

Organizational Changes Announced

PRODUCTIVITY THE GOAL

The latest organizational changes announced greatly simplify the coordination required to operate the corporation successfully. Reporting to the President are six key functions. President Peter Hepp explained that it was necessary to reduce the number of people reporting to him because of the increasing demands on his time in industry and political matters in these troubled times for shipbuilders.

Mr. Hepp said, "I view the new organization reporting to me as three major staff groupings and three line groupings. In the staff area:

- Steve Simpson handles all of our legal and government interfaces.

- George Liacouras is our chief financial officer and also handles administrative services.

- Bob Campbell has Human Resources and all of our management systems development, both manual and computer based. This latter responsibility is an extremely important area in the turnaround of the corporation. The survival of the corporation is heavily dependent upon the rapid and successful implementation of modern management control systems.

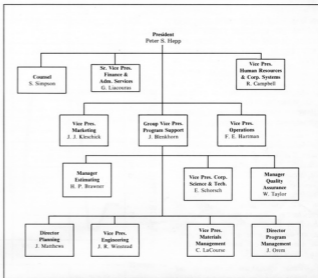
"The three key line organizations are as follows:

- Under Joe Kleschick is the marketing of all the corporation's goods and services in both new ship construction and ship repair, as well as the new Industrial Products Division, which is a total profit center — including marketing, engineering and manufacturing.

- Once a major contract for either new hull construction or ship repair is executed by Marketing, it is turned over to Jim Blenshoen, Group Vice President. Jim's division is totally responsible for taking these contracts and converting them into engineering designs, drawings, work schedules and materials, and to see that everything is handed over to Operations in a timely and neat package in order to get the work done as productively as possible. In other words, all of the functions necessary to serve Operations have been placed under Jim. By having plans, drawings and materials available at the same time greatly increases the productivity of Operations.

- Frank Hartman has the responsibility to execute the plans generated and to build the ships and repair the ships in a timely and productive fashion. Through the use of Industrial Engineering, Frank is also charged with increasing the productivity of this company.

"The basic philosophy of this corporation is that we are all here to serve the productive work force. Every action taken by every division in the corporation should be centered around the single concept of being the most productive shipyard in the United States. Only when we all pull together can this corporation reach its full potential."



Light as a Feather



This 400 ton crane is moved down stream from the Philadelphia Naval Yard for repairs by the Sun 806. The shipyard's floating derrick moved two cranes for the navy

yard as part of that yard's maintenance program. The cranes were lifted from their bases and carried down stream to be placed on a slab to permit easy access for repairs.

Sharing Thoughts

"GREAT DISCOVERIES AND IMPROVEMENTS INvariably INVOLVE THE COOPERATION OF MANY MINDS..."

(excerpt by Alexander Graham Bell)

"IF ONE CARES ABOUT IDEAS, ONE WANTS TO GATHER THEM FROM EVERY AVAILABLE SOURCE AND TEST THEM IN EVERY WAY POSSIBLE."

(by Mary I. Bunting)

Much progress has been made in the last year in moving our corporation forward. However, we have only begun to bring about the changes necessary.

During the past month, there were several occasions where it was evident that we still have a way to go to change past attitudes. Too many of us are still ignoring opportunities to find new ways of doing business and new ways to improve our operations. Many of us are still defensive about how we go about our business, are reluctant to listen to new ideas, and are quick to close our minds to anything except our usual approach. Unfortunately, in many areas our usual approach is inefficient and costly.

We must learn to use our energy to find and solve problems — not to find the culprits to blame for what is not working well. We must use our energy to try new and innovative things, rather than to save face or cover our tracks.

There is much that we can learn from our employees, from our fellow workers in other departments, from our customers, and from other shipbuilders around the world. We must continue to keep an open mind, to listen to others points of view, and to try to build on ideas that are given to us. Innovation could come when we least expect it. We don't always know where good ideas will come from, so we must keep our eyes and minds open at all times.

