

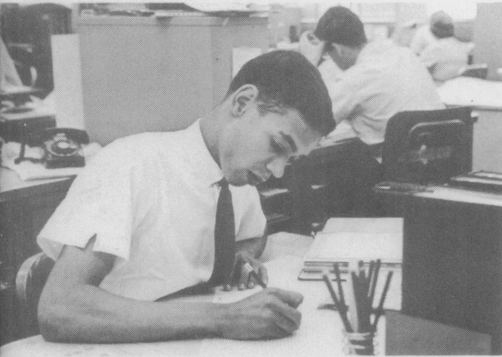
Negroes

At Work in Industry TODAY

General Electric Company. Management Development and Employee Relations Services



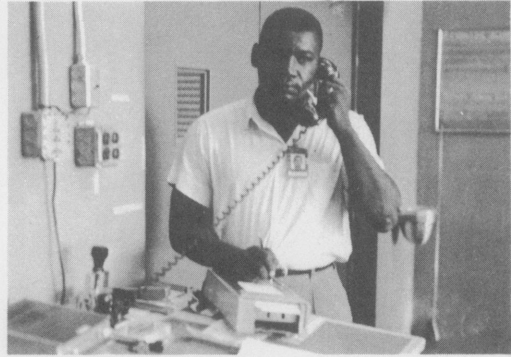
FINANCE ANALYST
San Jose, California



ENGINEERING ASSISTANT
Salem, Virginia



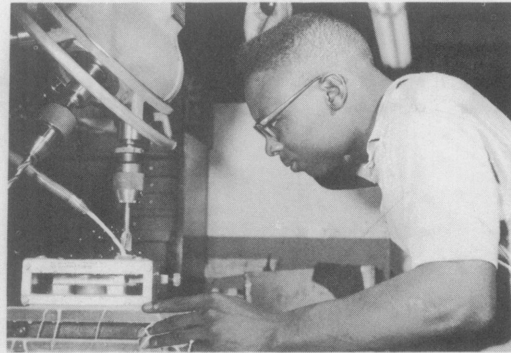
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New York, New York



WORK GROUP LEADER
St. Petersburg, Florida



TELETYPE OPERATOR
Louisville, Kentucky



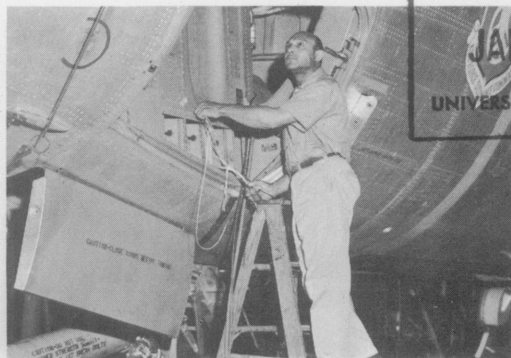
MACHINIST APPRENTICE
Cleveland, Ohio



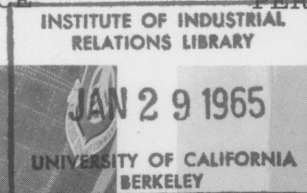
PERSONNEL SPECIALIST
Cincinnati, Ohio



ENGINEERING MANAGER
Pittsfield, Massachusetts



AIRCRAFT ELECTRICAL SPECIALIST
Schenectady, New York



QUALITY CONTROL SUPERVISOR
Philadelphia, Pennsylvania

50 CASE REPORTS on Negroes at work in the General Electric Company
How they earned their jobs in industry... Their progress on the job...
Their hopes and plans for future progress...

= New York, 1964 =

At Work in Industry Today

THIS IS A BOOKLET about some of the men and women who work for the General Electric Company.

They have jobs in sales, as secretaries, as engineers, as factory workers, as managers.

Some work with familiar products like electric irons and refrigerators and radios. Others work in strange new fields like nuclear electronics, outer space projects, and supersonic jet engines.

Some have worked for General Electric for many years. Some are just starting their careers in industry.

Some work in the older General Electric plants in the northeast where General Electric began in the 19th century — in Massachusetts, Connecticut, Pennsylvania, New York. Others work in states in which General Electric plants are relatively new — in California, Kentucky, Georgia, Virginia, Arizona, etc.

Some are high school graduates. Some are graduates of top-flight colleges and universities. Some dropped out of school too soon—and have had a hard time overcoming their lack of formal education.

All have one thing in common. They are Negroes.

We are telling you about their jobs and their backgrounds to show you the kinds of jobs that capable Negro men and women can hold in General Electric and in industry. We are talking about *today*. As these words are written, each of these men and women is at work—designing, typing, drafting, repairing, managing, planning, selling, working standard machinery, or operating some of the most complex equipment the world has ever known.

It has been thus for many, many years. Back in 1935, the man who was then president of General Electric, Gerard Swope, wrote:

“There shall be no discrimination by foremen, superintendents, or other executives of the Company against any employee because of race or creed, or because of an employee’s membership in any fraternity, society, labor organization, or other lawful organization.”

These, of course, are the words and the spirit that General Electric people try to live by.

This doesn’t mean that General Electric is perfect. Even today we sometimes find the cobwebs of old worn-out antagonisms. What it means is that we have been trying for a good many years to live up to high standards of fairness in hiring and in employee progress. If we’re not perfect — we’re certainly not complacent. We’re still trying to make progress — and complacency is the enemy of progress.

That’s the main reason for this booklet.

Many white and Negro educators have told us that years of hopelessness about the future have produced a “don’t care” attitude toward good grades among

many Negro young people. “It isn’t enough for us to *tell* them about good job opportunities,” we’ve been told. “You have to *show* them.” Maybe this booklet will help.

Some of the men and women in this booklet did drop out of school. Each has regretted it. One (who now holds a well-paying, high-skill job) told us: “I’ve spent 15 years just trying to catch up. I put in seven years in night school, and that’s not easy when you’ve got a full-time job and a family to raise. And even now I ask myself ‘How far would I have gone if I’d stuck to the books 15 years ago?’” The progress road has been rocky for the man or woman who dropped out of school too soon — and because jobs are getting more complicated all the time, the way is getting even rougher for any school dropout — white or Negro. To the dropout we can only say: Try to go back, or try for night school, or try the many industrial training centers which are doing a good job in many cities. The sooner the better!

And how about the Negro youth who *does* care, who does well in high school and earns his diploma? The Negro men and women who have made the greatest progress with General Electric are those who have looked on graduation from high school as a milestone in education — but not the end. They’ve gone on to secretarial schools, to trade schools, business schools. They’ve taken advantage of training offered by large companies and the Armed Services.

And, of course, some have gone on to college. However, college deans tell us that many outstanding Negro students shy away from courses which would lead to careers in industry. “They’re uncertain about their chances in industry, so they tend to move into such fields as medicine, law, the ministry, dentistry, and teaching,” we’re told. America needs outstanding doctors, lawyers, clergymen, dentists, and teachers, of course. But this industrial nation also needs young people—white and Negro—who can become outstanding economists, factory supervisors, scientists, advertising writers, product designers, sales representatives, auditors, and electrical engineers. Maybe this booklet will help here, too.

To the young Negro, we say this: Can you find your own “success image?” Can you put yourself on one of these pages? Do you have the desire? The willingness to bring out the best in yourself? The determination to get the essential education and training? Yes? Then we at General Electric believe that you can look forward to a career in industry — a career in which success is not based on race, but on your own ability, education, and ambition.

Judge F. Allen

*He practices what he preaches
about personnel development*

"Don't lose faith in yourself when confronted with obstacles and disappointment. Remain relentless."

This is the advice Judge F. Allen volunteers when questioned on how to get ahead in industry. He should know. He's in charge of personnel development at General Electric's Re-entry Systems Department in Philadelphia, and he has long followed his own advice.

College seemed out of the question when Mr. Allen was graduated from Philadelphia's Darby High School. He didn't have the money. He went to work in local shipyards, then enlisted in the U. S. Coast Guard in 1943, serving in the South Pacific.

At the end of World War II, he resolved to get a first class education. With the help of the G.I. Bill of Rights he enrolled in Temple University's School of Business Administration and received his B.S. degree from there in 1950.

After college he went to work with the Veterans Administration as an insurance accountant and worked nights in a real estate office. Three years later, he switched to a full-time job in real estate, working as an aircraft sheet metal worker at night.

But his venture into the real estate



business proved to be neither as satisfying nor rewarding as anticipated. After qualifying through competitive examination, Judge Allen took a job with the Pennsylvania State Employment Service. During his four years with the agency as an employment interviewer and counselor, he reassessed his goals. "People," he decided, "are far more interesting and complex than real estate."

He accepted a job with the Philadelphia Urban League as industrial and vocational service secretary.

In 1960, he entered industry. He accepted a post as a placement representative in employee relations in General Electric's fast-growing Missile and Space Operations in Philadelphia. He recruited, interviewed and evaluated salaried and hourly applicants. He also was responsible for the evaluation of the manpower requirements. He ad-

vanced to supervisor and then to manager of these and related functions.

Today Mr. Allen is responsible for all professional and managerial development programs at the Re-entry Systems Department (part of the GE Missile and Space Division), together with the administration of training programs and the Department Tuition Refund Program for employees.

His interest in people goes beyond his job. He has worked closely with the Reverend Leon Sullivan in developing training programs for the Opportunities Industrialization Center — a school founded by Reverend Sullivan to fight unemployment among Philadelphia's lower income citizens. Also, by participating in scores of career guidance seminars and conferences in area schools, Judge Allen has helped motivate many students to continue their education. ■ ■ ■



Barbara Beasley

Keeping nationwide track of orders for General Electric appliances

You've heard of people counting sheep to get to sleep. But did you ever hear of anyone who counts appliances?

That's what Barbara Beasley often finds herself facing during her nighttime musings. It's really little wonder though, because in a normal day Miss Beasley will be involved with many thousands of appliances — of all shapes and colors.

She is a teletype operator at the world's biggest appliance manufacturing plant, General Electric's Appliance

Park in Louisville, Kentucky. She handles the transmission, receipt, and confirmation of orders for Appliance Park's huge distribution warehouse. You can realize the complexity of the task by the fact that this one central storage and shipping operation services every General Electric major appliance distributor in the United States.

Miss Beasley's day is fairly well divided between routing incoming orders to the right spot and getting out confirmation messages on orders available

for shipment. In a sense, she's right in the middle of a communications network that links the manufacturing and sales forces.

Her work requires extreme accuracy, because a wrongly routed message or inaccurate confirmation message could result in the loss of a sizable sale. The job also demands someone who can work quickly under the pressures that abound in this fast-paced operation.

Barbara joined GE in May, 1962, after previous experience with the U.S. Department of Agriculture in Maryland and the County Clerk's office in Louisville.

A native of Louisville, she was graduated from Central High School in

1953. She wasn't fond of secretarial-type work and didn't care to be a sales clerk for the rest of her life, so she cast her lot with the Navy.

Her solid academic background and high test scores qualified Seaman Beasley for advanced training after completion of basic training. Miss Beasley chose the Navy's Teleman School because, as she put it, "I felt this type of special training would equip me for a good job when my Navy time was up."

She quickly demonstrated her prowess as a teletype operator during the training period, and before she was discharged from the Navy she had worked her way up to a Teleman, 2nd class.

As Barbara Beasley suspected when

she first chose the teletype specialty, her training in this field was a valuable asset. When she applied at GE, the interviewer quickly noted her skilled background and gave her a battery of proficiency tests. She sailed through these with little trouble and before long she found herself in the midst of the appliance business.

She started at GE with a healthy increase in pay over her former job and in the two years since her pay has been increased twice.

A personable and attractive young lady of 29 (she doesn't mind admitting it), Miss Beasley represented her department on Appliance Park's prize-winning float in the 1964 Kentucky Derby Festival Parade. ■ ■ ■

Robert J. Blalock

Temporary 'Progressland' job at World's Fair whets his interest in permanent Company position

"Dropping out of high school today is just like losing an arm or a leg. In fact it's getting so you practically need a master's degree really to get somewhere."

So says Robert J. Blalock, purchasing agent at General Electric's Progressland at the New York World's Fair. When he started in April, 1964, at the pavilion, he was a host captain, but he was shortly promoted to the purchasing job—by June 1. As the buyer, every penny spent on the exhibit goes through him—whether it be for uniforms, furniture, maintenance expense or a myriad of other requirements. "The job has been a liberal education for me," he says.

Bob Blalock already has had a formidable formal education, with tours at Central State College, Wilberforce, Ohio; Syracuse University; University of Maryland; and the University of Nancy in France. All but the two-year Central State stint occurred during his seven and a half years in the U.S. Air Force where he served in the Security Service. By adding up his various educational activities, he qualifies as a first-semester senior in college. He hopes to get his degree in accounting and finance



from Hofstra University on Long Island by the time the Fair closes in the fall of 1965.

"Then, maybe, I can get on one of the General Electric training programs," he says. "I've heard a lot about them since I joined Progressland." He's hoping that eventually his language skills will also help him in a Company with business interests all over the world. He speaks French fluently and knows Russian and Turkish.

Mr. Blalock's emphasis on education has been nurtured by his family background. His father is a Baptist minister, with a church in the Bronx. A younger brother and sister attend college in the New York City area. Bob Blalock says: "I think my parents have dinned education into me since the day I was born (August 24, 1935, in Monroe County, Georgia)."

Since then, he has been getting education of one kind or another almost

constantly. His military service, particularly, was conducive to study. But he left the Air Force, as he explains it, "because after seven and a half years of military life, I decided it was time to sample the civilian brand of living."

As a bachelor, he wanted a job at the Fair so that he could have time in the winter to go to school. After applying through the New York State Employment Board, he landed with General Electric, his first civilian employer.

"I'm glad GE picked me," Mr. Blalock says. "I enjoy it here."

He finds more variety and opportunity in civilian life than the military. However, racial problems, he finds, are less prevalent in the military. But he adds:

"My experience thus far at Progressland has taught me this: Try to look for the best qualities in each person. If you do, you will usually find you get along better." ■ ■ ■

Jet-age manager looks to future of flight propulsion systems

When John W. Blanton joined General Electric in 1956, he brought with him a wealth of knowledge which was put to immediate use in the conception and design of new advanced turbojet powerplants for some of the nation's mightiest jet planes.

His efforts, first as a preliminary design specialist, later as manager of preliminary design, and currently as manager of Advanced Component Technology at Evendale, near Cincinnati, Ohio, have played a significant part in helping GE maintain a pre-eminent role in the jet engine business.

In his present position with the Advanced Engine and Technology Department Mr. Blanton heads an organization of some 70 highly qualified technical people.

Preparing for his key position in the Flight Propulsion Division has involved many years of work and study on Mr. Blanton's part.

When he earned his mechanical engineering degree from Purdue in 1943, Mr. Blanton joined Bell Aircraft Corporation in Buffalo, N. Y., as a research engineer.

To expand his knowledge in the field of flight propulsion, he moved in 1945 to Fredric Flader Inc., North Tonawanda, N. Y., as chief thermodynamics engineer.

Broadened through this experience, Mr. Blanton returned to Bell in 1950 to direct research programs on new rocket propulsion systems.

