

AVON

Home Office Newsletter

Vol. XII, No. 22

November 16, 1979

Thanks for the memories

Thanksgiving is a time to gather the family together to remember life's special moments. This week Avon honored those who have been members of its family for 25 years and over, and we asked several new members of the 25 Year Club* to recall their favorite Avon memories.

"I remember the boat rides up the Hudson and the picnics and the fun. We all really let our hair down, first names all around. There's still that camaraderie, but now there are so many of us."

Sam Lambert

Manager of Purchasing, P & PD

"In the early years, just a few of us would do jobs that are now split among many departments. I've almost always worked in 'service' departments, and I've enjoyed every minute. I feel especially indebted to Avon because, for a time in the 60's, when my life was in a 'down' period, the company stuck with me, and gave me the time I needed to straighten things out. It's that kind of company."

Elsie Sulzer

Security Assistant

"My memories center around all the people who worked so hard, and had such a good time. As we entered each new International market, the challenge was enormous. But our management had such an understanding of the business and such an interest in us, that we were very successful in translating 'Avon calling' into so many languages."

Jim Bower

Group Director, Special Projects, Pacific Marketing



(l. to r.) Norm McDowell, Elsie Sulzer, and Jim Bower remember their 25 years together.

"I remember when Russell Rooks would visit us in Kansas City. He would unexpectedly come into my office, put his feet up on my desk, lean back, and say, 'Tell me about your people.'"

"'Know your people, and care about them'... that was his message, and it's stayed with me throughout my Avon career."

Norm McDowell

Vice President, Personnel and Administration—Worldwide

"My favorite memories tie in with growth in the company. When I started in Pasadena, it seemed that every two or three years, they'd add another building. And in the 60's, we really broke new ground when we automated accounting and production controls in each laboratory location. The newness of it was exciting!"

Roll Willkomm

Director, Accounting Worldwide
Controller's

Thanks for Giving

For giving of your talents
For giving of your time
For giving of your friendship
and love for others
For giving of your energy and
enthusiasm
For giving to those who need
For giving to your neighbors
For giving to your city and
country
For giving all that you give.

Because of you and your giving, Avon is what it is today, and the world is less confused and lonely than it would otherwise be.

And thanks to the pilgrims and Indians, who helped all of us realize that, though there are times that are tough, they do get better and that we should stop and give thanks!

Have a happy thanksgiving!

Al Modellmog

(cont'd. on p. 2)

Thanks for the memories (cont'd)



(l. to r.) Sam Lambert, Jim Kantor and Roll Willkomm talk over "old times."

"Back then, a lot of people started at Avon on a temporary basis. After 13 years, of 'temporary' work, I realized I was permanent! I still enjoy each day at Avon. There's always a challenge. And it sure turned out to be a permanent job."

Jim Kantor
Sr. Inventory Analyst, PIC

"We were unable to reach two other '79 members, Bob Brandon, director of operations, DMO, and Vernon Bailey, manager of representative service—Europe, Branch Operations. Congratulations to them, too!"

Congratulations, Claire!



"You Never Looked so Good" was the message on Claire Weber's 30th anniversary cake. Kisses and congratulations were also on the menu for the October 25 celebration. Vice president for branch operations Paul Markovits (l.) and group vice president for U.S. field operations, Don Moss, joined the huge party held by her department friends. Happy 30th Claire... and many more!



Hank Hossack, manager of purchasing, P & PD, (c.), celebrated his 15th Avon anniversary on October 26. Vice president of P&PD-Worldwide Andy Sventy and packaging development manager Dick Buehler, offered congratulations.

