THE MARK OF RELIABILITY

DECEMBER, 1984
VOLUME 1 ISSUE V
North Adams, MA

WORLD HEADQUARTERS BECOMES A REALITY

Now that the formal dedication ceremonies have been held for the World Headquarters in Lexington, it may be interesting to tell the story of the preparation of the building prior to the dedication. It's a long and arduous task to mention all of the activities involved in outfitting the building from the ground up. The new Sprague World Headquarters building was formerly a Burroughs office building. The contemporary two-story structure is of brick and glass construction, having two prominent features: a wide second story recessed balcony overlooking Rt. 2 and a second story atrium which looks down on the first floor reception area.

When the lease for the building was first signed with Boston Properties, the owners, in February of this year, it was totally stripped so that the only thing left of the original structure was the four outer walls. The job of building Sprague's requirements into this building fell to what came to be known as our partnership team in Lexington — Terry White and Dick Jones. Between them, they were responsible for making and implementing decisions that range from the selection of the general contractor to the style of the furniture that would grace the office and the conference rooms of the building. Dick Jones noted, "Our job was to take this 15-year old building and completely transform it into one that would truly be representative of a world headquarters for Sprague."

The first people to occupy the building on June 16 were Dr. John L. Sprague and Donald F. McGuinness, and as time went along, others of the senior management staff began to make their headquarters in the new building. The first major meeting to be held at the World Headquarters building was a Planning and Strategy meeting with senior management of Penn Central Corporation. This two-day meeting, held in late September, in many ways represented the first of many meetings which will be held at the World Headquarters.
THE SANTA FUND

The Santa Fund began twenty-seven years ago, when members of the Sprague Electric Management Club wanted to do something for the children in the community. Initially, the Club decided to solicit used toys, repair, and distribute them to needy children. When James A. Hardman, former editor and Publisher of The Transcript, heard about the plans, he offered to join forces and the project increased in scope. After several years, the collection and distribution of used toys was phased out and the organization incorporated.

Bob Armitage, first-co-chairman, estimates that about 500 children received gifts that year after raising a total of $550.88. Over the years the drive has grown with 1,295 children receiving gifts last year and donations totaling $19,049.

Each year the Northern Berkshire Santa Fund Board of Directors meets in November to elect officers and make committee appointments. From that time on a flurry of activity begins. Fund-raising activities, sponsored by various community groups, such as a pancake breakfast, dances, road races, raffles, are held with this year’s new entrant a true pursuit contest. Coin boxes are distributed to local stores and gathering places and numerous individuals make generous donations. All funds, with the exception of a $35 filing fee required by the State, are used to buy toys or clothing for children. These items are purchased locally, delivered to the Sprague cafeteria, and wrapped, bundled, and delivered by Transcript employees and Sprague Management Club members.

It’s a big job and every year there are a few breathless moments until the amount of money collected matches the amount required; but somehow it always works out thanks to the generosity and hard work of many, many individuals. With a little luck, the Santa Fund will continue for at least another twenty-seven years.

Pat Herring

SERVICE AWARD DINNER

It was a very special evening! One hundred seventy-five service awards recipients and guests were in a party mood as they assembled at the Three Chefs-Taconic Park Restaurant on November 9th. The prime rib dinner was preceded by a cocktail hour and simply scrumptious hors d’oeuvres which were enjoyed by all.

This year’s party was also notable in that each recipient received a gift which he/she had previously selected from a special service award gift brochure — it was almost like Christmas! Awards were presented by Dr. John Sprague and Robert C. Sprague. Following dinner, dancing was enjoyed to the music of Carlins “Big Band Sound.”

Recipients included: 50 years — David Papulo; 45 years — Yolanda; 40 years — Ernest Gregory, Allan McLain, Alice Beer, Thad Dudziak, Howard Chilton, and Marguerite LaCasse; 35 years — Evelyn Lyczynski, Victoria Zoltek, Melvin Tiernan, George LeSage, Alfred Bourdon, William Burdick, Thomas Hurley, Leopold Laliberte, Rose LeBou, Jeanne Trasch, Lilian Trimmer, Asife Samia, Zita Pedrin, Dorothy Farinon, Jeanne Boucher, Frances Miles, Roselyn Vincelette, Ceil Mikuszewski, Barbara Campbellelly, Olga Lic, and Evelyn Gochn.


OTHER RECIPENTS

Service Award recipients for 20, 15, 10 and 5 years of service are as follows:


Gifts and awards have been distributed to all the recipients.

