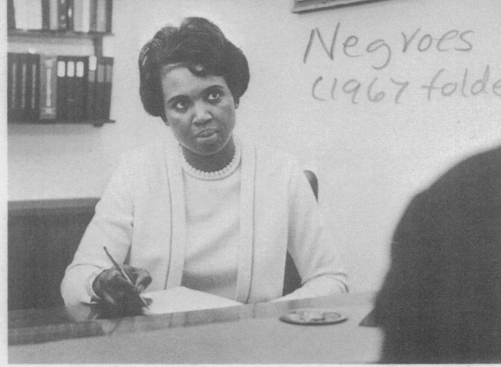


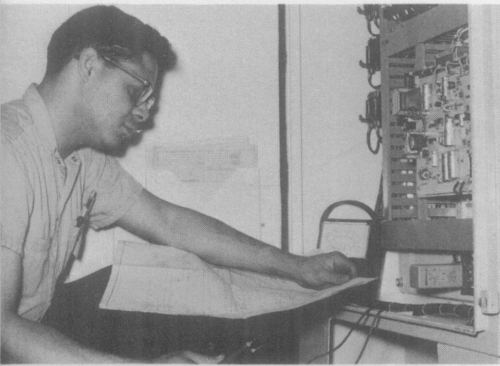
**James Nixon**  
MECHANICAL ENGINEER  
Schenectady, New York



**Leona Perry**  
SECRETARY  
New York, New York



**Louis R. Austin**  
EMPLOYEE COUNSELOR  
Chicago, Illinois



**Virgil Dorsey**  
APPRENTICE  
Louisville, Kentucky

# 50 PROGRESS REPORTS

on Negroes'  
job advancement  
at General Electric



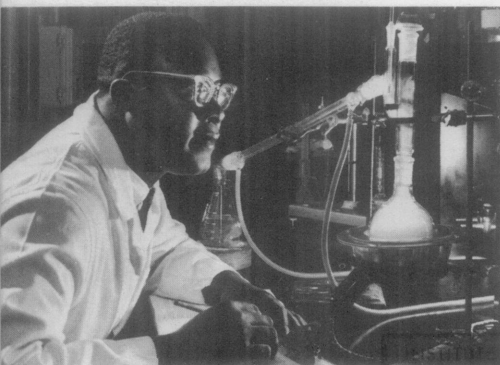
**Zachariah Jennings**  
DESIGN ENGINEER  
Lynn, Massachusetts



**Dorothy E. Smith**  
ASSEMBLER  
Lynchburg, Virginia



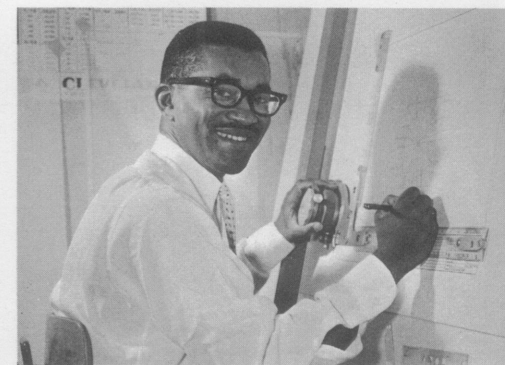
**Jacqueline Pinckney**  
PLANT MAGAZINE EDITOR  
Philadelphia, Pennsylvania



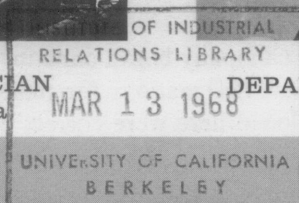
**Roger S. Danley**  
LABORATORY TECHNICIAN  
St. Petersburg, Florida



**John W. Blanton**  
DEPARTMENT GENERAL MANAGER  
Cincinnati, Ohio



**Richard E. Lindsay**  
DRAFTSMAN  
Cleveland, Ohio



**50 case reports on Negroes AT WORK IN INDUSTRY TODAY**

**Their hopes and plans for future progress in General Electric...**

General Electric Company, Personnel and Industrial Relations Services

**Note: When this booklet was going to press, the Company began announcing a series of organizational changes, including new designations for many components. While the names of components mentioned here were correct at presstime, they may have since been changed.**

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

It is a revised edition of 50 case studies originally issued in 1964. The first edition was reprinted often, but now it's time to up-date it, to record the progress.

The people here have jobs in sales, as secretaries, 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.

Board Chairman Gerald L. Phillippe is serving with the Urban Coalition, a nationwide organization of 1000 leaders in business, religion, labor, civil rights, and local government who have united to generate more local and private-sector action toward solving problems of the cities. He is co-chairman of a task force on private employment, aimed at stimulating programs to develop attitudes and skills required for productive employment.

"I want to be sure," he says, "that we in General Electric, as a Company and as private individuals, set an increasingly progressive example."

### **Education the Key**

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 and stamina 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 is manager of personnel selection 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 advanced to supervisor and then to manager of these and related functions.

Today Mr. Allen is responsible for the employment function at the Re-entry Systems Department which includes employment, hiring, promotions and transfer of 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. ■ ■ ■



## *Louis R. Austin*

*Employee counselor moves up from the ranks of the hourly*

When Hotpoint looked for an individual to take on the recently created job of hourly employee counselor at its Chicago-Cicero Relations Operation, it naturally looked first in its ranks of hourly people.

It found Louis R. Austin, on the second shift of its Household Refrigerator Business Section's Unit Assembly.

As a Chicago high school student, he ranked in the upper third of his class. In military service, he underwent various types of training and ultimately

served as an instructor. Athletically, he had earned a baseball tryout—and a contract with the Braves when they were in Milwaukee.

Yet Lou had spurned big-league baseball to continue as a part-time student in college and as part-time employee in industry. He was still on such a schedule when he joined Hotpoint in late January 1966, as the result of a referral by a friend.

He soon came to the attention of Hotpoint's management, particularly as



a result of an astute answer he gave to a "plant panel" question in the *Hotpoint News*.

In his new post, Lou Austin has had the responsibility for area and job orientation for each new hourly employee hired by Hotpoint's Household Refrigerator Business Section. In addition, he provides counselling to all hourly employees in such areas as at-

tendance improvement. In all his activities, the accent is on constructive assistance for the employee undergoing the counselling.

"Because of today's ever-increasing demand on society for an abundance of information of a scientific and non-scientific nature, it is imperative that everyone capable of obtaining an education should make every effort to do

so," Mr. Austin believes.

"Education is an asset that enriches man's life in all phases of his life-time activities and, as such, it is well worth the efforts, the striving, the personal sacrifices that one must make in its attainment," he says.

His personal goal remains unchanged: "completion of college work toward a degree in electrical engineering." ■ ■ ■

## John W. Blanton

### *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 now as general manager of Advanced Component Technology Department at Evendale, 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 engineering component at GE's plant near Cincinnati, Mr. Blanton heads an organization of some 100 highly qualified technical people.

Preparing for his key position in the aircraft engine business 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,



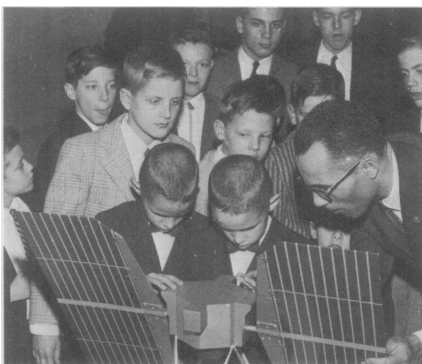
through career conferences, etc., to set high educational and career goals and work hard toward achieving these goals, so that they may enjoy the many rewards that lie ahead. Increasing salaries are one form of reward, but, equally important, are the rewards from a sense of achievement.

"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 23 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 ther-

modynamics.

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 Re-entry 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, as manager of value engineering, has been to develop

and integrate 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, Pa.

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 a GE 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. ■ ■ ■

## *Walter L. Bradley*

### *Foreman of Pittsfield janitorial services supervises 19 people*

When Walter L. Bradley started with Pittsfield General Electric in 1963 as a fork truck driver, he decided he wouldn't stay long in that job. He didn't.