10 YEARS

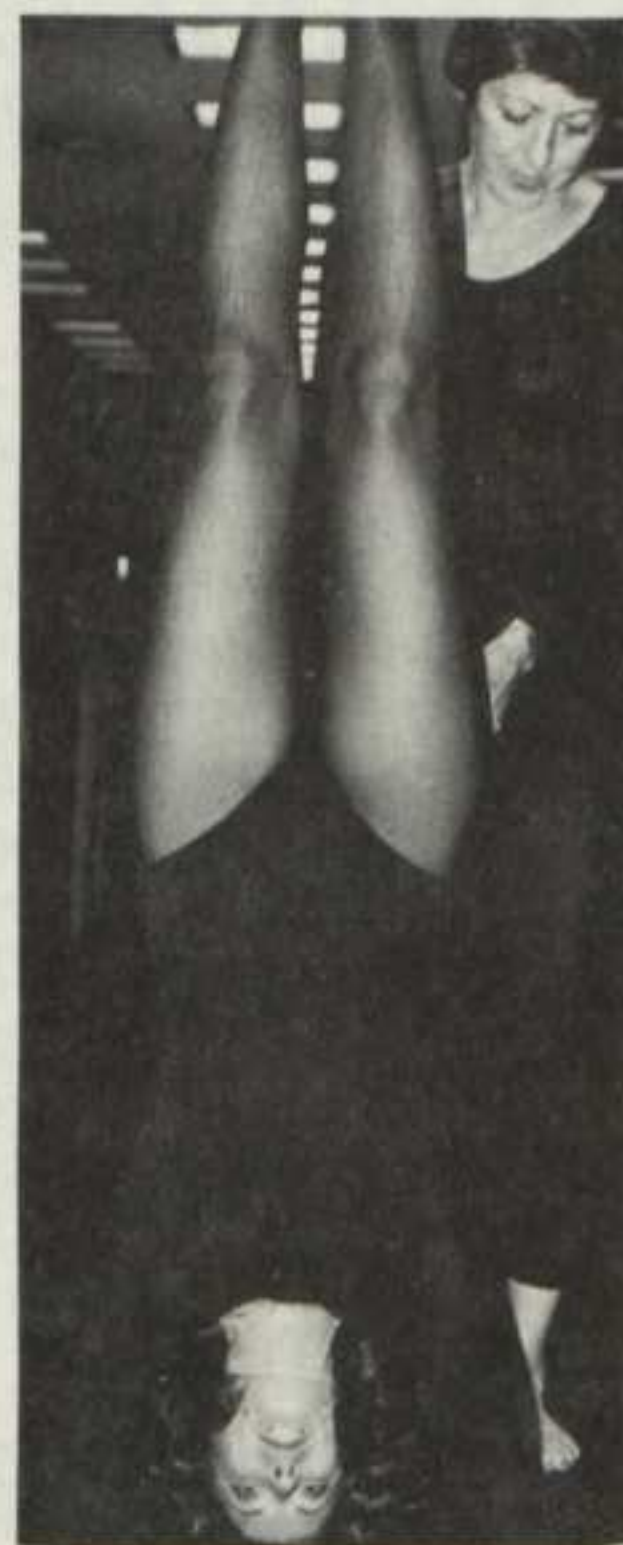
Barbara Cosenza
Code Analyst
Purchasing & Package Development
November 17, 1969

Susan King
Associate Statistical Analyst
Sales Trending
November 17, 1969

Sharon Feroldi
Manager
Sales Trending
November 24, 1969

Yoga at high noon

Why waste your lunch hour eating when you can be exercising with yoga? Yoga lessons, popular in Home Office for the past eight years, will now be offered at lunchtime in the auditorium. The series of seven classes will cost \$24.



Tammy Bilobram, product information copywriter, coordinates the yoga classes.

"If you need relief from the daily tensions of work," said Tammy, "yoga is a great way to feel relaxed and refreshed."

Here, instructor Arlene McNally offers a helping hand to P&PD's Lynn Herman (upside down!).

For information on yoga at high noon and other future yoga programs, call Tammy, ext. 4560.

What's up?

Please note this correction from the Nov. 2 Newsletter. The correct phone number for A.O.L. is 90-011-44-1-868-1666.

Be careful with coffee

Lately, some people have been spilling coffee in the elevators and in the lobby. Coffee is slippery and can cause "people spills." Please be sure to put lids on tight when you carry coffee around the building. And, if you ever spill anything, please call maintenance so that accidents won't happen.

New hours for sales center

Beginning Nov. 26 through Dec. 20, the Employee Sales Center will extend its business hours to make Christmas shopping easier. The new hours will be 9:30 am to 2:30 pm. Also, to make room for the holiday crowds, the jewelry counter will be removed from the store.

Forks in your file cabinets

Please return all silverware and purple trays to the cafeteria. Thanks.

Interior Decor Team

Ed Kojola, ext. 4719, has been assigned to attack our interior appearance problems. It's not a one person job—it takes all of us caring and observing and reporting.

We plan to ask a male and female employee on each floor to be on Ed's "eyes and ears of interior decor" team (more about that in coming issues). Meanwhile, if there's an unsightly stain in your area (worn or dirty chairs, walls, rugs, etc.) give Ed a call!

It was an un-boo-lievable Halloween!

This year's Halloween brought out the kid in a lot of Home Office people. A noontime party gathered the ghosts and goblins for a costume contest, hosted by wacky emcee Ken Middleton, secretary to the supervisor of training and JOP.

