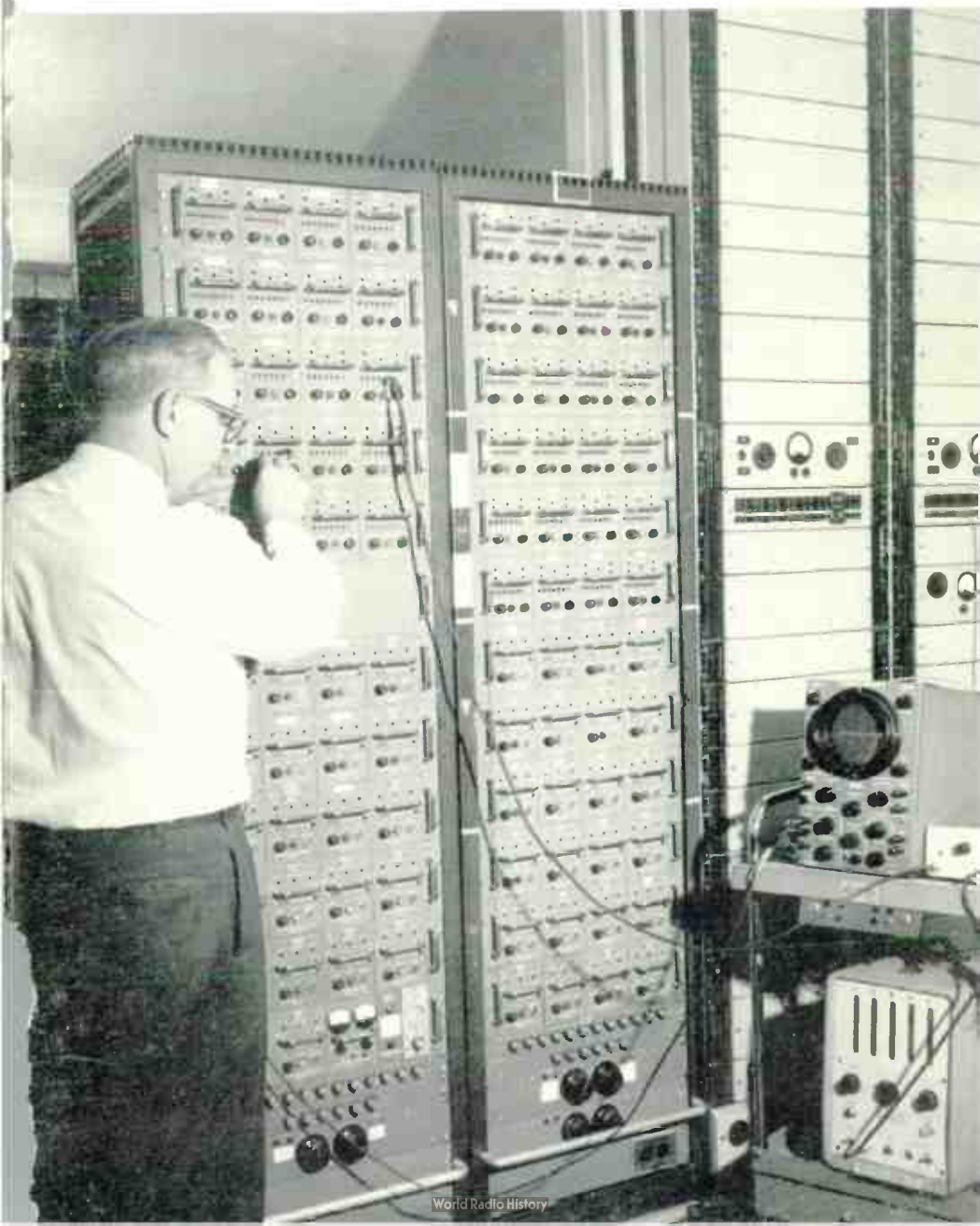




RELAY

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RELAY

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All contributions must reach the editorial office in New York on or before the 15th of each month.

Our Cover

Technical Supervisor E. I. Clark is shown checking by means of an oscilloscope and digital counter the quality of signals being transmitted to Europe over one of the trans-Atlantic coaxial cables. These tone keyer and converter racks are located in the cable control room on the 9th floor of CTO, New York.

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Success Stories

Among the duties of Daniel Cifor, 19-year old messenger for the Lockheed Aircraft Corporation in Burbank, California, was the delivery of boxes of staples.

Few would think the chore represented a giant step toward getting ahead, but Cifor was curious. The boxes were marked "5,000 staples" per container. He wondered if there were that many in each box.

So he counted the staples . . . counted them during his lunch hours for a full week. And he found what he was seeking — a shortage.

He found 104 less staples per box than marked — a fact later substantiated by Lockheed's materiel department. It was learned that the supplier had erroneously recalibrated its automatic counting devices after changing to a heavier wire in the production of staples.

Since Lockheed's California division buys approximately 50 million staples a year, the 2 per cent shortage unearthed by the messenger amounted to 1-million staples.

It looks as if enterprising Daniel Cifor is going to be with Lockheed a long time. They liked his curiosity.

* * * *

There's a brilliant future ahead for the boy who found a pocket-book containing a \$10 bill. He returned the money to the owner — but first he changed the bill to ten ones.

Rebirth Of Western Europe

Just sixteen years after the second world war, Western Europe's 300 million people are enjoying the highest standard of living in their history — one third higher than **before** World War II! Furthermore, all the curves are still pointing upward.

Since 1946, economic development in Western Europe has been strikingly similar to that in our own country after World War I. Rapid industrialization . . . mushrooming cities . . . soaring productivity . . . rising incomes and notable scientific advance, marked both periods.

The Marshall Plan helped Europe greatly, especially in getting recovery started. U. S. dollars and closer economic cooperation among Europeans have helped the continent recover from the most devastating war in history with a rapidity which has amazed economists and sociologists the world over.