His hard work led to a promotion to technician in the Chemical Materials Department in Pittsfield. But still he wanted something better. Two years later he signed up and completed the plant welding training course. His performance and determination had not gone unnoticed. Shortly after he started a full-time welding job in 1967, he was promoted to foreman of janitorial services in Pittsfield GE's Relations & Utilities Operation.

Today, at the age of 31, Mr. Bradley supervises the work of 19 men who provide janitorial services to a number of buildings throughout the sprawling Pittsfield plant. Keeping tabs on these far-flung activities keeps Mr. Bradley literally on the run—and that's something he did well as a high school track star (he ran the 100 yard dash in 10.1 seconds).

Supervising people requires insight and understanding about people. Mr. Bradley's philosophy is simple: "I try to treat my men the same fair way that all my supervisors treated me since the first day I stepped in here." He added, "You've got to put yourself in the employees' shoes. There's a manner or approach to work direction that can make employees really want to put out for you."

Being a Negro, Mr. Bradley feels, is added reason why he wants to do an extra good job as supervisor. "I want to set a good example so that when other Negroes are considered for supervisory jobs, they'll look back favorably on my performance."



Born and raised in Pittsfield, Mr. Bradley recalls, "We were poor, and my Mom and Dad really had to struggle to make ends meet." His twin brother, Elliott, works in GE's Distribution Transformer Department as a coil dipper.

After graduation from Pittsfield High School in 1955, Walt Bradley worked in service garages, car wash stations, construction work, and painting. He spent two years in the Army and later was a staff sergeant in the Air Force Reserves.

Mr. Bradley's managerial duties haven't kept him from continuing to be active as an ordained minister of the Jehovah's Witnesses. He's also an en-

thusiast of motorcycling, scuba diving, skiing, hockey, and fencing.

He also spends some of his off-work hours taking Company courses "to help me learn more about supervising people and to improve chances for future promotions."

Mr. Bradley's greatest motivation is the desire to provide a better life for his wife, Adele, and two sons, aged 9 and 10. He feels that the opportunities for Negroes in General Electric are endless.

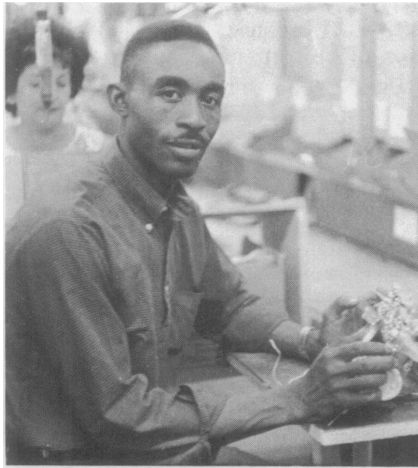
His advice to young Negroes, looking to get ahead in industry, is to "stay in school and study hard, take advantage of every opportunity you get, and try, try, try." ■ ■ ■

## George Burke

### *He rises from janitor to skilled repairman in radio component*

George Burke has received five promotions in 17 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. ■ ■ ■

## John Burton

### *Supervisor at Appliance Park helps keep the parts moving*

John Burton began his employment with General Electric in 1952 as a janitor. Since then he has held 12 positions during his progression to the position of foreman—material handling purchased parts in the Range Department of the Company's operation at Appliance Park in Louisville, Ky.

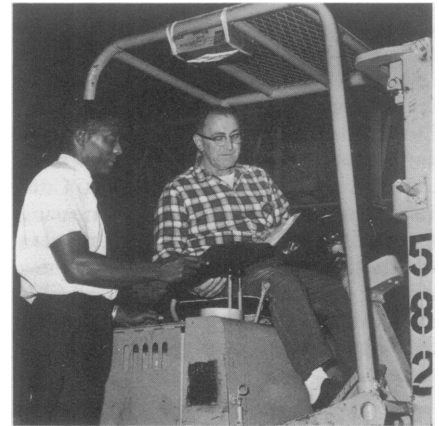
He is a man who makes decisions. Every day he sees that the assembly lines are stocked for production, that rejected parts are removed and reworked, and that new orders are placed to cover shortages.

But John Burton is the first to admit that he hasn't made all the right decisions. At the age of 14, he left high school to spend four and one-half years

in the Navy as a diesel mechanic, during which time he earned his high school diploma from the Armed Forces Institute. After returning home he spent one year in Hampton Institute in Virginia gaining further knowledge of diesel engines and then attended Davis Trade School in Louisville while working as a truck driver for an office supply company. When he learned of a job opening at Appliance Park, he decided to try it.

His immediate goal is to become a material control man and then possibly a buyer. Ultimately he hopes to land a managerial position within the materials section.

In answer to the question on how to



get ahead, Mr. Burton says, "Get a good education—learn all you can in your field. Then do your job well and wait until what you want comes along." He says he tells his eight children the same thing he tells his boys at work, "You can't get anywhere unless you're willing to work." ■ ■ ■

## 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 20-year GE man, is a service technician working out of the appliance 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*

### *Cincinnati school board member aims straight up 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.

Mr. Conliffe is now in his second four-year term on Cincinnati's Board of Education, 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 three 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.

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."

In 1966 Mr. Conliffe won an Award of Special Merit from General Electric for outstanding service to his community. In 1967 he was one of three Howard graduates winning alumni awards.



## *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 programs specialist at the big General Electric jet engine plant at Evendale, Ohio. Mr. Dalton is responsible for maintaining the facts and figures on some 15,000 people and for



administering the draft deferment program at Evendale. He also represents the Company at Ohio Bureau of Unemployment Compensation hearings to assure that the GE position is 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, recruiting, budgetary, and supervisory jobs before taking his present one in 1965.

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 knowl-

edge 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 three 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 business administration. The two 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 Jewish Hos-

pital 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." ■ ■ ■

## *Roger S. Danley*

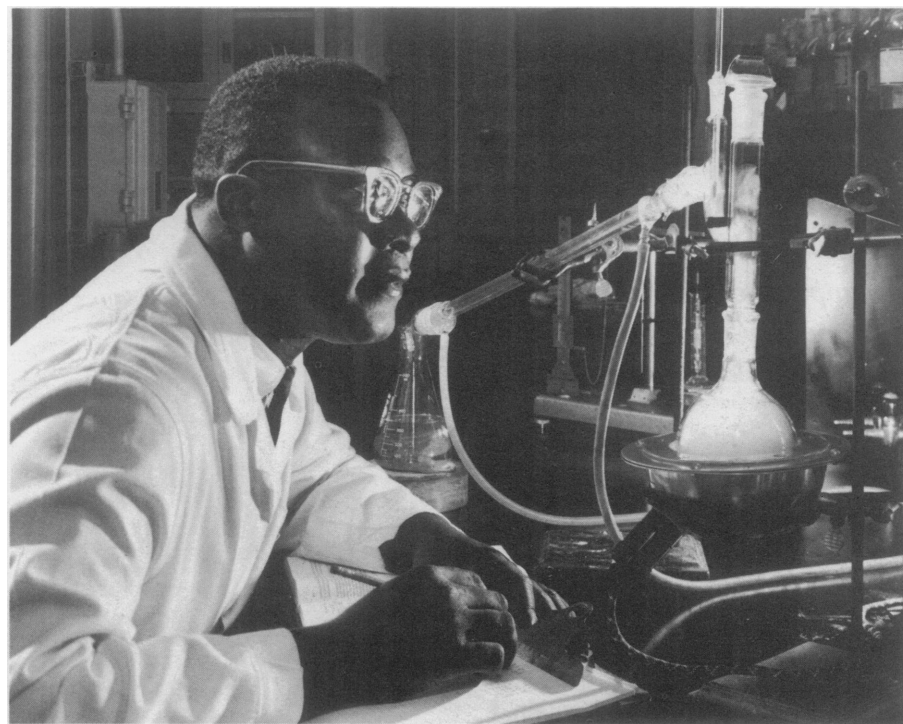
### *Lab technician prepares for the future by taking still more college education*

A leading scientist-administrator recently noted that scientific advances from now on will be characterized by a fusion of formerly separate sciences.

