

the eagle's view

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viewpoint

OPPORTUNITIES FOR EACH OF US

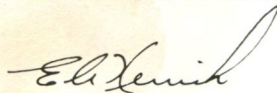
A topic of concern to many, perhaps most, people at Eagle Run is the availability and accessibility of new opportunities. "How can I get into a position of increased responsibility and pay?" This question was asked at both our Lunch & Learn meetings and is a frequent topic of discussion among supervision and their groups.

In thinking about opportunities there are a number of important things to keep in mind.

- The future for most of us is at the Eagle Run Plant. Each year a few leave for new opportunities — Don Durrue, Mark Vanover and Skip Harrington for example; but these are very few compared to the 350 of us who remain.
- There have been and will continue to be, opportunities here at Eagle Run for progression within the wageroll, non-exempt and exempt ranks.
- These opportunities, however, are not unlimited; and the candidates are many. We have one group supervisor for each 10-12 wageroll employees and one area supervisor for each 4-5 group supervisors and so the pyramid narrows as it reaches the top.
- Programs like tuition refund assist employees in preparing for advancement or simply help you get a job more suited to your individual interests whether it be in engineering, accounting, technical writing or another career path.

My responsibility as manager is to assure that opportunities are made available equitably and that qualified people are chosen for advancement. With this in mind, we have instituted the supervisory selection procedure. It has been slow in getting started but before the next group supervisor at Eagle Run is appointed, a number of candidates will be selected by nomination, interviews, voting, training and evaluation on the job. Opportunities for SSR's have been publicized so that interested persons may be considered and possibly interviewed by the service organization.

One thing is evident, you are unlikely to be selected for a job of greater responsibility if you are not doing the very best that you possibly can in your present assignment. Also, there is no greater reward than the personal satisfaction of going home each evening knowing that you've done your very best. The message is clear; first, look for the opportunities at Eagle Run — they're here, then, take advantage of the available ways to improve your skills to become better qualified and finally, do the very best that you can at your present job, you'll enjoy it more and establish a solid foundation for advancement.



COMING UP

May 27 — Roller Skating Party

EREAA's first Roller Skating Party will be held on Wednesday, May 27, at Christiana Skating Center from 7-9:30 p.m. Ticket costs are \$2 per person and skate rentals are available for \$.75. Come along, skating is open to all Eagle Run employees, families and friends.

June 13 — Great Adventure Trip

Another new EREAA activity, the Great Adventure Trip, will be held on Saturday, June 13. "The Great Adventure" is an amusement park in Jackson, New Jersey. A variety of "amusements" are available to provide some fun for any interest. Admission to the park through EREAA is \$10.00 — \$2.00 saving on general admission price. Only 40 tickets are available. Tickets are good from May 22 through the '81 season. Contact Gerry Fournier for general admission and special event tickets.

July 17 — Pool Party

Just an announcement to think about. Pool party details are currently being confirmed. We'll keep you informed. Last year's party was great fun!

August 10 — Phillies Game

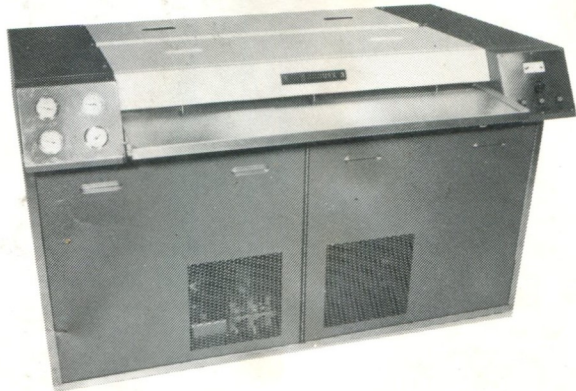
The Phillies are playing St. Louis on Monday, August 10, and all Eagle Run employees are invited. Tickets are \$8 per person which includes the bus ride. We are leaving from Eagle Run at 5:45 p.m. See Ted Laws or Michael Debes for tickets.