A new study published by the Twentieth Century Fund surveys this rebirth in Western Europe. Directed by J. Frederic Dewhurst, who headed similar surveys of the American economy in 1947 and

1955, "Europe's Needs and Resources" points up the progress of 18 countries west of the Iron Curtain. These are Finland, Sweden, Denmark, Norway, Iceland, Ireland, the United Kingdom, the Netherlands, Belgium, Luxembourg, The German Federal Republic (including the Saar and West Berlin), Austria, Switzerland, France, Spain, Portugal, Italy and Greece.

"Europe's Needs and Resources" sees Western Europe on the threshold of sustained further growth, if the decade to 1970 remains free from war, major economic depression or violent inflation.

Examining the European countries as a whole, the study finds that Western Europe is consuming nearly 60 per cent **more** goods and services than the 15 per cent fewer people who lived in the same territory before the war.

The study notes that Western Europe is a small area compared with the world's great land masses. These 18 countries have only 3 per cent of the world's land surface . . . and but 10 per cent of its people.

Yet, it produces nearly 20 per cent of the world's food supply, 30 per cent of its steel, and accounts for 40 per cent of the world's foreign trade.

How does this compare with activity in pre-war Europe? Total production of industrial goods is over twice as great as in 1938. Output of agricultural products, despite a steadily dwindling agrarian population, has expanded by more than a third!

The steady and continuing growth of our own Company can also be measured by this rebirth of Western Europe. Much of the progress made in post-war Europe is

reflected in the steadily increasing volume of international communications exchanged with these countries. (See traffic figures accompanying this article) In a real sense, this miracle of European recovery has not only brought about a higher standard of living for 300 million people on the continent, but it has greatly contributed to the prosperity of our own country as well in the form of steady, gainful employment. This is particularly true in the international communications industry.

The most significant employment trend is away from agriculture into manufacturing and

This summary of traffic volume with post-war European countries as compared with present day statistics indicates the tremendous increase in international communications that has taken place as a result of the economic development in Western Europe.

Country	Words Handled in 1938	Words Handled in 1960	*Telex Mins. 1960
Finland	163,333	1,069,695	7,574
Sweden	2,817,057	7,220,253	56,285
Denmark	168,972	498,762	13,537
Norway	2,314,513	4,284,885	77,272
Great Britain	9,413,606	10,895,031	323,324
Netherlands	3,264,533	4,568,891	178,171
Belgium	1,389,247	3,231,798	104,374
Germany	5,112,798	11,742,764	418,073
Switzerland	2,028,502	11,311,275	283,233
France	2,522,747	5,578,304	249,835
Spain	1,197,360	3,479,008	10,538
Portugal	118,893	1,213,434	2,914
Italy	756,982	7,130,456	75,404

*U.S. originating and terminating traffic only.



Industrial production in Western Europe is double what it was in 1938. Mechanization of farm equipment has increased the output of agricultural products by more than one third.

other urban activities. Unemployment, already low, is expected to drop to 3.8 million by 1970 or less than 3 per cent of the labor force.

In Western Europe, the average work week is expected to drop somewhat and average 44 hours in 1970. As in the U. S., work hours vary according to industry. Europeans in some of the highly mechanized fields may work only 40 hours a week by 1970.

What else do the years of rebirth and growth mean for the average European family? In 1955, the base year for the Twentieth Century Fund study, Europeans were operating 12 million passenger automobiles. The automobile figure may reach 36 million by 1970 . . . and a large expansion of modern highways, to handle the

increased traffic, is now taking place.

In 1955, 10 per cent of the households owned mechanical refrigerators; 15 per cent had washing machines. By 1970, more than half of Europe's households will have both mechanical refrigerators and washers.

In an age of "exploding" populations, Western Europe is unique in that it is achieving a relatively stable population on the basis of small families and low birth and death rates.

Although 1970 population is expected to reach 320 million, growth patterns differ in various countries. Ireland has a declining population. In Austria, Belgium, Sweden, the United Kingdom and, until recently, France, population growth

has been relatively slow. The Netherlands, Finland, Iceland, Portugal, Spain and Greece, however, have a growth rate higher than the average for Europe as a whole.

There are of course, other differences among the 18 countries. "Every country in Europe," says the study, "has scattered areas of underdevelopment. In Greece, Portugal, Spain, southern Italy, and to a smaller extent in Ireland, poverty and industrial backwardness, however, are widespread.

"As a group, the 67 million people living in southern Italy and the three other Mediterranean countries have an average income with a purchasing power barely half that of Western Europe as a whole and little more than a third that of the residents of the more prosperous countries . . . The best prospect for raising the standard of living in these areas is through increases in productivity."

Of the social and political developments in Western Europe, the study reports, "The traditional class society and the class markets organized to supply necessities to the poor and luxury goods to the rich, have not yet disappeared. But no observer can fail to note the emergence of a new attitude on the part of consumers and suppliers alike. What was formerly a class society . . . has become a much more democratic community.

"Foremost among postwar political developments are the attempts at closer economic — and in some cases political — integration."

For centuries, many of the coun-

tries have held tenaciously to their individual viewpoints, their separate sovereign governments and their own defense establishments and economic policies.

At the present period in history, the study finds that the 18 nations of Western Europe are approaching a high degree of cooperation in many or all of these respects. And even unified action in some.

The NATO member nations have surrendered much of their military autonomy to ensure a stronger common defense. Economic policies have been coordinated in OEEC (Organization for European Economic Cooperation) and its successor, OECD (Organization for Economic Cooperation and Development). The Benelux Community, the European Coal and Steel Community, the European Economic Community, and the European Free Trade Association all illustrate the move toward European unity.

"National governments have come to accept responsibility," reports the survey, ". . . for the use of monetary and fiscal powers to promote full employment and economic growth and to protect the individual against economic hazards."

The comprehensive study shows that this "miracle of European recovery," hailed the world over, is nothing flashy or temporary, but is built on the base of very solid economic strength. Indeed some of the more optimistic observers see the 300 million people of Western Europe moving toward a future as glorious as their past.

Building Progress:

(This is another in our series of articles describing some of the new services and facilities being provided in the new building for the comfort and convenience of our employees)

New Employee Cafeteria

One of the most attractive, and no doubt the most popular area in the new headquarters building will be the Employee Cafeteria and Lounge.