Winners of the contest: "Most Ghoulish"—Bob Van Langen; "Most Comical"—Susan Vorbeck; and "Most Creative"—Larry Banks.



What a boo-tiful wedding it was when six friends from PPD enacted the Frankenstein wedding. (l. to r.) Lynn Baumann, Barbara Sarrantonio, Annette Spinelli, Randi Robbins, Lorraine Prezioso, Lillian Delgado.



Susan Vorbeck?



(right) Larry Banks, "Boxman" and Pat Brooks, 'human grape.'



Mike Walsh's bum costume scared strangers on the subway. (Yes, he wore it to work!)



Her friends in ISD treated Marion Greig (l.), manager of project management, to a Halloween birthday party. Everyone dressed in orange and black and toasted Marion with apple cider.

Welcome to Avon



(l. to r.) Rita Condon, Copywriter, Coordinated Marketing; Raul Ramos, Ass't Photographer, Sales Promotion; Ramona Thomas, Secretary to Group Manager, Product Cost.



(l. to r.) Roberta Dinerstein, Category Counselor, Category Merchandising; Elsie Harris, Secretary to Manager, ISD; Barbara Klein, Secretary to Manager, ISD.



(l. to r.) Elaine Kremnitz, Copywriter, Project communications; Raymond Robles, Sales Trending Assistant, Sales Trending; Maria Lazzara, Secretary to Manager, Branch Operations.



(l. to r.) Eileen Cardinal, Secretary, Coordinated Marketing; Dennis McCarthy, Buyer, P & PD; Bonnie Jeck, Assoc. Product Counselor, New Product Marketing.

On the Move

CONTROLLER'S

Marcella Artis
Secretary-Manager
Barbara Sommer
Reports Coordinator

COORDINATED MARKETING

Annie Gomez
Assistant Production Coordinator
Gloria Prince
Marketing Systems Coordinator

CORPORATE PERSONNEL

Elizabeth Rivera
Compensation Coordinator

HOME OFFICE ADMINISTRATION

Pat Brooks
Employee Relations-Supervisor

Mary Ann Luciano
Senior Executive Recruiter

MERCHANDISING

Lynn Murray
Group Manager
Secretary

PURCHASING AND PACKAGE DEVELOPMENT INT'L

Donna Dezendorf-Hunt
Associate Pert Administrator

SALES ESTIMATING

Helen LiFeber
Sales Estimator

TREASURER'S

Jessie Valmont
Secretary-Director

Swap 'n' Shop

\$50 reward for information leading to the locating and leasing of an apartment on the Upper East Side or Central Park West approximately \$400 to \$500/month. Call Ena, ext. 2852, 2853

Singer Stylist sewing machine, model 513. Excellent condition Does zig-zag and stretch stitches. \$60. Call Robin, ext. 4646.

Singer Sewing machine, three years old, with zig-zag, free arm and buttonhole maker accessories. Asking \$100. Call Tom, ext. 5338.

For sale or rent
4 bedroom Colonial home in Ridgewood, NJ. Available for immediate occupancy. Call Ned McElroy, ext. 5601.

If there's something you want to buy or sell, please send your written "ad" to Mary Lou Quinlan, 28th floor.

Lifestyles: They're political leaders, too!



Russ Provenzano

"During the day I deal with purchasing and package development problems at Avon, and during the evenings and weekends I solve municipal problems in my town. You'd be surprised at how alike the two situations are."

Russ Provenzano is manager of purchasing in P&PD, and he is councilman for the borough of Cresskill, New Jersey. He brings to

both roles the business experience necessary for success.

"In local government we're always on the lookout for interested business people," said Russ. "Our community needs the benefit of good, solid management expertise."

Russ's interest in politics grew from his ten years of involvement with the town's zoning board.

"I felt that I really understood the needs of Cresskill, and I knew most of its residents and what the majority wanted. But there were some issues in the borough that really concerned me, so I ran for the office of councilman to take some positive action."

As councilman, Russ is also commissioner of public works, a member of the police committee, and he is in charge of new construction in the area. On Saturdays he travels through the town, as he inspects roads and work projects, and responds to residents' complaints. During election time, he's out gathering votes to

support the party.

"It was a real challenge to negotiate the recent police and public works contracts in Cresskill," said Russ. "The union leadership came in with demands. We evaluated them, and compromised within realistic guidelines."

Russ is now working on the development of some newly purchased property in Cresskill, as well as the development of plans for a new borough hall. He will be making decisions on financing, architects and selection of contractors.

Russ plans his time carefully in order to keep up with his busy life.