CROVEX 3 BEGINS PRODUCTION

Production of Du Pont's newest wash-off processor, "Crovex 3" will soon begin in Manufacturing. The Crovex 3 is the latest in film processing equipment to be produced at Eagle Run and features increased capacity for producing high-quality moist-erasable reproductions and a capability to recover silver.

The "Crovex 3" can handle up to 960 square feet of film per hour and accommodate engineering reproduction drawings up to 48 inches wide. This unit was designed by Joel Vanover of the Printing Operations group and will be assembled here at Eagle Run by Chuck Griffin's Manufacturing group.

The new processor also has a fixing bath to remove undeveloped silver from the film. Silver then can be recovered from the fix with conventional recovery units. The system design also substantially reduces the silver content of the effluent to a level which makes it much easier to meet most municipal sewer codes, in addition to permitting silver recovery.



Automatic replenishment of both activator and fixer is provided to improve productivity. The fix bath also assures stain-free reproductions.

Several energy saving benefits have been designed into the new unit. The film transport, spray bars and wash now automatically shut off after processing is completed, and water-saving spray nozzles have been added to conserve energy.

L.K. Jordan, Manager, Equipment Operations — Printing & Industrial, who is responsible for the marketing of the Crovex 3, said "Market acceptance of this Crovex 3 has been surprisingly strong; over 10 units have been installed in the field and are working well."

"New orders for the Crovex 3 are being received at a much higher rate than forecast," added Jordan.

JIM HAMLIN REMEMBERED



Jim Hamlin, Development Associate, Printing and Industrial and long time employee of the Du Pont Company, died April 8th of a heart attack. Jim's contributions to Du Pont and to Eagle Run have been many and valuable. He was recently awarded the latest of five patents he had received, for his work over the past 30 years.

We, at Eagle Run, share the sense of loss felt by Jim's wife, Patricia, his six children and other family members. Jim was an important part of our growth at Eagle Run; we valued his service and we will miss his company.



Left to right, Joe Timney, Diane Hefner, Dave Maisano, Gregory Shevchuck and Leroy Bowick, stand with one of the first WOLF processors to be produced at Eagle Run. The WOLF is a washoff line film photo processor developed by Du Pont (Germany). The WOLF is a "development build" machine which will be placed in field evaluation in Germany. We are currently finishing a first order of 14 machines and have received confirmation on an additional 30. WOLF began production in late March.

DENTAL PLAN APPROVED



Du Pont recently announced a major improvement in the Dental Assistance Plan to become effective June 1, 1981. The Plan is being extended to include pensioners, survivors and qualified dependents. This coverage will be exactly the same as provided to employees and will now enable you to continue your coverage when you retire. At the same time, the Dental Assistance Plan has been modified so that it may be extended with Company approval to employees of wholly owned subsidiaries.

PENSIONERS COVERED

The Dental Assistance Plan was implemented for employees and dependents in September, 1976. Since that time, pensioners have become increasingly interested in dental coverage, in part due to the growing number of pensioners who had dental coverage as employees. An estimated 44,000 people will benefit from the extended program.

Under this plan, most diagnostic and preventive care (check-ups, xrays, cleaning, etc.) is paid in full. In addition, over 300 other services and procedures are covered according to a benefit schedule which pays about half of the total charges. You can receive up to \$750 in benefits in any one plan year.

