

AMERICAN Parade



**AWECO's Second Contribution
to Profit-Sharing Trust
\$238,048.28**

Story on pages 2-5



The date was February 18.
 The time about 3:30 in the afternoon.
 The place — the office of the president.

With a final stroke of the pen, President Otto A. Pfaff signed a check

for \$238,048.28 — the Company's 1948 contribution to the American Wheelabrator & Equipment Corp. Employees' Savings and Profit-Sharing Trust Fund. Watching this event are two of the administrative trustees, Harold M. Miller (left) and J. A. Schmidt, Jr. (right). The third trustee is Charles W. Bingham, local attorney.

A Message from President O. A. Pfaff

A year ago I said in the PARADE: "AWECO employees will 'write their own ticket' for the Company's contributions to the Trust each year. What will it be for 1948?"

1948 is history. The returns are in. The Company's profit sharing contribution to the Savings and Profit Sharing Trust for the year's operations is \$238,048.28. The money has already been paid to the Corporate Trustee (Northern Trust Company of Chicago).

The sizable amount of the profit sharing contribution is a splendid tribute to the AWECO organization.

I extend my hearty congratulations to each one of you.

In the two years of the Trust Plan operation, a total of \$466,303 has been paid into the Trust Fund based upon profit sharing which provides a firm foundation for the "road to security" for AWECO employees.

I am gratified that a steadily increasing number of employees are contributing savings—and are saving the maximum permitted, showing the growing realization of the benefits that come from full participation in the Trust Plan.

As each one of us does his own job, whatever it may be, with real interest and efficiency—as we continue the fine cooperation between employees and management—we will continue our progress along the "road to security".

OTTO A. PFAFF
 President & General Manager

Company 1948 Trust Fund Contribution

\$238,048.28

Over Half a Million Dollars Now in Trust Fund

AWECO's second contribution to the Profit-Sharing Fund was nearly \$10,000 more than the initial payment made a year ago. \$238,048.28 was deposited February 18 with the Corporate Trustee, Northern Trust Co., Chicago.

This company contribution of approximately a quarter of a million dollars is not a gift to AWECO employees. It is money that *American* employees earn for themselves by their skill, diligence, cooperation, loyalty, initiative and productivity.

It is money in which the Company retains no rights. The fund is administered by the Northern Trust Co. and the administrative trustees.

It is a sum that represents a second year's progress along the road to comfortable retirement, financial security, and peace of mind for AWECO employees.

The apportionment of this payment—along with the apportionment of forfeitures and the earnings of last year's investments—has been determined by the auditors in accordance with the terms of the trust agreement. Individual statements of each of the 699 participants' accounts (better than 99% of those eligible to join the plan) will be in the mail before the end of March. These statements indicate clearly to each participant how the

fund is growing. Any employee may join the plan after working for *American* one year.

This money is now deposited with the Corporate Trustee and they have invested it as provided in the Trust agreement. The money that was in the fund last year was invested in Government Bonds and has been earning an income this past year. Interest on these government bonds is payable every 6 months, therefore only six months' earnings has been credited to the Profit Sharing Trust account up to this time.

The Profit Sharing Trust Fund was inaugurated to provide funds for the comfort and pleasure of Company employees upon retirement and/or to provide funds for the protection and comfort of those dear to them in the event of death before retirement. The Company also benefits because employees who share in the Company's profits are usually more interested in the business, thus they help to operate the Company more efficiently. Anything that increases the profits of the Company, increases the amount available for the Profit-Sharing Trust Fund.

As most employees want to have a share in providing for their own security, the plan permits, but does not require savings by employees.

How Individual Shares

in the Trust Fund are Figured

To determine the share of the Company's contribution to be credited to the accounts of individual participants, Arthur Andersen and Co., certified public accountants, audited the Company's records and details of all Trust accounts. This is what they did:

They determined that the Company's contribution for the year 1948 was \$238,048.28 (10% of the Company's net income before Federal taxes are computed).