This facility will be located on the fourth floor along the New Street side of the building. The cafeteria will provide 3,000 square

feet of space with a seating capacity of approximately 175. The Lounge, adjacent to the cafeteria, will provide 1,813 square feet of space which will be tastefully and comfortably furnished with tables, chairs and reading racks.

The cafeteria will feature a complete new line of automatic vend-



A small preparation area is located behind the vending machines. Here Schrafft's staff prepares salads and sandwiches on a virtually "made-to-order" basis. Cakes and pies, baked fresh daily in the Schrafft's Commissary are portioned on the premises as needed. The emphasis is on fresh food, taste appeal, and quality.



By standardizing on vending machines Schrafft's achieves a clean, attractive appearance in the vending area. Machines are so designed as to give a clear view of the food offered for sale . . . and the food you see in the vendor is the actual food you purchase.

ing machines which will be serviced by a manual back-up or kitchen facility. This is a vending service, but it is a highly personalized one with much of the preparation done right on the premises on an "almost "to order" basis. Here employees will be offered a complete menu of hot and cold foods and beverages, at popular prices, on a 24-hour a day basis. Automatic coin and dollar bill changers also will be installed in the dining area which will be operated exclusively by the Frank

G. Shattuck Company (Schrafft's).

After several years of experimentation and testing, Schrafft's announced last year the availability of "vending with a difference". The difference being in the high quality of the food, the on-the-spot preparation of hot dishes, salads and sandwiches, and the personalized service of a hostess-manager. In addition, by standardizing on one manufacturer's vending machine, a uniform eye-appealing appearance in the vending area is achieved. Since 1906, Schrafft's

has been serving fine food to the public in an ever growing number of restaurants. Quality and good taste have always been their standard.

These are some of the reasons why, after months of investigation and study of employees cafeteria operations around the city, the Frank G. Shattuck Company was selected to operate our new cafeteria.

This, by way of background, tells a bit about what our employees may expect from Schrafft's. There will be a varied selection of hot foods . . . chicken pie with flaky pastry crusts, hearty meat dishes, soups . . . and, of course, salads and sandwiches. The latter are prepared almost to order in the kitchen located directly behind the vending machines. Each

vending machine will be filled to capacity at the start of service and replenished continuously on a 24-hour a day basis from the compact behind-the-scene serving area. This type of service means a freshness not possible in most vending operations. The same principle applies to such desserts as pies and cakes. These are baked fresh daily in Schrafft's Commissary, trucked to the vending area and portioned just as needed . . . a serving method that prevents "drying out" and retains the best in flavor.

Schrafft's says, "The proof of the pudding is, indeed, in the eating . . . and RCA Communication employees will be doing some mighty good eating when this new vending service goes into operation."



Our Company signed a five-year contract with Schrafft's for food vending service in the new building. Signing for the Company is President T. H. Mitchell (right) and H. Morgan Shattuck, Executive Vice President of the Frank G. Shattuck Company.

Sparks, EVP and Director Peterson, Vice President and Controller



Sidney Sparks



Edwin W. Peterson

Appointment of Sidney Sparks as Executive Vice President and a Director, and Edwin W. Peterson as Vice President and Controller of RCA Communications, Inc. was announced last month by Thompson H. Mitchell, President.

Mr. Mitchell pointed out that both Mr. Sparks and Mr. Peterson are noted veterans in the field of communications, and in their new positions will play an important role in RCA Communications' accelerated expansion and improvement program.

"RCA Communications and the communications industry as a whole face unprecedented opportunities and problems," he stated. "The world-wide political and economic developments are evolving in

such a manner that fast, dependable communications are increasingly imperative."

Looking further ahead, Mr. Mitchell said, satellite communications are expected to supplement high frequency radio and submarine cables in expanding modern communications to all parts of the world, and to facilitate the development of new services. "RCA is a leader in the development of satellite communications," he added.

Mr. Sparks was Vice President, Operations and Engineering, prior to his new appointment, and has made major contributions to the outstanding success of RCA Communications in the post-war period, Mr. Mitchell said.

A native of Texas and an engineering graduate of Catholic University, Washington, D. C., Mr. Sparks joined RCA Communications in September, 1945, and was elected Vice President and Traffic Manager in May, 1946. He was named Vice President in charge of Commercial Activities in January, 1948, and in August of that year took over the Operations and Engineering Vice Presidency.

As a Lieutenant Colonel during World War II, Mr. Sparks was in charge of the War Department Signal Center.

Mr. Peterson succeeds Lon A. Cearley as the officer directly responsible for RCA Communications' accounting matters. Mr. Cearley continues in the office of Vice-President, Finance, and will report directly to the President.

Prior to joining the Company in 1948, Mr. Peterson spent several years with the Federal Communications Commission where he held important assignments involving accounting and rate responsibilities.

He joined RCA Communications as Manager of the Tariff Bureau, and then served successively as Assistant Controller and Controller.

Mr. Peterson holds a bachelor's degree in business administration from the University of Minnesota, and a law degree from South Eastern University. He is a member of the Washington, D. C., Bar Association and holds a Naval Reserve Commission as Lieutenant Commander.

Teletype Press Service To Ships At Sea

Passengers aboard the liners S. S. CONSTITUTION and S. S. INDEPENDENCE now will receive news of the world faster and more frequently than ever before. Under terms of a contract signed between RCA Communications, Inc., and the American Export Line, the two ships will be the first to receive newscasts automatically via shortwave teletype signals.

Approximately 1,800 word, 30-minute newscasts containing the latest world and national news, stock quotations, and sports items supplied and specially edited by the United Press International will be transmitted by our stations at Rocky Point and Tangier simultaneously. The press bulletins will be transmitted twice daily and will blanket the major steamship lanes in the Atlantic.

For the first time, ships will be getting up-to-date coverage. Previously, news was transmitted by Morse signals at night, and by the time it was made available to passengers, it was a day old. The new teletype service permits the ships to receive news material at approximately 60 words a minute instead of the 25 word maximum via Morse. Radio operators aboard ship will no longer be required to transcribe the incoming signal.

Teletype press service tests are now being conducted with the S. S. UNITED STATES and other ships plying the North Atlantic.

