Mr. R. J. McElroy

April 20, 1967

R. F. Shannon

Mr. W. S. Steinhoff

ANNUAL PERSONNEL INVENTORY
KAYLO RESEARCH AND DEVELOPMENT

Kaylo is rapidly becoming an important part of our company. Sales will exceed ten million in 1966 and are projected to reach twelve million in 1967. This growth has occurred in spite of the fact that R & D support for the past five years or so has been minimal. It has varied from no effort in 1963 and 1964 to a four man effort in 1965 and 1966.

A technological gap, which has existed ever since Kaylo was taken over by OCF, has been growing with the years and will reach a critical point within the next year or so, due to the retirement of the remaining 'first generation' of Kaylo scientists. Retirement will claim, within the next year or so, Pfeifer, Taylor and Bishop. This leaves just one technically trained Kaylo scientist at Granville with no backup and two technically trained 'technicians' at Berlin for solving day by day production problems.

To bridge the technological gap the Kaylo R & D Laboratory at Granville should be staffed immediately with a professionally trained chemist, chemical engineer or ceramic engineer. Thought should be given as to what would happen to the Kaylo effort if something should happen to the one remaining Kaylo scientist. Immediate backup is essential. Also, when Pfeifer and Bishop retire, they too should be replaced with young professionally trained scientists. In hiring young scientists, consideration should be given to their eventual transfer to the plant, after a reasonable training period at Granville, to build up the technical staff of the Berlin plant.

If Kaylo is to remain an important part of our business and is to grow as projected, an expansion of the technical effort at Granville must occur. As recommended last fall, the Kaylo R & D Laboratory should be expanded to six people with at least four being professional grade scientists. At the moment the technological gap is probably greater in Kaylo than in any other part of the company. Soon it will reach the critical point. The immediate need is for a technical backup scientist at Granville and sufficient manpower in the future to adequately carry out Basic and Applied Research, Process and Product Development, Technical Service to Manufacturing and Technical Service to Marketing on Kaylo.

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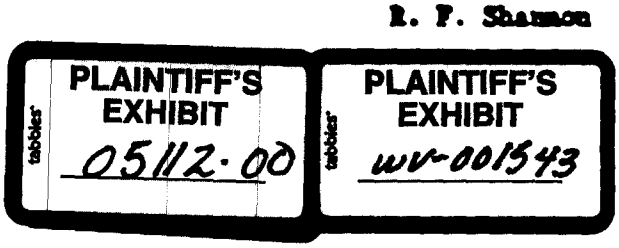
R. F. Shannon

RFS/rls



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Mr. R. J. McEvoy

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RFS/ris

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