

CJ/BITS

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Marv Heit



Roy Fogelgren



Dick Ketover

Carl Reynolds has named three Managers for new positions. Promoted from Assistant Manager of the Boston office to Manager of that office is Roy Fogelgren. Roy replaces Marv Heit as Manager in Boston — Marv has been named Manager of the New York office. Also in New York Dick Ketover, who was Manager of New York's Special Projects Office, has been named Eastern Regional Manager of CUFM.

Roy Fogelgren joined CUC in 1964 as a Senior

Programmer. He is from Newton, Mass. — close to the CUC office there — and received his B.S. degree from the University of Massachusetts.

According to Roy, "Managing the Boston office will be a lot easier than stepping into an entirely new operation, since I'm so familiar with the area and with our operations here. I think that during

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We discriminate! Yes, any person or organization with freedom of choice does practice discrimination. Indeed, the success or failure of an enterprise is greatly dependent upon how well it discriminates.

We realize, however, that there are both proper and improper bases for discrimination. We believe that discrimination which is based upon such considerations as race or religion, not only is unethical, illegal and immoral, but also downright stupid!

Talent of any sort is too rare a commodity to be ignored because of such prejudice. And the person or organization that practices this sort of discrimination is foolish.

On the other hand, there are many more proper reasons for discrimination than people realize. The selection of persons for hiring and promotion based upon ability and educational qualifications is understood. But equally important may be such considerations as mobility, morality, leadership, loyalty, honesty, perseverance, discretion, health, emotional stability, grooming, motivation, financial responsibility, manners, and experience. These qualities have as much influence on job performance as academic qualifications and ability.

Those who practice improper discrimination are foolishly wasting valuable resources, not to mention the fact that they are treating individuals unfairly. But, those who object to any and all forms of discrimination are equally misled. To intentionally place any person in a position for reasons other than his ability to do the job can only lead to incompetent performance. Furthermore, doing so will prove harmful to morale by engendering justified resentment. Such resentment can become destructive to all concerned, including the improperly placed individual.

— E. C. KUBIE



On August 4, the Hilton Inn in Tarrytown, N.Y. played host to a CUC Managers meeting. The group paused during lunch for a picture. Seated, (from left to right) are: Barbara Lesser, Assistant to the President; George Tolis, Washington; Guy Rucker, Assistant to the President; Jack Smith, Philadelphia; Ed O'Connor, Southwestern Regional Manager; Marv Heit, New York; Carl McNall, Palo Alto; Stan

Mitnick, CTS-New York; Ernest Severin, Houston. Standing: Bob Glaser, Western Regional Manager; Dick Ketover, Eastern Regional Manager of CUFM; Art Heald, San Francisco; Carl Reynolds; Dennis McKenna, Bay Area Manager of CUFM; Mel Young, Los Angeles; Joe Vierra, Northeastern Regional Manager; Kevin Rogan, Chicago; Irv Liggett, Assistant to the President; and Dave Goodrich.