People and Jobs

The following changes on the staff were announced last month:

Charles M. Casella from Check Clerk II to Automatic Operator.

Vernon E. Haines from Combination Clerk, San Francisco to Operator-Clerk, Station KPH.

Jack C. Martini from Combination Clerk, San Francisco to Operator-Clerk, Station KPH.

Michael J. Cafiero from Manager, Traffic Accounting to Manager, Data Processing.

John A. Iannone from Manager, Plant Accounting to Manager, Fixed Assets Accounting.

Richard H. Thomas from Manager, Procedures and Auditing to Manager, Financial Analyses.

Victor Lazen from Messenger to Clerk-Messenger, San Juan.

Manuel Gonzalez from Messenger to Messenger-Porter, San Juan.

Edward G. Paynter from Manager, Wage and Salary-Organization Development to Manager, Wage and Salary and Personnel Practices.

McConnell L. Hutchins from Manager, New York Plant to Staff Engineer, Terminal Plant Engineering,

Lawrence J. Freeze from Check Clerk II to Automatic Operator.

Rudolph Peterson from Paymaster to Manager, Payroll Accounting.

Alfred Kahn from Staff Engineer to RCA Labs, Princeton, N. J.

John G. Haines from Radiotelegraph Operator, WBL Buffalo to Radio Operator, CTO New York.

Mary E. Kmiotek from Automatic Operator to Key Punch Operator.

Theresa G. Alfano from Secretary, Executive Offices to Secretary Domestic Sales.

Joseph L. Nettles from Check Clerk II to Automatic Operator.

Doris E. Thamm from Key Punch Operator to Secretary, PO & S.

Barbara A. Peluso from Wire Lines Record Clerk to Office Assistant "B" N. Y. Plant.

Theodore Carides from Auditor to Bookkeeper, General Accounting.

Robert Gilfillan from Assistant Treasurer to Assistant Treasurer and Manager, Office Services.

Gerald L. Offholter from Storekeeper to Combination Clerk, San Francisco.

Retirements

Frank Marcatos, Automatic Operator, San Francisco, retired on January 31 at the age of 65.

Mr. Marcatos joined the SF operating staff in 1945 after more than 30 years service with the Western Union Telegraph Company.

Donald E. Hempstead

Traffic Engineer

The sudden, untimely death of Donald E. Hempstead came as a shock to his friends and associates throughout the Company. Mr. Hempstead suffered a fatal heart attack on January 16 in his office at 44 Beaver Street. He was 52 years of age.

Since 1953 Mr. Hempstead had served as Traffic Engineer. He was responsible for traffic handling facilities, methods, and procedures employed throughout the system, and for planning new devices and methods useful to the company in international communications. He represented the Company at several International Telecommunications Conferences held at Geneva, Switzerland, and the more recent 1960 conference held at New Delhi, India. At the time of his death he was making plans to attend the CCITT Conference in Geneva this month.

Shortly after graduating from Wesleyan University in 1931 Mr. Hempstead joined the firm of L. Sonneborn Sons, chemical and paint manufacturers, where he held the position of Sales Representative. During World War II he enlisted in the Army and served four years in the U. S. Signal Corps and rose to the rank of Captain. He was Post Signal Officer at the Presidio of San Fran-



Donald E. Hempstead

cisco and was later appointed Traffic Engineer of the Ninth Service Command on the West Coast.

In 1946 he joined the Company as a Traffic Assistant. His Army communications training and experience proved a valuable asset in applying himself to the many tasks he was called upon to perform during the early days of our mechanization program. In 1948 he was promoted to Assistant Traffic Engineer. He played a significant role in the development and expansion of Telex and Special Services. Early in 1953 he was appointed Traffic Engineer.

Top Suggesters for 1961

Tell Why They Submit Ideas

During the past year the Company awarded \$1,859.88 for ideas submitted through the Suggestion Plan. Here are some of the employees who received top awards during 1961.

**Aaron
Nemoyten**
*Operating
Technician*



* * *

Total Awards
\$190.00

"I submit ideas because when I see something that can be improved upon I do something about it. I also find a great amount of personal satisfaction in seeing my suggestions put to good use. Of course, I am not too happy when they are turned down, but then you can't hit the jackpot every time. As for the awards, they are well spent on a hobby I have long taken pleasure in — building my own hi-fi equipment."

* * * *



**Harold
Conaty**
*Supervisor of
Technicians*

* * *

Total Awards
\$374.99

"A number of suggestions, which I submitted prior to my promotion to Supervisor, were made out of

necessity to maintain our high standards of service. Back in 1959 I shared in the highest suggestion award ever made in the Company — \$2500! The awards for these ideas have been a great supplement to my income, and have been used to take care of unexpected expenses that occur while raising a family and maintaining a home."

* * * *

**Harry
Hoppe**
*Combination
Technician*



* * *

Total Awards
\$100.00

"I'm reasonably sure that many of us in the daily course of our work are confronted with irksome problems that seem to have a simple solution. In fact, so simple that we are inclined to shrug them off as being too obvious. Some of these so-called obvious solutions are not always so apparent to others. I found that it pays to voice your opinion. The result is twofold. A constructive idea often helps to make your job easier and more pleasant, and the awards are not hard to take."

**John
Bisbee**
*Combination
Technician*



* * *
Total Awards
\$419.99

"Anyone, myself included, who has received a suggestion award is pleased because his ideas and efforts have been recognized. I think by keeping alert to new methods, devices etc., your working day becomes more interesting and challenging. While submitting ideas can sometimes be frustrating, it can also be very satisfying. Those cash awards are nice to receive during this high cost of living era. To have a few extra dollars, not committed to the strict budget most of us live by these days, might be called a luxury."

* * * *



**William
Paul**
*Combination
Technician*

* * *
Total Awards
\$38.33

"The first and most important reason is that this is an easy way to pick up some extra cash. I send in suggestions not only to help the Company, but to help myself as well. A lot of the ideas we submit also makes it a lot easier to service and maintain the equipment we work with."