With this background, he was equipped to help General Electric meet the challenges it faced in the post-Korean War period for designing new and improved jet engines for the commercial and military markets.

Today, his job is to anticipate the needs of flight propulsion systems years ahead of their actual use, and to have the right components or engines ready for application at the right time.

He comments: "Literally thousands of technically trained people will be needed to fill the available positions in the expanding industrial world.

"Excellent career opportunities exist now, and will in the future, for young men and women who prepare themselves for the challenges ahead. I have tried to encourage high school students,



through career conferences, etc., to set high educational and career goals and work hard toward achieving these goals, so that they may enjoy the many rewards that lie ahead. Increasing salaries are one form of reward, but, equally important, are the rewards from a sense of achievement.

"My interest in helping people prepare and improve themselves goes far beyond high school students. I have had the pleasure and honor to serve on the Technical Education Advisory Council at General Electric's Evendale plant. In this capacity I have helped select and plan technical courses for further education and improvement of skills of our employees. This has been a gratifying experience." ■ ■ ■

Ernest A. Bouey

*Veteran engineer explains a
Nimbus weather satellite model*

It's been a busy 20 years since veteran engineer Ernest Bouey first signed on as a young engineer with the General Electric Company and thus became the first Negro to be placed on the engineering staff. He joined GE's Engineering Test Program at Schenectady immediately upon graduating from New York University with a degree in mechanical engineering. At various stages of his industrial career, he accomplished graduate study at Rensselaer Polytechnic Institute, and Union College, in the subjects of rocket and jet propulsion theory and advanced thermodynamics.

His assignment on the Engineering Test Program was interrupted by a leave to work on the Manhattan Project atomic bomb for a year and a half during World War II.

Mr. Bouey's first postwar assignment was at the Malta Test Station in upstate



New York, where GE first entered the rocket and space field. He did basic research and development work in rocket engines and propulsive devices. After Malta, he spent four years in Johnson City, N. Y., as a production design engineer for radar-controlled aircraft gun systems.

In 1956, Ernie Bouey joined the Reentry Systems Department in Philadelphia. As a systems analysis engineer, he applied his talents to ballistic missile systems, communication, weather, astronomical and other space vehicle systems in the capacity of a design review engineer. He chaired the Design Review Board which provided technical

appraisals of systems and components of all department programs, together with consultation for the development work.

His latest assignment has been to develop and integrate the creative engineering philosophy of Value Engineering into the research and development engineering methods in RSD.

Ernie Bouey and his wife live in Strafford, a Philadelphia suburb, with their three children, two girls and a boy. Mrs. Bouey teaches English at Conestoga High School in Berwyn, Pennsylvania.

Winter week-ends mean family ski trips to the Adirondacks and Poconos—with the summer used for camping and water skiing in their outboard run-about.

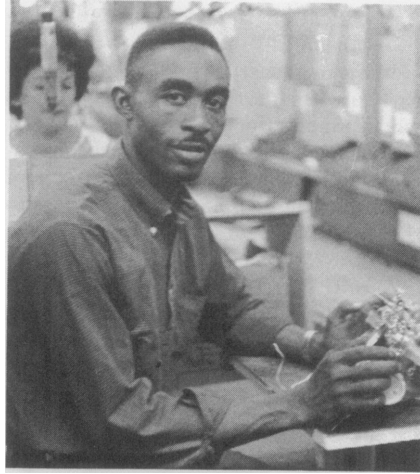
A regular participant in RSD's Speakers Bureau, Mr. Bouey has fulfilled over 200 speaking engagements since joining the Company. With his own experience for background, he maintains strong interest in the improvement of race relations, particularly in the area of housing. Frequently participating in radio and TV presentations on ethnic problems he has proved an authority on the subject. ■ ■ ■

George Burke

He rises from janitor to skilled repairman in radio component

George Burke has received five promotions in 14 years since he first joined the Radio Receiver Department as a janitor.

He's now a well-paid repairman in the Utica, N.Y., department. "Get at least a high school education," he advises others seeking employment in industry. "Develop a skill for which there will be a continuing need in the future. Keep studying and developing your skills. It's necessary to produce and try to do a good job to keep that job. If I hadn't kept producing and trying, I



would still be sweeping the floor."

In between his initial janitor's job and his current position as repairman,

Mr. Burke has been a leader-janitor, spray painter, material handler, and conveyor inspector. "With a high school education," he says, "it is possible to take advantage of special courses like those offered by General Electric to help you improve yourself."

He believes that "parents should see to it that their kids stay in school—even if the kids don't care to themselves." He also thinks that parents should serve as models because "kids need an example to follow—a person they can try to imitate in order to improve themselves and have a better life."

George Burke, himself, has one child, and he and his wife are trying to practice what they preach.

Mr. Burke was born in 1923 in Augusta, Ga., and came to Utica and General Electric in 1950. ■ ■ ■

Thomas Carter

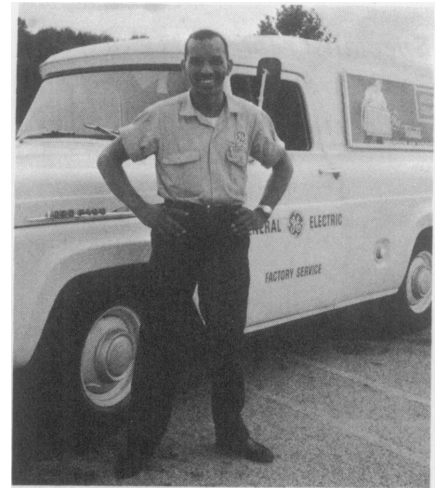
Using 'golden rule' to service GE appliance customers

When Tom Carter gets a call, that means a General Electric customer has a problem. Mr. Carter's job is to get the problem solved as efficiently and quickly as possible. Mr. Carter, a 17-year GE man, is an appliance serviceman working out of the Major Appliance Division's service operations in Philadelphia.

His job is to service General Electric refrigerators, electric ranges, washers, dryers, room air conditioners, freezers, garbage disposers, and dishwashers at the homes of thousands of General Electric customers in the area. The job requires a high degree of tact and diplomacy—as well as the know-how to do the job right. Mr. Carter's formula is simple: "kindness and consideration for all people." And that goes even when Mr. Carter answers a rush-rush

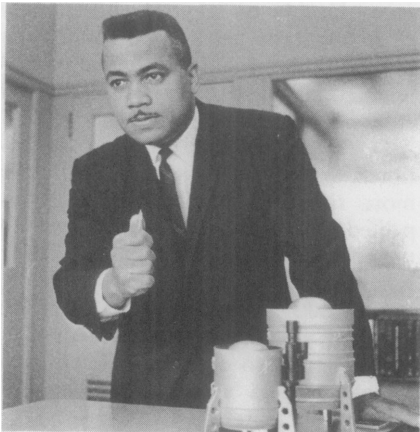
call on an "out-of-order" refrigerator—and then finds that the customer simply forgot to plug it in.

Mr. Carter has been a serviceman on General Electric appliances since March, 1964, but he's been with the General Electric appliance service organization since 1947. He started as a truck washer, washing the service trucks. Over the years he took courses in auto mechanics, electricity, and appliance servicing, and gradually progressed up through the ranks to a mechanic's position, and then to appliance servicing. It wasn't easy. When he first applied for an appliance serviceman's position he was turned down. His experience and training simply weren't up to the standards required. But Mr. Carter was determined. He kept studying and learning, and finally made the



grade.

The extracurricular study and learning was necessary, for Tom Carter dropped out of high school. Now married and the father of two children, Mr. Carter is convinced by experience that getting a good education is essential. That is his advice to every Negro youngster. ■ ■ ■



Calvin H. Conliffe

He aims straight up on present job and in career goals

Business and civic contributions of significance are combined in the career of Calvin H. Conliffe, project engineer for the Direct Lift Program at General Electric's Evendale Plant near Cincinnati, Ohio.

In his work at Evendale, Mr. Conliffe is responsible for the pioneering work on a multi-million dollar program which will eventually lead to a new kind of jet plane. Mr. Conliffe and his

team are developing a jet engine which will lift the plane straight up from the ground.

In the community, Mr. Conliffe is a member of the seven-man Board of Education for the Cincinnati City School District, the first Negro to serve on this Board; a director on the local boards of the National Conference of Christians and Jews, the American Red Cross, and the Avondale Community

Council; and a member of the Citizens Committee on Youth.

Mr. Conliffe's great interest in education and in working with young people stems from several factors:

- He has learned from his own career that education is the key to success;
- As the father of two children—a fourteen-year-old son and an eleven-year-old daughter—he is interested in providing developmental opportunities for young people;
- The rapid rate of technological advances makes it clear that good

education is becoming more important all the time.

In his own case, Mr. Conliffe decided early in life that a good education is worth much effort and many sacrifices. He set his sights on an engineering career while he was still in high school even though, at that time, the doors to the profession were largely closed to Negro aspirants.

World War II interrupted his educational plans, but his service experience—during which he had the opportunity to take pilot training—only heightened his interest in a technical career and

stimulated his love of aircraft.

He enrolled for an engineering course at Howard University following the war.

When he was graduated from Howard—Magna Cum Laude—in 1951, Mr. Conliffe had job offers in hand from General Electric and Westinghouse.

"I chose General Electric," he says, "largely because of the calibre of the men who interviewed me at Howard and the progressive attitude of General Electric as reflected in them. Time has vindicated my choice of a company, as it did my choice of a career field." ■ ■

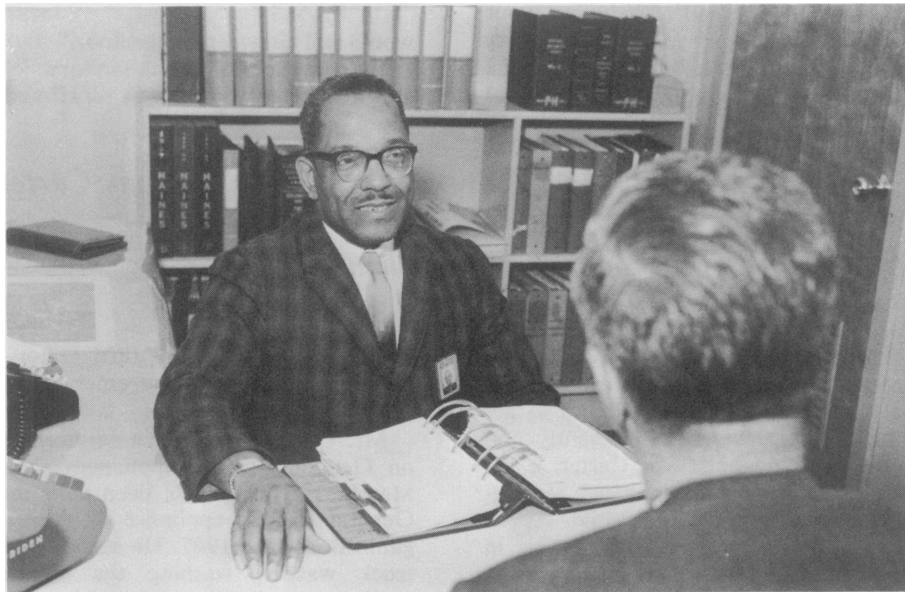
Richard L. Dalton

Specialist represents Company in Ohio state employment and apprentice training activities

Observing the progress of people in General Electric is a full-time occupation for Richard L. Dalton, employment compensation and statistics specialist at the big General Electric jet engine plant at Evendale, Ohio. Mr. Dalton is responsible for maintaining the facts and figures on some 10,000 people at Evendale. He also represents the Company at hearings of the Ohio Bureau of Unemployment Compensation. He assures that the Company position is fully and correctly presented and that separated employees are fairly and properly treated under Ohio law.

Mr. Dalton joined General Electric in December, 1950, as a laborer. He advanced to supervisor and, after two years of supervising service people, moved into employee relations work in 1953. He served in placement, budgetary, and supervisory capacities before moving to his present job in 1959.

It was largely through his own efforts that Mr. Dalton moved ahead so fast. He spent four years attending University of Cincinnati Evening College classes to earn a certificate in accounting, and has availed himself of General Electric training courses in public speaking, human relations, fundamentals of supervision, political activities, and business economics—a course he also instructed.



As a result of his thorough knowledge of employment practices, job requirements, training courses, and industrial trends in job classifications, Mr. Dalton has been appointed by the Governor of Ohio as a member of the Advisory Board of Apprenticeship and Training for the Ohio State Civil Rights Commission.

Because of his understanding of the need for adequate preparation for a successful career in the modern world, Mr. Dalton has encouraged each of his seven children to plan carefully for the future.

He has been rewarded in seeing his two oldest children earn college degrees and begin careers in chemical research and in teaching. The next two oldest are in college working toward degrees in sociology and in medicine. The three youngest have their hearts set on college.

Their inspiration, Mr. Dalton admits, comes not only from his own example but also from his wife, Dorothy, formerly a teacher, now a graduate practical nurse engaged in

medical research with the May Institute in Cincinnati.

From his years spent in observing the progress of people and in compiling statistics on industrial needs, Mr. Dalton is qualified to advise not only on training requirements for industry, but on career planning as well. His advice to young people planning a career is:

"Take advantage of the advice and professional counselling now available through your secondary school systems. Decide upon your chosen field of interest and get a good foundation in high school for the technical or college training so necessary to your career preparation.

"Get all you can for your educational dollar and give always a little more to your employer than is expected. Be loyal, and demonstrate all the other high moral standards of your religious background.

"A healthy attitude toward every job assigned you, no matter how menial, will not long go unnoticed. Each such job effort could be your key to greater opportunity." ■ ■ ■

Georgia G. Davis

How to advance from waitress to secretary in marketing

When Mrs. Georgia Davis graduated from Carver High School in Salem, Va., in 1950, she faced an uncertain future. The Korean War had just begun and no one, least of all the youngsters in the graduating class, knew how it might affect them. She took the first job she could find—as a waitress. When the opportunity came to become a dental assistant with a local dentist, she was glad to take it.

But Mrs. Davis wasn't satisfied with her personal development. Ten years after finishing high school, it was clear to her that she needed further education if she was to improve her employ-



ment opportunities. She entered Virginia State College at Petersburg for a two-year course in secretarial studies. After graduation, she applied at General Electric's Industry Control Department on the outskirts of Salem.

She was given the usual battery of tests and demonstrated outstanding ability, scoring well above the average. She was offered the only opening available at the time, that of a typist in the

Marketing typing bureau. She transcribed copy from dictating machine tapes supplied to her by over 20 sales engineers in the Marketing offices.

When an opportunity came along for a higher-rated job in one of the Marketing offices about a year later, Mrs. Davis was among the candidates selected for an interview. The new job called for experience in shorthand, a skill that could easily have grown rusty in the year she spent transcribing copy from tape. But Mrs. Davis, for two night each week, had taught typing and shorthand at a Roanoke business college—an assignment guaranteed to keep her skill honed to a fine edge.

Mrs. Davis got the job and has received several increases and a promotion to date. She continues to prepare herself for future opportunities and possible advancement. She has completed a business machine card punch course and plans to take other courses later.

