VOL. 4, NO. 1





## the president's corner



J. Paul Zanowski

When I was in school, there was an English course designed to introduce us to good writing. One of the required reading pieces was a column by the immortal World War II correspondent. Ernie Pyle.

The column was about the aftermath of an invasion beach when the troops had secured positions inland. The scene was Normandy Beach after the D-Day invasion.

Pyle said he took a walk on the beach. On it he saw discarded weapons, shaving gear, a volleyball, c-rations, a dog, a tennis racquet – all the many different things that people have with them, even in war time.

The point of this column was to portray in vivid terms the carnage of war and the particularly gruesome aspects of invasion

There's another type of invasion underway right now. It's not bloody as was Normandy but it is nevertheless as brutal. It is the economic invasion we are seeing from countries in the Far East.

I recently returned from a trip to a number of countries in that part of the world. There I was able to see for myself why so many products we use and desire bear labels from Hong Kong, Japan, Taiwan, etc. The answer is in two parts.

First, there is an obvious coalition of government, the financial community and business. This coalition exists for the expressed purpose of winning the biggest war of all – the battle of the marketplace. . . the battle that, once won, results in job security, increased living standards and economic freedom.

The businessmen I met had one common attitude . . . an attitude which we haven't seen in our country for some time. That was a presumption and confidence in the future. The very strong belief that tomorrow will be even better than today.

The signs of that confidence were everywhere. New office buildings, new plants, new apartments – construction, in many cases, that was going on 24 hours a day, 7 days a week. There was investment supplied by the banks and tax and other concessions from the governments to help businesses start up and grow.

The second part of the answer to the matter of economic growth in the Far East has to do with the workers. I did see some sweat shops where people worked about 240 hours a month for the equivalent of \$240. By and large, however, these conditions are disappearing. Most of the plants were well-equipped, well lighted and the workers nattily attired in uniforms.

The overriding impression was worker productivity and fantastic dedication to quality. The people I talked to were quite outspoken in this regard. The strategy for market penetration was certainly price oriented. The strategy for market domination was to produce products of outstanding quality.

We have our own war on in the watch business – always an intensely competitive business, now even more so given the state of our economy.

The products we produce must be the best quality we are capable of.

Ernie Pyle painted a word picture of the debris and carnage which is the aftermath of an invasion. There are many watch and clock companies under attack right now. Let's make sure that Hamilton emerges strong and intact. I am confident we will.

Jan Janons!

# Hamilton award for the outstanding patrolman of the year

Mr. John Gelson, Executive Vice President of Hamilton Watch Co., Inc. (left) presented Officer Donald Flick (right) with an award for his outstanding service on the Lancaster Police Force.

Officer Flick earned recognition three different times for his observation of events, good judgment and knowledge of the City of Lancaster and its people. During the past year, he was cited for a number of quick arrests he made in the City.

Officer Flick received many letters and commendations since he began his career with the Lancaster Bureau of Police in June, 1968, including the "Respect for Law & Order Award" from the Breakfast Optimist Club last year.

We at Hamilton congratulate Officer Donald



G. Flick on receiving the Hamilton Award for the Outstanding Patrolman of the Year.

# "synergy"

by Chip Cargas

I have had a certain fascination with the concept of "synergy" for quite some time. Its definition "the simultaneous action of separate agencies which, together, have greater total effect than the sum of their individual effects", can apply to all types of situations including many in the business world. This is especially true in reaching our overall goals as a company.

We have all heard of companies which put profits above all else to the neglect of their employees and the long range interests of their customers. Most of these companies eventually discover that the very thing they seek most, high profits, eludes them in the long run because their employees are disheartened and their customers are turning to other companies who have their long term interests in mind.

We have seen recently that some companies have reached unrealistically high levels of compensation for their employees and for a time had been able to keep sales and profits at solid levels. But, as in the case of the U.S. auto industry, when foreign companies can make

comparable products which sell for a much lower price, the natural end result is that sales drop off, return on the money invested by stockholders disappears and wages must be brought into line.

A responsible company needs a balance in its progress in serving these various groups of people. It also needs a cooperative attitude among these groups of people. And here is where the synergy comes in. The positive interactions between customers satisfied with quality products and services at a fair price; involved, productive and well compensated employees; a solid return on money invested by stockholders; and being a good citizen in the community make a company really start to move. It's a case where we all are winners together. I personally feel that the synergy of doing an excellent job in serving these diverse groups of people is the mark of a truly successful organization.

# baby photo quiz can you guess who this is?

Puzzles and riddles are always fun, but Timely Topics would like to give your brain a real challenge with our "Baby Photo Quiz."

Every day we see the familiar faces of our co-workers, but can you recognize the same faces from these photographs taken just a 'few' years ago.

As a special incentive, a \$10 gift certificate to Park City is being offered to the person who can correctly identify the most Baby Photos. Write the number of the photo and the name you think it is on a piece of paper and submit to the Personnel Department by April 7, 1982.

A complete list of correct identifications will be published at a later date. So, be sure to hold on to your Timely Topics, to see how many names and photos you can match.

Go ahead and give it a whirl and see how many you can identify.





















