

Recess Follows Recess

Criticism of Slow Pace of Congress Declared Not Altogether Justified

By DICK WEST
Washington — (UPI) — Congress is now in the midst of its Fourth of July recess, which traditionally follows its Memorial Day recess, its Easter recess, its Lincoln Day recess and its Jefferson-Jackson Day recess.

There was a time when the Fourth of July recess would have been the last recess before adjournment, but the way things are going this year it appears that Congress may have occasion to take a Labor Day recess, a Thanksgiving recess and a Christmas recess.

It is still too early, however, to forecast a New Year's recess.

All of this recessing has created the impression in some places — roughly in an area bounded by the Atlantic and Pacific oceans and the Canadian and Mexican borders — that Congress has been dawdling.

That is not precisely the case, however. On occasions, Congress has moved at blinding speed. Just the other day, for instance, the House of Representatives passed a bill so fast it almost broke the sound barrier.

The bill authorizes each member of the House to take two additional trips back home each year at taxpayer expense.

It was called up and approved without a word of debate or explanation.

Some observers in the chamber, including a few reporters, weren't even aware that the House had acted on the bill until they saw it listed in the Congressional Record the next day.

In fact, I have heard it suggested that House leaders intended for the action to go unnoticed, if possible. But I certainly wouldn't suggest such a thing.

I am convinced that they were merely trying to counteract the widespread feeling that the congressional approach to legislation this session has been somewhat lackadaisical.

After all, the need for congressmen to have two more free trips home is clearly evident. There isn't much point in staying in Washington during recesses.

Nor is this the only evidence that Congress has been doing more this year than might be visible to the naked eye. A resume of the first six months of the session shows that our lawmakers have introduced a total of 10,629 bills and resolutions, which is nothing to sneeze at.

A sneeze might stir up the dust that most of the measures have been gathering in committee pigeonholes.

Besides that, they have answered 81 quorum calls and filled 11,538 pages of the Congressional Record at \$90 a page.

As this shows, Congress has been humming. I think it is unkind to say they ought to stop humming and get to work.

Your Money's Worth

By SYLVIA PORTER
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EXECUTIVE TURNOVER
He is under 50, is earning a salary of at least \$20,000, is a middle-management executive reporting directly to the top brass. If he is this man, the chances are high he quit his last job after holding it only 24 to 36 months; 41 per cent of a cross-section of this key group in American industry quit their last jobs after this short period. The chances are overwhelming that he stayed on his last job less than 10 years; 78 per cent of this group resigned their last posts well before the 10-year milestone.

The middle-management man in American industry holds a position of crucial importance to our economy's future. His brainpower, drive, initiative, dedication can push a corporation to the top or doom it to dry rot. His ideas and freedom to follow through on ideas will help determine whether a company is or becomes mediocre or vice versa. Moreover, this man costs big-time money to find, to hire, to train, to keep.

Yet, this 41 per cent figure reveals an astounding turnover at this executive level.

It represents a "hidden cost" to corporations which never appears on a balance sheet, isn't even admitted by most leaders of industry but runs into countless millions of dollars a year.

"Why this tremendous turnover?" I asked Donald Wright, partner in the New York executive recruiting firm of Antell, Wright & Nagel, now president of the Association of Executive Recruiting Consultants and the man who has been gathering these pioneering statistics on executive turnover.

"I was stunned by that 41 per cent figure myself, still am," Wright answered and he's extremely concerned about the reasons given for quitting. The three most-mentioned reasons involving the corporation were "reorganization and realignment of responsibilities," meaning the company was merged or bought out; "poor management," meaning the company was losing money; "stagnant situation," meaning the company was going downhill and the man wanted out. The three most-mentioned personal reasons were: "promotion block," meaning the man's ambitions were frustrated; "poor direction," meaning he made a mistake in the first place; "at ceiling," meaning he couldn't go higher.

The hidden cost of executive turnover explains why the executive recruiting profession, virtually unknown before World War II, is now firmly entrenched at the highest level of business management. These firms are not employment agencies. They work only for the corporation seeking executive talent, are paid a fee for professional services only by the corporation, and their association, formed in 1959, has set a stiff code of ethics.

There is a serious indictment of American industry today implicit in this report, and both Wright and Hardy Jones, of the firm of Ward Howell Associates and past president of the Executive Recruiting Consultants Association, were refreshingly frank in our discussion of it the other day.

The strong trend toward mergers and acquisitions is making us more and more a society of "organization men" who conform or else. "So many men of high calibre are frustrated and making compromises they shouldn't make," said Wright. "What we are creating are vast acres of mediocrity in our industrial society."

"The way a few families or a dozen or so men control the industrial and social life of many major cities in this country profoundly worries me," added Jones. "This fact is collapsing the middle-management segment of our society. If a man isn't accepted by these few, he's 'dead.' And once he gives up and resigns himself to staying on a plateau, he begins to go down." Both Wright and Jones named names of cities and families. They are deadly serious about this.

Is there any way out? Both men resent the trends because of what they are doing to the individual man, but neither sees a way out now. They advise any man of drive and initiative to develop a specialty as early as possible in life as a "protection" and, said Jones at one point:

"My two sons aren't going into industry. One is going into medicine, the other into newspaper work. They will not be caught in what we see day after day."

Interest Acquired In Eugene Firm

San Francisco — (UPI) — Manning's, Inc., has acquired a majority interest in Chet's Fancy Foods, Eugene, Ore., frozen food processor and distributor. It was announced Wednesday.

J. Marty Brill, Manning's vice president, said the transaction was completed with Fred W. Brunner, president of Chet's. He said future plans will include expansion of institutional pack for hospitals and the application of frozen food items to Manning's vending operations.

Chet's employs 75 persons in a modern four-acre plant. Brunner will continue as president and general manager of the firm.

Officers Stumped In Petition Thefts

Olympia — (UPI) — Officers investigating the baffling gambling petition burglary were apparently against a blank wall today, after a fruitless trip to Seattle Wednesday to check out a suspect named by two tipsters.

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by Alice Brooks

Ideal for all year wear— lightweight, so elegant with contrast trim in crochet. Quickly knitted jacket in teardrop stitch, so easy yet so effective. Use mohair or worsted. Pattern 7211; sizes 32-34; 36-38; long or 3/4 sleeves.

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Super Bargain—
Penney's Mezzanine Floor

SLEEVELESS BLOUSE BARGAIN VERY SPECIAL!
\$1

Quality cotton broadcloth. Styles feature tuck, embroidery or cotton lace treatments usually found at much higher prices—variety of styles — you'll want several — White in sizes 32 to 38.

Penney's Mezzanine Floor

SAVE ON BIG TOWEL BUYS!
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Now . . . \$1

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Our buyer in New York found a sensational group of closeout towels at a reduced cost which we are able to pass along to you. Better quality bath towels in striped and solid colors.

Hand Size Towel 3 for \$1
Wash Cloth 6 for \$1

A Complete Wardrobe for Under \$30!
Men . . . You Get MATCHING SUIT!
CONTRAST SLACKS! REVERSIBLE VEST!
29.95

The Amazing Quad—
to wear in a dozen different ways! It's the most exciting young men's outfit in the country! A 3-button jacket with blazer patch and flap treatment . . . a matching pair of slacks make a suit! A reversible vest matches the suit fabric . . . reverses to a sharp plaid pattern to match the contrast slacks! It's a wardrobe, really! Dress-up, leisure, any occasion — you've got the correct outfit with this one buy! It's 29.95 — but better hurry — they'll sell fast!

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Penney's Street Floor