

## State Tops List of Those Visiting Capitol Building

Salem — Oregon tops the list in the number of visitors registering at the state capitol building at Salem, according to information compiled by Secretary of State Mark Hatfield.

The total number of tourists registered at visitors booths in all state capitols was 17,776 in 1956 and 37,540 during 1957.

Oregon headed the list with a total of 26,183 registered visitors at the state capitol building last year, Hatfield said. Next in number was the capitol at Sacramento, Calif., with 4,039. Washington's capitol was third with 1,951. Other states had less than 500 registered visitors for the year, he noted.

### Popular Months

Most popular months for visiting the Oregon capitol, according to registration records, were February, 2,688; March, 4,023; April, 6,427; May, 4,947; August, 1,572; September, 1,498. Popularity of the Oregon capitol building is attributed to its unique design, which makes it outstanding among state capitols in the nation.

Recently, Oregon chamber executives, an association of Chamber of Commerce managers and officers, was asked to consider the possibility of exploring a method of using space in the capitol building to display the state's interesting features. The matter is under consideration by a committee of Oregon chamber managers headed by Don McNeil, Medford; Hal Beyer, Albany; Paul Danielson, Bend; V. A. McNeil, Portland; and Carl Jordan, Salem. A committee report will be made at

the Oregon, Washington and Idaho Chamber manager's conference Feb. 24.

The visitors booth, which has been in operation ever since the capitol building opened, distributes descriptive literature on Oregon points of interest.

## Officers of Savings Firm Relected

Two members of the board of directors were relected at the annual meeting of the Jackson County Federal Savings and Loan association recently.

W. J. Warner and John P. Moffat were relected to the seven-man board which also includes Glenn O. Taylor, H. J. Field, J. H. Pletsch, Seth M. Bullis and E. H. Singmaster. Warner was relected president; Field, first vice president; Taylor, second vice president; Pletsch, secretary; treasurer; Paul G. Antony, assistant secretary; and Gordon Cote, assistant secretary.

Pletsch reported the savings increased more than \$900,000 during 1957 to a total of \$11,001,984.17, an increase of 8.9 per cent more than 1956. He said loans and investments last year totaled more than \$2,300,000 in first mortgages.

Loans reported a 5.5 per cent increase, or \$551,702 more than 1956, according to Pletsch. Dividends paid to investors last year totaled about \$369,054, he added.

Arkansas has an average growing season of 205 days.

## Human Relations Important In Business OSC Dean Says

Dr. Clifford E. Maser, dean at Oregon State college, explained the importance of human relations, the various worker and management types which affect it and the importance of leadership to business and the community at the annual Chamber of Commerce dinner at the Rogue Valley Country club Friday night.

Maser said some unpleasant circumstances once forced him to take an inventory of himself as an administrator and the men who were administrators over him. What he learned should interest both men and women, he said.

Human relations is not new although "during modern living we tend to drive it to the extreme," he noted.

The importance of human relations was first realized to a great extent during World War I when a mass of untrained people were placed under less trained leadership. Since then human relations problems have rapidly multiplied with the population increases.

### Study Relations

Those who study human relations have learned that the female worker has an entirely different set of problems than the male worker. The male will put up with unpleasant working conditions, he concentrates on the future, opportunity, security and income, he said, because these are long-term needs.

The woman employee realizes she probably won't be working as long and places more emphasis on working

conditions, her surroundings and her relations with her boss and fellow workers. However, when a woman becomes approximately 30 years old and is yet unmarried her demands change and become similar to those of the man, Dr. Maser said.

"All workers have basic needs for recognition, a feeling of belonging, to be recognized, and to be secure," Dr. Maser said.

This was first realized in a famous experiment called the Hawthorne-Westinghouse project. The Westinghouse company wanted to see how lighting affected production. So the experimenters separated the workers into test groups. It was soon discovered no matter what the lighting conditions all groups constantly increased production. This continued even though one group was kept in almost total darkness.

### Takes Interest

After listening to the workers the experimenters discovered if a worker feels management is taking an interest in him he unconsciously expresses his gratitude by increasing his production or work efficiency.

Dr. Maser also related how a worker on point of being fired was converted into one of the best employees in the plant by placing him under a supervisor who took a personal interest in him and his progress.

"We are one person indivisible," Dr. Maser said. "What we think and feel outside the job carries over into that job."

Four basic factors affect attitudes or human relations on the job, the college dean said. These are health, financial problems and, in the case of the younger people, affairs of the heart.

"It pays a boss to take at least a minute a day for checking over his human inventory to see whether it is high or low."

### Leadership Supplied

"Leadership must be supplied otherwise a group of workers will supply their own leadership when they feel their boss cannot give them the guidance they need," Dr. Maser said.

A boss should supply friendliness but not friendships in his relations with his workers, the dean pointed out. However, he said, it is much worse not to be friendly at all than to be overly friendly.

Workers generally consist of five types, the college dean said, the stubborn, the slow, the sensitive, the timid and the bold.

The stubborn worker is aggressive, resists change will not take orders and is not a good leader or leadoff man. A request should be given this type, not an order, Dr. Maser said.

### Slow Worker

The slow worker takes a long time to catch on. Directions must be carefully phrased. He takes a long time to think it over and the problem or project may have to be explained a number of times over long intervals of

## 15-Year-Old Boy Theft Suspect

An automobile reported stolen Thursday morning was recovered less than an hour later and a 15-year-old Medford boy was arrested on a charge of grand larceny, according to city police.