Roger Danley, a chemical laboratory technician at the Neutron Devices Department, St. Petersburg, Fla., is already preparing for the future by entering studies at the University of South Florida for both a M.S. degree in inorganic chemistry and a B.S. degree in electronics.

After graduating in the top third of his class at Tennessee Agricultural and Industrial State University with a Bachelor of Science Degree in chemistry, Mr. Danley learned about radar and missile electronics in the United States Army.

Upon his return to civilian life, he pursued studies in chemistry at medical and research centers in St. Petersburg, but he felt that his professional future



lay in combining knowledge in chemistry and electronics.

"I had read a great deal of the high caliber research and development activities that General Electric conducts in both fields. I recall how the technical service representatives of other companies who visited my former places of employment were greatly impressed with the facilities and the people who

worked at the Neutron Devices Department.

"I also had heard about GE's program of tuition refunds to help its employees further their education and their professional careers. That's why I decided the next step in my career should be joining General Electric.

"Almost every day the work I do adds to my education." ■ ■ ■

## Georgia G. Davis

### *How to advance from waitress to secretary in marketing—for department in Virginia*

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 nights 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 pay boosts and promotions 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.

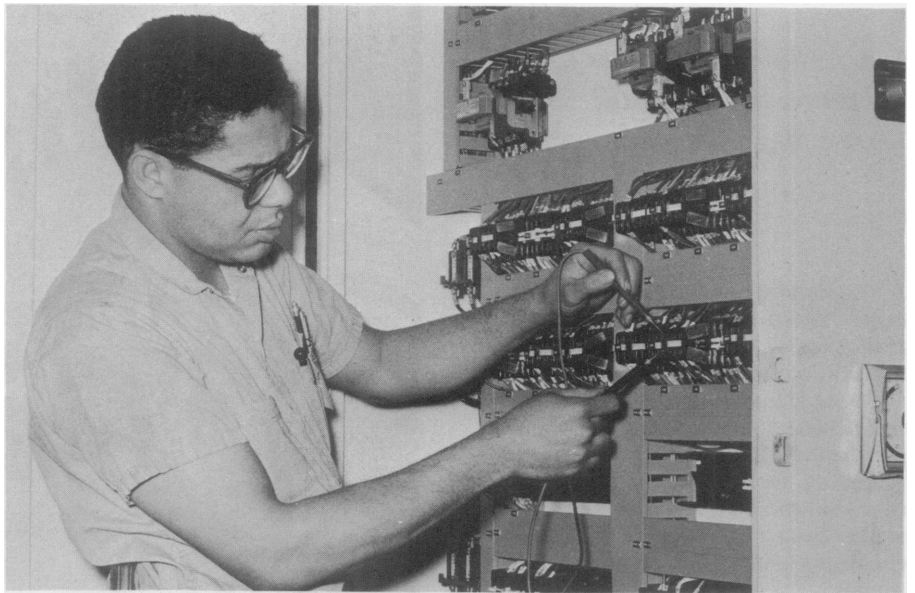
She says, "I like secretarial work and I want to stay in that field. But times are changing and the person who wants to get ahead has to keep on with his education. You have to get as much education as you can as quickly as you can." ■ ■ ■

## Virgil Dorsey

### *An apprentice course is just one step in his plans for self-development*

Virgil Dorsey is currently in his second year on the Electro Hydraulic Mechanical Maintenance Apprentice Program, a course to learn how to become a maintenance man at General Electric's Appliance Park in Louisville, Ky. He joined the Company as a grinder machine operator in 1964 and within 9 months had applied for and been accepted for the three and one-half year program.

This, he says, was one of his major reasons for coming to General Electric after attending Central State University in Wilberforce, Ohio. Since joining GE he has completed a total of seven Company-sponsored courses in working toward his ultimate goal—the field of computers.



According to Virgil Dorsey, "Computers are our future. They have proven their usefulness in industry, and soon will be going into the home. The two-minute meal which is now visualized will become a reality. I want to be one of the men who help bring this about, not only for myself, but in order to make life easier for my family."

After completing his apprentice program, he plans to continue his educa-

tion through use of the General Electric tuition refund program and hopefully obtain a B.S. in electrical engineering.

In preparing for the future, Mr. Dorsey believes the most important thing is not to set a limit on learning, because there is none. It is necessary to develop a sincere interest in what you are trying to achieve. And in education, lean toward the sciences because they are moving into almost every field. ■ ■ ■

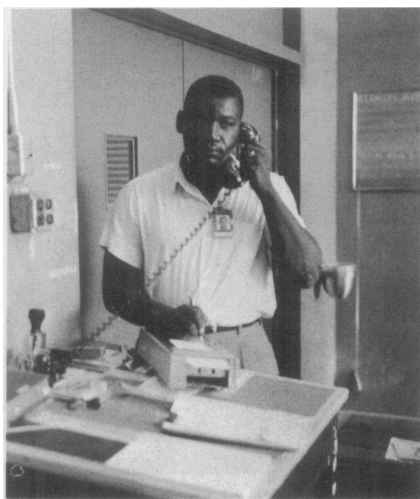
## Otis George

### *Florida dropout regains lost ground, wins responsible position*

Seeing Otis George walk through the employment office door at General Electric's St. Petersburg, Fla., plant of the Neutron Devices 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 nine 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 in the near future 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 edgree at Florida A&M. ■ ■ ■

## Donald Griggs

### *He gets technical training on the job in Lamp Division*

There are five good reasons why Donald Griggs went to General Electric's Lamp Division in Cleveland for employment: Five sisters, all employed at various GE lamp plants, provided encouragement from all sides of the dinner table.

In October 1965, Don Griggs heeded the conversation... he applied and was hired as a plater's helper at the Lamp Equipment Operation.

Since then, he has progressed through two skilled shop departments and is now in one of the higher rated jobs at the plant. His present job is that of an assembler and erector, working on precision assemblies of small and medium sized parts used in lamp making equipment.

All of Mr. Griggs' technical training was received on the job at GE. The bulk



of this training was accomplished while he worked in the machine shop as a drill press operator, the job he had before his present one. His ability to learn and apply himself were the "plus" factors marking his job progress.

A native of Cleveland, he was graduated from Glenville High School in 1959. He worked for two automotive parts firms and for a contractor before starting his career at GE.

Outside of his job, Don Griggs has found time to be active in the Glenville Youth Athletic Organization. He participated in a program aimed at teaching neighborhood youngsters the fundamentals of sports and sportsmanship.

"I am glad, of course, that I listened to my sisters about going to work at GE," he says. "It's been a great experience for me, and I have enjoyed the work and my association here." ■ ■ ■

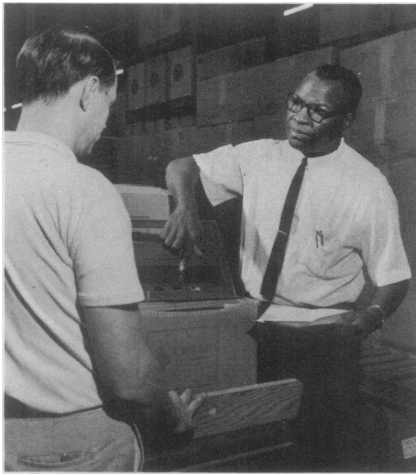
## *Jim Gude*

### *Production control supervisor directs 52 GE employees*

When Jim Gude joined Audio Products Department in Decatur, Ill., in January 1966, it was a case of mutual admiration—he liked the Company and General Electric wanted a man with his credentials.

For nearly a decade, he has been a top Negro leader in community and state affairs of the National Association for the Advancement of Colored People.

And his leadership potential was brought to the attention of Company management through his active participation in civic affairs. This led to his being employed as materials analyst and expeditor in January 1966. After a year, Jim Gude, 37, was promoted to senior materials analyst and subse-



quently became production control supervisor in the fall of 1967.

"I do feel General Electric took the charge John F. Kennedy gave back in 1963 to employ minority group members who are qualified, based on their ability and merit," he explained.