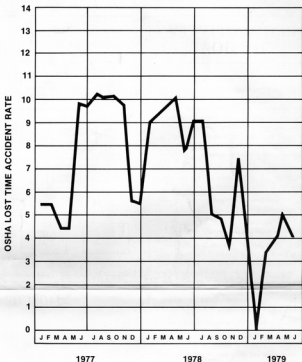
Peter S. Hepp

Changed Address? Let Us Know!

Any shipyard employee who has moved to a new address and who has not notified the company of the change, should do so at once. "When the company sends out mailings, we get nearly 200 Post Office returns from our active employees. This represents nearly 5% of our entire mailing list," said Bill Russo, Manager of Hourly Employment. "In order to keep our employees informed of what's going on at Sun, we must have accurate records."

Any employee who has moved since starting work at the shipyard and who has not notified the company by filling out the "Change of Address Form" please stop in the Human Resources office at the Morton Avenue entrance and straighten out your records. If for some reason you previously notified the company of a change and your records are still not correct please let the company know about this.

LOST TIME ACCIDENTS/100 EMPLOYEES/YEAR OSHA RATE



Make Safety Pay For You — It Has — It Does

by Seattle-Wash.

More progress was made in accident and injury reduction in 1978 than in any of the previous five years. Your safety efforts started paying dividends. Our O.S.H.A. lost time injury rate has, for the most part, been on a steady decline. With more employees showing a grater concern for their own and that of their fellow workers' safety, they are proving that safety does pay. If each employee is concerned about his or her safety, and is not satisfied with accidents and injuries that still occur, then we will continue to improve on our safety record.

Evidence that safety is paying appears at both the North and South Yard entrances to the shipyard in the form of the large yellow Safety Billboards. The Departments and the Divisions with the most improved safety record for the first quarter of 1979, compared to 1978, are listed there. The members of the Department with the most improved safety record, (1st place) will receive an appropriate safety award.

The Division with the most improved safety record will receive a plaque which they will keep until replaced by a Division with a more improved safety record.

The Safety Slogan and Safety Suggestion Contest started on June 1st and will run monthly for the rest of the year. The monthly winners of each contest will receive a \$25.00 Savings Bond. At the end of the year, the best Safety Slogan and the best Safety Suggestion winner, selected from the monthly winners, will receive a \$100.00 Savings Bond. By participating in these Contests you can make safety pay for you and your fellow workers.

Entry forms for the contests and deposit boxes are located at both the North and South Yard time alleys. We are looking forward to awarding your Department as the most improved group and rewarding you for the best safety idea and slogan.

Scholarship Winners Announced

Since 1974 Sun Ship has awarded two scholarships annually to children of employees entering accredited four year colleges. The National Merit Scholarship Foundation in Chicago, Illinois determines the winners of the basis of academic ability and the amount of the award which runs from \$250 to \$1,500 per year. The amount of this award is determined by financial need. The 1979 scholarships are awarded to John Graney and Brent Thomas.

"I was pleasantly surprised when I found out that I won the scholarship," said John Graney. But father, William Graney (48-59), a 23 year shipyard veteran stated "I knew he was capable of winning it." For John it means financial ease of mind. "I won't have to take out a loan in order to put myself through college," he said. The 1979 Salesianum High School Graduate plans to major in Biology at John Hopkins University in Washington, D.C. John's school and personal activities are far reaching. At school he works on the newspaper and is a yearbook editor. His hobbies range from wrestling to reading with a special interest in toxicology, the science that deals with poisons and their effects. John is not the only member of his family to win the scholarship. His brother, Kevin, was awarded the shipyard scholarship in 1977.

The second scholarship winner this year was Brent Thomas whose late father, Robert, worked in Production Planning. "I was honored and pleased that I won the scholarship and that it was awarded from Sun Ship where my father had worked. Anything I won I feel I owe to him," he said.