She says, "I like secretarial work and I want to stay in that field. But times are changing and the person who wants to get ahead has to keep on with his education. You have to get as much education as you can as quickly as you can." ■ ■ ■

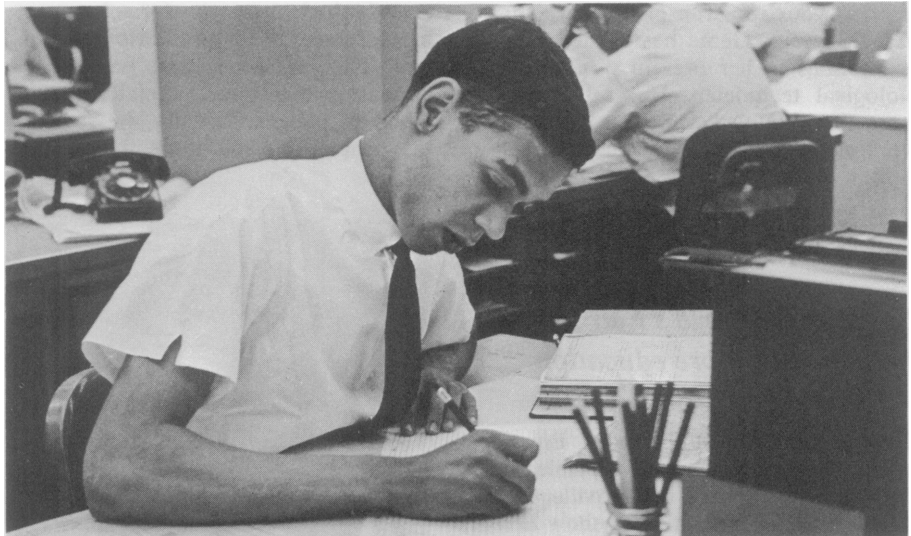
Thomas R. Dudley

He shifts educational sights as result of General Electric work

Long before he graduated from Roanoke's Lucy Addison High School, Thomas R. Dudley had developed a keen interest in engineering, particularly chemical engineering. So much so that he won an honorable mention for an exhibit he prepared for his school's annual Science Fair.

Mr. Dudley was accepted by Columbia University in New York City. He studied there for about two and a half years until an illness in the family and the consequent drain on finances forced him to leave the university.

In the fall of 1963, he came home to Virginia, looking for work that would enable him to save enough money to go back to school. One of the first places he applied was the General Electric Industry Control plant in nearby Salem, which makes automation control equipment for industry. His college training helped him land a job as a technician in heavy mill engineering, the subsection making complex systems controls for steel mills. Mr. Dudley earned an increase within three months after joining Industry Control and has



the chance to progress to higher grade work.

Chemical engineering continues to attract young Mr. Dudley, but not quite as much as it did before he came to General Electric. He says, "You can't be a technician in a place like this and stay lukewarm about electrical engineering. I've had the opportunity to work on some very important jobs and I'm finding I like the work more and more." Will he eventually forsake chemical for electrical engineering? "I think so," he says, "but I'm certainly going to continue my education and

get a master's degree." How? Well, he plans to apply for a General Electric Tuition Refund that will help him finance an education that will be beneficial in his work at General Electric.

Tom Dudley thinks that many young people entering college have only the vaguest concepts of what they want to do in life and that their knowledge of the challenges they will have to meet and surmount is almost nil. He sees a real advantage in working for firms like General Electric because the student is confronted, perhaps for the first time, with realities of competitive life. ■ ■

Eugenia T. Edmerson

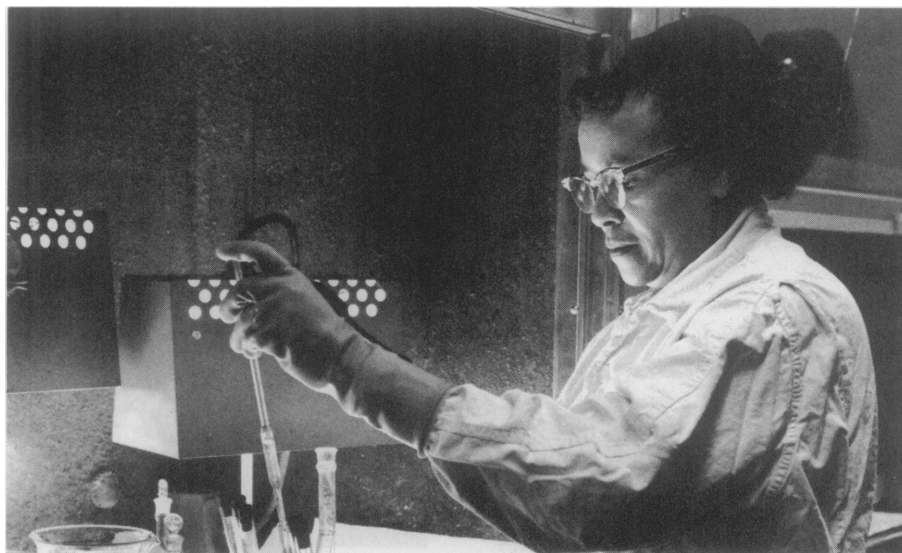
Technician gets satisfaction in playing role in advancing science

"As a technologist, I find it full and satisfying to play a part in the tremendous strides being made today in science and technology." So says Eugenia T. (Genie) Edmerson, a biological technician at the Hanford Biological Laboratory at the Company's atomic operations in Richland, Wash.

Her background for this career began after graduating from high school in Topeka, Kansas. She took two years of nurse's training while working as a nurse's aide in Memphis, Tenn. Later, while her husband was teaching at Waco, Texas, she attended Paul Quinn College for one year.

When Mr. Edmerson accepted a position with General Electric at the southeastern Washington Hanford Atomic Plant in 1951, she joined him and also sought employment there.

Mrs. Edmerson's education and work experience qualified her for a job as a laboratory assistant in the Hanford Biology Laboratory. In her first job with General Electric she performed laboratory analysis of blood samples from various research projects. In the past 13 years, Genie has earned four promotions to her present position as biological technician. Her salary has more than doubled while she has been working for General Electric.



"Both in school and since I have been working, I have tried hard to make the most of my opportunities," according to Genie Edmerson. "There is no doubt that the extra effort has been worthwhile. My progress with General Electric has resulted in more income, but, in addition, new responsibilities added zest to the job and provided a chance to continue to increase my knowledge and ability."

At present Genie Edmerson processes biological samples for subsequent measurement of their radioisotope content. The samples include whole fish, animal tissue or bone, vegetation, milk, blood or plasma. Usually she reduces the samples to a solution with acid and

heat, but the materials and techniques she uses vary greatly depending on the isotope involved, the kind of sample, and the object of the research. Skilled use of laboratory techniques and very precise measurements are required.

Mr. and Mrs. Edmerson make their home in Sunnyside, Washington, on a hill overlooking the orchards in the Yakima River Valley. They are active members of the Sunnyside Presbyterian Church, serving as advisors to the senior high school youth group, and as teachers in the Sunday School. She devotes one night a week to the city library program and her husband acts as a counselor in the Sunnyside High School career planning program. ■ ■ ■

Dorothy Emery

She's using World's Fair job to help finance more education

One evening when Dorothy Emery came home from work as a cashier at Montgomery Ward's in Danville, Ill., her father had something to show her.

William Emery, an 11-year employee and stockkeeper at the Company's Ballast Department in Danville, had a copy of the employee newspaper, *Today*. In it was a story about how the Company would give preferential consideration to relatives of employees in hiring the staff for Progressland, the General Electric exhibit at the New York World's Fair.

Miss Emery applied and was accepted, as a hostess. Her duties vary—from controlling the progression of the scenes in the Carousel auditorium to acting as a Dome guide. She thinks her education helped her land the job.



She's a graduate of the Danville High School, of a business college, and of a business-machine training school in St. Louis.

"It's hard enough to get a job even with an education," she says. "But there's no hope without it."

As the oldest of eight children, Dorothy Emery emphasizes that fact to her six sisters and brother. While working at the World's Fair, she lives at the YWCA in Manhattan. "Living in New York is an education in itself," she says. "I spend much of my free time visiting museums and going to the theater." She hopes to work at the Fair during the 1965 season, too. But this winter she plans to take some more courses at the business school in Danville.

As a hostess, she must have skill in meeting people—the thousands who go through the Company's exhibit every day. "I love to meet them. As long as I'm doing it, I'm happy," she says.

Miss Emery also reports on being a Negro at the Fair: "I'm being treated wonderfully. There hasn't been any trouble with prejudice. And the people I'm working with are just wonderful. We Negroes can do the job now because we're getting the education. Just give us a chance, and we'll prove ourselves. I think we're at last getting that chance." ■ ■ ■

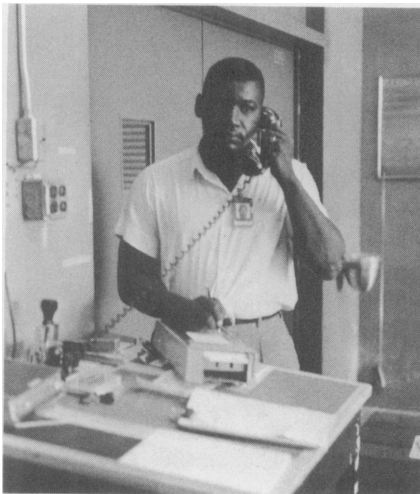
Otis George

Florida dropout regains lost ground, wins responsible position

Seeing Otis George walk through the employment office door at General Electric's Pinellas Peninsula Plant of the X-Ray Department, the interviewer's first inclination was to refer the 6'3", 218 pound man to the defensive line coach of a professional football team.

Mr. George had followed the advice of another Negro employee of GE and the director of his local YMCA to apply for a job at GE. Otis George was a school dropout; he had experience only as a laborer and a U.S. Marine MP. Yet, the plant in St. Petersburg, Fla., was to be technically oriented.

Nevertheless, Otis George was hired, in March, 1958, and was impressed by the opportunity. His first job for GE was that of a laborer. Since that March, 1958, start, he has made several strides forward with the Company and he is pleased with the progress he has made.



From an environment where a young Negro had to fight to keep off the unemployment rolls, he has directed his energy toward gaining solid work experience and a better future.

During his six GE years, Mr. George has earned four promotions. He is now the functional work leader of the plant's receiving area. Five employees receive work directions from him and he earns \$40 per week *more* than he

did when he first joined GE.

He is the first one to admit his mistake in dropping out of school before completing his final year at Gibbs High. "Quitting school was a poor decision," he admits, "but I plan to begin working this fall toward finishing high school. Then I hope to enroll in St. Petersburg Junior College's two-year course because I realize I'll need more education before I can make any *real* progress." He says, "Without education, you're lost! It's like being out on a desert without water." This has developed into a philosophy which he and his wife, Mollie, have for the future of their four children.

"We realize," Mr. George says, "how important an education is for anyone—Negro or white—and we plan to do everything in our power to provide the opportunity for our children to have college educations so that they will be good citizens and contribute to our society."

He is so convinced of the need for a solid education that he is now urging his wife to complete the 2½ year start she has on an education degree at Florida A&M. ■ ■ ■

Edith Grundy

Her husband persuaded her to come to General Electric

Many businessmen will tell you that a good secretary is the mortar that holds an office together. Mrs. Edith Grundy is such a secretary. In the year she has been with General Electric, she has come to play an important role in the Relations and Utilities Purchasing Operation at the Company's major appliance manufacturing complex in Louisville, Ky.

All this did not come about automatically. She developed a solid background of secretarial theory and experience through a combination of schooling and extensive work experience.

Educationally, Mrs. Grundy attended Central High School in Louisville, making better than average marks. Following high school, she went on to complete two years' work at Indiana University. Her goal at that time was toward a teaching degree in elementary education.

Between high school and college,



she worked for a time assisting in the night school program of her high school. After her college career, she applied and was accepted in a job as secretary in a local insurance company—this was the job she was on prior to coming with General Electric. Before that, Mrs. Grundy was employed as a clerk by the City of Louisville.

She applied for a job at Appliance Park because her husband, Norman, has been employed in the Park's central warehouse for almost ten years.

"My husband encouraged me to apply," she recalls, "because he likes his job and felt that I could do better at General Electric."

The nature of her work is such that Mrs. Grundy is called upon to meet many non-General Electric vendors seeking to do business with the Company. She enjoys this. "I like people and this job keeps me in constant contact with people, both on the phone and in person," she says.

On the job, she keeps busy working with all types of office equipment. She types well, operates adding equipment, and takes dictation.

Hired as a stenographer, Edith Grundy's background made her a natural for a secretary's position when the job opened up in the same office not long after she came with GE. ■ ■ ■

Clothilde Henry

Education key to Negro aims, says customer service employee

Not long after 19-year-old Clothilde Henry started to work at General Electric's new Housewares Servicenter in New York's Grand Central Station, a visitor from France came in with a problem. Actually, he had two problems. First, he wanted to know where he could buy a GE automatic blanket. Second, he spoke no English. Miss Henry put her four years of French study to work. Within a few minutes a pleased customer was on his way to make his purchase.

The incident gave Miss Henry the chance to combine her ultimate job goal with her present job responsibilities. Right now, as a General Electric customer service representative, she's in the business of pleasing GE customers. Ultimately, after she completes three more college years of language study, Miss Henry hopes to become a translator.



She joined General Electric after completing her freshman year at Albany State Teacher's College, where she studied languages. She's a graduate of New York's Cathedral High School for Girls, just two doors away from General Electric's headquarters building.

She's determined to complete her college work, probably through night courses, and then enter the translating field. She's convinced that more education is the best route to success for young Negroes like herself. Says Miss Henry: "Now more than ever, Negroes

must get the education needed to take on new responsibilities. This is the only way we're going to be able to achieve our goals."

At the General Electric Servicenter, Miss Henry and her colleagues are providing fast, reliable service on General Electric's small electric appliances (coffeemakers, toasters, fans, etc.). Many of the 2½ million people who pass through Grand Central each week drop off an appliance for repair on their way to work and pick it up on the way home. With its modern lighting, impressive displays, and pastel decor, the Servicenter looks like a handsome Fifth Avenue shop. However Miss Henry and her associates sell no products (except parts); their main job is to deal with customer problems.

"The people here handle the customers with velvet gloves," says Miss Henry. "We truly treat customers like customers. This has really impressed me."

In her off-hours Miss Henry writes short stories and poetry (for her own pleasure rather than for publication) and is a heavy reader. Her present favorites are John Steinbeck and the French philosopher, Jean Paul Sartre ("In the original if I'm feeling alert and in English if I'm feeling lazy.") ■ ■ ■

John D. Howard

He acquires education to 'have something to sell worth buying'

John Howard, already a veteran of six years' service with General Electric Company, received his bachelor's degree in electrical engineering from Union College in Schenectady in June, 1964. He now has a job designing high-power vacuum tubes at General Electric's Schenectady manufacturing complex.

Back in 1955 when he was graduated from high school in Toronto, Ohio (with top grades in college preparatory courses), John couldn't afford college. Instead, he came to Schenectady and signed up for General Electric's apprentice training program. Along with his courses at GE, which included drafting, machine shop operations and work as a laboratory technician, he studied nights at Union College, and after a four year period he had the



equivalent of two full years of college—and he had set a little money aside.