A native of Elkhville, Ill., he attended Millikin University in Decatur and developed a background in storage and production accounting before joining General Electric. Married and the

father of two girls, he has been a regional director for the Illinois Conference of Branches of NAACP for two years, and for six years served as president of the Decatur NAACP branch. He was chairman of the 1967 Illinois NAACP Convention held in Decatur.

As production control supervisor, Jim Gude is directly responsible for inventory control of raw in-process materials, plastic scheduling operations, all plant incoming materials, replacement parts control and export orders. He supervises 52 GE employees daily.

Commenting on chances for promotion within the Company, he observed:

"GE will recognize the good employee and compensates on ability rather than on race and color considerations."

At Decatur, he has noticed the General Electric employee relations program in action, a program Jim Gude terms "something terrific." He adds: "You are made to feel a part of the team, that you are making a contribution and that the Company is concerned with your growth and development. One is given the feeling that the people at GE want you to succeed." ■ ■ ■

## *Vernon J. Harris*

### *'It's up to each person to be ready by education...for a position' in industry*

When Vernon J. Harris joined General Electric in 1952, he went on the Test Program just as hundreds of other young engineers have when they first became employees. He had rotating assignments on various projects. One that he especially liked was with the Light Military Electronics Department (now named the Aerospace Electronics Department) in Utica.

In 1954, he came to Utica on permanent assignment, and he has been there ever since. He has progressed through a wide range of jobs and currently is a senior engineer involved with systems concepts for space electronic systems.

Vern Harris was born in 1926 in Washington, D. C. He was graduated from high school in Richmond, Va., and won his bachelor of science degree in 1952 from the Catholic University of



America, in Washington. He joined General Electric shortly after graduation. He and his wife, Georgetta, have six children. He is active in Boy Scout work and is first vice president of the Kiwanis Club of North Utica, N. Y.

Mr. Harris has this to say about business:

"Industry offers each individual the opportunity to join, participate, grow, and climb the ladder of success. How much each individual grows and how far he climbs is primarily dependent

upon the person's qualifications, preparedness, and his contribution to the overall effort of his segment of technology. In other words, it's up to each person to be ready by education, to offer himself by making application for a position for which he feels he is qualified, and then, when accepted, to do everything he observes requires doing whether it is in his area of work or not. To say a particular work item 'is not my job' is reducing your own efficiency and your capability to grow." ■ ■ ■



## *Anthony Hedman*

*Young man from the West Indies  
likes sales financing with GE  
Credit Corp. in Brooklyn*

"American Negroes all have opportunities, but some of them aren't grasping them."

So says Alphonso Anthony (Tony) Hedman, born in 1943 in Jamaica, West Indies, but now living and working in Brooklyn, N.Y., where he manages one of the branch offices for General Electric Credit Corporation. He grasped an opportunity because he won his branch managership when he was only 24 years old and had been with GECC two years.

Four people report to him on his job, where 60 per cent of his work involves deciding whether to grant credit applications of people buying appliances, furniture or other consumer items. The other 40 per cent of his activity lies in persuading the dealers who sell to the public to recommend GE Credit's services.

To accomplish these tasks, he puts in far more than 40 hours a week. "I'm just learning this job," he says. "Furthermore, I find that the best time to call on some dealers is in the evening or on Saturday. I have learned something else: Anyone can make plans and set goals, but they won't come true until you work at them."



The entire Hedman family appears imbued with such working goals. His father is a real estate broker; his mother is a supervisor for the Traveler's Insurance Company; his wife is a secretary for the Federal Reserve Bank of New York; his younger brother works as a branch manager for American Express; and his sister is studying to be a nurse.

Tony Hedman came to the United States in 1958 when he was 15. He lived briefly in Washington and New York. "The racial prejudice bothered me," he recalls. "I had experienced nothing like it in Jamaica." Partly as a result of his unhappiness, he was sent to live with an uncle in Canada. There he went to high school near Toronto, Ont. He also went on with his education at the University of Toronto, completing the equivalent of two and a half years at the college level.

Tony Hedman left school to return to New York and marry a girl he had met while in that city. He found a job in the credit department of E. J. Korvette, the chain of discount stores in the New York area. While with Korvette, he met people from GE Credit, liked them, applied for a job, was accepted.

He plans to finish his education at a New York area college at night and on Saturdays and hopes to have a bachelor's degree in business administration in about two and a half years.

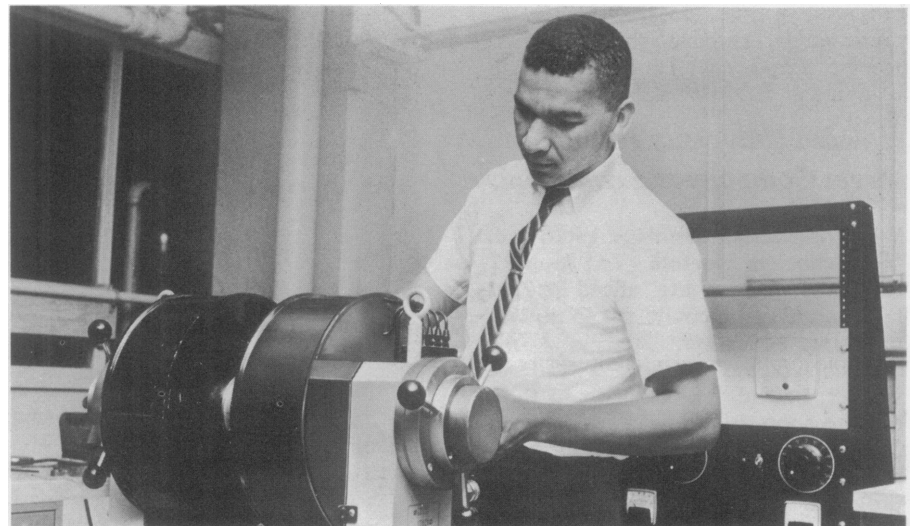
Tony Hedman believes that racial prejudice has subsided somewhat since he first came to the U.S. "Or perhaps I have matured a little. In any event, I like living here now, and I like the sales financing business. I intend to stay in it, possibly going into the commercial and industrial end of it eventually." ■ ■ ■

## *John D. Howard*

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

John Howard, already a veteran of nine years' service with General Electric Company, received his bachelor's degree in electrical engineering from Union College in Schenectady in June, 1964. He now is a vacuum systems engineer in Schenectady's rapidly expanding Vacuum Products Business Section.

Back in 1955 when he 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.

## *Raymond Jackson*

### *Community service group spurs floorsweeper's job progress*

Raymond Jackson has a large family and a large ambition.

At 38 years of age, Mr. Jackson is a turret lathe operator 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.

## *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.

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." ■ ■ ■



"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. The center trained 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 coming 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 5 to 13, Mr. Jackson says quietly and seriously: "I'd like to see all of them get all the education they can." ■ ■ ■



Today, some 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 control system 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 system 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." ■ ■ ■

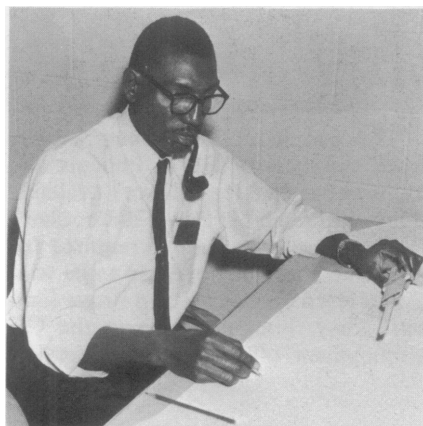
## *Cleveland C. Jones*

### *'Opportunity abounds,' says engineering technician*

"There is no rule for success that works — unless you do," Cleveland (Chick) Jones advises students.

He is a product engineering technician with General Electric's Specialty Control Department in Waynesboro, Va.

"I decided I wanted to work for General Electric Company because I've always felt that its management is made up of dedicated men of vision. I wanted to make a contribution to



such an organization so I accepted General Electric's offer of employment," Chick Jones says.

