



WINDOW
TO THE
NORTH

Freelon Ramsey, Shop millwright 2c, paused to look out the North window of the 5th floor Firestone-Gastonia mill tower.

For about \$10 or less...

No matter how you heat your house, you can save 20 to 30 percent of the insulating costs the first winter alone. But what are some 'smaller' ways to save energy costs this winter?

You can do a lot with an inexpensive caulking gun and a few tubes of caulking compound — sealing air leaks around doors, windows, outlet vents for clothes dryers, exhaust fans, etc.

For about \$10 or less, here are some other things that go far toward saving energy and making you more comfortable:

Fit a cover over the outside of your air conditioner. Put a plastic cover over your kitchen, bathroom and attic exhaust fans. Place draft guards at bottom of doors and windows. Install draft blockers behind electrical switches and outlets. Or, fit rubber plugs into unused electrical outlets.

Put aerators on faucets to cut wasteful flow of hot water. Use fluorescent lights that screw into standard sockets (more light with less energy, than with incandescent lights.) Insulate exposed heating ducts to keep hot air from cooling short of the place it's needed. Insulate hot-water pipes for the same reason.

Install inside storm windows. Attach reflected window film (cut heat loss up to 40 percent and screen out 75 percent summer sun.)

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NOTHING MORE BASIC

Without
customers
we'd be
gone

•Everybody's concerned or affected with the cost of living and our financial wellbeing. How Firestone and other companies are doing, financially affects the economy.

The 'state of the economy' is not something that we just hear of but can't do anything about. Employed people directly affect their company's financial wellbeing, as well as affecting the country.

A good example: Wages, principal cost of everything. What happens if wages go up without corresponding increases in production? That simply drives up the cost of living for everybody. So, that's why we seek improved productivity (output of our labors) and keep on making investments in tools and materials to work with. This helps to get the work done as well and as efficiently as possible.

An industry that produces things for sale owes its existence to customers who buy and use those products. Keeping customers is another example of how every employee can affect the economy. All payroll and employment are derived from customers.

Keeping Firestone's customers satisfied is a team effort because we must have good, aggressive people in all phases of our business — administration, product design, engineering, production, sales and distribution, etc.

But we must have dependable products to begin with.

Our economy is all interrelated. Our job security is tied in with our company's financial success. Nothing is more basic than that. And the company's wellbeing rests on its people's efforts.

'82 VEHICLES SIR REBATES

As a supplier company to American Motors, Firestone has arranged for rebates to employees on their purchase of new 1982 AMC, Jeep and eligible Renault vehicles. The Supplier Invoice Reduction Plan allows for each employee to buy up to 2 vehicles per model year.

Employees, after working out an arrangement with a dealer (trade-in, method of payment, etc.) and selected vehicle is delivered and licensed, present a copy of the title to the SIR coordinator at each Firestone plant:

S. E. Crawford, Gastonia
Frances Fletcher, Bennettsville
Sal Costanza, Bowling Green

Eligible 1982-model vehicles and rebate amounts:

Wagoneer	\$350.00
Cherokee	\$325.00
Jeep Truck	\$275.00
Eagle	\$250.00
CJ (Jeep)	\$250.00
Scrambler (Jeep)	\$250.00
Concord	\$225.00
Eagle (kammback) (SC/4)	\$200.00
Renault 18i	\$150.00
Spirit	\$125.00
Le Car	\$ 75.00

Jane and her records



Jane Marie Wentz, 7th-grader at Southwest Junior High School, Gastonia, is in the habit of achieving good records in school and church.

Chapel Grove, her last school before junior high, awarded her three certificates for Citizen of the Month, one for being a 'Supereader', a Certificate of Achievement, and a six-years perfect attendance certificate — two of those years for records at Clay Street Elementary School.

At West Franklin Baptist Church

Scholarship applications

The first S.A.T. test (required of Firestone College Scholarship applicants) was administered Nov. 7 in high schools across the country. Dec. 5 and Jan. 23 are the other dates in the test series. School counselors have complete information on the S.A.T. exam and schedule. Firestone Personnel offices have details on the company Scholarship program.

All plants and other locations have the 1982 application packets.

The 1982 Firestone Scholarship program for eligible sons and daughters of company employees

was announced in September. One major change in eligibility rules this year has to do with salary limit.

INSTEAD OF a fixed dollar ceiling on the amount of money a person may earn and still have a son or daughter eligible for the award, the policy now requires that a fulltime hourly employee or salary employee (grade 28 or below) must be on the company payroll at the time the award is made.

Employees are required to have 5 or more years continuous company service by Jan. 1, 1982, for their child to qualify. Each applicant must be a senior in a high school in the United States; must be in the top third of the class for the first 3½ years of high school.

Firestone grants continue at \$1,700 per year if the recipient attends a college or university operated by local or state government; \$3,400 per year if the school attended is a private institution.

Under the program, the company last spring awarded 28 Scholarships and 56 Certificates of Merit throughout the country. As of Fall, 1981, 145 sons and daughters of employees are receiving Firestone Scholarship aid.

We like it that way, too

A while back, a U.S. government task force study on Work in America report listed eight major concerns of people on the job. From top down, they are:

Interesting work. Enough help and equipment to get the job done. Enough information to get the job done. Enough authority to get the job done.

Good pay. Opportunity to develop social abilities.

Job security. Seeing the results of one's work.

More than a hundred studies over the past 30 years show much the same thing, the task force reported. The main concern of people on the job is to become masters of their immediate environment and to feel that their work and themselves are important.