brake business and hopefully shall continue to so remain.



Pictured is Mary Pawlak, our Shur Stop Brake and foreman Howard Kirmsse wearing his gold star presented to him by Mr. Schultz for outstanding departmental performance.
(photo by Dick Keller)

SAFETY IS MORE THAN LUCK

Tragically, it often takes a terrible accident, to focus everyone's attention on safety. Big investigations are held and management and employees alike become superconscious about the need to make every job as safe as possible.

It's too bad that it's impractical to investigate every little incident just as thoroughly.

But it's human nature that works against common sense. If you bump your head, common sense might call for you to check out the object you struck or your approach to it to see if something could be changed. Human nature says forget it — it was just an accident.

If you trip on the stairs but catch hold of the railing to prevent a fall, human nature tells you to forget it — nothing happened. But common sense might prevail and you'd possibly find a broken step or loose tread that could cause a more serious accident later.

If a smoker falls asleep holding a lighted cigarette, he might wake up when he burns a hole in his pajamas. Human nature tells him to simply brush it off as an isolated incident. But common sense should warn him against ever smoking in bed lest he eventually kill himself and others in his family.

Job safety is exactly the same, and you can think of many similar examples. Sometimes there are warnings, and if you heed them, you'll be OK. Sometimes there are no warnings, and you'll be OK only if you're lucky.

Make sure YOU don't count on luck when it comes to job safety.

DO YOU KNOW YOUR BENEFITS?.....

LADDER OF SUCCESS

Higher the number
Better chance of success

How much do you know about your benefits? They are important to you. They are an important part of your paycheck, but your knowledge may not be up to date.

Test yourself by answering these questions "True" or "False." Correct answers appear on page 8.

If you have additional questions, contact the personnel department.

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| <ol style="list-style-type: none"> 1. The first \$15,000 of hospital, surgical, in hospital medical and maternity bills are paid, by insurance, at 100% with no deductible charge. 2. The medical plan pays the first \$100 of outpatient X-ray/lab fees for each member of your family each year without a deductible charge. 3. Doctor visits and prescriptions are not covered by our medical plan. 4. We have ten paid holidays each year. 5. FMC/Power Control Division provides me with at least \$10,000 of group term life insurance at no cost to me. 6. At no cost to you, you have a short term disability plan which provides you up to 6 months of sick pay benefits. 7. Vacation days should normally be taken in weekly blocks, but can be taken a day at a time if they are requested at least one day in advance. 8. Long term disability insurance is not available to short service personnel. 9. I can go to school and prepare myself for a better, higher paying job and have the company reimburse 85% of the tuition, registration and lab fees to me. 10. Service awards are presented at an annual service award banquet to people who in that year will celebrate service anniversaries of 5, 10, 15, 20, 25, 30, 35, and 45 years of service. | <ol style="list-style-type: none"> 11. If you are selected for jury duty, you receive half pay from the company for the time you spend on jury duty. 12. All employees of the division, who are at least 25 years of age and have one year of service, can participate in the thrift and stock purchase plan on a payroll deduction basis. 13. The cost of medical insurance, paid for by FMC/Power Control Division, for each employee is currently \$88.00 per month or \$1,056.00 per year. 14. Paid breaks are one of my benefits. 15. People with the company for 8 years get three (3) weeks of paid vacation. 16. Employees in the hospital receive either flowers or a basket of fruit from the company. 17. The company pays \$6.00 + tax for me if I purchase safety shoes either through the shoe-mobile visit or at the store during the year. 18. The floating holiday changes each year and is announced not later than January 31 of each year. 19. The company purchases safety glasses for you. 20. I pay the full social security tax and the company pays nothing for me. | <p>100% — I DID</p> <p>90% — I WILL</p> <p>80% — I CAN</p> <p>70% — I THINK I CAN</p> <p>60% — I MIGHT</p> <p>50% — I THINK I MIGHT</p> <p>40% — WHAT IS IT?</p> <p>30% — I WISH I COULD</p> <p>20% — I DON'T KNOW HOW</p> <p>10% — I CAN'T</p> <p>0% — I WON'T</p> |
|---|--|---|



"You knew perfectly well what I meant when I said I wanted to do the house over in Early American."