11

## "once upon a time"

by T. Rick Miller

"Once Upon A Time" . . . may sound like the opening line of a fairy tale to some of us, but to thirteen brave Hamilton employees it signals the time to strap on their armor and prepare to do battle on the volleyball court.

The Hamilton co-ed volleyball team (Once Upon A Time) has compiled a record of 28 wins and 8 losses as of the writing of this article. A winning team sponsored by a winning company!

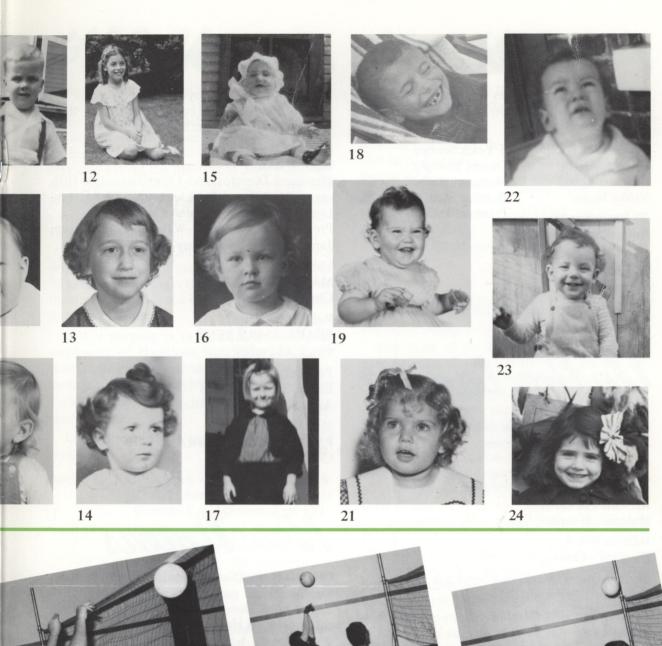
The team participates in the Lancaster Recreation League, Steamroller division. The division consists of 11 teams, all of whom play each other a minimum of 6 times during the season for a total of 52 games. The season began in October 1981 and will finalize in March 1982 with the playoff games.



The team consists of:

William Moczydlowski, Michael and Nancy Sipe, Donald Wenger, Joe Schneider, Claudia McKelvey, Linda Harmes, Bonnie and Don Mancuso, Charles and Judy Westheaffer, Karen and Murray Miller, Ron Keen, Al Rogers, Don Youtz and Rick and Debbie Miller.

The following pictures show "Once Upon A Time" in action.





## Milestones

The following employees have contributed to the success of Hamilton by their loyal and faithful service:

35 Years Service Robert Martin Ellsworth Stoll Violet Ragan 5 Years Service Donna Brought Margaret Heine Bernice Stauffer Proceso Wycoco

30 Years Service Robert Snodgrass

10 Years Service Gerald Murff Verna Mueller Daniel Klein

# Up the Ladder

Congratulations to the following employees on their recent promotions:

W. Parke McKinney

**Director - Factory Operations** 

Richard Pilukaitis

Materials Manager, Clock

William Wolfe

Director - Catalog Accounts

Shelley Gogoj (Marketing Services)

Administrative Assistant

Patricia Kennedy (Marketing)

Secretary A

Janet Hampton (Order Services)

Secretary B

Charles Westheaffer

Supervisor - Order Services

Karen Miller (Operations)

Secretary A

Susan Horn (Human Resources)

Personnel Assistant

Patricia Kalbach (Purchasing)

Buyer

Patricia McNickle (Order Services)

Order Processing Clerk

Cynthia Mast (Materials Control)

Junior Planner

## Retirements

The following employees have recently retired and are to be congratulated for their years of service at Hamilton Watch:

January 1, 1982

R. N. WIIKEN

Managing Director and Chief Executive Officer, SSIH/US and President and Chief Executive Officer, Omega Watch Corp.

President of Hamilton Watch Co., Inc. from January, 1971 to January, 1980.

February 1, 1982 MARY E. MINNICH

Clock Assembly

February 1, 1982 PEARL A. CULBERT

Clock Assembly

February 1, 1982 ESTHER P. MORRIS

Asst. Service & Q. A. Repair

March 1, 1982

PAULINE J. HILDEBRAND

Clock Assembly

# New Timers

Cynthia Knier (Service) and her husband John are the proud parents of a baby boy, Jason Scott, born December 29, 1981, at the Lancaster General Hospital.

A baby girl, Latoya Crystal, was born on February 10, 1982, at Lancaster Osteopathic Hospital. Congratulations to Ida Spencer (Watch Assembly) and David Gray.

Baby boy, Nicholas James, was born February 19, 1982. The proud parents are Nicholas Byorick (SAQ Assembly) and his wife Valerie.

#### TIMELY TOPICS

Published by Personnel Department Kathy Bromer, Editor Beth Fry, Assistant Editor Sue Horn, Assistant Editor

# HAC News

Please note the change in our HAC meeting time. The new time is 3:30 p.m. to 4:00 p.m. in the Cafetorium. This time change was made to accommodate those who leave work at 3:30 p.m. Those who work until 4:30 p.m. may also attend the meeting at 3:30 p.m., but must make up the half hour either by starting at 7:30 a.m. or by staying till 5:00 p.m. with a half hour lunch. Check with your Supervisor about making up the time.