**Victor
Murdock**
*Combination
Technician*



* * *
Total Awards
\$132.49

"Working in the Electronic Shop brings me into contact with all kinds of equipment, both foreign and domestic. From time to time an idea is formed to make an improvement in this equipment for better operation and or maintenance, and when that happens there is no percentage in keeping it to yourself. I reach for a suggestion blank and keep my fingers crossed. Implementation of the idea gives you a certain amount of personal satisfaction. I would be kidding your readers if I didn't admit that I also enjoy the monetary rewards."

* * * *



**Robert
Feigenbaum**
*Combination
Technician*

* * *
Total Awards
\$63.33

"In an organization of this size it is not too difficult to find some equipment or method that can be improved upon. And the Suggestion Plan is an inducement to submit ideas to the Company. The fact that there is a certain amount of financial remuneration involved encourages me to suggest such improvements."

One Out Of Every 16 Employees Was Promoted During 1961

There is always opportunity for advancement, but in the final analysis your promotional potential is mostly up to you.

You may hear the remark that, "someone got a break." Take a closer look and you will usually find that he made it for himself — he was prepared when the time came.

Our Company makes every effort to place the right person in the right job, and since our employees are the best source of proved skills, it has long been our policy to promote from within whenever possible.

Just how well this policy works for us is evident by the fact that 95% of all supervisory personnel have come up from the ranks.

During 1961, under the heading of "People and Jobs," RELAY published the names of 191 employees who were promoted to higher paying jobs. Based on our system-wide staff of 3,150 this means that 1 out of every 16 employees was promoted during the past year. And 42 of these moved up in management jobs.

The opportunities for advancement are greater today than ever before. The rapidly changing times and the technological improvements that have taken place in our business, is creating a need for greater and greater skills. In operations, in sales, in accounting, and administration, new systems, new methods, new approaches and new challenges, call for all the skill and ingenuity we can muster. This is one reason why the Company has expanded its Tuition, Loan and Refund Plan, and on-the-job training programs in order to meet these challenges with present employees who qualify, and who have the promotional potential.

If you were not among the employees who were promoted last year, perhaps you were not prepared when the time came. In any event, if someone tries to tell you there are no opportunities for advancement in this Company, just show him this listing of employees who were promoted last year:

Francisco M. Arenas
Andrew E. Assante
Alexander Avanesians
Frederick C. Aycott
Gerald A. Arnold
Philip J. Ahern, Jr.
Thomas W. Algje

Robert Biondo
William A. Boone
Charles A. Bianculli
Walter Bernas
John C. Brandmaier
Antonio R. Bueno
Abdelmalek benRiffi

Frank Curcio
Joseph Cicerello
Maurice W. ChaFong
Franklin D. Carnegie
Edward G. Conry
Salvatore A. Cacciotti
Richard Cook
Francis V. Cooper
John J. Curley
Francis W. Condon
John P. Clark
Harold Conaty
Federico Cristobal
Irwin A. Cohen
Marygrace J. Cito
Jesus Diaz Carbonell
Anthony V. Cardinale
Edward Carey
Valentine R. Comforto
Marcos M. Cadoch
Larry Codacovi
William J. Carrino
William Cullens
Nicholas V. Cuoco

Louis G. Donato
Salvatore N. DeMarco
Weldon H. Dunston
Michael A. Doherty
Raymond F. Donnelly
Thomas H. Devane
Thomas A. Draiss
Gerard B. Doherty
Andrew Di Brienza
Vincent Di Matteo
Eileen M. Dillon
J. Donald Doughty
John G. De Bree
Mohammed DeFouf

Patricio Esquivel, Jr.
Francisco P. Eliptico
Francisco Espirito
Ralph Eliseo

Rosa C. Fernandez
Philip W. Fisch
John A. Friedland
Carl T. Ford
Martin Fitzgerald
Harold E. Fulton
Peter O. Foran
David Faller

Murray Gilbert
Anthony Giardullo
Edmond C. Grande
Ruben Gella
Raphael P. Gonzalez
Jack Goldberg
Charles Grech
George Gibson
Arthur Greenberg
John M. Golden
Irving Given

John Hibbitts
Prudence C. Haltigan
Leslie V. Haines
Alf H. Haraldsen
Cesario R. Hontalba
Dennis E. Hinchy
Vincente Hernandez
Robert Hicks
Edward Hand
Robert E. Hackett

Charles Ippolito
Ronald Johnson
Robert Joakimson
Manuel M. Jimenez

David Kintzer
John J. King
Leroy H. Kelson
Julian M. Kohn
Alfred Kahn
Richard Konian
Albert F. Keck
Adberraham Khaloufi
Charles O. Kulaka
Walter T. Kennedy

Robert H. Long
Michael D. Long
Albert F. Lurker
Joseph W. Luken
James H. Leake
Joseph Luaces
Robert Lundquist
Merton LaBad
Laborio J. LaMartina
George Lubniewski
John H. Lang
Walter Leis
Edward Lukash
Joseph J. La Placa

Rudolph J. Masseria
Dominick Mandato
William D. May
Timothy S. Mc Guire
Lawrence J. Madden
John R. McGovern
Pedro Miranda
Lorraine E. Montgomery
Jose Mondragon
Peter Manolio
Frank A. Mancuso
William Mackey
Audrey Mead
Patrick McKenna
Thomas McCarthy
Anna M. McLaughlin
Anthony S. Mancuso
Andrew J. McNerney
Carlton A. Moore
Robert G. Monahan

Thomas P. O'Shaughnessy
Martin Odessky

William E. Pinedo
Russell O. Peer
John E. Pichione
Daniel B. Paupeck
Milan Pola
Alfonso Popolato

Leonard M. Quintana
Anthony Quintiliano

Walter W. Rogers
Florencio J. Reyes
Leslie L. Robinson
Joseph Rubianes
Robert Y. Rivera
George Rogers
Raymond Razza
Anthony J. Romano

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James F. Tatton
Anthony Titone
George L. Thomson

Anthony D. Umbria

Bernard Veglia
Theodore F. Vogel

Samuel A. Welch
Kathleen V. Wilson
Ila Mae Ward
Julius J. Woll
William A. Winnegar
Jasper Worley

Ernesto Yepes
David Yu

Carmelo Zarbano
Kurt A. Zell

Employee Relations Policies

To employ, transfer or promote solely on the basis of education, experience, ability and suitability.