Out of the \$238,048.28 the Trustees set aside 5% to provide against fluctuations in investments and for expenses (as explained on page 10, answer 38, in the Trust Booklet) in the amount of \$11,902.41.

This left an amount remaining for direct credit to participants' accounts of \$226,145.87.

Computation of Profit-Sharing Units, and the Value of Each Unit

It was then necessary to determine the total number of Profit-Sharing Units. This is how it was done:

The participants in the Trust Fund earned during 1948, wages eligible for Units amounting to \$2,276,833.00. Each \$1.00 of wages earned 1 Profit Sharing Unit. Therefore, total Profit-Sharing Units from wages was..... 2,276,833

During this period the participants saved \$90,775.00. Each \$1.00 of savings earned 20 Profit-Sharing Units, therefore, total Profit-Sharing Units from savings was.... 1,815,500

Total Profit Sharing Units accumulated by all Trust participants 4,092,333

The value of each Profit-Sharing Unit was then figured by dividing the total Profit-Sharing Units (4,092,333) accumulated by all participants into the total amount to be credited to participants' accounts (\$226,145.87). This amounted to \$.05526 per Profit-Sharing Unit.

The Total Profit-Sharing Units of each participant, multiplied by the value of each Unit (\$.05526) resulted in the amount of each participant's share of the Company's contribution. This amount was credited to his account and will be reported to him by the Trustees.

Example:

John Doe earns \$1.00 per hour—\$40.00 a week—\$2080.00 a year. His eligible earnings for 1948 were \$2080.00. Doe received 1 Profit-Sharing Unit for each \$1.00 of earnings, or 2080 Profit-Sharing Units.

He saved \$104.00, the full 5% permissible on his eligible earnings.

John received 20 Profit-Sharing Units for each \$1.00 he saved. This gave him an additional 2080 Units to be added to his 2080 Units for earnings. Doe, therefore, had a total of 4160 Profit-Sharing Units.

His 4160 Profit-Sharing Units multiplied by \$.05526 (the value of each Profit-Sharing Unit) amounted to \$229.88—his share of the Company contribution. Since he had saved \$104.00 the total amount of his credit would be \$333.88.

If Doe had not saved the \$104.00 he would have received only 2080 Profit-Sharing Units arising out of his earnings. In this case his Trust participation would be 2080 x \$.05526 or \$114.94.

Investment Apportionment

In addition to his share of the Company contribution John Doe would receive a share of the income from the investment of the Trust funds, and also a share of the money forfeited by participants who terminated their employment with the Company during the year.

The investment income of \$2607.74 was apportioned to individual accounts in proportion to their individual balance (savings and contributions in an account) as of December 31, 1947. In other words, the amount of money each participants account earned by investment.

Example:

If John Doe has saved 5% of his earnings (from October 16, 1947 when savings were first permitted, to December 31, 1947,) he would have a balance as follows:

Savings	\$ 20.00
Company Contribution	257.66
Total	\$277.66
Share of income to be distributed to his account	\$ 3.32

If he had not saved he would have had \$128.83, to his credit at December 31, 1947, therefore his share of income would be\$1.42

Forfeiture Apportionment

Forfeitures of \$5,602.60 were apportioned to individual accounts on the basis of the ratio of the total of savings and contributions to each individuals total savings and contributions during 1948. The resulting percentage was applied to the total amount of forfeitures. This amount then represented the individual participants share of the forfeitures.

Example:

If John Doe had saved \$104.00 he would have to his credit for this apportionment, his savings of \$104.00 plus his share of the Company contribution or \$229.88—a total of \$333.88. On this basis he would receive \$5.92 as his share of forfeitures.

If he had not saved he would have only his share of Company contribution to his credit for 1948 and would receive \$2.03 as his share of forfeitures.