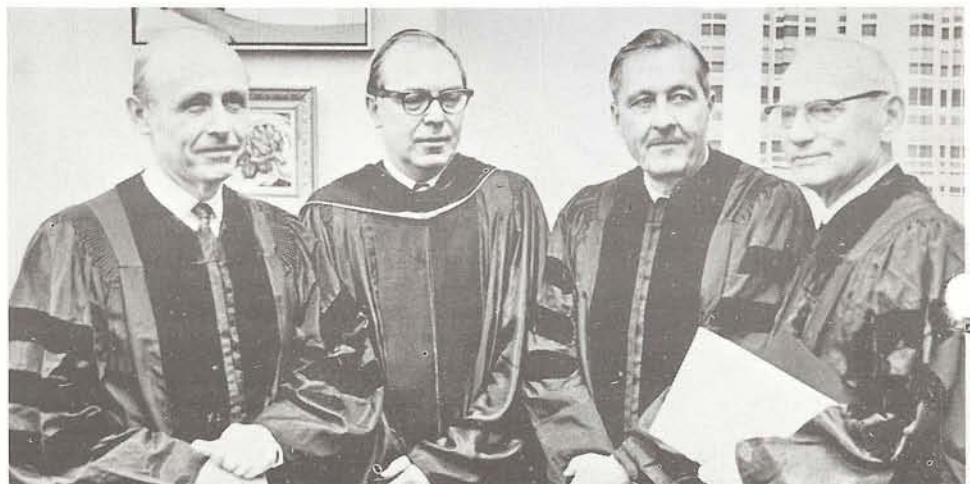
DR. HURD HONORED AT DRAKE

The forecast was rain. And this time the weather man was right. Umbrellas were as much a part of the graduation uniform as caps and gowns. But the weather didn't dampen the spirits of the 710 Drake University graduates who slowly filed into the fieldhouse.

CUC was also present at the ceremonies in the person of Dr. Hurd, Chairman of the Board. Dr. Hurd was one of three who re-

ceived honorary degrees including Fletcher Knebel, novelist and political writer, and Dr. Merle Curti, professor of history at the University of Wisconsin. Dr. Hurd was also named to the University's Board of Trustees.

Dr. Hurd is an alumnus of Drake University where he graduated with general honors, honors in mathematics, and was elected to Phi Beta Kappa.





*Left to right: Joe Bielawski,
Sam Cooper, Hank Garcia.*

A Message from Garcia

With the need for data processing services growing throughout the New York area, another Computer Time Sales operation is now ready. This one is near the Corporate and Mount Kisco offices at Radio Circle in Mount Kisco. The installation has an IBM System 360/30, six tape drives, one on-line printer, one card reader, and three disk drives.

Hank Garcia, who is running the Mount Kisco CTS operation says, "In surveys and marketing forays that I've taken throughout Westchester and suburban Connecticut, I've found that there's a real need for CTS. I think we'll have a lot to keep us busy, not only in support of analysis and programming, but as a service center as well."





Hank Nintzel has been with CUC for eight years. Like many of our old-timers, he started as a programmer trainee in our New York office. In 1961 he took a trip to Los Angeles and liked West Coast living so much he decided to stay.

After reaching the rank of Analyst, Hank felt it was in the stars to try his hand at selling. From what we understand, Hank's a tough man to say "no" to (his hobby is Black Magic).

Hank lives with his wife, Jody, and three sons, Jeffrey, Douglas, and Peter in North Hollywood, a suburb of L.A. He graduated from Brooklyn Polytechnical Institute with a B.S. in Engineering.



OUTPUT

A Conversation with: Hank Nintzel

CUBITS: What made you choose programming as a career?

HANK: I didn't. It was a mistake. In fact it was very funny. I saw an ad in the paper that said, "Would you like to become part of the growing field of EDP?"

I said sure! Why not? But I didn't even know what EDP stood for. Anyway I reported to CUC and took a test with five other people - Dick Ketover was part of the same group. After I passed the test I went to school at CUC two nights a week. Mr. Kubie taught us the general introduction to computers. George Trimble (Corporate Technical Director) taught the 650, and Don Bavly (Principal Analyst - Boston) taught the 704.

CUBITS: Why did you move to California?

HANK: In 1961 I came to California with Don Bavly to open the Los Angeles office. We were working on the Minute Man project. I stayed a year, and I really liked it, so I decided to stay. Now, I love it. It's a different way of life. People have time to talk to you and, of course, the weather's great.

CUBITS: You switched from programming to being a client rep, why?

HANK: I felt that my ability to communicate at the technical level and a liking for people would prove valuable assets as a client rep. To me this seemed to be a forward step in my career with CUC. Besides, I felt if you are going to sell something, you might as well make it easy by selling the best.

CUBITS: How do you like sales work?

HANK: I like it very much. It's like debugging clients instead of programs. I like dealing with people, and I do find that my technical background comes in very handy. You can really talk the client's language and he, in turn, feels you understand his problem.