Robert C. Sprague congratulates his son John on receipt of his 25 year service award as George Bateman looks on.

Yolanda Papulo, widow of David Papulo, proudly displays his 50 year service award pin which was presented by John Sprague.

Sisters Alice Beer (left) and Marguerite LaCasse, both received 40 year awards. They attended with Bernard LaCasse and Roland Bombardier.
SHAKAR APPOINTED FOREMAN

Michael Shakar, of Brown Street, has been appointed Foreman of that area. He succeeds Dick Zapppani who has assumed a Foreman responsibilities on the second shift. Larry Hopkins, of Tantalum, was appointed to Rolland’s former duties as Department Leader.

A 27 year employee, Rolland has spent his entire Sprague career in Tantalum. He was named a Supervisor in 1959 and moved to Department Leader in 1979. He assumed his Foreman’s duties on December 1st. Larry Hopkins joined Sprague Electric in 1973 and his entire time here also has been in the Tantalum Department. He officially assumed his new duties on December 17th.

Congratulations to you both!

SPRAGUE WELCOMES HEISE

A familiar face returned to Sprague Electric early this month as Robert “Bob” Heise joined the Information Services area as Director of Information Services. He was Manager of Information Processing here from 1974 to 1976 when he moved to General Cable in Connecticut.

A native of Brooklyn, Bob attended New York University and worked in the New York area prior to joining Life Savers, Inc. in Canajoharie, N.Y. in 1971, where he was supervisor of computer operations. He remained there until joining Sprague Electric in early 1974.

Welcome back, Bob!

NEW DUTIES FOR van ZELM

Hugh van Zelm, Manager Employee Relations, has been given new duties which were recently announced by Harold F. White, Vice President of Human Resources.

Hugh will assume the responsibility for Facility Security Supervisor in North Adams and assist Mr. White in this area at our new Lexington location. He will also assume responsibility for the relocation of employees who are transferred. The Company has acted as an informal third party in dealing with housing of transferred employees. These transferred employees are involved with various plant locations.

He is still responsible for coordination of the Company’s Suggestion System and is currently President of the New England Chapter of the National Association of Suggestion Systems. This chapter won first place last year for the quality of its programs. He also is the Company contact in dealing with equal employment, Affirmative Action Plan make up and U.S. Government audits of these AAP’s.

Hugh has dealt with many human resource projects here in North Adams, including Quality Circle Facilitator, the Sprague Electric Employee Benefit Fund, local handicap agencies, carpools and is a member of the Sprague Negotiations Committee. He joined Sprague Electric Company in 1962 and has had human resource duties at locations in Bennington, Vermont; Visalia, California and Longwood, Florida; and for the Annapolis Junction, Maryland location.

He graduated from Middlebury College in 1956 with an A.B. in Economics and received a Masters of Commercial Science Degree in 1971 from Rollins College in Winter Park, Florida.

TURTLE HEADACHES

Ever go back to sleep in the morning and wake up feeling fuzzy minded and headache? The reason may be turtling, the tendency of morning sleepers to put their head under the blankets to avoid daylight. The extra sleep is fine but the brain, which consumes 20 to 25% of the body oxygen supply, is very sensitive to reduction in oxygen levels. By putting your head under the bed clothes, respirations actually decrease the oxygen level and increase the carbon dioxide level, which results in a mildly depressed state of mind and a throbbing headache which usually subsides by midmorning.

For most people a turtle headache is simply a nuisance, but the reduced oxygen level can be dangerous for those with heart or lung disease. It could even precipitate a stroke in people with extremely high blood pressure. If you are a turtle and want to get a little extra sleep at times, install light blocking window shades to make turtling unnecessary, and that extra sleep you get a pleasure instead of a pain.

Florence Pettibone, R.N.

MARSHALL STREET QUALITY CIRCLES

A quarterly joint meeting of all Marshall Street Circles membership was held in the Building #9 Conference room. Over 125 members attended.