DISTRICT SALES MANAGERS CONFERENCE



From left to right, Larry Dickman, Gary Lunzmann, Bill Halbritler, Les Nagy, Jim Liberman, Tom Kuist, Jon Peacock, Ray Bouchard, George Reed, Jim Schultz and Al Herrington.

Four days were profitably spent by our District Managers and all those attending the Sales Conference from our office and plant. Our five District Managers, Larry Dickman of Cleveland, Tom Kvist of New York, Les Nagy of Chicago, George Reed of Los Angeles, and Ray Bouchard of our Milwaukee office, spoke on topics relating to their territories.

The meeting sessions included a presentation of immediate and long-range marketing plans by Bill Halbritter, discussion of new catalogs and sales promotion by Al Herrington, product seminars by Dick Klug and George Minar and servicing of our products by Del Verhein. Others who gave presenta-

tions were Jim Schultz, Gary Lunzmann, Larry Keim, Tom Donnelly, Don Reiff, Bob Thompson, Jim Liberman, Russ Taylor and Jon Peacock.

Ray Scroggins of Thornton-Reichert, our public relations agency, and Doug Horstmann of Garrison, Jasper, Rose and Company, our advertising agency, presented presented programs that they are currently working on for the Power Control Division.

The meeting was wrapped up with a dinner at the Milwaukee Athletic Club with Mr. G. L. Calvert of Louis Allis Company as guest speaker. Mr. M. E. Weitekamp, Marketing Manager of Louis Allis, was also a guest at the dinner.

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A day crew of four assemblers and a night crew of three assemblers can do a job in five days. If the day crew uses three assemblers and the night crew uses five assemblers they can finish the job in four days. Which crew has the fastest workers.

The Night Crew
(Answer)

Caring About Your Job Requires Teamwork

Teamwork...What's it all about? We always hear about teamwork but do we really know what it is?

It's caring about the job you do and the people with whom you work. It's realizing that they depend on you — and that you depend on them — to complete effectively the work you were all hired to do. That means if one of the team is absent — including you — the work can't be done effectively.

How do you know if teamwork is there? Sometimes it can be expressed this way...

If you ask questions when you don't understand, that's teamwork. And if your supervisor or co-workers take time to help you find the answers, that's teamwork, too.

If you see something going wrong or notice an unsafe condition that you tell your supervisor about, that's teamwork.

If you have opinions or ideas that you offer constructively — and if you accept suggestions and criticisms the same way — that's teamwork.

If you're in the right place at the right time because you know others are counting on you to be there, that's teamwork.

If you share your experience with the new employee, that's teamwork.

If you respect the other person regardless of his or her job or color or age or religion or sex, that's teamwork.

Hopefully, teamwork is for real. If it's not here, we all should strive to make it part of our everyday ritual until it becomes habit and we don't need to think about it.



The Symbols

The Christmas tree . . . mistletoe . . . boughs of holly . . . a jolly fat man in red suit . . . stockings hung by the fireplace . . . Christmas gifts . . . all symbolic reminders of the holiday season, and you can be sure that they all had fascinating beginnings.

As to the origin of the Christmas tree, we must move forward in time to the days of Saint Wilfrid in the seventh century. One day, as he stood among a crowd of his converts, he tried to indicate their severance of all connections with heathen religions by cutting down a great oak. As it fell to the ground, the oak split into four pieces and—to the amazement of the converts—a young fir tree with its green spire pointing toward the heavens grew from the center.

“This little tree,” said Saint Wilfrid, “is a young child of the forest. It shall be your holy tree tonight. It is the sign of an endless life, for its leaves are evergreen. See how it points toward heaven. Let this be called the tree of the Christ Child.”

Another version of the origin of the Christmas tree is an old German folktale: A branch of fir was given to a forester’s family after they had offered food and shelter to a waif, who was in reality the Christ Child. According to the legend, when the forester put the branch into the ground, it grew into a tree bearing fruit and nuts every Christmas.

While the fir has long been a Yuletide symbol, early Christmas trees bore no lights. Martin Luther began the custom around 1530. Walking in the forest one night, Luther became so impressed with the beauty of the stars twinkling among the trees, that he went home and hung candles on a small fir so that he might share the experience with his children.