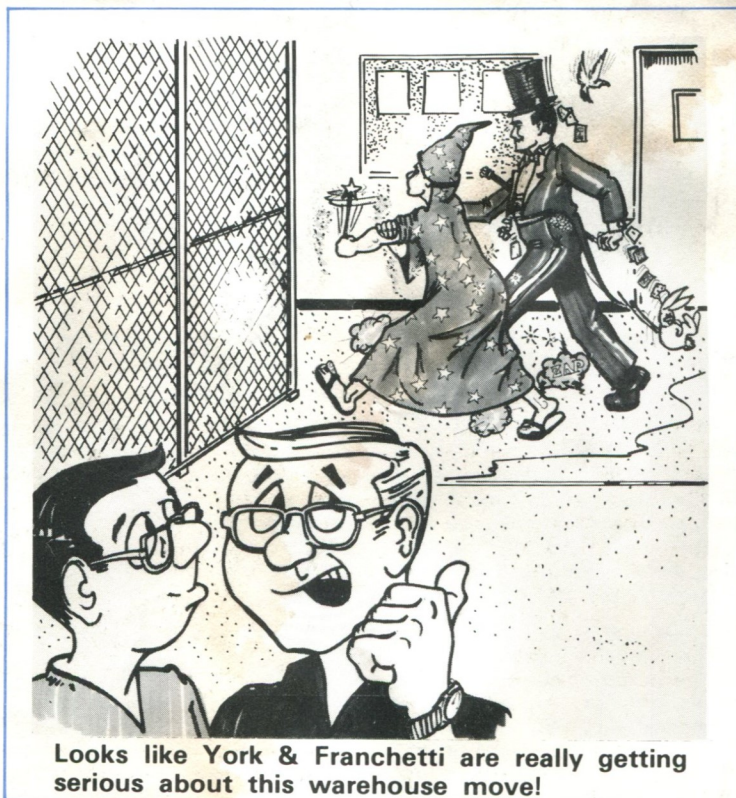
CHANGES IMPROVE PROGRAM

These changes represent a significant improvement in the Dental Assistance Plan coverage. Additional information on Plan coverage and the specifics of the upgraded dental schedules can be obtained from the Personnel Office here at Eagle Run or directly from the Connecticut General Insurance Company offices.



ANNUAL INVENTORY COMPLETED

Geri Newsome and Jim O'Neill oversee a portion of the Annual Spare Part Physical Inventory recently completed. Every spare part item for all product lines was inventoried. The actual inventory of parts took three days. Additional work is now being done to check figures and finalize the results.



Looks like York & Franchetti are really getting serious about this warehouse move!

Quality People Make Quality Products

The story of a quality product begins with quality of design. The latest technology is designed into our equipment to provide a product that can compete with the sophisticated equipment currently available and to meet the needs of our customers. One of our design engineers, Mike Debes works on designs for future products.

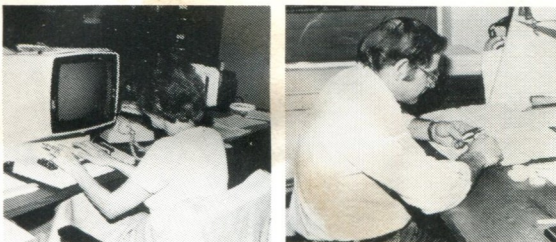
However, before a quality design can be turned into a quality product, the design must be correctly committed to a design package and then a prototype of the new piece of equipment must be built. Individual parts must be carefully illustrated for subsequent use in purchasing parts and assembling the equipment. Development technicians like Ed Suess make the final critical adjustments.



Mike Debes works on design and Ed Suess adjusts equipment for final inspection.

The next step in the life of a quality product includes the correct ordering of parts as Eleanor Sandelier, EMG Material Control, shows here.

A quality product is only as good as the components going into it. Brian Crossley, Incoming Q.A., uses precision equipment and detailed documentation to insure that all parts are correct.



Eleanor Sandelier orders parts and Brian Crossley checks part quality.

Parts must be carefully handled, correctly stored, and properly dispensed to our manufacturing floor as well as to our spare part customers to insure competitive quality. Charlie Noblitt, Jim A. Kenhead, and Ladi Gula, are shown doing their best to see that parts are properly stored and dispensed.

The assembly of a quality product is the test of our design, planning, and material handling expertise. We can be proud of the many pieces of equipment we assemble daily. The assembly operation includes many small, intricate tasks which must be carefully controlled and precisely done.

Of course, the key to any quality program is the review process which provides the necessary checks



Mary Teat and Sandy Breece work on ATM 2900 towing module. Lou Bradley checks cassettes.

to insure all equipment meets design standards before leaving the plant. All products receive a functional check before shipment as Mary Teat and Sandy Breece are doing here with an ATM 2900 audit, or as Lou Bradley illustrates preparing to release a shipment of CRC cassettes.