To make available opportunities for training, development and advancement.

To make promotions from within whenever possible or, when necessary, bring in only employees of the highest quality.

To place employees in the kind of work best suited to their abilities.

To pay employees adequately for the jobs performed.

Frequency I. D. System

By Robert T. Lundquist
Operations Engineer

If we were able to depict the high frequency spectrum (3-30 MC) and show every carrier on the air by the use of a red light, one would see nothing but red. This situation in the high frequency band makes it virtually impossible to secure new clear assignments in the critical portions of the spectrum.

The last ten years has seen what we might call a "communication explosion." Many new countries have come into being. Each of these are anxious to establish world wide radio communications, and rightly so. It is possible to obtain the necessary transmitters, receivers, and antennas, but no one has been successful in buying or selling frequencies. There is just so much frequency space, no more, no less and this space must be utilized by all concerned in the most efficient and expeditious manner.

The Radio Facilities Group of the Plant Operations Engineering Section recently developed a new system of identifying the "off shoots" of our authorized frequency assignments. In order to maintain circuit flexibility and preserve circuit continuity, we must be able to shift from one position in the spectrum to another. This must be done quickly and easily, but most important, our correspondents at the other end of the circuit must be aware of our frequency changes, and should be

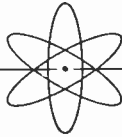
able to follow these changes without delay.

In order to meet this objective, a "reference" frequency identification system has been developed, which eliminates the previously used A and B designators. Instead, the letter "X" is used to identify the assigned frequency. This letter "X" will appear after the authorized licensed call sign of a particular frequency. If a carrier is located below the assigned frequency, a numeral will appear to the left of the "X". If the carrier is located above the assigned frequency, a numeral will appear after the "X". The location of the numeral with respect to "X" indicates whether the carrier is above or below the assignment. The numeral is used to pinpoint the carrier. When the numeral is multiplied by 100, and either added to or subtracted from the assigned frequency, this will give the exact frequency of the carrier involved.

RCA Communications, Inc. implemented this method of identification in a system wide basis on January 1.



Robert Lundquist joined the Company in 1956 as an Engineering Assistant. He was promoted to Plant Operations Engineer last year. He holds the rank of a Lieutenant (j. g.) in the U. S. Coast Guard.



Briefly Told . .

"EDGE": A new electronic "factory nerve system," whose technical efficiency promises to revolutionize American management techniques recently was announced by RCA and the Lockheed Aircraft Corporation.

Known as EDGE -- for Electronic Data Gathering Equipment, the system has broad applications in varied types of business. It was designed by RCA to meet criteria laid down by Lockheed for the better, faster and cheaper production of manufactured goods.

Advantages of the system include speeding the flow of vital information within plants employing thousands of workers, eliminating delays in paperwork, reducing multiple operations involving the possibility of human error, and providing a firmer basis for fast, sure management decisions.

RCA President Dr. Engstrom described the project as "a major step toward total data processing, drawing together computers, controls and communications into an integrated function.

"The system can be adapted for use by all levels of business and industry so that management can make immediate decisions on internal activities ranging from absenteeism to engineering development, from inventory control to product sales, from premium payments to vehicle repairs," Dr. Engstrom said.

"For the first time, data will flow directly from the production worker to the memory of a computer. The processed information and necessary action orders will move in the same uninterrupted fashion back to the assembly line."

Permeating a huge factory complex as the human nerve system operates throughout the body, the EDGE system is capable of making instantaneous reports on every major production step from receipt of raw materials to the shipment of finished products.

The system in effect places a computer at the elbow of the production worker and the factory manager.

For example, an assembly line worker can report from any of 400 work stations to a central electronic room the start and completion of each major production operation.

N. Y. Federal Credit Union Annual Report

The following information has been submitted for publication by the New York Employees Federal Credit Union:

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
SOCIAL SECURITY ADMINISTRATION
BUREAU OF FEDERAL CREDIT UNIONS

FCU 111
(Rev. 10-41)

FEDERAL CREDIT UNION
Financial and Statistical Report
Year Ended December 31, 1961

CHARTER NO. 961

RCA Communications, Inc. EMPLOYEES FEDERAL CREDIT UNION

(City) NEW YORK 4, NEW YORK

(State) NEW YORK

Due date for this report: Not later than January 15, 1962

Section A: FINANCIAL STATEMENTS

BALANCE SHEET (After books are closed at end of year)				STATEMENT OF INCOME AND EXPENSE (For the entire year 1961)				
Acct. No.	ASSETS	December 31, 1961		Acct. No.	INCOME	Amount		Do not use
		No.	Unpaid balance			\$	¢	
101	Loans:							
	(a) Delinquent 2 months or more	28	15,729.10		Interest on loans (gross)	25,734.	02	
	(b) Current and less than 2 months delinquent	514	298,040.89		Less: Interest refund at rate of _____%			
	Total loans	542	313,769.99	401	Interest on loans (net)			
104	Total cash on hand and in banks (including savings accounts)			405	Income from investments	237.	75	
106			8,629.93		All other income	25,971.	77	
107	U.S. Government obligations				TOTAL INCOME FOR 1961			
108	Savings and loan shares		1,000.00		EXPENSES			
109	Loans to other credit unions			202-1	Treasurer's salary	1,800.	00	
116	Land and building			202-2	Other salaries	2,343.	75	
	All other assets		200.00	202-3	Borrowers' insurance	1,887.	93	
	TOTAL ASSETS		323,599.92	202-4	Life savings insurance			
				202-5	League dues	210.	47	
	LIABILITIES AND CAPITAL			202-6	Surety bond premium	270.	00	
802	Notes payable			202-7	Examination fees	443.	72	
	Accounts payable and all other liabilities		237.30	202-8	Supervision fee	85.	20	
310	Shares		292,846.58	202-9	Int. on borrowed money	56.	50	
311	Regular reserve		18,310.66	202-11	Cost of space occupied			
315	Special reserve for losses			202-12	Educational expense	261.	76	
316	Special reserve for delinquent loans				All other expenses	431.	66	
318	Reserve for contingencies				TOTAL EXPENSES FOR 1961	7,790.	99	
312	Undivided earnings		12,205.38	313	NET GAIN OR LOSS FOR 1961	18,180.	78	
	TOTAL LIABILITIES AND CAPITAL		323,599.92		To regular reserve (20%)	3,636.	15	
					To undivided earnings (80%)	14,544.	63	