Comparison Between Accounts of Participants who Save 5% and Participants Who Save Nothing

The tabulation below shows how much more is credited to the account of a participant who saves 5%, than to the account of the participant who saves nothing:

1948 Distribution

	Saving 5%	Not Saving
Savings	\$104.00	
Company Contribution	229.88	\$114.94
Share of income	3.32	1.42
Share of forfeitures....	5.92	2.03

Total credit to his account for 1948 ...\$343.12 \$118.39

The following example shows the credit to the account of John Doe who has saved 5%, and the participant who did not save at all during the life of the Trust:

	Saving 5%	Not Saving
Savings	\$124.00	
Company Contribution	487.54	\$243.77
Share of income	3.32	1.42
Share of forfeitures....	5.92	2.03

Total credit to his account\$620.78 \$247.22

American Wheelabrator & Equipment Corporation
EMPLOYEES' SAVINGS & PROFIT-SHARING TRUST FUND

Statement of Financial Position—December 31, 1948

A S S E T S

CASH IN BANK	\$ 4,147.06
U. S. TREASURY AND SAVINGS BONDS, AT QUOTED MARKET (Principal Amount \$305,500.00)	305,395.57
DUE FROM AMERICAN WHEELABRATOR & EQUIPMENT CORPORATION:	
Company contribution for the year 1948	238,048.28
Participants' contributions	16,043.50
Total assets	<u>\$563,634.41</u>

Participants' Equity in Assets

PARTICIPANTS' ACCOUNTS:	
Participants' accounts	\$542,608.13
Due to former participants	1,301.03
CONTINGENT RESERVE ACCOUNT:	
Balance at December 31, 1947	\$11,412.79
Add—5% of company contribution for 1948.....	11,902.41
	<u>\$23,315.20</u>
Deduct—Trust expenses in 1948 and adjustment of investment in bonds to quoted market (see note)	3,589.95
Balance at December 31, 1948	\$ 19,725.25
Total participants' equity in assets	<u>\$563,634.41</u>

Statement of Income & Forfeitures
For the Year Ended December 31, 1948

INCOME:	
Interest—U. S. Government Securities	\$2,576.13
Other Income	31.61
	<u>\$2,607.74</u>
Expenses (see note)	None
Income distributed to participants' accounts	<u>\$2,607.74</u>
FORFEITURES:	
Accounts of terminated participants	\$18,168.05
Equity paid to terminated participants	12,566.05
Forfeitures—distributed to remaining participants	<u>\$5,602.60</u>

Determination of Your Share of Company Contribution
for the Year Ended December 31, 1948

Your applicable earnings during 1948	<u>\$2,080.00</u>
(From January 1, 1948 or date of eligibility if later)	
Profit-sharing units (1 unit per dollar of your earnings)	2080
Your savings in 1948	<u>\$ 104.00</u>
Profit-sharing units (20 units per dollar of your savings)	2080
Total profit-sharing units	<u>4160</u>
Profit-sharing unit value05526086
Your share of company contribution for the year 1948	<u>\$ 229.88</u>

Note:

In accordance with the provisions of the trust agreement the trustees elected to charge all trust expenses for the year ended December 31, 1948 and the adjustment of the investment in bonds to quoted market against the contingent reserve account.

Statement of Your Account at December 31, 1948

YOUR SAVINGS CONTRIBUTIONS:	
Balance at December 31, 1947	\$ 20.00
Your contributions in 1948	104.00
Total	\$124.00
YOUR SHARE OF COMPANY CONTRIBUTION, TRUST INCOME AND FORFEITURES:	
Balance at December 31, 1947	\$257.66
Add—for 1948:	
Company contribution	229.88
Trust income	3.32
Forfeitures	5.92
Total	<u>496.78</u>
TOTAL BALANCE OF YOUR ACCOUNT AT DECEMBER 31, 1948	<u>\$620.78</u>

Auditors' Report

We have made an examination of the financial statements of AMERICAN WHEELABRATOR & EQUIPMENT CORPORATION EMPLOYEES' SAVINGS & PROFIT-SHARING TRUST FUND, for the period ended December 31, 1948 and have expressed our opinion thereof to the trustees in our certificate dated February 9, 1949. In connection with this examination we have reviewed and tested the individual participants' accounts by methods and to the extent we deemed appropriate.

Chicago, Illinois

ARTHUR ANDERSEN & CO.