Ever wonder why we kiss under the mistletoe? It’s told that the Druids, ancient pagan Irish priests, believed mistletoe was given to the goddess of love, and to show that it was a symbol of love, every woman passing beneath it was kissed. The Druids also hung sprigs of the plant over their doorways for luck. To the Romans, however, mistletoe was an indication of peace and goodwill.

Today there’s a popular belief that a girl kissed under the mistletoe will be married within the year—providing she allow her love only as many kisses as there are berries!

Holly, because it is always green, was regarded as being sacred by the ancients, who held that all evergreens were symbols of life. It became identified with Christmas because the early Christians believed the crown of thorns was made from holly. Legend says that holly berries were originally white but that all of them turned crimson, like drops of blood, after the crucifixion of Christ.

Holly was considered good luck to a household at Christmas. Whichever partner—husband or wife—first brought a sprig into the



of Christmas

house, was supposed to rule the household for the ensuing year. Holly was first hung in the windows of English homes as a symbol of Christian worship within. The plant was also believed to keep evil spirits away from the house. •

The favorite Christmas symbol of most children—Santa Claus—was a real person. The original Saint Nicholas lived in the fourth century. He was the Bishop of Myra in Asia Minor, reputed to be very rich. It is said that he loved to make mysterious journeys bearing secret gifts to the unfortunate.

Legend has it that Saint Nicholas knew an old nobleman who was very poor but who did not want anyone to know of his dire need. Wishing to give him a gift of money, the Bishop crept to a window of the house and, seeing the old gentleman asleep by the fire, climbed to the roof and dropped the money down the chimney. However, it so happened that the nobleman's daughter had hung some stockings to dry by the fire. The money fell into one of them, and the custom of hanging Christmas stockings by the fireplace had its beginning.

Santa Claus was brought to the New World by the Dutch settlers who called him Sinter Klass, and he's been coming with his bag of gifts each year at Christmas ever since.

When we give presents at Christmas time, we're observing a tradition that goes back to the time the three Wise Men carried gifts to the Christ Child. According to some authorities, Christmas gifts replaced a pagan custom of exchanging presents at the New Year. Early priests suggested that, instead, gifts be given at Christmas to symbolize the good will and generosity that are a part of the festive occasion.

Many people also express their generosity by extending a helping hand through the purchase of Christmas seals. A Danish postal clerk thought up the idea in 1904 as a way to raise funds for a tubercular children's hospital, and the idea soon spread throughout Europe. When an American Red Cross official received a letter bearing one of the stamps, the idea was adopted quickly by the Red Cross as a means of raising money for its campaign against tuberculosis.

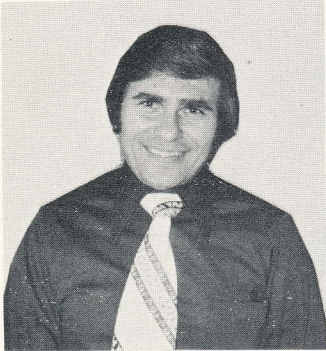
In some parts of the U.S., people place lighted candles in the windows of their homes at Christmas time. It is said that there was no candle to light the stable at Bethlehem, so today there are tapers in the windows to light the way for the Christ Child. At one time, many people believed that Christ would appear at Christmas, concealing his true identity, so anyone who came to the door was invited to enter.

And holiday hospitality is still one of the favorite traditions of this festive season to people around the world—no matter what their favorite symbols of Christmas.



ABSENTEEISM

by Tom Buyarski



"Why all the emphasis on attendance?" I am sure you have heard or even asked the question a number of times in the past few months. Well, all the emphasis is certainly not without reason. Absenteeism is a costly item and one which is not often recognized because it is generally just taken for granted. But recognized or not, the costs are there. For example, here at Power Control Division, absenteeism costs approximately \$2.00/hr. since the cost of fringe benefits must be paid whether or not an employee is here working on products that will pay for these benefits. This means that if each employee were to be absent only 1 hour each week the annual cost of this absenteeism would be close to \$25,000.

In addition, absenteeism causes other losses such as:

- Idle machines and unused investments.
- Disrupted schedules and inconvenienced customers.
- Higher inventory costs due to shipping delays.
- Spoilage costs because substitutes may have to do jobs for which they are not adequately trained.
- Overtime premiums to make up lost time.
- Clerical expenses involved in recording absences.

So as you can see, reducing absenteeism reduces our costs and helps us remain competitive in the market.