A 1979 graduate of Menchville High School in Newport News, Virginia, Brent plans to attend William and Mary College in Williamsburg, Virginia. Although he has not chosen a major yet, he is leaning towards liberal arts in the areas of English and History. Brent is an avid tennis enthusiast. In school he is an editor of the yearbook. One of the highlights of Brent's high school career was his participation in the model United Nations which was held in Washington, D.C. For this program, Brent was selected to be on the International Court of Justice.

The scholarships are open to children of all Sun Ship employees. Application for the scholarship should be made in the fall of the student's junior year through the Human Resources division.



Bill Graney (48-59), at right, gives a tour of the yard to his son, John, who is a 1979 Sun Ship scholarship winner. John had not visited the shipyard since the 1968 MANHATTAN

conversion. He enjoyed the tour and commented how much larger the ships seemed to him now.

Requests for Information They'll Ask For Anything

From Photographs to a Sample of a Ship

In Weerkapelle, Holland, Jan Reynholdt has a few photos of recent Sun-built ships in his collection. Mr. K. M. Ratcliffe in London has pictures of tankers constructed at Sun during the Second World War as well as the information he requested on the Isberwood method of ship construction. John Zaphiriou, a naval architect student at the University of Michigan, has the information on the "GUPPY" which he needed for his project on submarines. A Sharon Hill World War II veteran has photos of the ROBERT C. TUTTLE (Hull 194) which carried him over to Europe to fight. He said he had forgotten how seaship he was during the trip until he saw the photos.

Sun gets requests for all kinds of information ranging from a confirmation on an official shipyard listing in LLOYD'S REGISTER OF SHIPPING in London to a fourth grader from Cobeyn who needs information on tankers for a school project. Requests are individually answered by Sun's Communications Department. The department gets several every month. Interestingly enough, a flurry of them come in right after a full moon.

Requests come in from all over the world, from South Africa to Malta to Korea and Australia. Not all of them have complete addresses on them either. One card from Europe was addressed "Sun Shipbuilding Company, U.S.A."

Requests generally can be divided into four areas, photo collectors, editors needing information, teachers gathering materials for their classes or students researching a project for school.

Certain countries seem to have preferences for particular types of information and materials. If the writer is from Holland, he'll probably want photos of specific ships for his collection. One Dutch writer said

he had 7,500 photos of ships and information about each one catalogued on cards. Most requests from England are for technical information for a book or paper. Non-proprietary information is sent. There are a few hobbyists from that country who want photos, however. One gentleman from the Isle of Wight writes once a year to Sun Ship. His letters even include information on how the weather in England has been. (It's usually cold and damp.) From the United States, Sun occasionally gets a request from a model builder who needs photos to get details. Besides pictures, some want specifics such as paint schemes or composition of the tail shaft. Some requests do take a bit of digging to answer.

Shipyard employees frequently ask for either photos, of completed vessels or construction shots pertaining to their crafts.

Throughout the school year teachers request information on careers in the maritime industry. The vast majority are high school teachers wanting materials for their "career centers." The shipyard has a general four-page hand-out on careers in the industry including marine engineer, naval architect and shipyard crafts that it sends in response to these requests.

Some of the more appealing requests for basic shipbuilding information comes from kids. One youngster from Central Pennsylvania wanted to know why Sun Ship was located "near a river." One of the funnier letters came from a potential naval architect from Cobeyn. His letter ran in part "Can you tell me how boats float and how you fit lots of weight on it. If you had a tiny hole in it would it sink? P.S. Could you send me some samples?"



Brent Thomas was awarded one of the two shipyard scholarships. His late father, Robert, worked in Sun's production planning department. Brent will attend William and Mary College in Williamsburg, Virginia this fall.

SUN SHIP LOG

VOLUME 13

NUMBER 5

Sun Shipbuilding and Dry Dock Company
Cheser, Pa. 19013

Address editorial matter to
Carol Lattard
Editor
Extension 795

Retirees Honored at Banquet

Sun Ship's retirees were honored at the annual Retirement Banquet. Of the 85 employees who retired from the company from June, 1978 through May, 1979, 56 attended the banquet held June 13, 1979 at the Media Inn.