"Opportunity abounds within the

Company," he adds. "I have experienced it. The only limitation on how far one goes rests with the individual. In such a diversified Company careers are available in almost any field one may choose to pursue."

Chick Jones has completed three courses offered by the Company including one on the products made at Waynesboro. He is now enrolled in a Company-sponsored power generation school.

Mr. Jones, 34, is a 1965 graduate of Pennsylvania Technical Institute and an Air Force veteran. The father of two boys and two girls, he worked his way through school in a valve manufacturing company in Coraopolis, Pa. He has been a General Electric employee since June 1965. ■ ■ ■

## *Dorothea Jones*

### *Lab technician believes that specialization is the key*

For the past two years Mrs. Dorothea Jones has been a laboratory technician in the Finished Systems Lab of the Major Appliance Laboratories at the Company's Appliance Park in Louisville, Ky.

In this capacity she operates a spectrophotometer, an instrument which analyzes and defines colors so that all



major appliances are produced in the same hue. Comparing porcelain samples continuously against a color scale is an exacting job requiring a thorough knowledge of chemistry.

In 1961, Mrs. Jones faced an uncertain future after graduating from Sterling High School in Sheffield, Alabama. "I knew I needed more training and education in order to obtain a better-than-average position," she says, so for the next year she attended Southern

Connecticut State College majoring in chemistry. Then she transferred to Kentucky State College in Frankfort, Ky., still hoping to obtain a degree.

But the road to success isn't always a direct line between two points.

"I quit school to get married," Dorotea Jones says, "but wasn't satisfied without finishing." So, after moving to Louisville and joining General Electric at Appliance Park, she began attending night classes at the University of

Louisville and just recently completed her study.

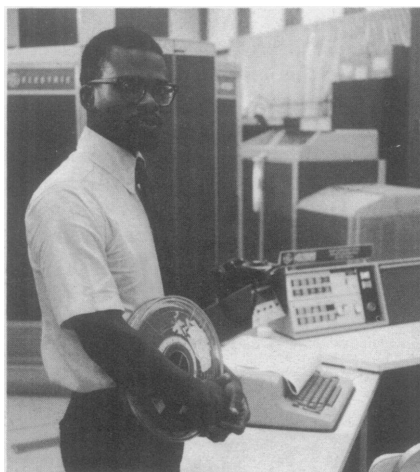
"Today the key word is specialization," according to her. "You must decide where your interests lie and then prepare yourself by furthering your education for advancement in that field. There isn't much opportunity unless you do, because there is always someone with the qualifications who is willing to accept the added responsibilities." ■ ■ ■

## Quincy Jones

### *He switches from the trumpet to the computer as a career*

Playing good jazz trumpet is still important to Quincy Jones, but strictly as a hobby now. A few years ago a musical career was his goal. Today, a Computer Operator at General Electric's Computer Equipment Department in Phoenix, Ariz., Mr. Jones is enthusiastic about his future in the large and growing information systems industry.

With two years at Arizona State University as a music major, Mr. Jones was not particularly encouraged with the job opportunities available to him a few years ago—in or out of the music field. He was working as a clerk for a wholesale supply firm when he visited the Phoenix office of the Urban League for advice and help. Could they help him find something with a better future?



The people at the Urban League work closely with GE in Phoenix and know about the kinds of work available there. Although Mr. Jones did not have the experience or training required for a technical job, he appeared to be willing to learn and anxious to prove himself. They thought so too at the GE employment office after an interview

arranged by the Urban League.

Mr. Jones was offered and accepted a starting job as a mailroom clerk in April 1964. His manager was impressed with his ability to learn, his accuracy and his willingness to help others. Following a series of pay increases reflecting his good progress on the job, Mr. Jones was promoted to computer operator in 1966 and is now earning about twice his starting pay in the mailroom.

As a computer operator, Mr. Jones is learning how computers work and what they can do. He is responsible for processing inventory control programs for manufacturing on a GE-435 Computer System.

Still learning — still looking ahead, Mr. Jones is now committed to returning to college evenings to earn a degree in business administration. He would like some day to be a systems analyst, one of the professionals who adapts information systems technology to solve complex business and scientific problems. The people in Phoenix see no reason why he shouldn't make it. ■ ■ ■



## 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 15 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 ballparks 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. 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.

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 34, 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 Giant farm team during his first year with General Electric, he turned it down. Mr. Kelly saw a future in industry as a better choice. ■ ■ ■

## *Gilbert B. Langford*

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

Since March 1967, Gilbert B. Langford has been manager of production engineering for General Electric jet engine plant in Lynn, Mass.

In this job he supervises 56 people who are engaged in solving jet engine production problems. He provides, establishes, and directs engineering programs in design, materials, performance, and other areas which affect the building of jet engines.

The 41-year-old professional engineer has long been connected with various aspects of defense work at General Electric. Until his latest promotion, he was an engineer at Lynn. In 1964 he transferred to that city from Pittsfield where he had been Manager of Components Engineering for GE's Ordnance Department, working on aspects of the Polaris missile system.

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 education. 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 encour-



agement, 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, 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.

### *Ernest L. Lee*

*He sought employment where he could get more education*

"Only my ability, education and experience can limit my opportunity for advancement with General Electric," says Ernest L. Lee, engineering technician with the Company's Specialty Control Department in Waynesboro, Va.

He came to General Electric from Pennsylvania Technical Institute after graduating in 1966.

"Fresh out of school and being new

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 Pittsfield 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." ■ ■ ■



in the field of electronics," Ernie Lee comments, "I wanted to work someplace where I could learn different

phases of electronics and which offered a chance to further my education. That's why I chose General Electric. I like the assistance the Company offers through the tuition refund program on courses I might take that will advance me in my work. I recently completed a Company course in effective presentation and have signed up for two more courses that will be conducted soon."

Mr. Lee, 29, enjoys bowling and other sports. He had worked as a laborer, machine operator and math tutor before coming to General Electric.

He advises high school students: "Now is the time to discipline yourself to good study and work habits. Set your goals high enough that only further education will enable you to reach them." ■ ■ ■

### *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 a Cleveland parking lot attendant.

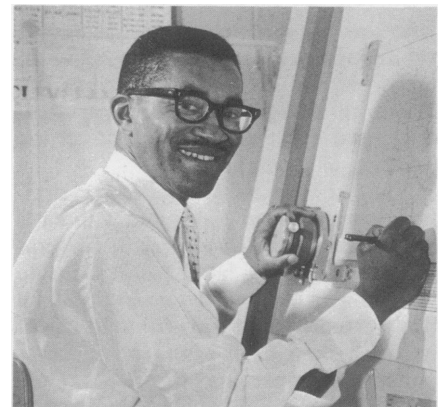
Now, Mr. Lindsay has a different outlook. He has been a draftsman in the engineering section of General Electric's Miniature Lamp Department at Nela Park since January, 1964.

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. More than 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 of study 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 engineer-



ing 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 early 1964 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 33, 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. ■ ■ ■

## *Annette McGlon*

### *Once a maid, she now does complex assembly work*

Annette McGlon, once a high school dropout, is now qualified to teach other employees at General Electric's Memory Equipment Department in Oklahoma City, Okla.

Born in the small rural community of Lookeba, Okla., she was brought to Oklahoma City at the age of three where she was raised by her grandparents.

"My first big mistake was in 1945 when I dropped out of high school with just three credits between me and a diploma," she says. "Looking back now, none of my reasons made any sense. It seemed as though there were so many things I wanted to do, I just had to get started."

After leaving school, Annette McGlon found a job as a maid for a department store. "I worked there until I was married in 1947, then I became a housewife."

Her family continued to grow until the McGlon's had three daughters. After they had all entered school, she decided to obtain her diploma—which she did by correspondence in 1961.

"Getting an education is probably one of the most important things any individual can do for himself to aid in becoming any kind of success. This is a fact we have tried to impress upon our



children," says Mrs. McGlon.

In 1963, Annette McGlon joined General Electric in Oklahoma City where she learned to perform well various assembly operations. The facility was then the Military Communications Department. She soon became a quality control inspector and then went to the "clean room" — a special work area where dust and other foreign matter are controlled—where she learned to work on even more highly complex assemblies.