In 1962 he decided to go for broke. With General Electric's encouragement, Mr. Howard took a two-year educational leave of absence, during which he attended college full time and worked part time in the Company's Advanced Technology Laboratories.

"The most important thing," he said, "is for high school students to keep at

the books and get grades that are good enough to allow them to get accepted at some college. This is the biggest factor. There is no problem in financing for anyone who has the initiative to look into the opportunities that are available.

"Companies like GE are looking for qualified prospects," John Howard says. "You have to have something to sell that's worth buying." ■ ■ ■

Samuel H. Howard

*He joins 3-year training course
many GE executives have taken*

The recruiters for General Electric's 45-year-old Business Training Course, one of industry's most widely respected training programs, visit more than 100 college campuses every year. They look for top men. Dozens upon dozens of prospective recruits are interviewed. Their scholastic records are scanned carefully. Scarcely five per cent measure up to the stiff academic and leadership requirements.

One of those who measured up in 1962 was Samuel H. Howard, who had his bachelor's degree and was doing graduate work in economics at Oklahoma State University.

General Electric made him an offer.

Mr. Howard turned the offer down.

He turned down offers from other companies, too, because he decided to accept a fellowship for further graduate work in economics at Stanford University. There he gained his master's degree in economics, and got a start toward his doctorate.

In 1963, Mr. Howard decided to go into industry. He discussed openings with several companies, including GE again, in its BTC program. He chose General Electric, and made his start at the Company's Atomic Power Equipment Plant in San Jose, California.



In his words, "I preferred to begin my career with the broad financial training that the GE Business Training Course offered."

The Business Training Course of three years' duration offers plenty of opportunity to an exceptional young man. General Electric's Chairman of the Board, Gerald L. Phillippe, is a graduate. So are many other General Electric officers.

Sam Howard has always aimed for the top. In high school in Lawton, Okla., he was class valedictorian. At Oklahoma State he was on the Dean's Honor Roll seven times; president of his social fraternity; recording secretary of Blue Key, the national honor fraternity; and active in three other professional and honor societies.

Beyond this, he served for three semesters as a student laboratory in-

structor, specializing in economic statistics — the first Negro at Oklahoma State to serve in this capacity. Later at OSU he served as a graduate research assistant in economics

During his first year in General Electric, he served as financial analyst in the Nuclear Electronic Products Section of the Atomic Power Equipment Department at San Jose, California. Since then, he has moved into a new assignment in business information systems, a unit of the computation and data processing portion of San Jose's finance section. Members of the Business Training Course carry out a variety of on-the-job financial assignments together with a schedule of classroom work. Those who have watched Samuel Howard's progress in the classroom and on the job at San Jose are convinced that he has the capacity to "make it big." ■ ■

Raymond Jackson

*Community service group spurs
floorsweeper's job progress*

Raymond Jackson has a large family and a large ambition.

At 34 years of age, Mr. Jackson is learning to run a turret lathe in General Electric Company's Switchgear machine shop in Philadelphia. He hopes to earn himself a secure job so that his six children won't have to be school dropouts as he was.

He completed 10th grade at Benjamin Franklin High School and went



into the Army at age 18. "I was a dropout," he explains, "because our family, which included 10 children, didn't have a lot, and I felt I wanted to help them out, and earn a little something extra so that I could have something."

Following a tour of duty with the U.S. Army's 73rd Combat Engineers in Korea, Mr. Jackson worked as an unskilled laborer with two Philadelphia companies, and had worked as a janitor and sweeper at General Electric since mid-1963.

"But for five years," he recalls, "I had been thinking about furthering my education. I could see I wasn't getting anywhere."

Early in 1964, he enrolled with Opportunities Industrialization Center in Philadelphia. The Rev. Leon Sullivan, chairman of the Center, helped him

choose the curriculum—machine training—that best suited his talents, and he enrolled for an 18-month course. Now the Center is training him in the operation of a turret lathe, drill press, radial drill, milling machine, and engine lathe.

Meanwhile, back at General Electric, Mr. Jackson's aptitude and initiative in starting his own off-the-job training program made him a good prospect for on-the-job training.

Thus, Raymond Jackson's hopes for progress are beginning to come true. "When I joined GE," he adds, "it was a better paying job than the one I had, so I have gained considerably with the Company all the way.

"I wanted very much to work for GE," he says. "A company of this size and reputation, I felt, would be able to offer opportunities to advance, good

pay, and good benefits. I like machine shop work in general, working with machinery, and I hope to work up to larger lathes. I've always liked building things. Being in the Army attracted me to blueprints and such, but I felt I couldn't get very far in the long run, unless I was willing to learn more on my own."

What does he like best about General Electric?

"I think what attracts me the most is the opportunity that exists here for those who want to get ahead. I know that I will continue to advance provided I work hard, keep up my study and continue to do my best on the job."

Speaking of his six youngsters, aged 2 to 10, Mr. Jackson says quietly and seriously: "I'd like to see all of them get all the education they can." ■ ■ ■

Zachariah Jennings

Howard University graduate serves Company and community

When Zachariah Jennings got out of high school in Norfolk, Va., in 1942, there was "just nothing" ahead for him, he felt, unless he could get some kind of further education.

Mr. Jennings' father, a railroad worker, had all he could do in those days to support five growing children. Zach Jennings realized that college for him would have to be a do-it-yourself program.

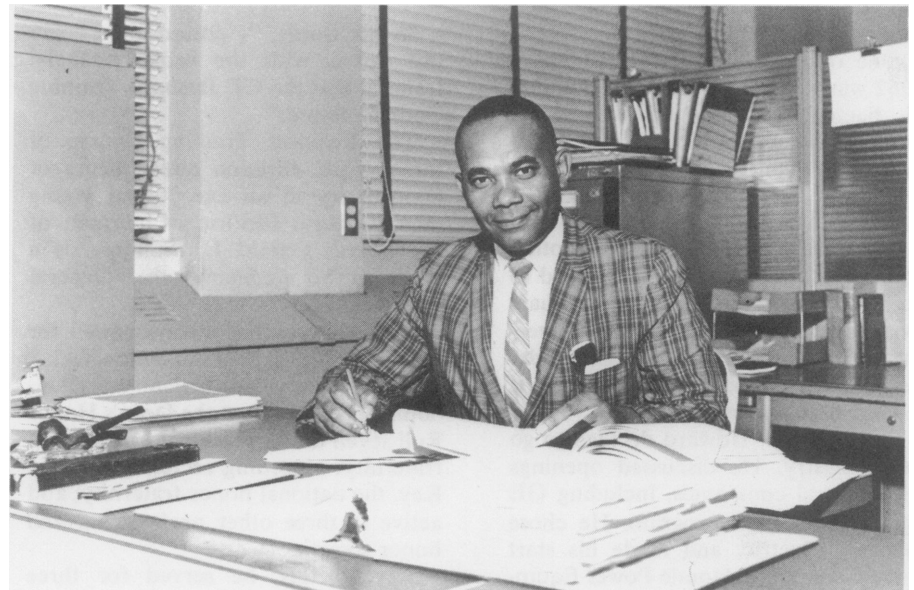
Today, nearly 25 years and two degrees later, he is more than ever convinced that the road to a better life is through education.

Seated behind his desk at General Electric's plant in Lynn, Massachusetts, where he works as a design engineer, Mr. Jennings will tell you that you must feel as though the "sky is the limit."

"Of course each of us has a limit, but you never can be sure just what it is, so the only thing to do is to keep pushing as hard as you can," he says.

His career illustrates what he means. By working at a variety of jobs during his high school years, he scraped together enough money to enter Howard University in 1942. The following year he was drafted. When he was discharged after three years with the rank of first sergeant, he returned to Howard, studying electrical engineering. He was graduated with honors in 1949, and, among other achievements, he was listed in that year's edition of "Who's Who in American Colleges."

Upon graduation, he joined General Electric on the Company's engineering



program. After training assignments in Cincinnati, Syracuse, Philadelphia, and Schenectady, he was recalled by the Army, this time as a lieutenant in the Signal Corps, to serve in Korea. In 1953, he again returned to civilian life to pick up the threads of his career.

In 1954 he was assigned to the Company's Lynn plant where he has held successively more responsible jobs in the design and development of control systems for aircraft.

"I find this kind of work stimulating and rewarding," he says.

What about his outside life? Zach Jennings lives with his wife and three children in Peabody, a town adjoining Lynn. During the late 1950s he spent several nights each week attending graduate school at Northeastern University. In June, 1960, he was awarded a master's degree in electrical engineering.

"Education is a way of life with me," says he. "It has opened doors and provided opportunities for me and for my family. I am just about convinced that education is the answer, not only to the problems of the Negro, but to those of the nation and the world."

On his off hours, Mr. Jennings occasionally plays tennis, enjoys fishing, and holds a ham radio operator's license. He is also co-chairman of the North Shore Committee for Equal Opportunity. In this latter role, he gets around quite a bit; does some talking to different community groups.

"We try to do two things," he says. "We try to find opportunities for qualified Negroes in business and industry, and we act as a focal point to help those who feel they are being treated unfairly, especially in the matter of housing. I think we are making some progress." ■ ■ ■

Eldred Johnson

*Ambition and achievement needed,
says apprentice program alumnus*

"The Negro must realize that in order to be hired in industry, his credentials must not be average, but outstanding. Granted, many employers make it known that they are willing to hire Negroes. Yet, they are not going to hire you just because you are a Negro. Your scholastic average should be above average, your record clean, and you should convince any interviewer that you have a strong desire to advance in industry. Convince him that he needs your know-how. Inform him about your achievements. Above all, emphasize that you are ambitious."

These are the views of Eldred Johnson, who came to General Electric's Light Military Electronics Department five years ago when competitive examinations won him a spot in the Utica department's apprentice training program. He was graduated from the program in 1963 and is currently a drafting detailer in the engineering section.

He was born in 1939 at Diffie, Ga., and later moved to Utica where he was



graduated from high school. He also won a liberal arts degree from Utica College, in 1963. In addition, while he was a General Electric apprentice, he attended Mohawk Valley Community College.

Mr. Johnson is still pursuing education, for he aspires to a law degree some day and intends to go to law school on his own time.

"Your personality determines to a

great extent how many of your goals you will realize," he says. "The fact that you take direction without rebuff, and are an easy person to associate with governs your advancement. When you do a tremendous job, but aren't rewarded, don't become discouraged. Instead, continue to perform outstandingly, and I guarantee that you will impress someone. Remember, no one gives something for nothing." ■ ■ ■

Ron Kelly

*A young athlete's difficult
choice: baseball or business?*

Electronic computers, the aerospace industry, automation — these are new fields with exciting prospects for the future. That makes Ron Kelly a man of the future, as a computer programmer and business systems analyst with the General Electric Missile and Space Division.

To the Ron Kelly of 13 years ago, this kind of career was hardly imaginable. For when he graduated from Cheltenham High School in suburban Philadelphia in 1951, he had a shot at an American dream — becoming a professional baseball player, perhaps a major leaguer.

In his senior year, he captained his high school teams in three sports. He was a good student, and there were several offers of college athletic scholarships. But at 18 it can be difficult to make up your mind. Would his speed, strong arm and quick bat take him to the fame and fortune of another Willie



Mays . . . or was the more likely prospect for five or six years in minor league ballyards and a one-way ticket to obscurity?

After working a year as an office boy and stock boy in a department store, he decided to play a season of professional baseball in Canada. The college scholarship offers had faded, and baseball seemed to be his best opportunity. It may have been, but a broken leg in mid-season cut short that career.

Back home Mr. Kelly worked as a shipping clerk, then took a civil service examination and was hired as a file clerk at the local Veterans Administration office. After a two-year hitch in the Army that took him to Germany, he returned to the VA job and was tapped to learn to run mechanical data processing machines.

He was restless in his government job.

Gilbert B. Langford

*A manager's advice to youth:
know your abilities, set your
goals—work to achieve them*

Some military experts say that the United States' best defense against enemy attack is the Polaris missile system. Capable of being fired from submerged submarines anywhere in the world's oceans, Polaris is a potent deterrent to any would-be aggressor.

Gilbert B. Langford is one of many Americans contributing to the development and maintenance of this exacting and complicated system. A 38-year-old professional engineer, he is Manager of Components Engineering for the General Electric Ordnance Department in Pittsfield, Mass.

The group that he directs plays a vital role in the Ordnance Department, which produces fire control and inertial guidance equipment for the Polaris system. In his present position, he has managed from 21 to 42 employees—including as many as 16 professional engineers—who specify, select and evaluate parts and materials for all the Department's programs. He has been responsible for annual budgets ranging from \$350,000 to \$500,000.

Mr. Langford started preparing himself for a career in management a long time ago. As a teenager back in Indianapolis, he grew up in a home environment strongly oriented toward educa-

Running card-sorting and keypunch machines was all right, but the future seemed unpromising. He had married the year he entered the Army and his first child was born 18 months later.

A newspaper help-wanted ad led him to the new General Electric department in Philadelphia that was working on missiles and space vehicles. The Company hired him to run data equipment and almost immediately sent him through training courses in a variety of skills related to operating data equipment.

His training with GE led to a promotion to leader of the group that processed the department's payroll. Late in 1959 he was selected for GE-sponsored training in electronic computers. It was the beginning of his present career in computer programming and business systems analysis.



tion. Both his father, now deceased, and his mother, a retired elementary school principal, encouraged Gil to identify his interests early and pursue them.

"I fixed my sights on engineering when I entered high school," he says. "With my parents' backing and encouragement, I worked hard in high school and planned for college."

World War II temporarily interrupted those plans. Gil Langford entered the Army in 1943 following his graduation from high school. The following year he transferred to the U.S. Air Force. By the time the war ended, he was a first lieutenant.

After the war, he entered Purdue University to study engineering. He received his degree in 1951 and accepted a position as a design engineer with the Naval Avionics facility in Indianapolis,

In 1960 Ron Kelly was promoted to professional (exempt) status. Today he makes almost three times the pay he received when he joined GE. He has continued to grow in his job as more sophisticated computer systems are installed at the Valley Forge Space Technology Center, where he works. He knows that, at 31, he has a substantial foothold in a field that has an excellent growth outlook.

He regrets not having taken one of the college scholarships offered to him when he graduated from high school. But he figures that the broken leg he suffered during his try in pro baseball may have been Lady Luck in disguise. When offered a contract with a New York Giants farm team during his first year with General Electric, he turned it down. Mr. Kelly saw a future in industry as a better choice. ■ ■

doing ordnance work for Naval aircraft applications. He also continued his education in a Purdue-run postgraduate program.

Mr. Langford first came to General Electric's attention when he presented a paper at Ohio State University in 1953. A GE engineer who heard the presentation recommended that the Company contact him. Based on his educational achievements, his performance on his previous job and interviews, Gil Langford was offered and accepted a position as an advance-design engineer at GE's laboratory in Ithaca, N.Y.

Three years later, he moved to General Electric's Philadelphia plant as an inertial equipment engineer. This experience helped prepare him to join a "blue ribbon" team that was formed to work on a part of the then new Polaris system.