Following the social hour and dinner, shipyard president Peter S. Hepp spoke to the group. Mr. Hepp noted that his group of retirees represented 2,573 years of service to the shipyard and that when the man with the longest years of service joined Sun, Hull 133, the 500 foot tanker, *Mercury Sun*, was on the ways. Mr. Hepp stated that he was proud to be associated with the member of this group and thanked them for their years of service. He said they were still part of the company and invited them back to visit.

Mr. Hepp then noted that the past year was good for Sun Ship in terms of sales. He stated that Sun won the second highest number of contracts in the nation's shipbuilding industry. He said that the company's goal is to sell 4 or 5 ships a year.

The employees who retired in this calendar year are:

Dept. 8 — Carl J. Martin

Dept. 13 — Ernest Radnor

Dept. 30 — James Houghton, Thomas D. Howat, Frank E. McMenamin, John J. Sullivan

Dept. 31 — Raymond Hennessey

Dept. 33 — James Baynes, Howard H. Fithian, Nicholas E. Foreacre, Joseph Kelly, Rolland Peet, Louis Summa, Joseph Wziesniowski

Dept. 34 — Monroe Gaskill, Joe O'Brien

Dept. 35 — William Gordon, Rupert Shoemaker

Dept. 36 — William Dewees, Ray F. Eversole, Roland Hauck, John Neigoli, Edward Pavlock

Dept. 45 — Elwood Anderson, Frank Gale, John S. Gladden, James Hosking, Eugene Houser, Alexander Orik, Bernard Ostroski

Dept. 47 — Louis Dennis, John Jamison, George Layman, Samuel Link, Peter Martin, Peter Polinsky, Samuel Rody, Lonsie Trapp, Joseph Tyson

Dept. 48 — William Hallman

Dept. 55 — Eugene J. Daily, Peter Demski

Dept. 58 — George MacKenzie, Joseph Beyck

Dept. 59 — Reynold Aurie, John H. Campbell, Robert Campbell, William J. Childress, Elmer Coryell, Francis Delaney, George H. Englebrake, Charles Filbert, John Forgione, George Frame, Louis Frascino, Albert Gorman, Lester C. Jamison, Alexander F. Jankauskas, William June, Andrew Kowal, Michael Piontko, Ernest N. Stephens, Charles Tillman, Harold Titterance

Dept. 61 — William Carter

Elmer Coryell and Fred Bailey, 59 Department Assistant Foreman. Bottom Row: James Pitts (45-48), 55 Department retiree Gene Daily and Bob Martin, Night Shift Superintendent.

Dept. 65 — Walter Korchynsky, Alvan Upshur

Dept. 67 — William Bridgeford, Jr., Henry James, Davenport W. Nelson

Dept. 69 — DeWitt M. Jones, Ivan Malseed, Charles Parks, Francis J. Shea

Dept. 75 — Frank Davis

Dept. 76 — Dominic Amoroso, John Bogucki, Samuel Pickrell, Herbert Rosenberg

Dept. 80 — Marshall Moody

Dept. 88 — Floyd Goodwin

Dept. 91 — Frank Wilson

Dept. 95 — Thomas Quirk, Sr.

Dept. 97 — George A. McClay

Dept. 99 — Robert Galloway



Retirees and present employees group together to remember "old times" at the retirement banquet. From left to right this group includes (top row) 67 Department retiree Henry James, Marty Raskin (59-128), 59 Department retiree

Elmer Coryell and Fred Bailey, 59 Department Assistant Foreman. Bottom Row: James Pitts (45-48), 55 Department retiree Gene Daily and Bob Martin, Night Shift Superintendent.

Phillies Tickets Available To Retirees

Shipyard retirees who are Phillies fans may now have an opportunity to see a home game courtesy of the company. Sun is offering its retirees company tickets not used by shipyard customers. "Two tickets apiece will become available to two retirees 48 hours prior to game time if not previously reserved for customers," said Donna Pedrick, Manager of Compensation and Benefits.

