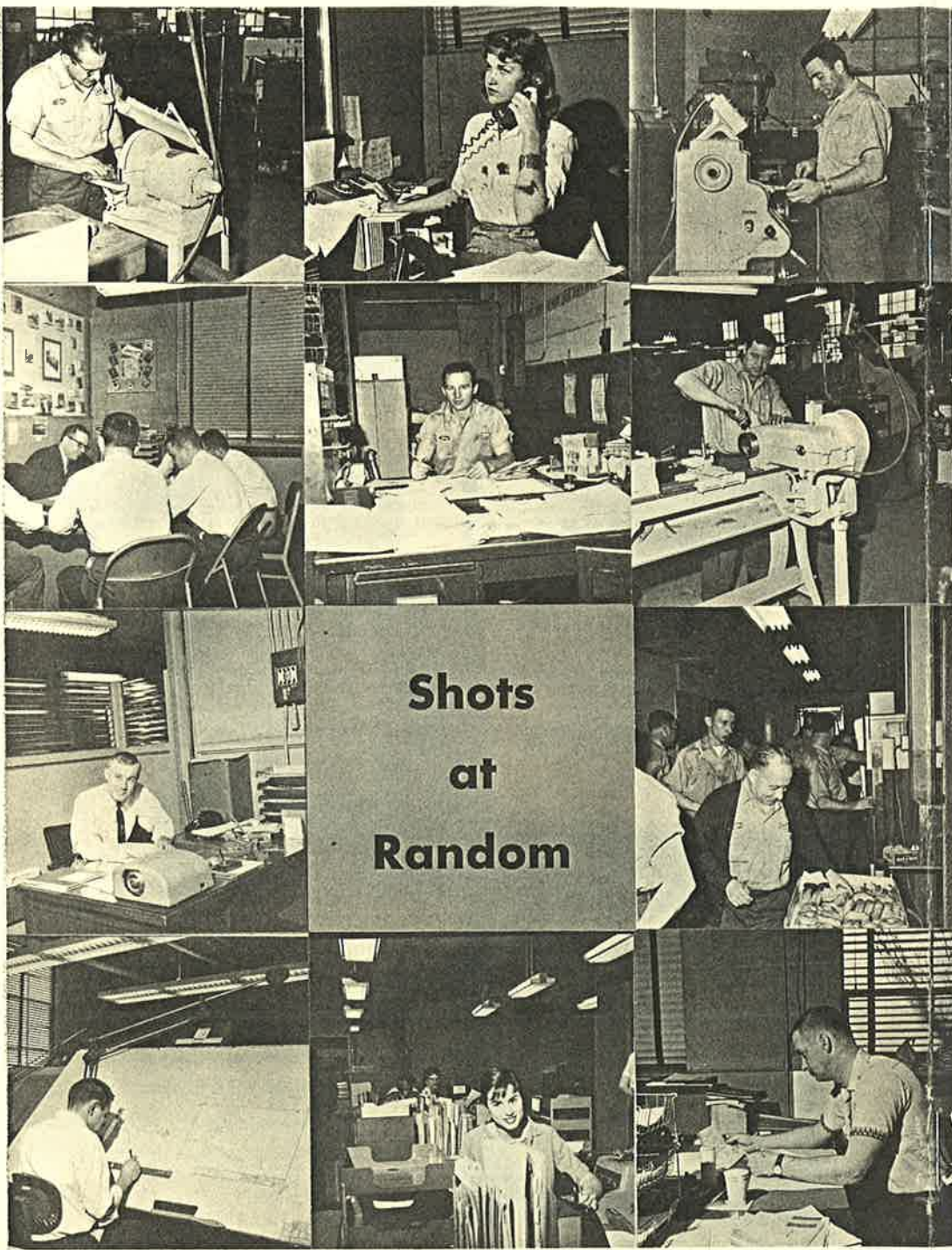


JUNE  
1960

# BARTELT SCOPE



**Shots  
at  
Random**



A monthly publication of Bartelt Engineering Company, Inc.  
Sales Promotion Department ..... C. Stewart Worthington, Manager  
1900 Harrison Avenue, Rockford, Illinois

**BARTELT ENGINEERING COMPANY, Inc.**



## MANAGEMENT byline

I am proud to say that the Packaging Machinery Manufacturers Institute May meeting was a great success. A good measure of this success was due to the fine cooperation and extra efforts contributed by many of you here at Bartelt.