In 1957, he transferred to Pittsfield to tackle the challenges of the Polaris project as a design evaluation engineer. His work was so outstanding that he was given the responsibility for the planning and technical leadership of a group of 19 engineers and technicians.

Mr. Langford had a great interest in moving from detail technical work into the management end of the business — and he still wanted more education. However, the location of Pittsfield created a problem. The nearest full-time university was Rensselaer Polytechnic Institute (RPI), 36 miles away in New

York State on the other side of a mountain.

For two-and-a-half years, he boarded a bus two nights a week after work and made the trip to RPI. It wasn't easy for a married man with three children.

In 1961, he received his master's degree from RPI in industrial management. And, he was also promoted by General Electric to his present managerial position.

What advice does Gil Langford have for young people who are ambitious and interested in rewarding careers in business? "I advise them to be as well

prepared as they can be for what they hope to do," he says.

"That includes being sure of their interests and understanding their aptitudes," he adds. "I wholeheartedly recommend that aptitude and interest tests be taken during high school to assure the teenager that he or she is on the right track. Then it's up to the individual to take matters in his own hands and prepare himself thoroughly.

"An interest in your field of work, self-acquired qualifications and a desire to make a contribution — those are the tickets to success today." ■ ■ ■

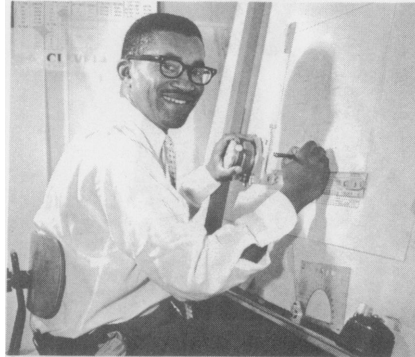
Richard E. Lindsay

His situation looked hopeless; today he's making progress

Until early in 1964, Richard E. Lindsay had almost abandoned hope of finding a draftsman's job for which he was trained. He was nearly resigned to being an attendant in a Cleveland parking lot.

Now, Mr. Lindsay has a different outlook. He has been a draftsman in the engineering section of General Electric's Miniature Lamp Department at Nela Park since January, 1964.

His fortunes changed when the Skills Bank, a pilot project co-sponsored by the Cleveland Urban League and the Ohio State Employment Service, directed him to General Electric. The bank, set up by a grant from a local foundation, was formed to place underemployed and unemployed Negroes in jobs matching their education and capabilities. Approximately 150 persons have been placed in Cleveland industry so far. The project serves as a guide for Urban Leagues in 65 other cities which have or soon will have their own Skills Banks.



Dick Lindsay had been seeking a draftsman's job for several years. While attending John Adams High School in Cleveland, he decided to take a drafting course as part of his college preparatory studies. After graduating in 1952, he moved to Los Angeles and enrolled in the Cal-Aero Technical Institute for a course in aircraft engineering design.

He returned to Cleveland in 1954, entering Kent State University in nearby Kent, Ohio. After three quarters there, he dropped out. The only job he could find was as a garage attendant at headquarters of the Cleveland Red Cross. While working nights there, he studied at the Cleveland Engineering Institute days.

Within two years he was called for Army service. After a course in the Army's Guided Missile Repairmen's

School, he eventually became a non-commissioned officer in charge of a group of men assigned to the engineering maintenance section at Fort Barry, Calif.

Upon his Army discharge in 1958, Mr. Lindsay was still unable to find industrial work, so he returned to garage and parking lot chores.

But the young draftsman feels that "the years of waiting and a lot of despair are all behind me now. Many who are in the same situation I was in until this year are seeking similar opportunities. I only hope that they will have the good fortune I have had."

Catesby C. Jones, Mr. Lindsay's manager, has this to say about him:

"Richard Lindsay has the exact balance of educational training and native aptitudes that we need in a draftsman. I suspect that he is bringing a little more than the average enthusiasm to his work because of his appreciation of a real job opportunity after so many years of frustration. He has fitted in well with our organization and is making fine progress on the job."

Mr. Lindsay, now 30, hopes to take advantage of training and educational opportunities available in the Company and community.

He is the father of three children. His family lives in a recently acquired new home. ■ ■ ■



Clarence Malone

Prepare for new demands of scientific change, urges design engineer

"Our scientific civilization is the first which has not been built on human slavery—the first which offers the hope of relieving mankind forever from the worst of the physical labor with which all other civilizations have previously enchained us. Therefore, you must be prepared to meet the demands of a highly technological society and a constantly advancing industry."

That's the belief of Clarence Malone, an electrical design engineer in the

Radio Guidance Operation, Utica, N.Y. He has a 1957 engineering degree from Howard University. He came to General Electric in August, 1957, after a brief period as a systems analysis engineer with North American Aviation in Downey, Calif.

He has this to say to people considering an industrial career, basing his comments on his experience in business, community service and politics (he was an unsuccessful candidate for New

York State Senator from Oneida County in 1962):

"The time to start taking advantage of your opportunities is now. More and more definite educational requirements are stated for entrance into almost all phases of endeavor. Industry needs trained people. Many scholarships are available for people who possess unusual ability. You must cultivate your talents to the best of your ability. Many Negroes become discouraged and do

not continue their education because they feel that they will be unable to obtain jobs commensurate with their abilities. However, barriers are being erased in practically every facet of life all over America. Adequate preparation is the password to success and advancement."

Mr. Malone was born in Southampton, N. Y., in 1934. He was the first Negro ever elected captain of the Southampton High School football

team. Presently, he's a scoutmaster, member of the Kiwanis Club and on the board of directors of numerous civic organizations. His wife is a teacher in the Utica Public School System.

"The most hopeful factor in the existing racial situation," he says, "is that there is an increasing realization that in the complex problems of the present world, our nation has need of all her resources, human as well as material." ■ ■ ■

Theodore Nims, Jr.

Pass up 'sheltered' job fields, says rookie appliance salesman

Theodore Nims, Jr. is learning how to sell General Electric appliances as a sales trainee in the Housewares Division.

Although he is just 22 years old and fresh out of Florida A&M with a B.S. in business administration, Ted Nims is neither brand new to General Electric nor unfamiliar with the problems of the housewares industry. His interest in the industry springs from part-time employment with a large supermarket chain while attending high school in Bridgeport, Conn. During two years with the chain he advanced from stockboy to assistant to the housewares manager.

His first contact with General Electric came a year ago when he spent the summer making fans in the Bridgeport factory of the Home Care & Comfort Products Department. He "liked the friendly spirit in the factory" and decided to seek a position in sales or advertising upon graduation the following spring.



Mr. Nims' letter triggered a series of interviews and resulted in an offer—"more than I had expected"—to join a training program expressly designed for outstanding young college graduates who want to represent GE's Housewares Division to appliance retailers and distributors across the country.

After his first few weeks with the division familiarizing himself with products, personnel, and procedures, he left Bridgeport for Boston where he is receiving actual in-the-field experience working with the regional sales manager located there.

Looking to the future, Ted Nims

hopes to prove himself as a district representative in the field and then return to headquarters in Bridgeport as a sales specialist.

Although he has been on the job only a short time, he believes he recognizes the key to success in a company like General Electric: "Be willing to work hard, put into practice some of what you learned in school, and don't expect advancement overnight."

Ted also has some advice for young Negroes: "Most Negroes have an inferiority complex which leads them to seek sheltered positions. In my class, for instance, 80 per cent are expected to teach. There is a heavy demand for teachers in segregated schools, which are on their way out, therefore creating a need for Negroes to branch out and look for more than certification for teaching. They should take more courses like marketing, management, and economics, regardless of their majors, so that they will have the necessary broad background to capitalize on future opportunities."

He adds: "Today the Negro is on the ground floor, the way having been paved for him by the struggles of his forefathers. There are more job opportunities for Negroes today than ever before but most Negro college students don't recognize it." ■ ■ ■

James Nixon

Carnegie Tech graduate works to inspire youth of Schenectady

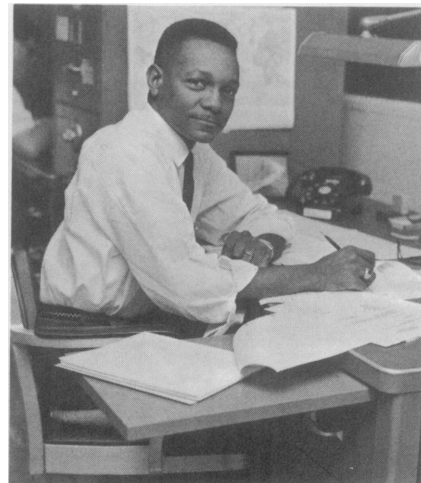
James Nixon is a mechanical design engineer at the Knolls Atomic Power Laboratory at Schenectady, operated by General Electric for the Atomic Energy Commission.

He was graduated from Carnegie Institute of Technology in 1956 and joined the Company's Technical Career Development Program that year. After completing that course, he became a turbomachinery design engineer in GE's Flight Propulsion Division; then joined KAPL.

A registered Professional Engineer,

member of the American Nuclear Society, and American Society of Mechanical Engineers (among many others) Mr. Nixon has taken graduate courses at the University of Cincinnati and Union College. Right now he's working in spare time toward a master's degree in business administration.

He says: "Judging from my experience with the General Electric Company so far, I feel that any limitations on my future progress will be based solely on my capabilities. That's why I'm continuing my formal education."



In addition to his job, he is active with a wide range of civic, professional, governmental and church activities, including a committee chairmanship in the Schenectady Junior Chamber of Commerce. Mr. Nixon was one of the five finalists for the Schenectady "Jaycees" 1964 distinguished service award to the "Young Man of the Year."

As president of the Everest Club, a local civic group, Jim Nixon probably has his closest contact with helping junior and senior high school students. The club conducts guidance seminars with the students to bring them up to date on future job opportunities and how they can best prepare themselves to take advantage of these opportuni-

ties. The club follows the progress of each student and awards more than \$1,000 in scholarships each year.

"I can say from my own experience that there are plenty of opportunities for those who are qualified—regardless of race or other factors," he says. "From what I've seen, those who were prepared, prepared not in vain." ■ ■ ■

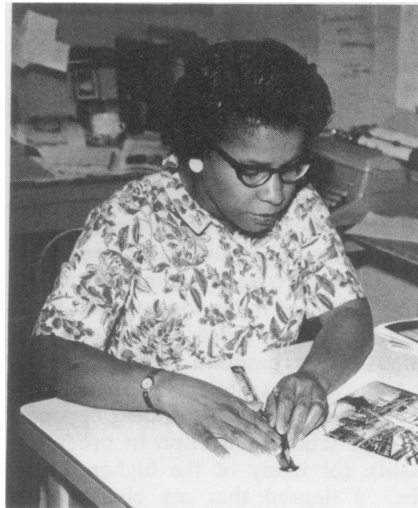
Jacqueline Pinckney

Philadelphia woman now edits GE space-plant newspaper

How does a girl move from the secretarial ranks into a professional job in industry? One answer is in the eight-year General Electric career of Jacqueline Pinckney, who is editor of the weekly General Electric *NEWS* at the Valley Forge, Pa., Space Technology Center.

She graduated with honors from Philadelphia High School for Girls, one of the city's best. A large insurance company hired Miss Pinckney as a file clerk and messenger. She enrolled in the evening program in professional secretarial work at Temple University, and soon advanced to clerk-typist and stenographer (she had taught herself to type during high school). She capped her five years there with a job as secretary to the advertising and sales promotion manager for the insurance company's home office.

After completing the secretarial pro-



gram at Temple, she went on to courses in English and history at another college. She was restless, energetic . . . and being a \$50-a-week secretary "wasn't the world." She wanted to make more money and move ahead in a business career. Jackie Pinckney quit the insurance company. Her self-imposed unemployment lasted little more than a week.

The new General Electric Special Defense Projects Department was hir-

ing (it was early 1956), and she applied at their headquarters in Philadelphia and landed a job as a personnel testing clerk.

After a few months, she became secretary to an engineering manager in the department, which was then developing the first nose cone for a U.S. ballistic missile. After 18 months with GE, she was promoted again, this time to an administrative job in education and training work.

The next step up for Miss Pinckney was to education and training analyst. She worked with Company trainees—engineering students from local colleges, Company engineering and science trainees, and the then-new Systems Engineering Development Program. She took a Company course in evaluation interviewing and later added a college course in psychology.

In January 1963, a reorganization in Missile and Space Division led to an opening for an editor for the employee newspaper at the Space Technology Center. The job would mean more money, but a plunge into an entirely different field.

Jackie Pinckney jumped in to win professional status in mid-1963. ■ ■ ■

William R. Ramsey

Even a college man had rough going in '35. But times have changed!

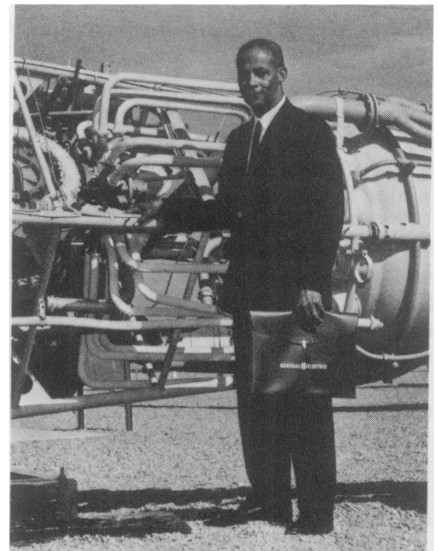
Conditions have changed dramatically since William R. Ramsey graduated from Wittenberg College, Springfield, Ohio, in 1935. Even for the first Negro elected to Theta Chi Delta, national honorary chemical fraternity, from his college, there was no work available in his field during those depression days.

Until he was appointed a letter carrier in 1940, Mr. Ramsey worked as a waiter and a janitor.

But he didn't discourage easily. He took post-graduate courses in mathematics. Then he taught school for a while in Cincinnati. Finally in 1960 he applied for a job at General Electric's Flight Propulsion Division in Evendale, Ohio, where jet engines are made. Although, at 46, he was a little old to be starting a new career, the people at Evendale were impressed with his solid background in math and the excellent

grades he had earned for graduate-level courses. He became a programmer in the Rocket Engine and Testing Operation where he was responsible for designing systems for computing engineering problems on large-scale computers. He enrolled in Company courses in programming and took advantage of on-the-job training by his supervisors. Less than a year after he started, Mr. Ramsey's supervisor said of him, "Unlike most people, he honestly expects no errors in his work—and he is usually right. He takes great pride in doing a good programming job."

When work became slack in Evendale a year after he started, Bill Ramsey had no serious trouble finding another GE job. In August, 1961, he became programming analyst with the Computer Department. He has had two promotions since then and is now one



of a team of GE computer men working on the Nike missile program at the Army's White Sands Proving Ground near El Paso, Texas. ■ ■ ■

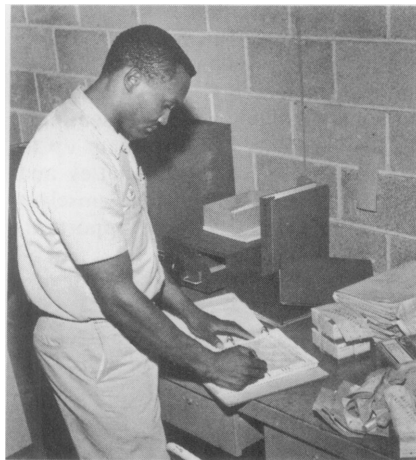
William R. Ransby

Young Georgia employee earns two promotions in two years

Twenty-five year old Bill Ransby came to work at General Electric's Medium Transformer Department in Rome, Georgia, in early 1963.