This is the type of Financial Report each participant will receive this year. The statement shows the financial condition of the Trust, as well as the amount accrued to the credit of each individual participant.

It is with pleasure that we receive the announcement of the Company's contribution to the Profit Sharing Plan.

The Plan has been greatly appreciated by our Brothers and their Families in the past year, and it will continue to benefit more and more of them in the years to come.

The Executive Board
 Local 995 UAW-CIO

Paul L. Kizer

Paul L. Kizer, President

PEOPLE and EVENTS in the NEWS

It Ain't Hay!

What does an industry mean to a community? Northwestern University's recent survey shows that the **average** industry employing 150 men means:

- A plant investment of \$100,000;
 - An annual payroll of \$200,000;
 - The support of 1,000 people;
 - A dozen stores;
 - A 10 room school building;
 - Sales and services for 200 cars;
 - Public improvements;
 - Annual revenue of \$60,000 for the railroads;
 - A taxable valuation of \$1,000,000;
 - Yearly markets for \$300,000 in farm products.
- Opportunity for a dozen professional men;

And an annual expenditure in trade of \$1,000,000.

Think what AWECO means to Mishawaka on this basis alone taking into consideration our employment is nearly 6 times 150 people!



Insurance Makes It Cheaper

An AWECO employee—let's call him Jo Worker—entered a hospital for a hernia operation. His hospital and doctor bills totalled \$190.17, but AWECO Health and Accident Insurance reimbursed Jo \$125.00 toward these bills, so the actual cost to him was only \$65.17. Furthermore, he was paid \$120.00 indemnity during the eight weeks he was recovering from the operation.

For this assistance Jo pays 40c a week. (Actually he paid only slightly more than 30c a week, because there was a 12 week period last year during which insurance deduction payments were not made.)

Safety a la Mother Goose



Worker Jack Horner, a safety rule scornor,
Was reckless 'round running machines.
The foreman had told him, but hadn't yet sold him
What safe practice actually means.

Jack was working (and scorning) on a planer one morning,
Daydreaming of coffee and pie.
He stuck in his thumb—his whole arm went numb.
And he velped, "What a big dope am I!"

NATIONAL SAFETY COUNCIL

—DON MOORE

He Who Serves

He has not served who gathers gold,
nor has he served, whose life is told
In selfish battles he has won, or deed of
skill that he has done.

But he has served who now and then
has helped along his fellow men.

The world needs many men today, red-
blooded men along life's way,

With cheerful smiles and helping hands
and with the faith that understands

The beauty of the simple deed which
serves another's hour of need.

Strong men to stand beside the weak,
kind men to hear what others speak.

Men who will bravely play life's game,
nor ask rewards of gold or fame.

Teach me to do the best I can to help
and cheer my fellow man

Teach me to lose my selfish need and
glory in the larger deed

Which smooths the road and lights the
day for all who chance to come my
way.

— Anonymous.

\$64.86 in Dimes

Into those little "March of Dimes" cans around our factory, AWECO workers dropped coins totaling \$54.86. To this amount the Labor Union (Local No. 995 UAW-CIO) added an additional \$10.00. A certified check for these contributions was then sent to the local headquarters of The National Foundation for Infantile Paralysis to help in their fight against this dread disease.



Books Are Keys

Here are a few of the thousands of books available at the Mishawaka Public Library:

John Studebaker, An American Dream by Edwin Corle

Framing, Sheathing, and Insulation by Delmar Publications

Interior and Exterior Trim, by Delmar Publications

Elementary Therodynamics, by V. M. Faires

Shop Mathematics, by C. A. Felker

Training for Supervision in Industry, by G. H. Fern

Handbook of Accounting Methods, by J. K. Lasser

Control of Atomic Energy, by J. R. Newman



New Employees

- Robert A. GuidiOffice
- Iris ZimmermanOffice
- Mary Jo RobinsonOffice
- Roberta DeckerEngineering
- Leona MitchellMaid
- Ted SquibbMachine
- Mary Jean LindaleOffice

Tell It to the Social Security Office

It's to your advantage to check with your Social Security office every so often otherwise you might deprive yourself of benefits that belong to you. Here are some of the times when you should tell them about yourself:

Changed Your Name?