We were highly complimented on the smooth scheduling of events and the transportation we provided for the many visits to Rockford industries. Stu Worthington did a truly fine job of coordination and all of you who took time from your jobs to help him in providing transportation and guide services deserve a lot of credit and my personal heartfelt thanks.

I was quite proud to receive a number of wonderful compliments during the Institute's tour of our plant on Friday the 20th of May. The neatness of our plant was mentioned to be sure, and I know we are all proud of our facilities here. But, the compliments which pleased me most were the many comments on our fine people. Everyone, our shop people, our sales people, our engineers and office workers, were complimented on their friendly helpfulness and general high calibre.

My personal thanks to you all for again giving that "little something extra" that makes Bartelt a company of which we may all be proud.

Sincerely,

Harold L. Bartelt  
President

## SATISFIED VS. SATISFACTORY?



VOLMER SORENSON  
Industrial Relations  
Director

The efficiency of an organization is often judged by the morale of its employees. It is said that a happy ship is a good ship — that only satisfied employees can do a good job. The fact seems so obvious that we rarely stop to question it.

In application the truth is not so simple. Administrators who really want organizational growth and full production must guard against the assumption that satisfied employees are satisfactory employees.

Americans are traditionally unsatisfied. Much of our progress is based on our restless determination to go ahead. We landed on a shore and swept across a continent. We find a useful drug and promptly set out to develop a better form of it. At home we buy a wash machine and then we want a dryer.

A satisfied employee in an organization which enjoys undisturbed morale may not be the asset he would appear to be. He may be an employee who is getting nowhere. He may be a man who enjoys a raise but does not improve his production. He may be smugly entrenched behind a wall of unchanged procedure. The fact that he is satisfied does not guarantee that he is satisfactory.

A satisfactory employee is not one who just gets by. He is one who does his job well and gets along with his associates. He develops his abilities and grows with his job. There are probably times when he likes his job and there are also times when he doesn't.

Sound administrative decisions often have unsettling and upsetting effects on employees. Every well administered organization has times

when it must make changes. It may be cutting budgets, it may be projecting new products or services to meet new needs and old services and products changed or abolished. Changes usually result in personnel adjustments. Every administrator must decide where he can find the best man for a given job. Sometimes that best man is not the one with the longest years of service. He may be from another department or he may even be an outsider. Sometimes he might be a member of the organization who skips over others with long seniority and other kinds of talent.

Competition forces administrators to make choices of this kind. These changes almost always cause dissatisfaction among employees and the dissatisfaction often gains support for a limited time. It is important too, to review some of the other factors that cause dissatisfaction. A man's ability to get along with his supervisor or a woman's failure to be promoted is often based on things outside the job. Worry about a son, gnawing and continued pain, a row with a boy friend, these and a host of other things affect job performance and satisfaction. The problem is personal but the explosion is on the job. It affects not only the individual but all of those who are working with him.

Good administrators must get to know and understand the dissatisfaction of their employees. Some sources of gripes can be quickly corrected. Dealing with people on the job is like dealing with people anywhere. Employees need to understand policies. They must know what they are supposed to do. They enjoy credit when the job is well done. They need to feel working standards and assignments are fair. They need to trust management and to know that they are trusted. Job satisfaction can be built all down the line if top management understands and insists upon sound human relationships at every level.

## PROMOTIONS

Congratulations to the following persons who have been recently promoted to the following positions:

Larry Carlson, Assistant to Plant Manager.