HAC NEEDS HELPERS. There are only a few doing the work and these few are unable to keep up with everything that is required of them. We need your help if HAC is to continue to function.

HAC's purpose is to sponsor activities for employees of Hamilton Watch Co., Inc. and their families and friends as a means of promoting employee morale.

Please make every effort to attend our next meeting.

Listed below are some upcoming HAC events:

- April 17, 18 New York Weekend. McCormick Travel Agency – reservations through Pat Haleman, Ext. 131.
- April 19 Hamilton's 2nd Card Party.

  Dessert with coffee or tea. Many door prizes. 80 reservations available. Cost: \$2.50. Sign up:

  April 1 and 2 in the Employee Store.
- May 7 Three Little Bakers Dinner Theatre, "West Side Story". Transportation/Dinner/Show. Cost: \$22.00. Reservations March 25 and 26.
- June 27 Baseball Game. Phillies vs. New York Mets.
- July 18-25

  Knoxville World's Fair Package.
  Transportation and Lodging,
  Admission to World's Fair. Admission to Opryland, Breakfasts.
  Tour Gatlinburg area and
  Smokey Mountains. Complimentary Tote Bag Escort.
  Deposit of \$125.00 due no later than 45 days prior. Call Claudia
  McKelvey, Ext. 149.

## New Hires

A cordial welcome to the following employees who recently joined the Hamilton team . . .

12/11/81 Thomas E. Dietzler, Jr. Industrial Engineer Operations 2/08/82

Robert L. Trautwein
Assistant DirectorFactory Operations
Operations

2/15/82
Luanne S. Campbell
Purchasing
Coordinator
Purchasing
3/18/82
Joyce E. Herr
Clerk Typist
Order Services

### what's a credit union?

It's many things to many people.

For most of us, a credit union is a means through which the individual dignity of humankind can be restored or replenished.

It's a helpmate for families in financial difficulty, the hand that reaches out and lifts them closer to the ideal of security and peace of mind.

It's a living testimonial to the fact that people who work together for the betterment of all help both themselves and others through their efforts.

Undoubtedly, you can add other definitions to what makes a credit union. Above all, it's you—the individual member. What you are is what your credit union is. Through your input, dedication, and participation, your credit union becomes either an outstanding example of friendship-in-action or an also-ran.

It's all up to you and to the other credit union members. Your credit union is what you want it to be and what you work to make it.

### new outlet store

What was formerly known as the employee store, is now also an outlet store here at 941 Wheatland Ave. The hours of the store are 8:00 a.m. to 4:00 p.m. Monday through Friday, staffed by Claudette Kreider. Claudette carries a full line of watches and clocks, with ordering ability for anything not seen in the store. The prices marked on the merchandise in the store are non-employee prices. Please ask Claudette for your special Hamilton employee price.

### the health corner

"Music Is Good Medicine" by Beth Fry

Music is powerful stuff. Music has rhythm, which works on us physically; and melody, which works on us psychologically.

In ancient times healers used music to treat heart problems, to relieve depression, and to cure insomina. Music worked as medicine then, and can work even better today, because today there is more noise for music to drown out.

Experiments conducted recently by auditory experts suggest that the amount of noise we live with today could be doing us harm.

So, what do we do about noise if there is no healthy way to simply tune it out? We can do our best to eliminate it, or we can reverse its disquieting effects by exposing ourselves to its opposite: Music. If noise is sound *out of order*, then music is sound *in order*. The more ordered the sound is, the better it is for us. Melody puts the finishing touches on rhythm. What rhythm starts — physically, melody finishes — emotionally. In a work of art, the two work together.

So if you're trying to relax and fall asleep, or trying to perk up and lift your spirits, try a little Debussy, Strauss, Gershwin or Chopin.

Establish a good rapport between yourself and the music. You'll experience its benefits whether you concentrate on it or not. If you give music a chance, it will add some very worthwhile accents to your life.

## news from the insurance department

Aetna Life and Casualty Insurance Company requires that a diagnosis be shown on *all* bills, including prescription drug receipts. This diagnosis may be written on the doctor bills

and drug receipts by the employee or retiree. Please make sure your diagnosis is clearly written. Otherwise, claims cannot be considered until this information is obtained.

## bounce your way to health

by Kathy Bromer

Have you seen the latest development in the physical fitness craze? It is aerobic in nature and is called an "Aerobic Bouncer." You literally "bounce" yourself into shape.

The aerobic bouncer is approximately fortyeight inches in diameter, is light-weight and easy to carry and resembles a miniature trampoline. Accompanied with an excellent instruction booklet, the bouncer is an easy, fun way to work off those extra pounds and condition your entire body.

If you are interested in finding out more about this marvelous little invention, stop by your local sporting goods store or write to:

> New Products International, Inc. 2323 Woodlawn Street Harrisburg, PA 17104



HAMILTON WATCH CO., INC.

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