CUBITS: Do you miss programming at all?

HANK: Well, as a programmer, you could always punch (or kick) the computer, and say, "It's your fault." That's one thing I miss. Midnight machine time is one thing I don't miss.

CUBITS: Do you find it hard to sell CUC in the field?

HANK: No. I think we have the best company in the field. I really believe this. It's easy to sell a good product.

I hear many people say we're priced high. But I tell them, "You only get what you pay for! Reliable and competent service always costs a little more, but pays for itself."

CUBITS: Do you see any big changes in your operation in Los Angeles in the future?

HANK: Yes, I anticipate an L. A. computer installation. Further, if our growth follows the right pattern, we will have sub-offices in Orange County and San Diego. Who knows, maybe even Hawaii.

CUBITS: What would you like to do if there were no such things as computers?

HANK: I'd either like to be an actor or an arch-
eologist. In fact, prior to deciding to go college, I nearly made a decision to go to California and try my luck at show biz. (I'm still waiting to be discovered.)



Seated: (left to right) Takashi Miya, Nippon Telegraph and Telephone Public Corp.; Dolores Sherwin; Kaoru Tone, Keio University; Bob Feuerzeig. Standing: Masato Kamouchi, Mitsubishi Heavy Industries, Ltd.; Hajime Gondo, Chugoku Electric Power Co.; Tetsuo Ohtsuka, Chiyoda Chemical Engineering & Construction Co.; Hisashi Suzuki, Toyota Motor Co.; Mitsuhiko Araki, Shimizu Construction Co.; Mikio Shoji, Kajima Institute; Jim Szuprowicz; Takayuki Kimura, Interpreter - Tokyo Management Association.

TOKYO MANAGEMENT ASSOCIATION VISITORS IN N.Y. OFFICE

On July 14th, the New York office played host to a study group from the Tokyo Management Association. Arranged by Jim Szuprowicz and Bob Feuerzeig of the Montclair office, the visit was pleasant and informative, both for CUCers in New York and our foreign visitors.

The Japanese business men and educators were first welcomed by Northeast Regional Manager, Joe Vierra. Joe talked about the software field and CUC's place in the field. Bob Feuerzeig then added his welcome to the visitors and outlined the structure of CUC.

Getting down to more technical matters, Irv Kay

ST. JOHN'S ALUMS IN WASHINGTON

Annapolis, Md. owes its fame to the first constitutional convention and to the United States Naval Academy. But to quite a few Washington CUCers, Annapolis is more than just memorial and midshipmen. During four recent years they made their homes at this small Maryland town 30 miles from the Capitol, attending St. John's College.

St. John's is listed as a co-ed, privately controlled liberal arts college, founded in 1696, non-sectarian, 243 men, 162 women, with a ratio of 1:7, faculty to students.

But St. John's is an unusual school. The curriculum is non-elective and requires all students to spend four years reading and discussing the Great Books of the Western World.

This curriculum, as well as providing a well-rounded education, seems to turn out excellent programmers. It would seem so in Washington, anyway — there are about 12 St. John's graduates on the Washington payroll — a large representation from one school, and Corporate Technical Director George Trimble is another St. John's graduate who has done pretty well in programming.

According to Washington's office Manager, George Tolis, "The St. John's people who come here seem to have acquired a great ability for logical thinking — they make top notch programmers."

St. John's decided to find out what it was all about — what programming is and why St. John's people seem to do so well at it. On July 13, Dolores Traynor, a teacher of Greek (predecessor of COBOL?) at St. John's, visited CUC's Washington office and talked with five ex-students and with Manager George Tolis.

The meeting was a heated debate that lasted for a couple of hours and brought back a taste of old school days to Connie Bell, Jackie Button, Bill Kingsley, David Long, and Bob Panigel. (see photos)

addressed the group with a talk on the use of computers in production control. And then Jim Keen explained the commercial applications of time-sharing. The group then broke for lunch. The sessions were lengthened by the necessity of translation, since most of our visitors spoke little English.