Section B: STATISTICAL INFORMATION

	Number	Amount (in dollars)	Rate (%) per annum	Amount (in dollars)
1. Accounts, Dec. 31, 1961	1078			
2. Potential members, Dec. 31, 1961	1150			
3. Loans made during 1961	763	468,343.41		
4. Loans made since organization	12987	3,484,955.74		
5. Loans charged off since organization		12,538.36		
6. Recoveries on charge-offs since organization		5,511.72		
7. Dividend paid on June 30, 1961 shares			4½	5,490.54
8. Dividend declared, applicable to Dec. 31, 1961 shares			4½	5,998.16

This report certified correct by: *Clayton W. Bastian* Treasurer.

Contingent liabilities, if any, should be listed under "Comments" on other side
COMPLETE SECTION C ON OTHER SIDE



Patricio Esquivel
Manila
35 Years



Paul W. Rosenquist
New York
35 Years



Teofilo Y. Balenbin
Manila
35 Years

*Emblem
Awards*



Helen Palmer
New York
20 Years

*For
February*



Henry Zelner
New York
25 Years



Jesus Guzman
Bigaa
20 Years



Joseph Trovato
New York
20 Years



Fletcher S. Abadie
Point Reyes
20 Years



Albert L. Mendonca
Seattle
20 Years



Nello V. Stocchi
New York
20 Years

11,000 Mile Leased Channel

One of the longest private two-way communication channels in the industry is provided by RCA Communications, Inc. This channel makes it possible for the main office of Merrill Lynch, Pierce, Fenner and Smith in New York to maintain daily two-way teleprinter service with its Hong Kong branch — a distance of 11,000 miles.

Inaugurated on December 1, 1961 the Hong Kong link is the sixth leased channel to connect the main office of Merrill Lynch with its overseas branches. Our Company also provides leased private channels to the firm's overseas branches in San Juan, Panama City, London, Paris and Geneva. The MLPF&S private network of international channels now covers approximately 58,000 miles.

This New York—Hong Kong channel has several unique fea-

tures. First, it is provided with ARQ, or error-correcting equipment, all along the route from New York through San Francisco, Manila and on to Hong Kong. Another feature of this new circuit is its ability to provide automatic-answer-back or identification. Due to the differences in the hours of business between the two cities, some means had to be devised to assure that the material which was being transmitted to an unattended machine would, in fact, be received in the office of Merrill Lynch over half a world away. The automatic-answer-back solved this problem.

With the addition of this two-way channel to Hong Kong, Merrill Lynch now is able to provide the financial community in Hong Kong with current financial news and investment information long before the opening of business in Hong Kong.

BROAD STREET BREVITIES

Those clever sketches appearing on the cover of the weekly bowling bulletins are the handiwork of Telephone Recording Operator Ray Binger who not only has a talent for art, but a sense of humor as well. By the way, that sketch of "Conrad The Cobbler" which appeared in our Christmas issue was more of Ray's work.

Congratulations to the "Spares" and the "Alleycats" for taking top honors in the first half final standings in the Company sponsored bowling league.

Tony L'Abbate (Engineering) and Gloria Connelly (Advanced Projects) announced their engagement on January 1 . . . Commercial Representative Al Helgesen and Helen Mueger, a school teacher in Roselle Park, N. J., set the wedding date in time for April Showers . . . Al Bieber (Engineering) was married to Judith Eisenberg on February 3 . . . Kathy Loger (Advertising) will be married to Joseph Smith on February 17. The ceremony will take place in France.

During her recent cruise to South America, Secretary Fran Rosenberg met Abe Deutsch and his wife, Lil, at the Hotel International in San Juan, P. R.

Albert G. Robertson, Manager PO&S, is serving as a Councilman for the Borough of North Caldwell,

New Jersey. If you know of any other employees holding public office, or rendering a public service in their communities, please let us know we are planning a feature story on the subject and we wouldn't want to overlook any of them.

After winning the local eliminations in Queens County, New York, Executive Secretary Mildred Hummel (Personnel) became that county's representative at the 21st Bowling Proprietor's of America Association (BPAA) All-Star Tournament recently held in Miami Beach, Florida. "Millie" joined 143 other female contestants from all over the country in competition for national honors. Although she failed to qualify for the semi-finals, she knocked down 2182 pins in 12 games of the preliminary round to average 181 for her first try in a tournament of this type and placed approximately 60th in the field.

Milton Wadlow, Manager BR Office is recovering at home after a serious automobile accident. Cards of good cheer would be welcomed at this time, his address: 2333 5th Street, Coytesville, New Jersey.

Messenger Frank Richardson of CI Office is entered in the N. Y. Daily News Golden Gloves. Keep your left up Frank!

Around The System

RIVERHEAD

By *Connie Mattie*

Guess who stole the show at the Peppermint Lounge on January 2. None other than RD's own W. T. Ceruti and his wife, Lucille. After spending New Year's Eve at the Hotel Taft dancing to the music of Vincent Lopez, they visited the Lounge and were among those doing The Twist. Two times they had the floor to themselves and received much applause for their version of this popular dance.

F. B. Kennell, while on a trip upstate to bring his daughter home from college for the holidays, had the misfortune to skid on slippery roads, so badly that his car was a total loss. Fortunately, no one was hurt. The Kennells spent a couple of days with former RD Technician Vince Lowe while making arrangements to get home. Vince is now working for IBM in Binghamton, N. Y.

Among the lucky girls receiving engagement rings for Christmas were Donna Elwood, daughter of Supervisor A. T. Elwood and Linda Tyte, daughter of Harry Tyte. Linda was married on January 21 to S/Sgt. Thomas L. Dannenberg.

L. E. Nedosik received a Christmas bonus when his daughter, Judy, presented him with his first grandson. After 4 granddaughters, the odds were definitely in his favor.

