

NEWS-SHARE



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Professional Employee Studies Program Graduates 14



Tom Choate, Larry Mauceri and his wife Sunny, Wayman Braxton, Gladys Myers, Bill Marshall, and Hal Greenberg discuss the program's objectives during dinner.



Bill Perry encouraged the graduates to apply the philosophy of managerial and relations policies and practices covered during the course.

Graduation ceremonies, ending 37-weeks of classes held two evenings per week, marked the successful completion of the Division's Professional Employee Studies Program by 14 participants.

The Professional Employee Studies Program is designed to help employees perform better in their present jobs as well as prepare them to be more effective in their future positions, either as individual contributors or as managers. The curriculum of this program offered courses on individual and group relations on the job, managerial and relations policies and practices, effective presentation, corporate problems in the national economy, and effective reading.

The participants in this program represented a cross section of all

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MEET A GO-WORKER

Lynda Finetto

is secretary to the manager of Mark Delta Services in Teaneck, N.J. Last month marked the fourth year of her employment with General Electric. She joined the company in New York City and worked in the old Manhattan information processing center, so her entire service with the company has been in our division.



Transferring to Teaneck has provided Lynda with the opportunity to observe and participate in the growth and change in the Teaneck facility. She said that her reactions to the many changes "have all been positive since I have been around long enough to understand and appreciate our changing business."

Away from the job Lynda has the reputation of being one of New Jersey's best equestriennes. Recently, she and her horse Cheyenne Autumn won second place at the Annual New Jersey Trail Ride Association's 30-mile competitive trail ride. She displays the prize ribbon in the above photograph.

When queried about her plans for 1972, Lynda acknowledged that this is a leap year but would only state that her plans are to continue performing her work assignments to the best of her ability and remain active in her saddle club.



Multum in Parvo

From none but self expect
applause.

-Burton

continued

professional employees within the Division. These participants volunteered two evenings per week of their non-working hours during the 37-week training period.

Certificates of achievement were awarded for successful completion of the program to: **Russ Barkdoll, Len Black, Wayman Braxton, Tom Choate, Glen Cooper, Steve Dennis, Joe Firetti, Wayne Gowen, Smith Keene, Larry Mauceri, Gladys Myers, George Klumph, Jesse McDuffy, and Jim McGrory.**

Bill Perry, manager of professional relations in Employee Relations, was "Dean" of this program. **John Neuen-schwander**, manager of strategy development in the Division's Strategic Planning Operation, taught a class on economics during this session.

The graduation ceremonies, preceded by dinner, were held in the Gallery Room of the Holiday Inn in Bethesda.

Before awarding the certificates of achievement, Bill Perry congratulated the participants for their attendance, sincerity, and mastery of the curriculum offered during the program. He reminded them that as professional employees who perhaps will move into management positions in the future, they should apply the philosophy stressed during the managerial and relations policies and practices portion of the program. This philosophy encouraged the participants to strive to be a manager who "first of all is a professional." As potential leaders within the General Electric Company, he challenged them to try to be the type of manager who "would be concerned with how he can help his employees and not himself, give loyalty instead of demanding it, and think of himself as an assistant instead of a boss."

Lee Anderson, Steve Jones, Hal



Gladys Myers, systems engineer, vividly shows her endorsement of the program. In the background, Russ Barkdoll proudly holds his certificate of achievement.

Greenberg, Gary Mueller, Gene Kozlowski (formerly with Programming Services Operation), **Bill Marshall, Jim O'Brien, and Alan Paul**, all managers of some of the program graduates, attended the dinner and graduation ceremonies as evidence of their support of the efforts and achievements made by the students.

Beth Gowen (wife of Wayne) and Sunny Keene (wife of Smith) represented the wives of the participants who had encouraged their mates to spend two evenings away from home each week for the worthwhile training session.

Jesse McDuffy, formerly an employee in the Programming Services Operation, expressed the appreciation of the program participants for what he described as "the best learning experience" he has encountered in his career. Jesse, though no longer em-

ployed by our Division, expressed his hope that "the program will continue to be made available to more Division employees."

Gladys Myers, the only female member in this group, felt that, "One of the major assets of the course was the opportunity for a cross section of Division employees to share work-related experiences that normally would not be available in a learning environment."

Plans for the 1972 Professional Employee Studies Program will be announced soon by Bill Perry. All professional employees in our Division are eligible for participation.

