

Women in Business was coordinated
by *Lisa Brinker*,
Eccentric Advertising Representative.
Editorial by *Linda Ashley*,
and *Paula Tulinski*
and Photos by *Joanne Mitri*.
Cover Design by *Mary Merz*,
Eccentric Creative Services.

Women at the Top At Harmony House

Harmony House, the number one retailer of music in Michigan, is one of the state's greatest success stories. And as Harmony House has grown so has the role of women in the management of the company. Looking back, President Bill Thom, credits his father, Carl Thom, who founded Harmony House 49 years ago, for this phenomenon. "But it wasn't a conscious effort on his part," explains Thom. "It just happened because he always promoted whoever was the

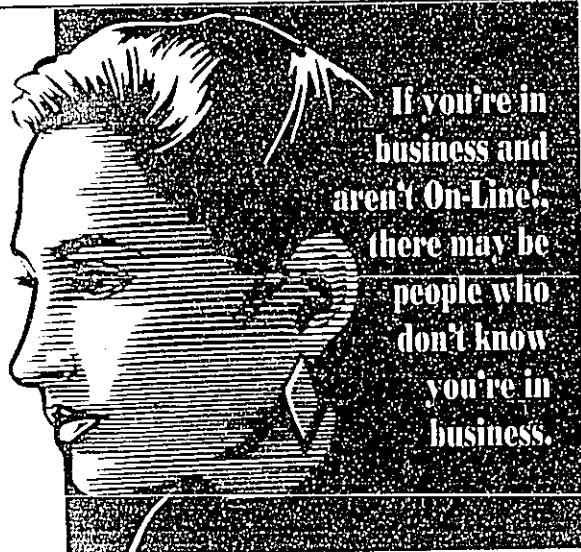
most qualified person without regard to sex."

This was second nature in the Thom household while the rest of the world seemed to play catch up. Bill Thom has maintained the policy since he took over the business five years ago. The results are heartening. Women in management include two of the four vice-presidents and two of the three regional directors as well as the accounts payable manager. In the 38 Harmony House stores there are 16 women store managers and 19 women assistant store managers. Harmony House always promotes from within so that all members of the management team have started from the bottom and worked their way up. They are: Sandy Bean, vice-president of advertising; Pat Matthews, vice-president of administration; Susan Ratliff, accounts payable manager; Janet Burke, regional director and Karyn Cross, regional director. The average seniority of all store managers at Harmony House is 10 years.

The many women in management have brought a very balanced, human touch to running Harmony House according to Thom. "Building good working relations with employees has been the secret of our growth. I am surrounded by successful women," he says with a smile, "and it makes my life great!"



Sandy Bean, Bill Thom and Pat Matthews help continue the growth & success of Harmony House.



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Harmony House

38
LOCATIONS

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Mon-Sat: 10-12
Sundays 12-4)

Michigan Based & Family Owned Since 1947

"WE MATCH"
POLICY

"HARMONY HOUSE will match any competitive sale price on pictured items in any newspaper or magazine in the metropolitan area. Just bring in the valid, dated ad and we will match the sale price!"

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