Prior to his employment with GE, Mr. Ransby regarded himself as not a whole lot different from the average Negro in the South. A native of Rome, he had graduated from Rome's Main High School in 1959. At 21 years of age, he was a little old to be graduating from high school, but as he explains it, "I failed some courses early in high school and I dropped out of school for quite a while. Then, I guess I made up my mind not to quit. I went back to school and I made 'A's and 'B's in those subjects I had failed."

Living with his grandparents at that time, Bill Ransby had to work while in school. His first job was washing and busing dishes at the age of 15. After his graduation from high school, his employment history was again not different from many Negroes in the area. He washed dishes, worked as a short order cook and unloaded trucks for a local flour mill — holding the latter job



for over three years.

In 1963, attracted by General Electric's higher wages and equal opportunity policy, he sought employment with GE. He started in the lowest rated job, a janitor. But his performance soon resulted in a promotion to a job as a laborer. Mr. Ransby knew, however, that he needed further training beyond his high school education in order to qualify for many of the higher rated jobs. "I figured that my chances of advancement wouldn't be too bright unless I did something to improve myself, so I enrolled in a Company-sponsored blueprint reading course."

He completed the course, and the added knowledge helped him almost immediately. He was able to fill an

opening as a Formex helper in a plastic film-coating operation for transformer wire at a higher job code. While working as a Formex helper, Bill Ransby tried to learn all he could about the other jobs around him.

As it happened, an opening for an accumulator occurred first, and his knowledge of blueprint reading enabled him to fill that opening. He gathers parts and subassemblies for the job, expedites, and checks bills of specifications. Thus, in less than two years, Bill Ransby had progressed from a Rate-8 janitor to a Rate-17 accumulator. When asked to reflect back on his motives at the time he enrolled in the print reading course, he says, "I knew that it would mean a lot of time outside of working hours, and a lot of extra effort. But, I wanted to get ahead and I saw no substitute for hard work and effort."

His present job takes him to all corners of the plant. He regards his position as "an education in itself," and he says, "I like that aspect of the job." In this job, he can and *is* learning all he can about the manufacture of a transformer. Why? Because as Bill Ransby puts it, "Management is always looking for a better way to do the job. The competition is constantly getting more demanding, and the jobs likewise get more demanding. I want to be ready the next time a promotion opportunity knocks." ■ ■ ■

Rozetta Riley

Kentucky girl led her high school class—but couldn't get a good job. Today she sees new hope in work at GE tube plant in Owensboro

"Sorry, we have no openings for factory employment, but we are interviewing for clerical work if you have the training for it."

That was the message for Rozetta Riley when she applied for work at the employment office in Owensboro, Ky., of General Electric's Tube Department. And, Rozetta was trained for the job. She had gone to night school at Brescia College in Owensboro and developed her secretarial skills first acquired while a student at Western High School.

But, Miss Riley's preparation was not easy. It required years of sacrifice and persistence. At Western High, she was graduated in 1956 as valedictorian of her class. Her ambition was to become a secretary, but when she found difficulty getting employment in her chosen field, she obtained a job doing

housework so that she could earn money for college. In the fall of 1957, Rozetta entered night school at Brescia College and continued her daytime job as a housekeeper.

After attending night school for four years and placing applications for employment as a secretary in many businesses and industries in Owensboro, to no avail, Rozetta Riley became discouraged. She could see no job opportunities that would justify her continuing her college education. Her hopes and ambitions seemed beyond reach. She quit college in 1961 and discarded any thoughts of becoming a secretary.

Then, in 1963, she discussed job possibilities with a General Electric interviewer in Owensboro. Miss Riley took a battery of clerical aptitude tests. Her secretarial skills were a little rusty, but she earned a job offer as a price audit



clerk in the Tube Department's purchasing operation.

Now Miss Riley, often discouraged, sees new hope. She wants to prepare herself for a secretarial position within General Electric, and she is enrolling in Owensboro Business College to sharpen her secretarial talents. She is determined to take advantage of the many promotional opportunities that she sees available in the future. ■ ■ ■

Roscoe B. Robinson, Jr.

Californian prepares for career by study during Navy service

When Roscoe Robinson saw a help-wanted ad for a calibration technician in the General Electric electronic tube plant at Palo Alto, Calif., he applied, but without much hope.

He had already been job-hunting unsuccessfully for two months and had had no luck with 100 written applications to California companies. Although he had not expected that his transition to civilian life from the Navy would be simple, he had not anticipated as much difficulty as he was experiencing.

Yet, Mr. Robinson got the job, largely because of his good Navy record. While with the Navy he served on two carriers, one destroyer and had two valuable years as an electronic technician at the Naval Air Development Center in Johnsville, Pa. (where he had also attended night school classes at Temple University).



Less than five months after joining General Electric, he won a three-grade promotion into the technician classification. Meanwhile, he had been offered jobs by two other companies, but he stayed with GE because he felt that the work offered him the best challenge and opportunity.

He kept on going to school (College of San Mateo) studying microwave theory and electronic math. He now intends to remain in the instrumentation field and continue his schooling to

become a top-flight specialist in it.

Roscoe Robinson was born in Houston June 26, 1938, just in time (he says) to interfere with his father's plans to become a doctor (the senior Robinson became a painter instead and now serves as a foreman at an Air Force base). Young Mr. Robinson grew up in Richmond, Calif., the oldest of eight children. After an undistinguished high school career, he served six years in the Navy which he feels was "the making of me." There, he says he learned this lesson: "To keep a job you work like heck and learn as much as you can to make yourself more valuable."

He and his wife, a registered nurse, expect to teach this lesson early to their children (Karen is two and another child is on the way).

Mr. Robinson has this advice to the young man on the way up:

"Try to decide what you want to do. In this process avoid the 'herd' instinct. Determine that you will be a cut above average. If you cannot decide on something definite, set your goals as high as you think you are capable of reaching and aim in this direction." ■ ■ ■

Charles Rundles

Quality technician aims for perfection in electronics equipment

The quality of the nation's military electronics equipment must be first rate. Perfection is the aim of every important builder of such equipment—even though much of it is among the most complex equipment ever made by man.

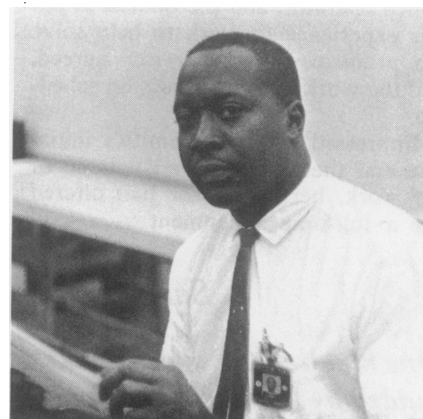
Charles Rundles has an important role in quality work at one of the nation's most important military electronics plants, General Electric's Light Military Electronics Department plant in Utica, N.Y.

As a senior electronic technician in quality control work, he helps provide technical guidance and leadership to 16

to 20 highly skilled technicians and inspectors.

He's progressed into this key spot rapidly, since signing up with GE as a junior technician in 1956. After eight years in industry he says, "while there may be instances of prejudice I, personally, have not encountered any." Promotions, he believes, are based on the individual's ability.

Mr. Rundles studied electronics in Detroit after serving in the Army for three years during the Korean conflict. Since coming to GE he has taken courses at Mohawk Valley Community College and Utica College.



"To all students aspiring to work in industry, especially in electronics," he advises, "get as much education as possible and learn to communicate with fellow employees." ■ ■ ■



Benjamin W. Sallard

Teamwork and experience help lick problems in exciting space work

As manager of Manufacturing Proposal Programming for General Electric's Re-entry Systems Department in Philadelphia, 35-year-old Benjamin W. Sallard directs the activities of half a dozen manufacturing programming engineers. Their task: To estimate the costs and prepare other manufacturing

information necessary for bidding on new business.

Ben Sallard has the utmost confidence in this business of space. "Sure, there are problems and we run into economic slumps," he says, "but we have an excellent team of people and such sound experience that we're sure

to overcome any temporary dips. It's an exciting business."

He graduated from Dobbins Vocational School in Philadelphia with a diploma in technical electricity. He later served as a First Lieutenant in the Army Signal Corps and was stationed in Japan and Korea.

Mr. Sallard joined General Electric in 1956 as a development wireman. Since then, he has been promoted four times.

In his present managerial job since

late in 1961, he anticipates a lifetime career with General Electric, and a continuing pursuit of his favorite subject—education.

During the past seven years he has continued his schooling at Drexel Institute of Technology and is an evening student in engineering and industrial administration. He will earn his bachelor's degree in two years and will "go immediately after that for M.S."

In addition to attending college at night, Ben Sallard has also taken eight

GE training courses.

The public speaking course has been a definite asset since he talks to hundreds of Philadelphia area students each year.

He lives with his wife, Catherine, in Philadelphia. They are the parents of one girl and three boys. Mrs. Sallard, a former accountant, says, "I don't know if Ben will ever finish school. When the children are old enough to go, he will still be pursuing some kind of education." ■ ■ ■

Betty Jean Smith

Initiative an important asset for Chicago office worker

During the summer of 1964, work was backing up in the order service unit of General Electric's Hotpoint Division in Chicago. Mrs. Betty Jean Smith, one of the billing clerks, mentioned the log-jam to her supervisor. Mrs. Smith had had some experience as a key-punch operator, and she offered to put this experience to work to help solve the problem. Her supervisor agreed, and the work was soon back on schedule.

Impressed with Mrs. Smith's initiative and the accuracy and volume of her work, her supervisor had offered her a full-time assignment as a key-



punch operator. The new job would have been two grades higher than her present billing clerk assignment. But Mrs. Smith declined with thanks. Over the long run she feels she can develop faster by carrying on with her billing work. She's hopeful of moving ahead with her present work, and her supervisor feels that with her ability, back-

ground, and initiative, she'll be making the progress she hopes for.

Initiative is nothing new to Mrs. Smith: After graduation from Parker High School in Chicago, Mrs. Smith aimed for a career in teaching. She enrolled at Chicago Teachers College, but then decided on a career in industry. She entered the Automation Institute in Chicago, where she completed a general business course in preparation for office administration.

After graduation she gained experience on two office jobs before joining Hotpoint (the General Electric division which manufactures the Hotpoint line of major appliances). She has been a Hotpoint billing clerk since September of 1963, working on a clerical team with six other women. Now, she's looking forward to an early promotion. And beyond this she hopes to be able to return to college as soon as possible and complete work for a degree in business administration. ■ ■ ■

Sarah Smith

One hundred GE speechmakers guided by Philadelphia woman

Sarah Smith directs the public speaking activities of nearly 100 members of the Speakers Bureau and the Career Guidance programs at the Re-entry Systems Department in Philadelphia.

Under her guidance and leadership, speakers on topics that range from "How to Prepare Yourself for a Career in the Aerospace Industry" to "Techniques of Executive Development" have inspired students to stay in school and helped educate the public-at-large about the needs of modern industry.

Born in Upland, Pa., she grew up in Chester. After marriage, and raising three children, Mrs. Smith wasn't content to remain a housewife. At a time when only domestic jobs were available to most Negro women in Chester, she decided to continue her education at Sleeper's Business College there, which



she attended in the mornings. She worked in a cafeteria in the afternoons, to finance her education. After graduation, she found no secretarial opportunities in Chester, and headed for New York City.

In New York she joined the secretarial staff of District 65, a labor union

affiliated with the Retail and Wholesale Department Store Union, AFL-CIO. In 1952, she was selected to help set up the Union's Health and Welfare Plan in Suffolk, Virginia. While there she taught typing and bookkeeping to Union members, the first such classes available to Negro adults ever in Suf-

folk. "This experience," Sarah Smith says, "was the turning point in my life. I found out that I wanted to work with people and above all, loved being among people."

She returned to Philadelphia in 1959, and through an employment agency found a job as a stenographer at General Electric's Missile and Space Division.

Sarah Smith became in less than two years the first Negro executive secretary in General Electric's new and

growing space business, working for one of the firm's top managers. Two years ago, she took her present job.

Besides directing the Speakers Bureau, she participates as one of the speakers, having made numerous talks on the problems of school dropouts, given to junior and senior high school students.

"My three children," Sarah says, "have been a motivating factor throughout the years, trying to see them educated and respected citizens of this

country." Her oldest daughter lives in Chester with her husband and five children. A son is married to a former schoolteacher and stationed at the Air Force Base in Plattsburgh, N.Y. Her youngest daughter, Kathryn, is following in her mother's footsteps as a secretary at General Electric's Advanced Space Projects Department in King of Prussia, Pa. Mrs. Smith lives in West Philadelphia with her husband, a manager in the Pennsylvania Liquor Control Board system. ■ ■

Tommy W. Smith

Night-shift leader directs production at Illinois tube plant

Within a few days after Tommy Smith was graduated in 1955 from Joliet (Ill.) Township High School, he applied for a job at the General Electric's local television picture tube plant. He was selected for one of the job openings as a bulb processor. From that day until the present, Mr. Smith's experience with the Company has been one of continual job progress. He is now a working leader at the Joliet plant, directing the work of the 14-man, third shift production crew from 11 o'clock at night to 7 in the morning.

Tommy Smith's first promotion came after a year as a bulb processor, when he was selected to fill an opening in the tester's job. He mastered that job quickly and demonstrated a capacity for more responsibility. So, when an opening occurred in the utility operator classification in May, 1958, he was selected for the upgrading. While serving as a utility operator, Mr. Smith's leadership ability became obvious. He knew the manufacturing operations,

and got along well with his co-workers, taking an active role in Local 110 of the International Union of Electrical Workers, and serving for a time as shop steward. In 1962 he was chosen to substitute in the absence of a foreman for three months. His performance during this temporary assignment again demonstrated his capacity for leadership and reliability.

Mr. Smith's most recent success came when Joliet management decided to rearrange the supervisory responsibilities, create a working leaders classification, and place the working leader in charge of the third-shift operations. The man selected for this position had to be one who had demonstrated a knowledge of the product, the equipment, the manufacturing methods, and the men. Based on his past performance, Tommy Smith was the man.

He is now 28 years old, married, and the father of two young boys—Terry, eight years old, and Jerry, seven.

Mr. Smith continues to prepare for



the future. He now plans to enroll in a two-year management training institute sponsored by the Will County Manufacturer's Association. And he is preparing for his boys' futures also. He is a full participant in the General Electric Savings and Stock Bonus Program, so that his boys will have the finances necessary for a college education.

Tommy Smith says, "The future belongs to those who set high goals and apply themselves daily to the accomplishment of those goals." ■ ■ ■



James Stamper

Was he wasting time with school? 'No!' says aircraft specialist

"My friends thought I was spending too much time going to night school," James Stamper, an aircraft electrical specialist at Schenectady General Electric, said recently about his career with GE. "It turned out that the people who told me I was wasting my time were actually the ones who were wasting theirs."