Charlie Noblitt, Jim Kenhead and Ladi Gula handle spare parts.

Designing, planning, and producing quality equipment is only part of the story. Products must be correctly inventoried, carefully shipped, and proper attention must be given to the customer in the event of a problem after installation. Here Eugene Whye prepares to inventory 'aca' packs to insure proper storage conditions prior to shipment to a hospital or clinic. Buck Edwards and Calvin Reed make sure that a 24L receives proper loading in preparation for shipment to a customer while Dick Stratton is shown solving a field problem.

It is plain to see that Quality is not just a word that we use to sell our equipment. Quality is what we use to make our equipment — it is part of every step of the equipment story. Good quality insures the capability of our equipment and the continued success in producing and marketing our products.



"Bear" Whye handles "ACA" packs; "Buck" Edwards and Calvin Reed handle loading of the 24L Processor and Dick Stratton solves a field problem.

ILLUSTRATING ILLUSTRATIONS



Why are all these people smiling? Because, they are all members of Miles Glidden's Publications and Illustrations Group. Now twenty-one strong, "Illustrations" has grown from two employees in 1972 when Miles was a contract employee doing illustration and Howard Friedman, now in Customer Service, was the only writer.

The basic function of Publications & Illustrations is to prepare and produce equipment publications including manuals and technical materials relating to the sale, service, installation and maintenance of equipment we produce at Eagle Run. Anyone who has had a creative need, from photography to posters and bulletin boards to newsletters knows that the range of talent and possibilities is considerable.

Publications and Illustrations, as the title suggests, is organized in two groups: Writing Services coordinated by Senior Technical Writer,

Lee Whalen, and Illustrations coordinated by Andrea Torricellas, Technical Illustrator/Photographer.

Writing Services is staffed by eight full-time writers who produce product descriptions, service and maintenance specifications, operating instructions and guidelines, training programs, service bulletins and policies and procedures. In short, they help insure the full and effective use of our equipment.

The Illustrations group has eight full-time illustrators and provides equipment illustrations, original artwork for technical and special products and promotions, a wide range of photographic work, a variety of visual graphic services, and special project applications involving industrial design.

Since 1972, Publications and Illustrations has developed through several moves and expansions. Each step of that process has seen responsibilities that were previously off-

site, brought back into the group.

Part of the growth of Publications and Illustrations has been the acquisition and use of various pieces of equipment to help accomplish many of the technically intricate tasks which are now performed regularly. Miles Glidden recalls the painstaking planning and justifications required to purchase the first piece of equipment in 1974 — a \$399.00 "waxer" for waxing galley proofs for layout. Today, Publications and Illustrations makes good use of over \$100,000 worth of equipment from two new word processing systems to our own Cronalar and Crovex II processors.

The result of this mix of writers, illustrators and equipment is a talent pool, according to Andrea Torricellas, "with the capabilities to provide creative services for virtually every operating group at Eagle Run from the equipment manuals to the cartoons in *the eagle's view*."

ALLWORTH LIMITED VISITS EAGLE RUN



Allworth visitors tour development area.

Did you ever wonder who those inquisitive faces belong to that roam around the plant on occasion wearing red trimmed visitors' passes? If Bill Wyman is following close behind pointing and explaining, it's a good bet they are visiting "business partners" learning more about Eagle Run, our products and our people.

The visitation program is a Du Pont company strength and Eagle Run is no exception. Since we opened in May, 1979, we have escorted representatives of twenty-eight various corporations through our plant. The first was Media General, a large American media conglomerate interested in our printing equipment. They appeared on our site the day after we opened as Bill Wyman guided them around stacked boxes and half-assembled production lines.

Our latest guests were a management team from

Allworth Limited, Markham Ontario, one of the major dealers for Du Pont Printing Products in Canada — visiting were Allworth's President, Ralph G. Pike; Vice-President, Marketing/Sales, James W. Armstrong; and Quebec Manager, Martin Renauld. They were accompanied by Bruce Ashworth, Du Pont Technical Representative, Toronto.