Sam Sadler, Grant Adams and

Lennie Nedosik all have had recent mishaps with their cars.

Mrs. Minnie Emerson of Spencer, New York, mother of Technician L. C. Doane died on December 27th at the age of 87.

ROCKY POINT

By *Bob Oliver*

The Riggers' group showed a true Yuletide spirit by having a party on the last working day before Christmas (after working hours, of course). The premises were festively decorated with the high-spot being a handsome seven foot evergreen tree which George Gates had brought back from his Maine hunting trip. As a fitting touch, white porcelain insulators were used for the snow banks usually found at the base of the tree.

George Wash is in the hospital as the result of an unfortunate automobile accident. Among other injuries, George suffered a broken left arm. We all wish him a speedy recovery and trust that, due to his membership in several "Book-of-the-Month" type clubs, the time will pass more quickly than normally.

"See Vee" Draigh tells us that he spent a December vacation at Fort Lauderdale, Florida, where he experienced his coldest Christmas of the past twenty-two years. (Fort Lauderdale and Port Jefferson Chambers of Commerce, please note).



Former President of RCA Communications, Major General H. C. Ingles (right) is shown at a recent luncheon of the Armed Forces Communications, Electronics Association held in Washington, D. C. On the left is Major General R. T. Nelson, Chief Signal Officer. Center: W. W. Alvis, President of the Washington Chapter of AFCEA.



This interesting underwater photo taken last November off the island of Jamaica in the West Indies, was submitted by Storekeeper Edgar Van Buskirk of our Washington staff, who is an ardent skindiver. Note the coral reef formation of what appears to be a giant bear ready to attack the diver.

WASHINGTON

By Fred Libby

When Congress comes back to our town the pace of the city seems to pick up a bit. If one lives on Capitol Hill, the change is, of course, more noticeable. The restaurants are more crowded. There are fewer vacant apartments. Business in general improves. The quickening pulse is, indeed, perceptible all over the metropolitan area.

These winter months haven't brought forth any vacation news of note. Mel Bradford spent his two weeks at home with only an occasional trek to a nearby suburb.

Dick and Helen Moynihan are reported to be enroute to Florida, thence to New England. They should encounter a variety of weather.

The Cheverley Volunteer Fire Department was presented with a Dalmatian for a mascot. "Bulldog", so named because of his one black eye, became very popular with the smoke eaters, who enjoyed seeing him make the fire runs riding in the front seat beside the driver. But, alas, "Bulldog" took a trip to the new 60 mph highway, which was close at hand, and lost an argument with a speeding car. Now the fire fighters are again without a mascot.

HONOLULU

By Bruce Flood

A belated but sincere Hauoli Makahiki Hou—Happy New Year—to all of our friends throughout the world.

As usual, Hawaii celebrated the

holidays in an atmosphere of sun and warmth. As we read about the subzero weather on the mainland, we stopped complaining about the fact that the temperature moved as low as 60 degrees at night here.

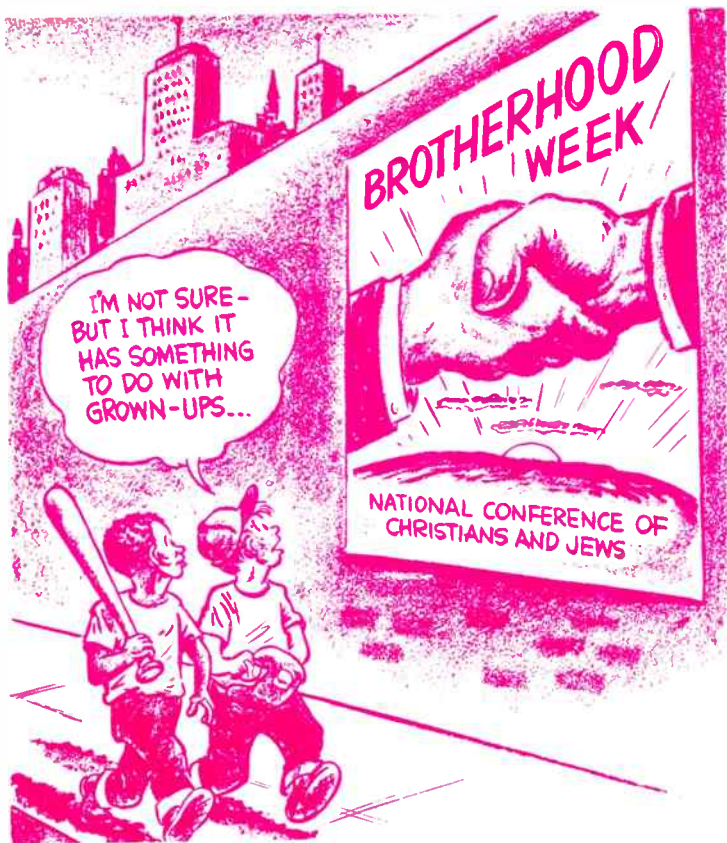
Thanks to MOD Clerk Lotsy Kai and Service Clerk Fran Pacheco the CTO was resplendent in decorations—a beautiful job well done. Lotsy also planned and managed a very enjoyable pre-Christmas party for the staff in the CTO lunch room. The weekend before Christmas, Hank Montara and Mrs. Montara held an open house for members of the staff at their beautiful Kahala home. A good time was had by all and we wish to convey our heartfelt thanks to Mrs. Mortara, a gracious hostess.

District Manager Reg Goring returned to England for the holidays and reports that while he enjoyed the trip, the weather there left a lot to be desired as compared to our balmy Hawaiian climate.

Tangier friends of Jan DeBoer, CTO Storekeeper, will be glad to hear he is thriving on the Hawaiian food and climate. He's not up to surfing yet but we expect it any day.

The parking lot adjacent to CTO is starting to look like a Volkswagen sales room. Among those driving the sporty little jobs are Judy Kielty, Fran Pacheco, Louella Oshiro, Flora Kakuni, Nancy Diamond and Bill Stroup.

In the new arrival department—it's a boy for Payroll Clerk Jean Fujita and a girl for APO Toshi Kushiyama. Congratulations to both.



Courtesy: Lou Grant, Oakland California Tribune