In 1966, the Oklahoma City facility changed business and entered the computer industry. She now became a member of the Memory Equipment Department helping make complicated and intricate computer equipment.

Because of her experience and dedication, Annette McGlon was selected

to help build the prototype of a new data input and retrieval unit. This device looks like a small television set with a typewriter keyboard, and through it a person can "talk" with the computer with words, diagrams, etc., appearing on the TV screen. She became an instructor teaching others how to assemble the complex mechanism.

Today, Mrs. McGlon is a complex assembler, one of GE's highest assembler ratings, working on yet another highly complicated product—the magnetic tape head which "reads" and "writes" data on magnetic tapes.

But she isn't concerned only with education and her job with GE. She is also concerned about people. This is displayed by her annual work with the local United Appeal in her community and her dedication to GE's annual Federated Fund campaign, on which she is a board member. She also finds time to help with other projects such as the March of Dimes and the General Electric Employee's Activities Association on which she has served as a board member.

One of her big concerns is race relations and she is very active with her church's racial relations endeavors. "The two races can better understand one another by sitting down and discussing things," Annette McGlon says. "Our church is integrated and this provided a wonderful base for our initial efforts. You'd be surprised at the misconceptions people have, and through getting to know one another, many of these ideas will just disappear." ■ ■ ■

## *Theodore Nims, Jr.*

### *Pass up "sheltered" job fields, says young appliance salesman*

Since Jan. 1, 1967, Theodore Nims, Jr. has been selling General Electric portable appliances for the Housewares Division in the Syracuse, N.Y., area.

Although he joined GE in 1964 when only 22 and fresh out of Florida A&M with a B.S. in business administration, Ted Nims was neither new to the Company 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 he advanced from stockboy to assistant to the housewares manager.

His first contact with General Electric came when he spent the summer making fans in the Bridgeport factory of the Housewares Division. He liked the job and the people and decided to seek a sales or advertising position 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 received actual in-the-field experience working with the regional sales manager located there.

Now as a district representative in Syracuse, Ted Nims enjoys being on his own.

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. Judging from my experiences in recruiting for GE at some colleges, I fear that many students don't have this attitude."

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 be "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 opportunities. 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." ■ ■ ■

## Leona Perry

### *'Education is key to making best use of opportunities'*

"Education is the number one prerequisite for job progress—for anyone, white or Negro."

So says Leona Perry, a secretary in Employee Relations Service at General Electric's headquarters in New York City. She was graduated from Central Commercial High School in Manhattan where she had taken a secretarial major. She has gone on at night with college-level studies in business administration at City College of New York.

Although Lee Perry was born and brought up in New York City, her par-

ents came from Trinidad and Jamaica in the Caribbean. "They came to the United States to find better opportunities," she recalls. "Experience has taught me that education is the key to making the best use of your opportunities."

The need for education has been her theme in numerous talks before junior and senior high school assemblies in the New York area. She has made these addresses under the auspices of "Plans for Progress," a group of companies, of which General Electric is one, which voluntarily pledged co-operation with



the President's Committee on Equal Opportunity.

Lee came across the street, literally, to get a job with General Electric. She



had been working as a secretary for the Nigerian Embassy to the United Nations, which has its offices in a building opposite the GE headquarters. One day in 1963, she learned of an opening at the Company, applied and was accepted.

## *Jacqueline Pinckney*

### *Philadelphia woman now edits GE space-plant magazine*

How does a girl move from the secretarial ranks into a professional job in industry? One answer is in the 11-year General Electric career of Jacqueline Pinckney. A communications and community relations specialist at the Valley Forge Space Technology Center, she is also editor of *Challenge*, the Missile and Space Division quarterly.

She graduated with honors from Philadelphia High School for Girls, one of the city's best. A large insurance company hired Mrs. 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

"It was a good move," she says, "in more ways than one; I met my husband here at GE." At that time, George Perry was a veteran of more than ten years in maintenance at the General Electric offices. The two were married in 1964 and now live in the Washing-



company's home office.

After completing the secretarial program 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.

## *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 Equipment Department. He has had several promotions since and is

ton Heights section of New York City.

And what about the future? "I want to advance as far as my education and abilities will permit me," says Lee Perry. "I hope that means some day I will be a secretary to a General Electric vice president." ■ ■ ■

The new General Electric Special Defense Projects Department was hiring (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 Mrs. 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 she became editor of the employee newspaper at the Space Technology Center. It was an entirely different field, but Jackie jumped in to win professional status.

She was promoted to her present job in the summer of 1966. ■ ■ ■



a systems analyst now, working at the GE facility at Bell Telephone Labs in Whippany, N.J., involved with computer-controlled GE radars. ■ ■ ■

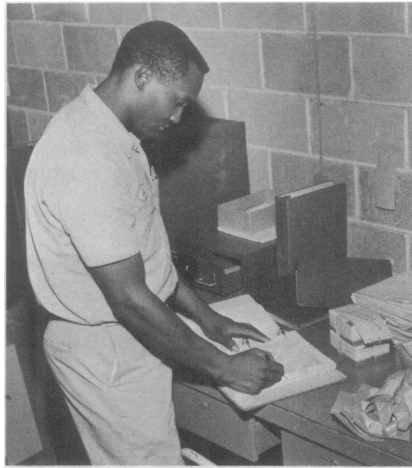
## William R. Ransby

### *Young Georgia employee earns promotions with hard work*

Twenty-eight 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. Since then she has won two promotions and is now a statistical clerk-typist in the marketing section.

She has completed a stenographic course at Owensboro Business College. She says: "At General Electric as one qualifies, one progresses." ■ ■ ■

## Charles Rundles

### *He climbs from hourly to exempt salaried job*

The techniques for manufacturing the nation's military electronics equipment must be first rate. Control of cost and quality must be the aim of every builder of such equipment—even though much of it is among the most complex apparatus ever made by man.

Charles Rundles has moved from an hourly to an exempt salaried job at one of the nation's most important military electronics plants, General Electric's Aerospace Electronics Department facility in Utica, N.Y.

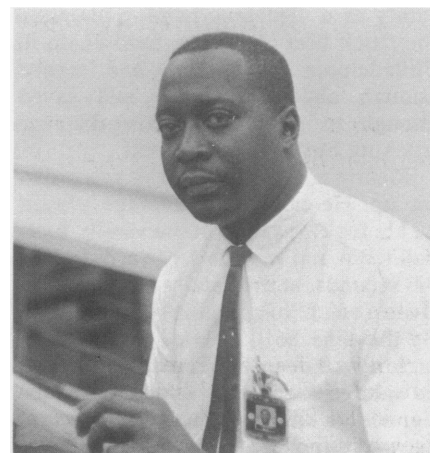
As a result of his substantial promotion, he is now specialist—assembly and methods in the manufacturing engi-

neering subsection.

He's progressed into this key spot rapidly, since signing up with GE as a junior technician in 1956. After eleven 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



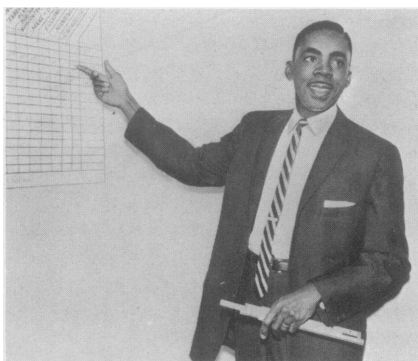
industry, especially in electronics," he advises, "get as much education as possible and learn to communicate with fellow employees." ■ ■ ■

## Benjamin W. Sallard

### *Teamwork and experience help lick problems in exciting work*

As manager of Manufacturing Proposal Programming for General Electric's Re-entry Systems Department in Philadelphia, 38-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 eight years he continued his schooling at Drexel Institute of Technology in engineering and industrial administration. He earned his bachelor's degree and is "going immediately after that 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." ■ ■ ■

## Charles Smith, Jr.

### *Draftsman moves from coast to coast to become designer*

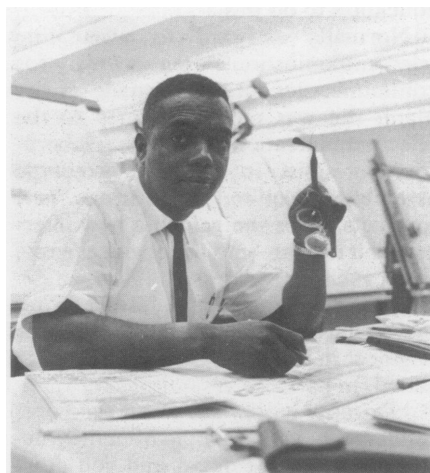
Charles Smith, Jr., a product designer with the Atomic Power Equipment Department in San Jose, Calif., believes he has had a better opportunity than many Negroes in carving a niche for himself in the industrial world as a competent draftsman capable of assuming full design responsibility for complex nuclear reactor components.