Fritz Anderson, Process Engineer.

Red Langston, Production Control Supervisor.

Clarence Thompson, Service Parts Clerk.

Joe Soroka, Checkout Supervisor.

Dolores Premo, Administrative Secretary.

## JUST A REMINDER

... Thousands of children will be out of school in a few days. Drive with particular care during these summer months.

## IN PARTING . . .

Many thanks for the wonderful cooperation and enthusiasm Scope has received during my enjoyable tenure as assistant editor and editor.

Bob Friend

WELCOME BACK to Art Lundblade, who has assumed supervision of the night shift.

## WESTERN PACKAGING SHOW . . .

Next month, at the West Coast Packaging Show in Los Angeles, our western sales staff, Stan Macfarlan and Gene Peterson, will be exhibiting a Bartelt automatic packaging machine, contract packers model, to the expanding coastal market. The machine will then be delivered to Los Angeles Custom Packaging.

Gene, our new Western Territory Manager, and Stan, a recent addition to our sales force, will set up permanent operations in California next month. They are now located at 680 East McKinley Avenue, Sunnyvale, California.

## Greetings . . .

and a hearty welcome to our new employees:

Bernie Thompson, Assembly  
Ralph Johnson, Assembly  
Charles Nicholls, Inspection  
Art Lundblade, Machine Shop  
Ray Falzone, Research  
Carl Ekstrom, Assembly  
James Schulze, Engineering  
Gary Phelps, Engineering  
Leo Blankfield, Sales  
Gene Geber, Engineering  
Lucien Horton, Machine Shop  
Ray Rafferty, Machine Shop  
William Huntley, Machine Shop  
Willard Cowan, Assembly  
Joyce Thomas, Accounting  
John Ackerman, Bench Assembly

## Old Hands

Congratulations are in order for the following people who celebrated anniversaries with the company during May:

Ken Johnson, 18 years  
John Roberts, 4 years  
Joe Farrell, 4 years  
Frank Howard, 6 years  
Bill Myers, 12 years  
Ron Gable, 8 years  
Bill Pielak, 8 years  
Bill Boston, 11 years  
Al Boger, 8 years  
Louise Gale, 7 years

### COVER

A view capturing the new fresh look of our assembly floor.

## BARTELT TAKING ON NEW LOOK

The last few months have seen many improvement changes in the appearance of our plant. Most of these changes have also contributed to increased efficiency by providing better working conditions, better use of manufacturing, engineering, and office space, and overall improved organization.



Fritz Anderson and Joe Soroka in new offices

One of the most notable improvements is the new conference room and the adjoining set of offices which house the Plant Manager and foremen. This centralization of superintendents should help considerably to increase their operational efficiency.



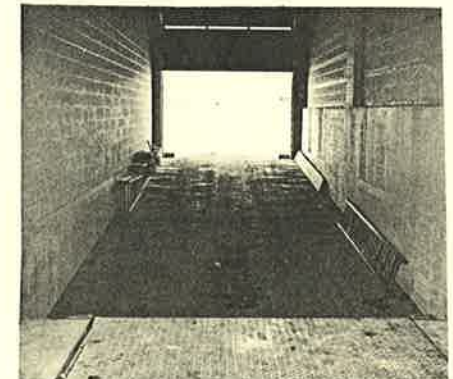
Frank Gibson in new uniform

The adoption of uniform for dress for plant personnel has also lent itself to the promotion of a clean, neat look which is so much a part of our new surroundings.



Assembly floor

Another notable improvement is the new look on the assembly floor, where areas are now neatly marked off for maximum efficient use of available space. This should help us to better meet our demanding manufacturing schedule.



Loading and shipping dock

A speedy, safe delivery is appreciated by all our customers. To better meet this requirement, we now have a modern drive-in loading and shipping dock.

## — SPORTS NEWS —

### SOFTBALL

Montie Atkinson's spirited team appears headed for a very good season, downing their first three opponents by convincing scores while remaining in first place undefeated.