"I certainly don't spend much time watching television," he said. "My Avon job is demanding, and the challenges of politics are exciting. The key is getting more residents involved in local government. When there's a controversy, people flood the borough hall. I'd like to see more citizens working in community government everyday."

"Government begins in the grass roots, in our neighborhoods and in our communities. It's the common folks who actually make the difference with their vote, because that's where the political involvement is so important."

Ed Tiller, manager of planning in ISD, has been involved in community activities and politics for more than ten years. He first joined the Plainfield, New Jersey, Jaycees, which teaches young men leadership by encouraging community involvement. He held several offices in the Jaycees, including president of the chapter, state vice president, and national director.

As a result of those achievements and his other community activities, local political officials appointed him to the township zoning board of adjustment. Ed later ran in the gubernatorial election for the county freeholder board, and, although he led the ticket for his party, he was not elected.



Ed Tiller

However, he was soon elected municipal chairman of one of the major Piscataway, New Jersey, political parties. Here, Ed directs the activities of his party, building a strong, political grass roots base that can act as a local structure capable of producing votes for elections.

Ed manages his busy calendar

by setting priorities. "During a usual week, I attend about two or three meetings after work," he said. "But Fridays, Saturdays and Sundays are 'no politics' days, set aside for my family and social activities."

"One of the biggest problems facing communities and government is the refusal of qualified people to give their time for the betterment of the communities where they live."

"I'm in politics because there is a need that I fulfill," said Ed. "I like the challenge and variety that it provides. I wish more business people would share their talents and resources in this way."

"When government has a problem, it often comes to the business community for advice," he said. "Executives, in turn, should be active community volunteers. Remember, it's the local people who make decisions on the dollars that our government spends, and locally we are most affected by our town hall decisions."

Congratulations to the winners of the '79 art show

Records crowds came to the auditorium on November 7, 8 and 9 to see this year's employee art show. Ninety-two employees entered over 180 pieces of art in professional and nonprofessional categories. Two outside judges reviewed the exhibit and declared the winners, whose names are listed below. In the dazzling display of this year's show, everyone came out on top. Congratulations!



"Manhattan Glitter" by Karen Tweedy-Holmes

PROFESSIONAL

Photography

Color

1st Prize—Karen Tweedy-Holmes
"Monarch"

2nd Prize—Dennis Holland
"No end in sight"

3rd Prize—Carol Watkins
(NY Skyline)

Black & White

1st Prize—Karen Tweedy-Holmes
"Manhattan Glitter"

2nd Prize—Ray Olsen
"Imprisoned"

PAINTING

Watercolor / Oil / Acrylic

1st Prize—Meredith Miller

"The Princess Bride"

2nd Prize—Lou Cicardo "Owl"

3rd Prize—Connelle Jones "Nature
Study" Colored Pencil

Special Award—Ray Olsen
"Adirondack Lake"

Special Award—Lou Cicardo
"Birdhouse"

Line Drawing

1st Prize—Tina Cacciola "Fall of
House of Usher"

2nd Prize—Ginny Wert "Market
in L'aquila"

NEEDLECRAFT (Original)

1st Prize—Beverly Snow
"New York, New York"

NONPROFESSIONAL

Photography

Color

1st Prize—Joe Tagarello
"Fruit Stand"

2nd Prize—Hal Sokolow
"Montreal Nightlife"

3rd Prize—Gina Thorne "Boats"
Special Award—Robin Kaufman

"Brooklyn Bridge"

Special Award—Paul Kriz (Place
de la Concorde)

Black & White

1st Prize—Gina Thorne
"Contentment"

2nd Prize—Iris Randall "Michael"

3rd Prize—Catherine Farley
"High Reach"

PAINTING

Watercolor / Oil / Acrylic

1st Prize—Eugene Oshva
"Viewpoint"

2nd Prize—Ester Inswasty "Autumn
in the Forest"

3rd Prize—Mary Ann Justin
"Scheherazade"

NEEDLECRAFT (Kit)

1st Prize—Joan D'Andrea "Owls"

2nd Prize—Hana Fuchs "Stained
Glass Window"

3rd Prize—Pam Fields (Pillow)

Special Award—Maria Maggiola
(Blue Sweater)

NEEDLECRAFT (Original)

1st Prize—K. Flodin (Blue Sweater)

2nd Prize—Yanick Grob
(Harvest Tablecloth)

HANDICRAFT

1st Prize—Maxine Doctorow
"Sun Dial"

2nd Prize—Robin Sanson (Jewelry)

3rd Prize—Eugene Oshva (Eggs)

Ed. note: Since the Newsletter is a black and white publication we printed two b&w winners.



"Imprisoned"
by Ray Olsen

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