By better opportunity, Charles Smith

says he means the good stable family background he had as a child growing up in Philadelphia and the emphasis his parents placed on education.

The family lived in Raleigh, N. C., when he was born, but his father moved the family north to Philadelphia when Charles was still an infant to search for greater economic opportunity.

The elder Smith found that oppor-



tunity as a mechanic helping maintain the truck fleet of a large food chain in Philadelphia and by 1945 had learned enough about his trade and saved enough to go into the long-distance trucking business for himself.

Meanwhile, young Charles was growing up. He earned a B average, played tackle for two years on the varsity football team and ran the 100-yard dash in 9.8 seconds on the varsity track team at Overbrook (Philadelphia) High School. By the time he graduated in 1944, the nation was deep in World War II and he entered the U. S. Army. He was assigned to a unit in India driving personnel and supplies across the Himalayas from India to China on the famous Stillwell Road.

Within two months of his discharge from the Army in April 1946, Charlie Smith had gone to work for General Electric's Switchgear Division in Philadelphia as a drafting trainee as the result of a letter of recommendation to

the General Electric employment manager by his high school principal.

He spent five years while working full time at GE attending classes in mechanical engineering three nights a week at Drexel Institute of Technology to complete the equivalent of two years of college.

"I had always wanted to study engineering," he explains, "even though as a youngster it appeared to me that opportunities for Negroes in such a sophisticated field simply didn't exist. But my parents encouraged me all the way."

A series of three promotions in his work with GE in Philadelphia still left Charles Smith itching for greater opportunity. So he moved—first to Westinghouse in Lester, Pa., in 1957; then all the way across the country to Aerojet-General in Sacramento, Calif., in 1962; and most recently in October 1964, to return to GE at the Atomic Power Equipment Department in San Jose.

In San Jose, his managers hope he'll end his search. "When you give Charlie Smith a job to do, you don't need to worry about it," says his present boss. "He's a highly effective and valued employee."

In reactor component design he's found an exciting challenge for his mechanical engineering training. In late 1967, he moved his wife and two children into a new four-bedroom, two-bath ranch home in the San Jose east foothills close to the GE plant. "This is the first home we've owned in San Jose," he says with a smile. "I'm pretty proud of it."

After the new home, what's his next goal? "Well," muses Charlie Smith, "I guess you could say it's to keep advancing to the fullest of my capability. And to see that my children get the right moral values and outlook on life, including an understanding of the importance of education to making the most of their own lives." ■ ■ ■

## *Dorothy E. Smith*

### *She persuades others of the value of career in industry*

Assembler Dorothy E. Smith sees General Electric's Lynchburg, Va., plant as offering excellent opportunities for employment; not only has she been an active "recruiter" for GE in persuading her sister to come to work at the plant, she's also trying to emphasize to her 14-year-old son that he should consider a GE career.

"I'd like for him to be a technician—or perhaps even an engineer—here some day," says Dorothy Smith. "Right now, I'm trying to impress upon him the importance of obtaining the necessary education to do this."

Normally assigned to assembling telecommunication components for communication products made at the plant, she was recently loaned to the telecommunication engineering laboratory to assist in building prototype assemblies required on various new products. Here she gained a new interest—and insight—into the engineer's role in an exciting business.

Her manufacturing foreman received a letter of appreciation from the engineer in charge of the project, which stated, in part:

"Dorothy is very adaptable, and proceeds with verbal or written instructions from engineers . . . and you don't



have to worry if the job was done right or not."

Mrs. Smith, who has been a Lynchburg GE employee for more than five years, was born in nearby Bedford County and was graduated from Dunbar High School. She was employed as a cafeteria worker at another local in-

dustry for about ten years. Concerning GE she says:

"I've never worked at a place I like any better than here. The people are nice . . . and the work is fascinating. It's never dull here . . . with new product lines being added all the time. You have to be alert and stay awake!" ■ ■ ■



## Sara Smith

### *250 Company speechmakers guided by Philadelphia woman*

Sara Smith directs the public speaking activities of nearly 250 members of the Speakers Bureau and the Career Guidance programs at the Missile and Space Division.

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 Suffolk. "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. Five

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.

Active in many community groups, Mrs. Smith is an advisory committee member of Vice President Humphrey's Task Force on Youth Motivation and a member of the Personnel and Guidance Association of Greater Philadelphia. She is also a recipient of a community service award from the Chapel of the Four Chaplains.

Grandmother of nine, Mrs. Smith lives in West Philadelphia with her husband, a manager in the Pennsylvania Liquor Control Board system. ■ ■ ■

## James Stamper

### *Night school a time waster? 'No!' says adult-education advocate*

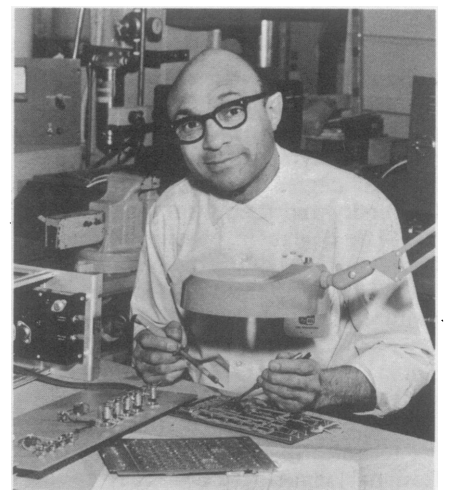
"My friends thought I was spending too much time going to night school," James Stamper, who works in the R&D Center at Schenectady General Electric, said recently about his career with GE. "It turned out that the people who told me I was wasting my time were actually the ones who were wasting theirs."

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. Following discontinuance of the Flight Test Operation, he has moved to an even higher-rated job on assembly



at the R&D Center, still using skills developed on the job and "at the books." He makes the many special types of hardware needed by scientists to perform their experiments and developments.

He's also found time to take an active 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 Schenectady school board and a church trustee. "What I try to impress on the young-

sters 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." ■ ■ ■

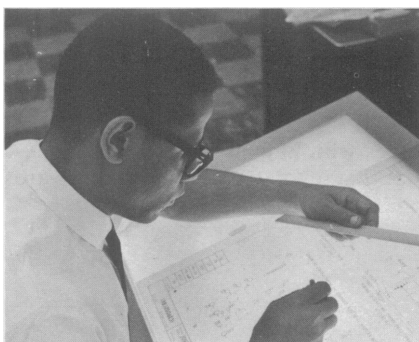
## *Vernon M. Stockton*

### *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 Talladega 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 received two increases in a short time and had 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 re-

alized he no longer wanted to be a lawyer. 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." ■ ■ ■

## *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 government 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 in 1961, he had already spent five years at another GE location. His primary technical interest was systems reliability engineering.

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's a member of the Syracuse Board of Education, a board



member of the United Community Chest and Council of Onondaga County, a board member of the Onondaga County Neighborhood Legal Services Inc., a member of the area council of the State Commission on Human Rights, and a board member of the Syracuse Branch of the NAACP.