Mr. Stamper had three years of high school and a dozen years as a waiter behind him when he got an unskilled job at Schenectady General Electric in 1942. Soon, he was a machine operator and the following year he joined the Air Corps, where he stayed until 1946.

On returning to civilian life, Mr. Stamper re-joined General Electric, this time wiring control panels. By now, he had already picked up his high school equivalency diploma and really went to work on the night courses in adult education. He studied math, electronics and radio and TV servicing.

Another department temporarily needed a man with his skills and his boss "loaned" him out. They were so impressed, that he was asked to stay. In 1951, the GE Schenectady Flight Test Center "borrowed" him for a special job. Again, he was asked to stay and, for the second time, got a better

job with more responsibility and more pay. Since then, it has been a series of promotions for him, and today he holds an important job with an opportunity to utilize the skills he has developed on the job and "at the books."

He's also found time to take an ac-

tive role in community activities—especially helping young people. Mr. Stamper is currently president of the Carver Community Center in Schenectady, a former president of the local chapter of the NAACP, a member of the committee on candidates for the Schenec-

tady school board and a church trustee.

"What I try to impress on the youngsters is the fact that ability to do a job—and do it well—is the most important thing. At the time, I didn't realize the benefits that extra studying would bring but it certainly paid off for me." ■ ■ ■

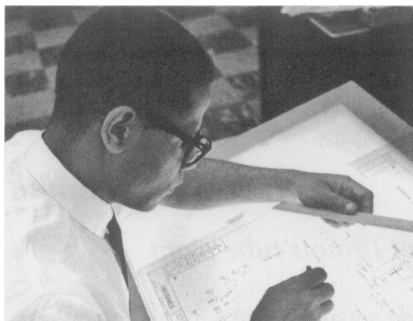
Vernon M. Stockton

Virginia technician aiming to become application engineer

Vernon Stockton had his future plans clearly in mind when he graduated from Lucy Addison High School in Roanoke, Va.; he was going to become a lawyer.

In the fall of the same year, he entered Talledega University, Alabama, to begin his liberal arts studies. Things went fine for him until the end of his sophomore year when he was forced to drop out of college for financial reasons.

Returning to the Roanoke area, he applied for work at General Electric's Industry Control plant. He was offered the position of Engineering Technician in Standards and Drafting, a unit of the Design Engineering operation. Accepting the position, he found himself



in almost constant contact with key engineering people devising elaborate control equipment to be used in nearly every basic industry throughout the free world.

Mr. Stockton has had two increases in the short time he has been with the Company and has the opportunity to progress to higher grade work based on his ability and performance on his job assignments.

Less than six months after joining General Electric, Vernon Stockton realized he no longer wanted to be a law-

yer. Engineering had captured his enthusiasm. Currently his sights are set on getting himself equipped to work on a product line as an application engineer. He knows it isn't going to be easy. "I'm planning to go back to school," he says, "and to apply for General Electric's Tuition Refund Program. This program is one of the opportunities I didn't know about before I joined the Company. Since I've been here, I have found that several other technicians have followed the same course and have gone on to become engineers." Through the Tuition Refund Program, the Company pays a portion of the student's expenses to help him obtain an education that will be of value to him on his job.

It will take Vernon Stockton several years to reach his goal, but he is confident he can make it. "I like the work," he says, "and I particularly like the opportunities and the challenges I meet every day. I can chart my own improvement." ■ ■ ■

Wood Taylor III

Son of General Electric man rises from low-rated work

Since Wood Taylor III joined General Electric 10 years ago, he has risen from a janitor's job in the Household Refrigerator Department in Appliance Park, Louisville, to be an engineering technician in the Dishwasher and Disposall Department's Product Evaluation Laboratory. Actually, this was accomplished in less than 10 years on the job because the Company granted him three leaves of absence during the period for military service.

Mr. Taylor's ultimate goal is to be an engineer—with special emphasis on statistical analysis and the design and development of appliance control components. Let him tell how he proposes to achieve this goal:

"When I graduated from Central High School in Louisville back in 1950, I wasn't really sure what kind of job I wanted. I had fair grades in high school—about a low "B" average—but



didn't have a special interest in any particular field. I attended Louisville Municipal College for one semester before volunteering for the Army. After three years in the Army I was discharged as a sergeant. Dad had started to work for General Electric three years before in 1951, and he was so sold on the Company that I decided to apply.

"I started out as a janitor, the only open job at the time. Within a few months I was a machine operator and had nearly doubled my starting rate. Working with the close tolerances required in the machining operation

spurred my interest toward an inspector's job. By mid-1955 an opening as an inspector came through and after a series of tests, the job was mine.

"The years of 1958 through 1963 were years of change. As an Army Reservist, I attended Officers' Candidate School, attended Signal Officers' Basic Course, and was called up during the Cuban crisis. Thus I received three military leaves, with seniority protected, in four years. GE is one of the few companies that has a liberal policy toward the citizen soldier. I, especially, can appreciate this.

"After returning to GE in 1963, I was notified of a job opening in the Engineering Laboratory in the Dishwasher and Disposall Department. After being interviewed along with several other fellow employees, I was selected for the job, because of my edu-

cational background in engineering subjects, gained at night school at Indiana University Extension in Jeffersonville, Ind.

"I've been a technician in D&D for a year and a half and it's been a tremendous experience. Right now I am

working with the design engineers, evaluating new dishwasher components. This means setting up the test panels, running the tests, analyzing the data and writing reports on the results. I am going to school at nights, getting credits to an engineering degree." ■ ■

Alfred T. Tribble

He's halfway through college after 5 years of night classes

Alfred T. Tribble joined General Electric 12 years ago as a stock boy. Today he is a manufacturing engineering specialist with General Electric's Switchgear Department in Collingdale, Pa. His goal is to someday qualify as a Department General Manager with the Company.

What made the difference in 12 years, from stock boy to specialist?

"Education," says Mr. Tribble. "Anyone can do anything if they can go after the knowledge to do the job and keep at it."

The 33-year old specialist adds: "I think one of the aspects I like best about working for GE is that for one who is qualified, there is no limit."

Mr. Tribble graduated from Northeast High School in Philadelphia in 1948, and went on to Temple Night School on its associate degree course. Before completing that, he changed his



goal to work for a bachelor of science degree in electrical engineering. He is still attending Pennsylvania Military College Evening Division, Chester, Pa., after five years. He expects he will complete his requirements for the degree in 1968.

Coming from a family which stressed education, Al Tribble intends to do the same. "My parents did not have the benefit of a high school edu-

cation" he declares, "but they knew this was a decided handicap and they recognized their deficiency so they were driven to see that we got our education."

He admits that full-time work and evening study in quest of a degree isn't easy for a family man with two children.

"It's taken a lot of understanding on my wife's part, especially the fact that she has to be both father and mother to our two young children when I'm trying to study. But she's with me on our goal."

He is already looking beyond the B.S. to more.

"Education is the key that unlocks so many doors. My experience in this Company has proved that.

"Each year my supervisors have taken an interest in how I am doing in school and what I am doing. I think the GE Tuition Refund is a fine program, helpful for those who desire to further their education. It's one more example that those in the know realize that education is a key factor not only for the future of individuals but for the Company's future as well." ■ ■ ■

Robert E. Warr

Men are being judged by abilities; be ready to demonstrate them

Robert E. Warr is an electronics engineer doing advanced development work at General Electric's Electronics Laboratory in Syracuse, N.Y. He received his B.S. degree in physics from Fisk University and then went on to obtain his M.S. degree in physics at Purdue University. In both programs, he graduated in the top third of his class. As a result of his scholastic achievements, he was admitted to membership in Sigma Pi Sigma, a physics honorary society.

Bob Warr recognizes that publishing technical papers enhances his professional reputation and adds to the Laboratory's reservoir of technical knowledge. To date he has authored or co-authored four published reports and eight internal technical reports, part of General Electric's technical information series. These totals do not include his contributions to customer reports and proposals written to attract gov-

ernment contract work. In June, 1964, he was one of four winners in the annual technical papers contest sponsored by the Syracuse Section, Institute of Electrical and Electronics Engineers.

Before Mr. Warr joined General Electric in 1956, he spent six years with two other firms as a physicist. When he came to the Electronics Laboratory three years ago, he had already spent five years at another General Electric location. His primary technical interest was systems reliability engineering, but he had also led technical programs in laser work, microminiaturization and nuclear radiation effects.

He is currently working on programs in microelectronics and reliability engineering. He is a member of two technical societies—Institute of Electrical and Electronics Engineers and Research Society of America.

Bob Warr is also vitally interested in civic affairs. He is currently presi-



dent of the Syracuse branch of the NAACP, a member of the Area Council of the State Commission on Human Rights, a member of the Citizens Council on Urban Renewal, and a board member of his church.

How does he feel about job security and advancement? "Once you obtain a job, your ability to hold it and receive job promotions is dependent to a

great degree upon you, the individual," says he. "The initiative one demonstrates—the projects one starts on his own—the extra effort exerted above and beyond the demands of the job—all play an important role in one's ability to keep his job and grow in it. Keeping abreast of new developments in one's chosen field is also important. Education never stops. Change is so rapid these days—especially in the technical fields—that one must continually take courses and read. For example, since completing my work at Purdue in 1951, I have taken six additional technical graduate courses and a number of Company courses—and I plan to take more."

What advice does Bob Warr have for youngsters today relative to career

planning? "Start your planning early," he says. "I did not make my decision until after four years of college. Youngsters of today and tomorrow just cannot afford to wait as long—especially in the technical fields. They will have to make their decisions by high school—even junior high school—so that they can prepare themselves to meet the competition. Advanced planning includes thinking of how to meet the expenses associated with higher education and striving for the highest grades possible. Youngsters who come from homes with limited incomes should realize that scholarships in most fields are available to those who have good academic records."

"Even those youngsters who do not have the intention of going on to col-

lege must plan their future careers," says he, "since more and more jobs will require training. In the future, our country will need more skilled workers such as technicians, mechanics, secretaries, computer programmers—all of these jobs require special training."

Any final advice? "Yes, one point," says Mr. Warr. "Under no circumstances should a youngster—or even an adult—get the idea that the world owes him anything. We achieve our goals to an important degree through our own efforts. Thankfully, the trend today is that a man is judged by his abilities—this is the way it should be. It means, though, that an individual must be prepared so that he can demonstrate his abilities when the opportunity presents itself." ■ ■ ■

Edward L. Whitehorne

Learning what customers want in GE products

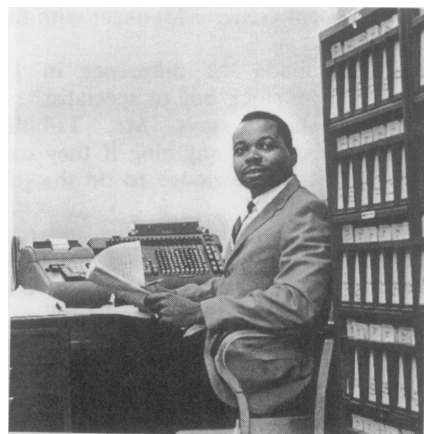
What do customers expect from the biggest manufacturer of electrical equipment in the world? Naturally, General Electric tries to find out—and in an office at the headquarters of General Electric in busy midtown Manhattan sits a young man from Brooklyn named Edward Whitehorne. On his desk are papers and desk calculating equipment. Behind him is a wall of punched cards representing thousands of answers to thousands of questions. A few feet away is a room filled with data processing equipment.

As a part of the GE Marketing and Public Relations Research team, Mr. Whitehorne sifts the raw material to try to extract data on customer needs.

Mr. Whitehorne was graduated with honors from Boys High School in

Brooklyn, but instead of continuing his education immediately he entered the Air Force. Four years in the Air Force, including three in Europe, gave him background in statistical work. Then came a year of study of data processing equipment, followed by four years as a computer tape librarian at the Brooklyn Army terminal. His first contact with General Electric came in 1962 when he worked as an independent contractor, handling data processing work on a free-lance basis. He landed his present job in the summer of 1963.

Mulling over the problems of young people in today's complex society, Mr. Whitehorne believes that the toughest problem is deciding on realistic goals. "There is opportunity to advance in



every field," he points out. "The problem is to make a decision as early as possible, and follow through with the kind of education that will help you meet your goals. There are plenty of adults still 'fooling around' today because they didn't set their goals early enough or because they didn't make the necessary effort to follow through." ■ ■

Dorothy P. Whiten

She helps make sure that space vehicles accomplish missions

Making sure that space vehicles come up with the right equipment to accomplish their missions in outer space is a primary concern of Dorothy Whiten, a supervisor in the quality control division of General Electric's Re-entry Systems Department in Philadelphia.

It's her responsibility to lead a team of six people in assisting GE systems engineers to develop the proper equipment for a variety of space re-entry vehicles—spacecraft that must survive



launch, carry out their missions in space, and then return safely to the earth with their vital information intact.

Mrs. Whiten comes by her technical responsibilities by an unusual route. Her academic and early work experience were in business administration and finance. She joined General Electric in 1957 as a file clerk in the quality control print crib. After promotions to stenographer and secretary, she began on-the-job training as a clerk in the calibration book group. A deep interest in this work and a desire to become a specialist in this field prompted her enrollment in three Company courses: Mathematics, computer programming and basic electricity.

Dorothy Whiten has had four promotions since then and plans to seek further advancement in quality control studies at one of the evening colleges.

Paul Whiteneir

Former car washer and cabbie becomes development engineer

Paul Whiteneir, a development engineer in the Television Receiver Department, feels that the designation "Equal Opportunity Employer" used today by General Electric and many other companies means just that—provided an applicant has the needed qualifications.

Mr. Whiteneir is qualified to speak both from his own experience (he has interviewed with almost 50 large and small companies since graduation from the University of Illinois), and from his work as education and employment chairman in the NAACP Chapter at the university. From some of the firms he interviewed, he received job offers; from others he did not. As he points out, "I wasn't the man some of those companies were looking for. Not because of my race, but just because my qualifications and training didn't meet their needs at the time." Paul Whiteneir feels that "it is important for young Negroes to realize that just because a company says 'no,' is no reason to feel they are discriminating because of race." He advises: "Look instead at your own qualifications."

And he knows something about qualifications too. Only a few years ago his were only sufficient to get him a job washing cars and driving a taxi.

Mr. Whiteneir dropped out of high school at age 14. His father's health failed and young Paul felt he might be able to help. So he lied about his age and joined the Air Force where he was sent to radio maintenance school, and put on a job where he worked for officers and industry representatives with

She is married and lives with her husband and four sons in West Philadelphia. She satisfies a love of music as a member of the Singing City



technical degrees. Two young lieutenants took an interest in him and encouraged him to return to school and go on for a college degree. After passing the military's GED test which Mr. Whiteneir describes as, "...theoretically—and only theoretically—the equivalent of a high school diploma..." he was released from service to pursue his education under the GI Bill.