Allworth is one of three national dealers in Canada which markets our printing equipment. They have been a Du Pont "business partner" for 13 years and represent an important part of the world marketing line for many of the products we produce here at Eagle Run. According to David Trickett, Regional Manager, Du Pont of Canada, Printing & Industrial, Allworth Limited has proven itself "supportive of Du Pont's manufacturing program with an aggressive expansion plan of its own and a great deal of attention to Du Pont's marketing needs."

Allworth recently completed a \$1 million expansion of its Markham, Ontario, facility in 1980. The Company maintains sales offices in the Western provinces of Calgary, established in 1979, and in Edmonton which also has warehousing capabilities developed in 1980.

Jim Armstrong, Vice President, Marketing/Sales for Allworth volunteered that, "We were very impressed by our visit to Eagle Run. We had total cooperation by everyone we met. Every question we asked was answered. In addition, the level of technical expertise and the very personable nature of everyone was impressive."

The importance of such visits, added Armstrong, lie in the opportunity they represent to find out where a plant like Eagle Run is headed and where a dealer like Allworth should be focusing its attention. "This visit was very helpful in maintaining the important relationship established between Du Pont and Allworth. We enjoyed it very much.



Bill Wyman explains warehouse procedures.

Coming And Going

COMING

Edward H. Suess, Mechanical Technician, working in Corkey Correll's group, comes to Eagle Run from Chambers Works. Patrick J. O'Connor, Marc D. Sheaffer and Robert A. Prillman are new Equipment Assemblers working in EMG.

Lynn A. Kremheller is transferred from A&BA to Eagle Run, assigned to the Inventory Control Project as Programmer. F. Allan Gregory, formerly a contract employee, is now employed at Eagle Run as Senior Systems Analyst, assigned to the Inventory Control Project.

GOING

Kenneth W. Gray, Equipment Assembler, left Eagle Run to take other employment.

Lou DeGroat To Participate in Smithsonian Seminar

Lou DeGroat, Quality Assurance Inspector, will make a presentation to the Aircraft Restoration Seminar held at The National Air and Space Museum of The Smithsonian Institution in October. The seminar is part of the Smithsonian's Selected Studies Program which focuses attention upon appropriate topics of interest. Lou is presenting a report to the seminar on a photographic comparison of two jet aircraft important in aviation history during 1944 and 1945. The two planes, the Messerschmitt "Swallow" and the Lockheed prototype "Shooting Star", have recently been restored by The National Air and Space Museum. They will occupy the "Places of Honor" in the new Gallery of Jet Aviation section opening in July.

Lou's presentation is part of a larger program on aircraft restoration which will compare background histories and development and manufacturing techniques of the two planes. The photographs will be used for a comparison of parts and functions and provide documentation for study conclusions along with additional reference and historical information.

BLACK BELTS ANYONE?

Dennis Baker, Equipment Assembler, recently competed in the AAU National Judo Championships in Little Rock, Arkansas. Dennis was awarded a black belt in 1976 which recognizes the highest level of achievement in his art. The latest championships represent just one event of many that Dennis has competed in over the past ten years. He has competed in five national championships in Canada and the United States from Seattle, Washington, to Florida. Dennis competes in the 189 lb. and under weight classification and has won the East Coast Championship and the Middle-Atlantic District Championships several times. Dennis trains between two and four times each week to keep in shape and will pick up the pace as the U.S. Open Championships — an international competition — near in November. Dennis says that he enjoys both the sport and the travel, and is looking forward to the November competition.

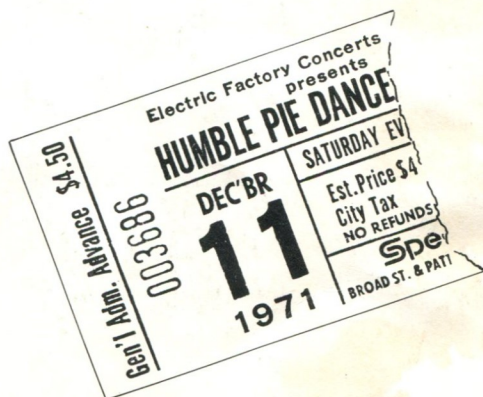
A Wedding Gift That Won't Have Duplicates



Lou Berni painted two original oils as a wedding gift for her son who was married in March. Painting has been a hobby of Lou's for the last five years and the live scenes which she prefers to paint have continued to develop over those years. Lou is pictured here with the two paintings she presented to her son and new daughter-in-law.