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,"

## Albert L. Wheaton

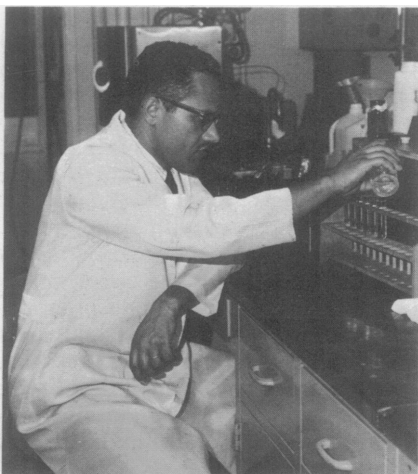
### *Chemist's philosophy of self-improvement pays off*

The importance of being prepared for opportunities when they arise rates a high priority with General Electric's Inorganic Chemist Albert L. Wheaton at the Communication Products Department in Lynchburg, Va. For him, preparation didn't stop with a B. S. degree in chemistry either—he's continued to take Company-sponsored courses and to read every magazine and technical journal related to his field that he can get his hands on.

The "opportunity" that Al Wheaton foresaw as he pursued his academic education was to present itself right at home—in his native Lynchburg. After attending public schools in nearby Campbell County he enrolled in Morehouse College in Atlanta. And while he was away at college General Electric

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 college must plan their future careers,"



opened up a new plant in Lynchburg.

Following graduation from college in 1957, he served a brief stint in the U.S. Army Reserves and in June 1959 decided to try his luck at the new GE plant in Lynchburg. His first job was that of a factory hourly employee; a few months later he was moved up to chemical technician in the Materials and Processes Lab. In 1963 he was named technical specialist—chemical

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—and every one of these jobs requires 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." ■ ■ ■

analysis. He moved up in the exempt salaried ranks to his present position in 1966.

"Al has really put his philosophy of self-improvement into practice," says Marvin C. Cisler, his boss. "He tries to keep abreast of technical developments in the field in addition to taking a number of courses to broaden his knowledge. In essence his progress results from his willingness to accept responsibility and a sincere desire to contribute. Al is a member of the American Chemical Society and of the American Electroplaters' Society. He has also served as an elected representative with the Association of Lynchburg General Electric Engineers—both an honor and a significant responsibility."

In addition to Company-sponsored courses, he has completed a semester of basic electronics at the University of Virginia Extension evening school.

Says Al Wheaton: "I have found that it is impossible to keep up with developments on the job without an education. I can't emphasize its importance enough . . . especially in talking with young people." ■ ■ ■



## 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 R.F. Systems Test Engineering with the 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.

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

## 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.

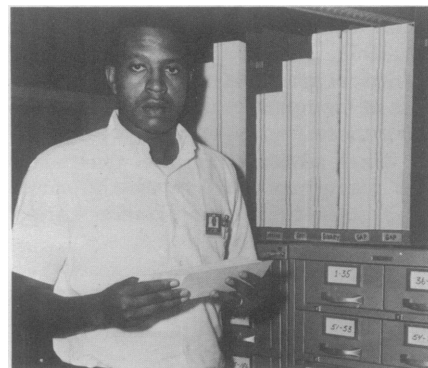
As has happened to others before him, however, Mr. Williams' two years in the Army resulted in a change in plans. While in service he became a proficient data processing equipment operator. He was soon convinced that the promising new computer industry was the place for him. When he left the Army in 1962 he applied for a job at General Electric's Computer Equipment Department in Phoenix.

With his education and Army experience, 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. Since then he has won two more promotions. He is now an analyst for computer soft-ware requirements in the GE 600 line. His job is to analyze what the customer needs to perform the work he wants accomplished 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, to work towards a master's degree in business administration, with emphasis on computer applications. ■ ■ ■

## Joan Williams

### *She moves from factory to office in Virginia plant*

"A person who has certain abilities and does excellent work should be moving forward quite swiftly," says Joan Williams of opportunity with General Electric Company. "Her boss should be willing and proud to see her move forward," she adds.

She started with GE's Specialty Control Department in Waynesboro, Va., as an assembly worker in the factory in 1964. Today she is a general clerk in the department.

"Opportunity knocks only once," she advises students. "Continue your education. Strive to be at the very top of the ladder. Don't let the second round of the ladder be your resting place."



Joan Williams, 22, says she decided she wanted to work for General Electric Company as it would be "a place to work as an equal—to be judged by my ability and know-how."

A 1963 graduate of Booker T. Washington High School in Staunton, Va., Miss Williams took a four-month course

in typing and accounting at the Central Business School in Brooklyn, N. Y. Before coming to General Electric, she worked as receptionist and typist at private schools in Staunton. While working for General Electric, she completed a stenographic course from International Correspondence School. ■ ■ ■



## 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 an exempt job as specialist—engineering recruiting 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 1964 she was graduated with a B.A. degree in psychology.

She has been 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

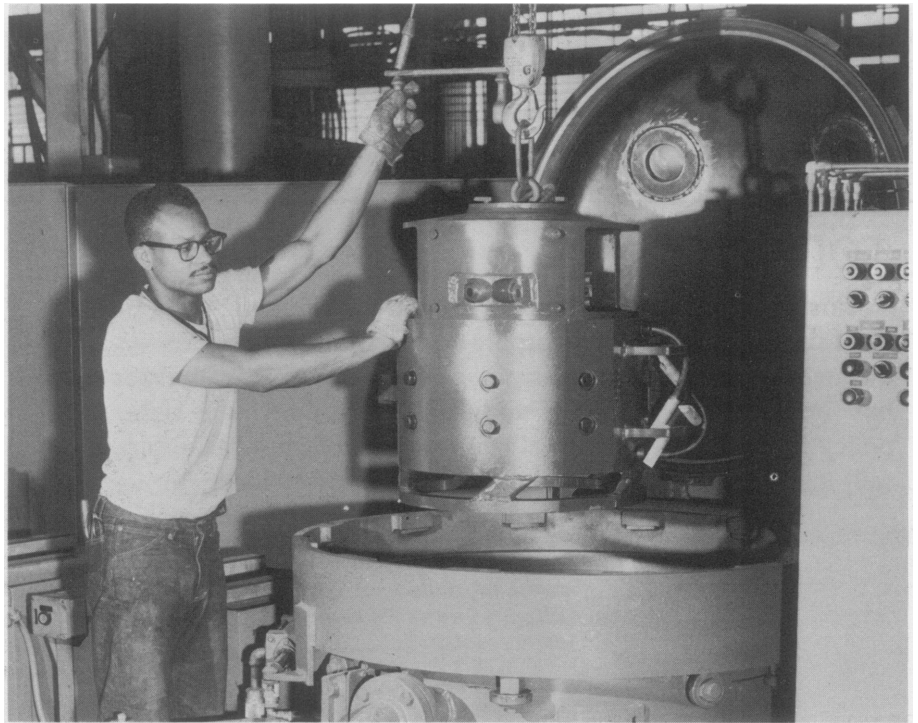
### *Developing a good job philosophy—and following it for advancement*

"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 Parts 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 borrowed 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.

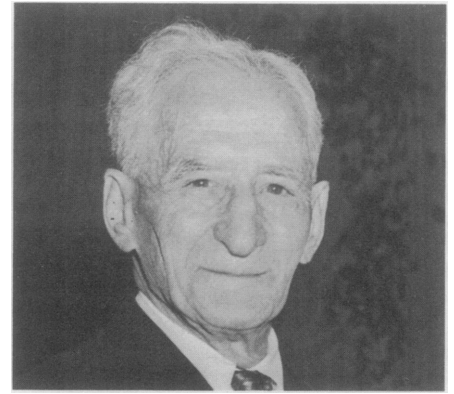
Larry Wright plans to take other job-oriented courses at the Erie Plant's night school, including Electricity I. "Industry wants employees with education," he says. His experience is reflected in his advice to a younger brother and two sisters. "It's foolish to quit school. Unless you have an education, 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 painting and layout. ■ ■ ■

## 1935

“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.*



## 1961

“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.*



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## TODAY

“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.*



“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.*



**PERSONNEL and INDUSTRIAL RELATIONS SERVICES**

**EMPLOYEE COMMUNICATION OPERATION**