In the opener, The Bartelt nine downed Camcar 9 to 2 behind the two hit pitching of Roger Milligan. The Thompson brothers, Jerry and "Tommy", led the way at the plate. Jerry's two run double in the first matched the entire Camcar output. "Tommy" then clinched it with a long home run. Dick Baker and Gene Waterfall also contributed two hits apiece.



Roger Milligan

Against the strong Rockford Machine Tool nine, Montie's charges were at their best, coming away with a hard earned 9 to 1 victory. Dick (Home run) Baker's line shot four bagger over the center fielder's head paced the hard swinging Bartelt nine. Tommy Thompson slammed two singles to help the cause, as did Gene Waterfall with a triple and three runs batted in.

Rog Milligan was never tougher as he shut out Rockford Machine Tool after the first inning, several times leaving runners stranded with the score standing at 2 to 1.

Last year's champion, Brearley, fell 18 to 10 before a barrage of hits off the bats of the free swinging Bartelt nine. In a fine display of hitting prowess, "Tommy" Thompson once again led the way with a double and three singles. Bob Friend, Gene Waterfall, Rog Milligan, and Bob Justice all banged out two hits apiece to help the cause.

### GOLF



Ron Beisler and Gene Waterfall admire golf trophy

Inclement weather has resulted in a slow start for the Bartelt intra-company golf league. Rain and cold weather forced postponement of all matches the first week. The team pairings are as follows:

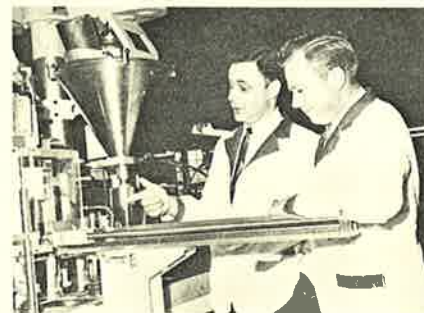
- Team No. 1—Gene Waterfall  
Sam Latino
- Team No. 2—Frank Haight  
Carl Frank
- Team No. 3—Larry Carlson  
Harry Hornagold
- Team No. 4—Larry Ferraro  
Jim Bennet
- Team No. 5—Rog Milligan  
Harry Stephenson
- Team No. 6—Oliver Tysver  
Gavin Harvey
- Team No. 7—Chet Rapean  
Gene Mahloch
- Team No. 8—Bruce Elmquist  
Willard Cowan

## BARTELT VISITED BY MONROE CHEMICAL AND MARATHON EXECUTIVES

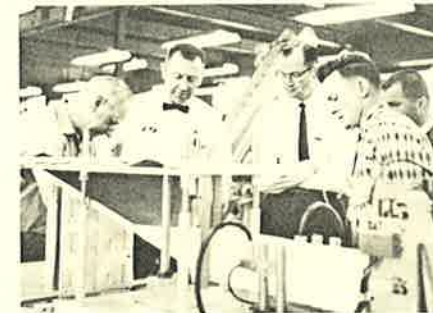
Several distinguished visitors went through our plant last month, checking out machinery being manufactured for them.

Mr. Jerry Frerick of Monroe Chemical Company visited here to inspect the progress of a machine designed to insert water soluble dye pouches into an outer pouch of poly-foil.

Marathon Paper Company officials also visited our plant to observe the checkout of a bagmaker recently completed for them.



Gene Peterson with Jerry Frericks of Monroe Chemical Co.



Clay Lilja, Chet Rapean and Dick Koenigsaecker with Marathon Officials

## Package of the Month



Adams Snack Dip

This tasty cheese dip is a product of the Adams Corporation of Beloit, Wisconsin, well known for their famous Korn Kurls.

Quick and easy to serve, one package of cheese dip will serve four to six persons.

Bartelt is proud to furnish the packaging equipment for this fine product.