QUIZ ANSWERS

1. TRUE The first \$15,000 of hospital, surgical, in hospital medical and maternity bills are paid by the insurance company for you and at no cost to you.
2. FALSE The medical plan pays the first \$200 of outpatient X-ray/lab fees not \$100.
3. FALSE Doctor visits and prescription drugs are covered under our medical plan at a rate of 85% of charges after a \$100 deductible has been satisfied.
4. TRUE They are:

New Year's Day	Thanksgiving Day
Good Friday	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	Floating Holiday
5. TRUE Ten thousand dollars of life insurance or the amount of your yearly salary whichever is greater is purchased for you by the company. You also have the option of purchasing either 2 or 3 times your annual salary in additional life insurance at low group rates on a payroll deduction basis.
6. TRUE Short term disability which is fully paid for you by the company, pays you 1 week at 100% salary for every year of service you have with the company up to a maximum of 26, if you are off the job due to a non-work related illness. For people with less than 26 years of service, after the 100% pay eligibility is used up, the company pays 50% up to the maximum of 26 weeks.
7. TRUE
8. FALSE Long term disability insurance is available to all employees of the division.
9. TRUE Courses must be approved by the personnel department before you start and you must get at least a "C" final grade.
10. TRUE
11. FALSE You receive full pay, not half pay, minus any money you receive as jury pay.
12. TRUE This benefit plan went into effect August 1, 1976 for employees of the division.
13. TRUE The cost is projected to increase to \$110 per month per employee or \$1,320 per year per employee sometime in 1977.
14. TRUE
15. TRUE Vacation eligibility is as follows:

1 week	6 months of service
2 weeks	1 year of service
3 weeks	8 years of service
3 weeks and 2 days	15 years of service
4 weeks	20 years of service
4 weeks and 2 days	25 years of service
16. TRUE Additionally, wives of employees in the hospital for maternity reasons also receive flowers or a basket of fruit from the company.
17. TRUE To purchase safety shoes during the year see either your foreman, Gil Galten in the shop office, or the personnel department to get your reimbursement.
18. TRUE
19. TRUE To get non-prescription safety glasses see your foreman. If you need prescription glasses, the company pays the full cost if you provide the prescription from your eye doctor.
20. FALSE The company pays the same amount you pay into social security for you. If your check shows \$20 paid to social security actually \$40 was paid, \$20 by you and \$20 by the company.

SUMMER REVISITED

OUR PICNIC 1976



NATURE OF JOB SECURITY

"In our modern exchange economy, all payrolls and employment come from customers, and the only worthwhile jobs security is customer security; if there are no customers, there can be no payrolls and no jobs."

The key to this truth is the phrase "exchange economy." In the early days of our history, job security was not much of a problem because most men worked for themselves. Generally speaking, the family produced everything it ate or used.

Then work became specialized. People began to produce only the things they made best. They then had to exchange most of their production for their other needs (things which were made by other people).

Because this problem came up before money came into a common usage, the exchange of goods had to be on a barter basis — the swapping of "things for things."

This was clumsy and inconvenient. For example, a man who made farm carts could not always find a farmer ready and willing to swap food for a cart. On top of this was the constant problem of exactly how much a given thing was worth in terms of other things. (How many bushels of corn, or how many pigs, in exchange for a cart?)

As can well be imagined, this frequently made it difficult for people to plan and dispose of their production.

All this changed, however, when money came into common usage and, later, when the factory system largely took the place of production in the home and on the farms.

The problem of planning production, however, did not change, even though the employe no longer had to find his own customers.

It became the responsibility of management to find customers willing and able to buy what was being produced as soon as it was produced.

This was essential because no factory could continue to meet a payroll for long unless customers kept on buying. So if there are no customers, there can be no payroll and no jobs.

This basic necessity for customers makes it mandatory for management to conduct product and market research. This means investigation into where the customers are, what they want to buy, and how much they are willing to pay.

It is, therefore, the obligation of management to people on the company payroll and also to the stockholders whose investment of money created the plant to take every possible step to assure customer security.

Of course, this is not always done and at any given time there are always some people out of work because management ran short of customers. Remember Studebaker, Nash and Edsel cars?

This, however, is part of the price that must be paid in return for the overwhelming advantages of the free competitive economy in which the customer is king.



FMC Corporation

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