After lunch, the afternoon was spent on a discussion of PERT/CMP applications and problems by Jim Szuprowicz. The Tokyo Management Association visitors came from some of the largest firms in Japan. They were making a tour of the United States, visiting such firms as General Motors, IBM, etc.

PHILLY ON THE AIR

There's a rumor circulating around in Philadelphia that unless Jack Smith picks up his union card, AFTRA (American Federation of Radio and Television Announcers) is going to go on strike again. Jack showed real talent on the air when he was interviewed on station WCAU (CBS in Philadelphia) early in July.

Jack was interviewed on the CBS News Mike Stanley Show. The program is mainly concerned with behind the news personalities and events. The Philadelphia Board of Education is undergoing a period of reorganization and interest in Philadelphia has been centered on education.

Our Philadelphia office recently conducted a study for the Board of Ed. and so Jack spent 15 minutes on the air with Mike Stanley discussing the use of computers in education and where the future lies in this field.

J. Smith



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the past few years we've made tremendous inroads into the commercial market in Boston and our greatest expansion will be in the scientific area and in software and services. All in all, I'm pretty optimistic about CUC's future in Boston."

Marv Heit joined CUC in 1959. He has been in the computing field since 1957 and received his B.S. in Psychology from the City College of New York. Marv is from New York, and was Administrative Assistant to the New York Manager before being made Manager of the Boston office.

Relaxing with a cigar, Marv contemplated his new post. "For me, being Manager is constantly interesting and rewarding. Managing the Boston office has been a great experience and I'm going to miss the people in Boston, but New York is a new challenge and I'm really looking forward to it."

Dick Ketover joined CUC in 1959, programming the IBM 705. He holds B.S. and M.S. degrees in Industrial Engineering from N.Y.U. and was made Manager of New York's Special Projects Office in 1966. Dick feels that CUFM will be, in the future, an area of major growth in our business. "While we will always need A&P as a large part of our operations," Dick said recently, "closely allied areas such as CUFM will provide the opportunity for even greater growth. We're talking to some people in the East right now about CUFM and I think that we're ready now for a dedicated company commitment to this area."

Cu/Bitzer

Our fishing programmer in the last issue had a pretty good catch. And there were four CUCers who caught the puzzle. They are: Richard Braunstein in New York; Jessie Cohen, Technical Director of QUIP in New York; Charlie King in Palo Alto; and Sunder Nainani in Washington. What the programmer caught were 11 Bass, 23 Trout, and 2 Pickerel.

Here is this issue's problem:

There's a project group in the New York office that likes a rubber of bridge with lunch. The partnerships are generally the same every day and are determined by the following conditions:

1. Adelaide prefers Bob for a partner if and only if Dolores prefers Charlie.
2. Bob and Charlie will be partners if both Bob prefers Adelaide and Charlie and Adelaide are not partners.
3. Charlie and Adelaide will be partners if either Dolores does not prefer

Charlie or neither Bob nor Dolores prefers Adelaide.

4. If Charlie and Adelaide are partners, then Adelaide prefers Bob and Dolores does not prefer Charlie.

What are the partnerships and why? Should the partnerships be changed? Does Adelaide prefer Bob? Does Bob prefer Adelaide? Does Dolores prefer Adelaide or Charlie? Tune in next issue for the answers to these burning questions. But if you can't wait, try to figure it out yourself and send the answer to CU/ BITS.

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E. O'Connor

Extending our commitment to the Southwest and its growth, CUC has established a Southwestern Regional office. Ed O'Connor, who was managing the New York office, has been named Southwestern Regional Manager. He will head the new regional office that includes Texas, Arkansas, Louisiana, Oklahoma, Colorado, Utah, New Mexico, and Arizona.

Gordon Watson, who was Assistant Manager of the Los Angeles office, is now Manager of a new Special Projects Office in the Southwestern region. Gordon has been joined in his office by two of his L.A. cohorts, Senior Staff Analysts Howard Olpin and Bruce Wattles.

G. Watson