JANUARY SERVICE AWARDS

25 Years

Whitey Griffenkranz Bethesda

10 YEARS

Marv Bergen Phoenix
Ed Isaacs Watertown
Ray Porter Bethesda
Ron Pushee Schenectady
Norm Wilson East Orange

5 YEARS

Brian Boyer Bethesda
Dick Hykes Bethesda
Andy Miller Waltham
Marsha Thompson Bethesda

Credit Line

"Purse Finder Plays Santa"

So read the headline of an article in the Erie, Pa. Times-News recently. The article told of **Larry Niles**, marketing representative in the Erie office, retrieving and returning a purse lost from a moving automobile.

After being unable to catch the owner of the purse because of heavy traffic, Larry turned the purse over to the Wesleyville Police who returned it to its owner, papers and money intact.

The Police Department asked the newspaper to publicly congratulate Larry for making Christmas a lot merrier for the owner of the purse.



Wayne Gowen, Steve Dennis, and Jesse McDuffy celebrate the graduation in individual styles as Alan Paul and Joe Firetti (l. to r.) smile approvingly.

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Record \$166 Million Being Delivered in Savings Plans "Payout"

A record "payout" of securities came this month as General Electric employee savings plans made their annual "payout." They are part of the multi-million dollar "payout" to about 181,000 participants in GE savings plans for holding periods which ended December 31, 1971.

The total market value of the securities delivered in the "payout" — including U.S. Savings Bonds, GE Stock Shares, Fund Units and cash — is more than \$166 million, the largest "delivery" in the history of GE savings plans.

The \$166 million involved consists of \$60.9 million in General Electric stock, \$65.8 million maturity value in U.S. Savings Bonds, \$38.0 million in S&S Program Mutual Fund Units, and \$1.6 million in cash.

Distribution of the "payout" began on January 10, 1972. It went to participants in the company's Savings and Security Program during 1968, and to Savings and Stock Bonus Plan participants of 1966. The total involved consists of millions of dollars in General Electric contributions to these plans, as well as the millions of dollars participants invested during the years for which the payout was made.

Under Savings and Security, participants leave their invested savings in trust for a specified three-year holding period, and GE makes a matching payment of 50% of the amount each individual saves under the Program — \$1 for every \$2 saved by the employee. Under Stock Bonus, the participant leaves his year's savings in trust for a specified five-year holding period, and GE makes a bonus payment in company stock of 15% of the participant's savings for that year.

In addition to the \$166 million involved in the payout, \$9.2 million in GE Stock, U.S. Savings Bonds, Mutual

Fund Units and cash will continue to be held in trust for participants who have chosen the Savings and Security Program's retirement option for company payments to their accounts and the income credited to these investments.

Another \$6.9 million in fractional shares of GE Stock and fractional Fund Units will be carried forward to the next payout year under both the S&S Program and SB Plan. The result is that more than \$182 million is involved in payout, retirement option and carry-over.

The total \$182 million involved in the payout reflects the market value of GE stock and the Fund Unit price on December 31, 1971, the end of the holding periods. At that time each stock share was valued at \$62.625 and each Fund Unit had a net asset value of \$32.42.

E. S. Willis, manager of Employee Benefits for General Electric, said that stock shares, Fund Units and U.S. Savings Bonds paid out under the S&S were mailed to 147,300 participants' homes on January 10. The payout was the tenth under the Program. He added that the Stock Bonus Plan distribution was the 19th under that plan and that Bonds and Stock Bonus shares under that plan went to 33,700 participants.

Stock certificates distributed in the payout represented about 972,300 shares of GE stock. Although the shares were originally credited on the old (pre-stock split) basis, the certificates being distributed are for the appropriate number of shares on the new basis. Fund Unit certificates mailed represented about 1,173,000 units in the S&S Program Mutual Fund. About 1,337,000 U.S. Savings Bonds in various denominations were distributed.

Norman Harvey Named Manager of Applications Development



Norman W. Harvey joined our Division on January 3 as manager of applications development in the Technology Operation.

Norm is a graduate of Cornell University (BS, electrical engineering) and has been with GE for 19 years. Before joining our Division, his last assignment was with Engineering Consulting Service in Schenectady where he was a consultant in system design. In that position he served as consultant for Engineering operations throughout the company, specializing in information systems.

Norm also organized the Saratoga time-sharing seminars of 1966 and 1967, participated in the joint General Electric/Dartmouth project to develop Mark II, created the original version of Mark II COGO, and was associated with three Datanet Software Services

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