The vehicle, owned by Woodrow Wilson McCormack, 903 South Third st., Jacksonville, was reported stolen from East Third st. between Fir and Grape sts., where it had been parked.

The vehicle was spotted on Niantic st. by police minutes after the report was received. The youth parked the car in an alley, police said, and had fled on foot by the time officers could turn the police car around.

Officers arrested the youth on the Southern Pacific railway tracks near Clark st. shortly afterwards. He later admitted taking the automobile.

The boy was lodged in the Jackson county detention home pending action by local law enforcement authorities.

time, Dr. Maser pointed out. Such a worker seriously frustrates the executive, especially the type of boss who achieved his position through quick, decisive thinking and action. However, such a worker has all the other workers waiting and watching to see what he will do, then they follow his lead. This worker must be won over to get the rest behind the job.

The sensitive type also requires special phrasing of words. He is easily hurt and lets you know he is hurt, the dean said. Such a worker's only advantage is in being able to understand others' problems. If handled correctly this type of worker will provide understanding when his boss most needs it.

### Timid Worker

The timid type of worker is the most difficult type of all. He should not be hired if possible, Dr. Maser said. He is the type who slinks along the wall when he comes to work and avoids greeting any of his fellow workers.

The bold type is the one you give orders to. Give him a suggestion and he will take over the whole show and run it. He is inclined to go overboard. His advantage is that he is unafraid to undertake anything. A boss must be sure he understands the issue, then must give a direct order. This type also shouldn't be praised. A brief tap on the shoulder is plenty, Dr. Maser said.

These classifications often combine. Such combinations may be the stubborn and slow, the sensitive and timid. The bold type stands alone. The sensitive and timid should never be hired, Dr. Maser said.

The boss types consist of the indecisive, the domineering, the out of touch, the driver, the palsy-walsy type, the moody, and the overburdened, and the young man on the way up, he noted.

## \$25,000 Damage Suit Filed in Court

Frank W. Hammer is seeking general damages of \$25,000 and special damages of \$975 from Ronald J. Martin as the result of an auto-truck accident Dec. 6, 1957, according to a complaint in Jackson county circuit court.

Hammer was driving south 1 1/2 miles north of Rocky Point and Ronald J. Martin, driving a logging truck, was travelling north when the cars collided, the complaint notes. The collision caused Hammer to be thrown violently about the interior of his car, according to the complaint.

Martin is charged with being careless and negligent in failing to keep his truck under control, operating at an unreasonable speed, failing to keep as close as possible in the right side of the highway and driving in a lane reserved for southbound traffic.

Special damages include \$625 for loss of earnings, and medical expenses.

## Local Man Among Grocers' Directors

Mel Hall of Medford is one of five hold-over directors of United Grocers, Inc. Two new directors were elected at a recent meeting of stockholders in Portland.

New directors are Juan Young of Portland and Kenneth Cruse of Hillsboro. Willard Durst was elected president of the board, and George Helzer was named vice president.

Harry Thyne, general manager, reported the company, which is a retailer-owned grocery company, closed 1957 with the largest year in the 43-year history of the organization.

The company operates a warehouse in Milwaukie, and a branch warehouse in Ashland, as well as five cash-and-carry warehouses in Portland, Oregon City, Salem, Eugene and Astoria.

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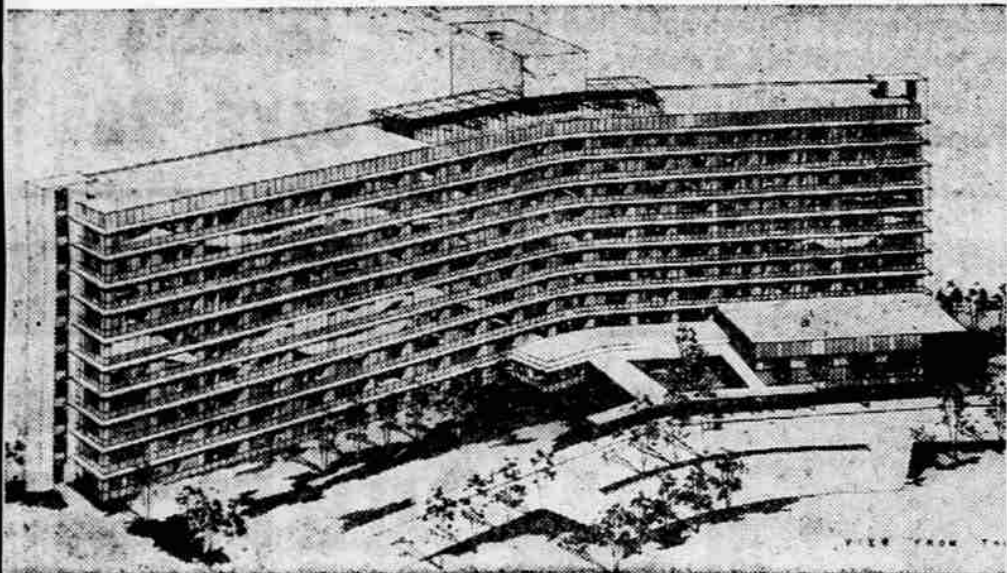
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