The shipyard's block of season tickets to Phillies' home games is primarily to augment the shipyard's marketing efforts and to enhance relationships with shipyard customers. If tickets are not used by customers, they will become available to retirees.

Retirees will be telephoned from the list that is organized on a first come first served basis. To be placed on the list, retirees should call Nancy Roth, Ext. 525 and give their name and telephone number. Those accepting tickets will have to pick them up in the Human Resources office. Once a retiree goes to a game, his name will be placed on the bottom of the list until it comes up again.

The first retiree to use the tickets was Andy Kowal, from 59 Department. He and his wife went to the June 15 game against Cincinnati. He said he had "a swell time." "The only thing about the game I didn't like," he said, "was that the Phillies lost."



The close knit Evans family boasts of two generations of shipbuilders at present. The senior member is Joe, seated at right, a lead supervisor with 50 years of service. Counter-clockwise other members include: nephew Jim Grady, Sun's Chief Clerk with 26 years of service, son Thomas, an 81

Department laborer with 5 years of service and son-in-law Bruce Ward, computer operations supervisor second shift with 4 years of service. Over the years other members of the Evans family to work at the shipyard have included Joe's father, three of his brothers and two of his sisters.

50 Years and Over 500 Ships Built With Pride

Only One Man At Sun Ship Can Wear A Golden Hard Hat

It was Sunday, May 12, 1929, when the 14½-year-old youth completed the 600 mile journey from his rural North Carolina home to Chester, Pa. He traveled by train. He came to find work. The youngest knew what work was, too. Even though he was barely in his teens, he had an impressive work history behind him. He grew up the seventh of thirteen children in a household with lots of chores. And out of economic necessity he worked a full time job since he was 12 years old.

On Monday, May 13, he set out to find a job. At first he tried the General Steel Plant in Ridley Township, where his brother, James, was working. Nothing there. Then he came to the Sun shipyard in Chester. He applied and was hired for work that same day. Joseph Evans (81-13) came to Sun Ship looking for long term steady work. Indeed he found that. But when he began to work for a company that was not even as old as he was, he had no idea he would one day celebrate 50 years of continuous service.

Joe's coming to Chester was the result of a number of circumstances. At the age of 12 he had to drop out of school. "I went to work at Tilghman's Lumber Mill in Dunn, North Carolina at the age of 12 in the year of 1926," he relates. "While working for Tilghman's, I operated a plant machine six days a week, twelve hours a day. After the mill closed in May 1929, I had to decide what to do. The only other type of work available to me in the area was farming. I didn't like farming. I didn't want to do that, so I had to look for work elsewhere. I had a brother in Chester, so I decided to try up there. I told my parents I had to go north."

When Joe applied for work at Sun Ship, an employee had to be over 18 years of age. "When they asked me how old I was," he smiles, "I told them I was 21 years old even though I was only 14. They couldn't prove that I wasn't that old. About six years later I was in the personnel office. One of the women, named Mary, asked me if I had reached the right age yet. I was over 18, so I said 'yes.' She smiled and said, "When you first came here, I knew you weren't as old as you said you were. But you looked as if you wanted to work, so we let it go."

Money for the Family

Joseph sent money home to help others in his family. All working members of the Evans family did that. In 1929, times were tough and jobs were hard to come by. With six in the family younger than Joe, the 14 year old had to share what he could. In October, 1929 the stock market fell and the Great Depression began. Joe was on a company payroll. He was one of the lucky ones.

"I started out in 67 Department at that time. I made 40¢ an hour. During the depression, it went down to 30¢ an hour," he remembers. "During the depression, while you were on a payroll, there wasn't always work for you every day. You would work when there was something to do. Sometimes it was only for a few hours every week or two. Sometimes there was work for a couple of days. And you really put out for the 7½ hours or however many hours you could get."