Circle Leaders made their report. Among many projects discussed were: Quality Awareness, Productivity, Competition, Work Flow and Future Circles. At the Circle Leaders table in attendance were: Roberta Plummer (Belle-Aires), Dave Horton (Architects), Charles Gravel (Data Generation), Linda Bartlett (Genesis), Joe Valieres (Unpredictables), Bill King (New Breed), Bernard Taturo (Tantalum Preformers), Sandy Pilling (High Reliabiles), Rolland Mineau (Informers), Alice Kawa (Tantalizers), Francis Sprague (Ideations), “Che Che” Kozik (Tantalum Twilight), Linda Reynolds (Sherlock’s) and Paul Traversa (Consultants). Bob Mantz (QC Facilitator), hosted the meeting. Also attending were Hugh van Zelm, former Facilitator, Ted Candilora, new Facilitator, along with Fran Crea, Manager of the Tantalum Division, who presented an overall picture of goals, orders and commitments.
CREDIT UNION REPORT

It ain't braggin' if you've done it.
— DIZZY DEAN

In June of 1940, a dream became reality as a group of employees at the North Adams Manufacturing facilities of the Sprague Electric Company decided to pool their resources in an attempt to help each other with their numerous financial responsibilities. The Sprague Electric Credit Union was the result of that effort. At the close of that first year, assets totaled a remarkable $15,415.64.

Since that day 44 years ago, your Sprague Electric Credit Union has accumulated over 15 million dollars in assets and has extended its services to include manufacturing facilities in Annapolis Junction, Maryland; Barre, Vermont; Concord, New Hampshire and Worcester, Massachusetts. We also encompass the fully owned subsidiaries of Sprague Electric Company such as Micro Tech of Worcester, and Northern Berkshire Manufacturing Company and Sprague Aviation Company, both of North Adams, as well as the Company's sales offices in the United States and the Corporate World Headquarters in Lexington, Massachusetts.

Members of your Credit Union may take advantage of various types of low-cost loans such as automobile and recreational vehicle loans, vacation loans, home improvement loans, loans for the consolidation of small bills and many others.

Your Credit Union boasts numerous savings plans including Share Accounts, paying 8% with an effective annual yield of 8.33%; Money Market Deposit Accounts requiring a minimum balance of $2500.00 and presently paying 10% with an effective annual yield of 10.515%, effective January 1, 1985 minimum balance decreases to $1000.00; Individual Retirement Accounts funded by various Certificates of Deposit such as 18 month fixed-rate certificates presently paying 10.02% and 30 month fixed-rate certificates presently paying 10.52%. There are also available 18 month variable Certificates of Deposit presently paying 9.52% whose rate fluctuates each month and is guaranteed to be at least 8% with a maximum not to exceed 18%. For those who prefer, we offer a regular I.R.A. Share Account paying 8%. You may also avail yourselves of a Christmas Club and a Vacation Club.

In addition to these many services and favorable rates, there are no maintenance fees associated with our programs.

Most importantly, your Sprague Electric Credit Union offers you a friendly, competent staff, always ready to assist you in your money matters and who treat all discussions with the strictest confidentiality.

We have done it and we will continue to do it!

William R. Pedercini
Manager

HOURLY AND SALARY PENSION PLAN IMPROVEMENTS

August 31, 1984 the Retirement Equity Act was passed. This recent law effecting employee benefit plans arose out of charges that pension laws have prevented women from getting their fair share of retirement benefits. Because many women enter the work force at an early age and work significant portions of their careers before and during their twenties, they often fail to become vested in their pension benefits. Similarly, time out for child rearing or frequent job changes sometimes results in forfeiture of accumulated benefits. Widows of workers with vested benefits often found that the benefits they believed were non-forfeitable did, in fact, disappear if their spouse died before becoming eligible for early retirement.

The following plan improvements will be effective January 1, 1985: Employees are now going to be eligible to enter the pension plans with a minimum age of 20½ instead of 24½.

As you know, an employee is vested and guaranteed a pension with the Sprague Electric Company after accruing 10 years of vesting. This vesting service goes back to the hourly employee as long as they were vested (their 10 years with the Company). However, vesting went back to age 22 for employees who worked with us at least one hour after January 1, 1976 who pass away after January 1, 1985 and for active vested employees who pass away anytime August 31, 1984 when the Retirement Equity Act was passed.

Students from Southern Vermont College were recently given a tour of the Marshall Street facilities by Donald J. Boyer (left), Assistant HR Manager and head of the local security force. He described the duties performed and answered many questions from the group. Shown are Don Boyer (left), the students and their professor.

Juniors in McCann's electronics program recently visited the Equipment and Development area where Robert Herzig (right), department head, explained the use of modern electronics in manufacturing and end-of-line testing of equipment. The equipment in the picture contains 5 microprocessors and a microcomputer.