He was admitted to the University of Illinois Center in Chicago for one semester on the strength of his GED test, but was placed on probation with the understanding that he must achieve at least all "C's" to stay in. "I soon found myself over my head in everything," he remembers. Despite many hours of hard work one "D" in chemistry flunked him out of the university—but he didn't quit.

On the advice of the dean, Paul Whiteneir entered Illinois Institute of Technology for the summer term, and Wilson Jr. College in Chicago for the next full academic year. Again, he was on probation, but this time he found himself academically and earned better than a "B" average for the year, and in 1958 was readmitted to the Chicago Center of the University of Illinois.

Then by 1960 with a wife and one

chorus, a group of 105 people who have appeared on the Ed Sullivan show and with the Philadelphia Orchestra. ■ ■ ■

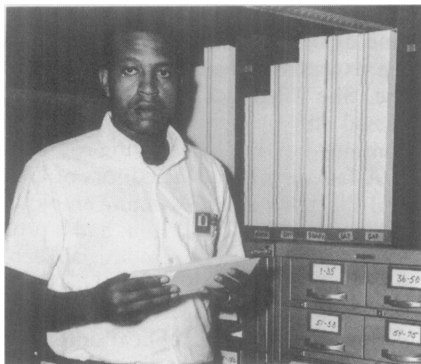
child now in the picture, financial difficulties caught up with him and he had to drop out of school. He washed cars at \$1.00 per hour and drove a taxi. In the summer he was a letter carrier by day and a student at Illinois Institute of Technology by night. In the fall he tried to stretch the finances to cover full time enrollment at Roosevelt University, but was forced to drop out again after a month.

At this point, "the future began to look very dark" as Mr. Whiteneir realized that taxi driving was barely going to support his family and give him no opportunity to save for school. But assistance in the form of lodging for a time came from an aunt of his wife, and from his father who was able to loan him enough to transport the family to the University of Illinois campus at Urbana-Champaign.

During the last year and a half at his college he held many part time jobs. His wife did baby sitting and took in ironing, and money, of course, was always tight. The university was a great help according to him in getting jobs and arranging loans. He got a long term National Defense Loan and many short-term loans. Paul Whiteneir praises General Electric and the other companies who see fit to make monies available to colleges for these short-term loans which meant so much to him.

Finally, February 1963, brought his electrical engineering degree from the University of Illinois and realization of a long term goal for him. But by now he had set another—his master's, and while employed by his first post-graduate employer in Boston, he completed two courses toward that goal.

After leaving his first engineering job, Paul Whiteneir applied to General Electric and accepted his current job in Syracuse. ■ ■ ■



Charles E. Williams

Computers beckon him to career in rapidly expanding business

With a brand new degree in accounting from Arizona State College, Charles E. Williams had about made up his mind on a career as a public accountant when he was drafted into the Army in 1959.

As has happened to others before him, however, Mr. Williams' two years in the Army resulted in a change in

plans. While in service he became a proficient data processing equipment operator. He was soon convinced that the promising new computer industry was the place for him. When he left the Army in 1962 he applied for a job at General Electric's Computer Department in Phoenix.

With his education and Army experi-

ence, he had no problem getting a job as a tab machine operator in application engineering in May, 1962.

His supervisor rated his work outstanding and noted especially Mr. Williams' businesslike approach to his work, his good judgment, dependability and his eagerness to learn.

In August, 1963, he was promoted to program librarian in marketing. His job is to maintain computer programs—complicated sets of instructions for computer systems to perform specific

tasks—and to make sure that customers receive the right programs to perform the work the customer wants to accomplish with his computer.

In his present job, Charles Williams is enthusiastic about the opportunities he has to learn more from the programming specialists, engineers, salesmen and customers he deals with and who, he says, are always willing to take the time to help him with his personal program of self development. His present objective is to become more expert in

computer programming and applications in order to advance to more responsible positions in computer marketing. The people he works with are confident he will succeed.

Mr. Williams has married and started a family since coming with General Electric. But as part of his career plan, he intends to return to college, probably next winter, to work towards a master's degree in business administration with emphasis on computer applications. ■ ■ ■

Esper Williams

Apprentice starting 3½-year program to become machinist

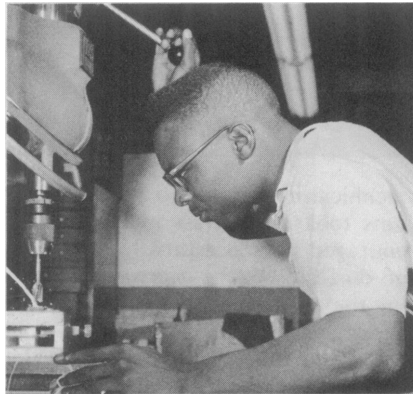
As a graduate fresh out of high school, Esper Williams didn't wait for "opportunity" to knock on his door. Instead, he went out looking for it on his own.

His job opportunity developed out of a casual visit to General Electric's Lamp Equipment Operation in Cleveland in February, 1964—only a week after receiving his diploma at Cleveland's East Technical High School.

While looking for a job at a nearby factory one morning, Mr. Williams spotted the Lamp Equipment Plant and decided to make an inquiry there. He recalled that General Electric had been recommended to him by a friend who is employed at Nela Park, headquarters of the Company's Lamp Division.

The personnel supervisor was in the process of considering applicants for an opening in the apprentice training program. Esper Williams was interviewed and given standard tests required of all shop applicants. He was found qualified and hired.

He joined a group of ten young men who are currently enrolled in a 3½-year apprenticeship program. The apprentices learn the machinists' trade on



the job, with supplemental instruction in classes given at the plant and at Fenn College. Course work includes machine shop math, mechanical drawing, blueprint reading and related subjects.

The apprentices were selected because they have a marked aptitude for mechanical and technical work. The course covers 6,800 hours of shop work divided into eight periods of 850 hours each. An additional minimum of approximately 600 hours of evening classroom studies is also required.

Upon satisfactory completion of the apprenticeship course, the employee receives a cash bonus of \$100, a certificate of graduation and a graduation pin.

While at East Tech, Esper Williams found he liked to work with tools and

on various machines used by him and fellow students in shop training. He specialized in automotive mechanics.

Besides an aptitude for mechanical work, he has demonstrated he is industrious and willing to work toward realizing his goals. He served part-time during most of his high school career as a clerk in the book room at the Cleveland Board of Education. During the summer he did maintenance work at a warehouse.

Mr. Williams believes his religious training accounts for his success in school and in the job opportunity he has found at General Electric. He has been active in his church since an early age and devotes much of his time in volunteer activity there.

"My family and my church associates have shown a lot of faith in me and have given me much encouragement," he says. "I'd like to justify this faith and be a credit to them, as well as to my race and to my employer."

He adds:

"I have been very encouraged, too, by the way I have been treated here. It's a fine place to work and I hope I can make the grade in this apprentice training program."

The young apprentice has a large rooting section at home. In addition to his parents, he has four brothers and four sisters. ■ ■ ■



Ollie Williams

She deals with many people as editorial secretary on GE magazine

In the summer of 1962 the outlook was bleak at the New York City publishing company at which Miss Ollie Williams was employed as a secretary: Business was poor, there had been staff cutbacks, and there were rumors of pay reductions. In July Miss Williams started showing her record to prospective new employers. (She had seven years of secretarial background with two publishing companies, American Girl magazine, a trade union, and the NAACP.)

One of her first stops that July was at the executive offices of General Electric. She filled out application forms, passed stiff proficiency tests, and then continued on her job-hunting rounds.

A few days later, the editors of General Electric's award-winning employee magazine, *The Monogram*, had a problem. Their experienced editorial secretary was planning to leave. They were delighted to find Miss Williams' application on file. Her publication experi-

ence seemed to match perfectly with the requirements of the job. She made a fine impression in her interview and within a month was learning the routines of her new job with the help of her predecessor.

Miss Williams joined General Electric with a slight pay raise over her last position. In the two years since, her pay has increased by more than 15 per cent over her starting salary. She's earned two merit increases and shared in one general increase. Most importantly, perhaps, by her initiative and eagerness to expand the scope of her work she has helped earn a raise in grade for the position, thus opening up future advancement opportunities.

Education has played a major role in Miss Williams' progress. She maintained a "B" average at PS 157 and Prospect Heights High School in Brooklyn, and then went on to earn

her secretarial certificate from Drake Business College. She has since taken courses in English at the City College of New York and French at Alliance Francaise. She's still studying, in fact. When the chance came up to do some writing for the GE *Monogram*, she signed up for creative writing classes at New York University. And she's an omnivorous reader — mostly good fiction.

Miss Williams believes that "every young person should reach out for the best possible education.

"Hard work in the classroom pays off," she points out, "and so does the determination to learn new skills and grasp new ideas on the job. I've learned something new on each job — and it's really helped."

What does she like most about her work at General Electric? "First, I have a chance to write for the first time—and

I like it. Second, meeting and talking with a lot of people," says Miss Williams. "A magazine office is a busy place. Every day brings visitors from all over the country. And I'm on the phone daily talking to people in General Electric plants from coast to coast — assembling facts, checking stories, and so forth. In fact, many of the people who come into our office from out of town are already old telephone friends."

And what else makes an impact? "Deadline time!" she says, emphatically. "Things get hectic around any publication when you're wrapping it up — and *The Monogram* is no exception. But we work together and get the late stories written and checked and the pictures assembled and the final proofs okayed. And when we finally get it off to the printers we feel pretty good about a job well done." ■ ■ ■

Pauline Williams

'Never a better time for qualified people to get jobs'

Pauline Williams went to work as a parts checker at General Electric's big Schenectady plant at the beginning of World War II. Today she holds one of the key secretarial positions on the Company's engineering staff at Schenectady.

"Right now the opportunities are just endless — especially for college trained people," Miss Williams says. "There has never been a better time for qualified people to get and hold jobs."

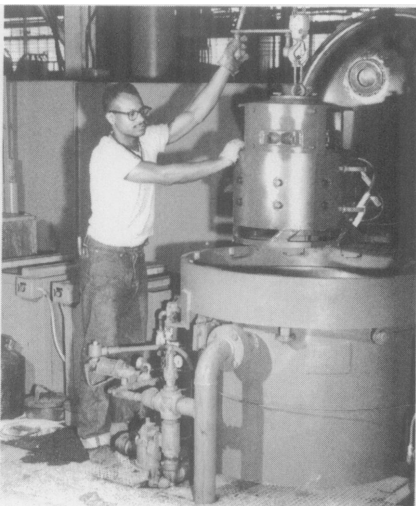
Miss Williams began her career with General Electric in a factory job. However, she had attended business school at night and when the war ended she applied for — and got — a job as a clerk

typist. Since then it has been a series of promotions for her, with an increase in responsibilities and in pay each time. In her spare time, she took courses at Russell Sage College in nearby Troy and in May of this year she was graduated with a bachelor of arts degree in psychology.

Last fall, she was invited to speak to young Negro women attending a special secretarial course at New York University. The course, sponsored by the National Urban League, the General Electric Company and five other firms, helps the girls prepare themselves for industrial careers. Said Miss Williams:



"This is a wonderful time for members of minority groups to be growing up. The opportunities are there. But be sure you're qualified when you apply for a job. You won't be happy unless you are." ■ ■ ■



Lawrence H. Wright

Developing a job philosophy—and following it for advancement

"Do the best you can, even a little better!"

This is the job philosophy that Lawrence H. Wright follows at General Electric's Locomotive and Car Equipment Department in Erie, Pa. This includes taking courses to learn skills for better jobs.

Mr. Wright developed his job philosophy while serving a four-year enlistment in the Air Force. Following graduation in 1957 from Strong Vincent High School in Erie, where he ranked

scholastically in the upper half of his class, he enlisted in the service and was based at the Thule Airfield in Greenland. He was assigned to the Water Supply and Purification Unit, but found he didn't know one tool from another. So, he enrolled in a USAF correspondence course in plumbing. The course helped in his eventual promotion to Airman First Class. Among his other Air Force educational projects was to master the mysteries of square roots, which he did with the aid of a bor-

rowed text on the subject.

After his Air Force discharge in late 1961, Larry Wright made several applications for jobs in the Erie area. One was at Erie General Electric where his mother had been employed for 16 years as a coil winder in motor manufacturing. He began work there in April, 1962, as a materials mover. Within three months he won a two-step, higher-pay promotion to a frame painter for traction motors.

In September, 1962, Mr. Wright enrolled in Erie General Electric's night

school course in blueprint reading. The knowledge gained in this subject contributed to another job advancement. In September, 1963, his work was expanded to include motor assembly, as well as painting. This combination job was six levels above the entry job he had started on 18 months before. In the summer of 1964 he became the first operator of improved painting equipment that had been installed during the plant vacation shutdown in July.

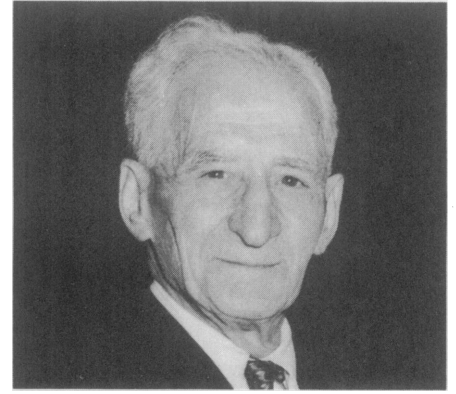
Larry Wright plans to take other job-oriented courses at the Erie Plant's

night school, including Electricity I. "Industry wants employees with education," he says. His experience is reflected in his advice to a younger brother and two sisters. "It's foolish to quit school. Unless you have an education, there's nothing for you on the outside."

His belief in the value of education extends to his hobby of art. The painting courses that he took at the City of Erie's Technical High Night School and at the Erie Art Club have fostered his skill in sketching, painting and layout.

“There shall be no discrimination by foremen, superintendents, or any executives of the Company against any employee because of race, or creed, or because of an employee’s membership in any fraternity, society, labor organization or other lawful organization.”

— Gerard Swope, *President, General Electric Company, 1935.*



“Our belief today is the same as it was 26 years ago when we published our first statement on equality of opportunity for all. We continue to feel that, as a principle of sound business management, we should offer both employment and advancement opportunities to the best qualified individuals available, without regard to their race, creed, or color.”

— Ralph J. Cordiner, *Chairman of the Board of Directors, General Electric Company, in a Statement Pledging Full Cooperation with the “Plans For Progress” Program of the President’s Committee on Equal Opportunity, 1961.*



“Years ago the Company’s policy of non-discrimination was formulated on the basis of good corporate citizenship. Our action was not dictated by government pressure or by a desire to be well regarded, but simply as recognition of an obligation to do what is right. Our policy is clear, and each level of management must make sure it is well understood — and fully implemented at every location.

— Fred J. Borch, *President, General Electric Company, and Member of the National Citizens Committee For Community Relations Established Under the Civil Rights Law to Promote Voluntary Observance, 1964.*



“Steady progress in providing equal opportunity will not only move our country closer to its high ideals, but also help to remove some serious obstacles to accelerated economic growth. General Electric’s Equal Employment Opportunity Policy must continue to be implemented on a Company-wide front. This is what we all must do. It is not an optional matter for any one of us.”

— Gerald L. Phillippe, *Chairman of the Board of Directors, General Electric Company, 1964.*



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