Joe transferred into 51 Department, Reaming and Bolting in 1930. Six years later he went to 80 Department, Stores General. In 1958 he moved into 81 Department. Joe was first made a supervisor in 1937. He had eight years seniority and was only 22 years of age at the time. He was named lead supervisor in 1969.

In his more than 50 years of service, the 81 Department Lead Supervisor had seen Sun Ship move from the days of horse-drawn carriages to the jet age. "When I came here, there were dirt roads, frame buildings, shacks and horses. The yard had nothing mechanical at all. The North Yard was all fields. You could catch muskrats," he remembers.

Joe remembers the members of the Pew family, founders of Sun Company, who established this shipyard in 1916. A few of them worked here at Sun and were out in the yard quite frequently.

Joe also remembers the company as it geared up for the Second World War. During the war years he was in 80 Department and he was made assistant to the foreman of the department in charge of yard laborers and the store room laborers. With its 28 ways and

35,000 employees, Sun Ship was the largest shipbuilding company in the world at that time. Following the war, there was an abrupt decline in shipbuilding and many employees left or were laid off. But Joe stayed on. He was among those who got the shipyard reorganized after the war.

The Family Business

Joe Evans is not the only member of his family to work at Sun Ship. "My father worked here for a while and so did three of my brothers, and two sisters," he relates. "Right now I have a son, Thomas, in 81 Department, a nephew, Jim Grasty in 85 Department and a son-in-law, Bruce Ward in 89 Department."

Joe could stay on and work at Sun until he is 70 years old which would be five and a half years from now. He would then have the longest employment record at Sun Ship. "I've made my plans, though," he said. "I'll be 65 in December, so I've decided to retire at the end of this year. I had a heart attack a few years ago and I feel it's best to stop working now." At present, he enjoys life with his wife, three sons, three daughters and 10 grandchildren. When he retires he plans to go fishing, do some gardening and spend time with his grandchildren. An avid Phillies fan, he plans to go to as many baseball games as possible.

Joe takes pride in knowing that he's done his part in building the over 500 ships Sun has produced since he joined the company. Of all the ships he's worked on, he says he remembers the *Glosser Explorer* the most. "I've put a lot of work in that ship," he reflects.

Joe sees the current time in Sun's history as "pretty critical" but hopes in times to come things will be better. "I see a good future, good working prospects for the yard," he said.

Joe is not only familiar with the Sun Ship history, he is a living part of it. One of the men who works with him remarked, "When you're working with someone who's been around a company for 50 years, you can't have nothing but respect for a guy like that."



Joseph Evans (81-13) receives his 50 year service award from Dick Bible, Facilities Manager. Joe is the first employee in

the history of the shipyard to receive this service award, a gold ring, which has the shipyard's service award emblem and three diamonds.



Joseph Evans tries on the ring following its presentation to him. Earlier in the year, Joseph had been presented with a gold hat band symbolic of his 50 years of service with the company.

Celebrating Anniversaries



J. EVANS
83-13
50 Years



W. CHATTEN
13-305
40 Years



H. TAYLOR
8-54
40 Years



R. WITT
30-68
40 Years



R. GARVINE
30-60
30 Years



B. MONTGOMERY
99-52
30 Years



S. PATTERSON
69-731
30 Years



B. ACHENBACH
68-85
25 Years



P. FRITZ
34-1325
25 Years



M. KOUKEDIS
35-128
25 Years



L. MOZZONI
47-95
25 Years



L. SAUTER
84-81
25 Years



E. BARNES
33-36
20 Years



J. CURLETT
76-128
20 Years



P. DORSEY
67-200
20 Years

F. LILLEY
34-302
20 Years



E. NIEDZIEJKO
34-572
20 Years



C. MCCREARY
21-23
20 Years



W. WESTERBERG
61-1
20 Years



W. WRIGHT
34-145
30 Years



BULK RATE
U.S. POSTAGE
PAID
PERMIT NO. 20

W WALLS 00-1087
520---11TH AVE
PROSPECT PARK PA 19076