ROCK ON!

John "Johnny Smoke" Barbieri, stockroom attendant, has attended 110 rock concerts in the last 10 years. "I love it," says "Smoke," "some people collect albums, I go to concerts." Indeed he must as his list of shows include the heaviest of rockers: Led Zeppelin, Pink Floyd, Blue Oyster Cult, Yes, Van Halen, Queen, Styx, Fog Hat, Aerosmith, Robin Trower (7 times) and Black Sabbath who helped Johnny celebrate his 100th concert. "I'm there for the music and show," said Johnny who has attended as many as four concerts in a single month at the Tower Theater in Upper Darby or the Spectrum in Philadelphia. One of the interesting changes, noted Johnny, has been the price of admission. Ten years ago, as you can see on this stub, tickets were around \$4.50. Today, they have at least doubled. Rock and roll may never die, but even it gets more expensive.



On Baseballs And Wine

Fifteen players will wear the uniform of the "Christiana Eagles," Eagle Run's entry in the 1981 Men's Industrial League. Over 30 games will be played with other Wilmington area industrial entries including ICI, Wilmington Medical Center and others.

Last year's team finished a respectable 5th with a 1513 win/loss record. On the fortunes of this year's team, team captain and coach Eugene "Bear" Whye said, "This team is just like a fine wine, we improve with age." Let's hope 1981 is a very good year!



Tennis Ladder Adds New Rungs



Play for this season's Tennis Ladder began on April 6, and at this time, 20 people have signed up. Current ladder standings pick up where last year's left off and find Tennis Coordinator, Dave De Voll, still on top. New entries include Chip Beaston, Marty Farrell, Larry Huppman, F. Malchman, Hans Labudde, Dave Pie, Pat Taylor and Wilda Stevens.

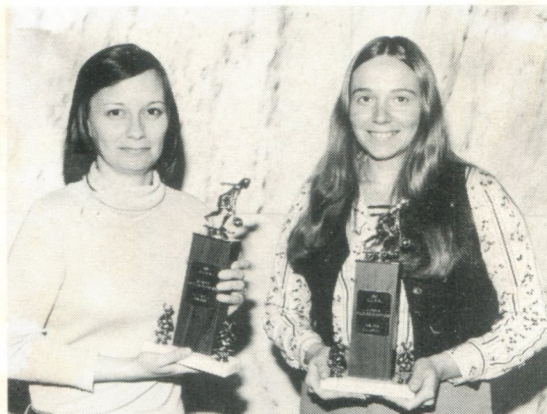
EAGLE RUN SCORES IN BOWLING TOURNAMENT

The 40th Annual Du Pont Employees Bowling Tournament was held from February 14 to March 15 and found many Eagle Run bowlers in the prize money column. Over 18,000 Du Pont bowlers representing 43 locations in 11 states were represented.

The Eagle Run Women's team finished in 6th place of 75 entries. Members of that team included Captain Debbie Cox, Karen Volz, Liz Lindell, Jill Tabasko and Ginny Nobliitt. In the Doubles Event, Debbie Cox and Liz Lindell placed 1st and were honored at the Du Pont Country Club with dinner and a trophy presentation. Liz also tied for 1st place in the High Single Game category. Also placing were Karen Volz and Jill Tabasko with 9th in the Doubles Event, Liz Lindell, 4th, Singles Event and Karen Volz, 9th in the Singles Event.

In the men's entry, Class C, Lou Bradley placed 8th and George McCombs, 15th in the Singles Event — over 1500 men were entered in this event.

Special thanks to Ed Fisher and Debbie Cox for helping to organize Eagle Run's participation in the tournament. Their efforts helped make our efforts a success!



Liz Lindell and Debbie Cox show their trophies.

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