If you have changed your name since you opened your Social Security account, tell the Social Security office. Most workers whose accounts need correction are women who have married. But men change their names too — for business or other reasons. Record any change whether or not you intend to continue working.

Check Your Account Periodically

It is wise to check your account once a year by writing to the Social Security Administration, Baltimore, Md., asking for a statement of your account. You can get an addressed post card form at the field office. Errors sometimes occur — as, for example, when an employer does not have your social security number or your name as it appears on your card. If an error has been made, the field office will help you get it corrected. Once every four years you should check on your account anyway, as some errors cannot be corrected after that length of time.

More than One Number?

Tell the Social Security office if you have more than one Social Security number. Ask them which one you should use and turn in your other card. Having more than one number means that your wages might be credited to more than one account; thus there might be a delay when you claim your benefits.

There May Be a Refund

A worker who is employed by more than one employer in any year must make a contribution on the first \$3,000 received from each employer. But he can get a refund from the Government for all contributions paid on total wages in excess of \$3,000. To get such a refund, apply to the Collector of Internal Revenue within two years after the year in which the wages are paid.

Are You a Beneficiary?

Claims for monthly survivors' benefits should be filed immediately after the insured person's death. Monthly payments to survivors are retroactive only for three months prior to the month of filing. Thus if a claim is not filed until the fourth month after the month of the insured person's death, one month's payment is lost.

Immediately Upon Reaching Age 65

A worker should get in touch with the nearest Social Security Administration field office (209 Post Office Building, South Bend 24, Indiana, for local residents) as soon as he reaches age 65. Even if the worker does not intend to retire at once, it may be to his advantage to file his claim immediately. Benefits are payable only for 3 months prior to the date of filing. Otherwise he may lose some months' payments if he does not file as soon as he is eligible. The field office will advise the worker as to the best course to take.



Personnel Department

A Bureau of Information and Help

The variety of tasks performed by the Personnel Department is surprising, oftentimes astounding, but always helpful to AWECO employees. If one could be invisible for a day and hear all that goes on, one would have a better understanding of people and a deep admiration for the abilities of the two people who calmly solve a dozen problems, answer a hundred questions, and perform other duties, apparently all at the same time. But since you can't be either invisible or spend a day looking in on this office, **Parade** gives you a glimpse of their work.

The individuals referred to are Personnel Director RAY STEELE, and his secretary DELIA FRISONI. First a little about them. Ray came to **American** in 1937 and served as paymaster for the following 7½ years. During this time he



Ray Steele and Sam Hearrell (machine shop superintendent) interview returning Marine veteran Ted Squibb previous to his being rehired.

did a lot of work ordinarily required of a personnel manager. His personal contact with the workers made him so familiar with the working force that even now he can tell you the clock number, department, shift, and proper way to spell the name of almost anyone listed on our active employment records.

Delia arrived in the personnel department after having spent some time in the order entry department. She has been doing her present work for 3½ years.

The work of this department breaks down into three categories: hiring of new personnel, records, and helpful service. Any one of these classes has more divisions than is readily apparent.



George Kuhlman receives his paycheck. Any employee who misses the paymasters on Friday morning, can usually obtain his check here.



Dale Hollingsworth makes a Credit Union deposit. Delia also accepts Credit Union loan payments.



Delia Frisoni obtains information needed for employment records from Don Fisher. Don was an employee before joining the Army in 1945.



A weekly meeting with the Union Bargaining Committee. In these Thursday afternoon session many problems are discussed.

When new employees are needed Ray screens the applicants, and clears all qualified prospects for further interview by the individuals who have requested extra help. After a man is hired, Ray makes arrangements for a physical examination, explains rates, Company policies, benefits, working conditions, the Profit Sharing Plan, insurance program, suggestion system, etc.

Delia then obtains the information needed for the employment records. Records on seniority, insurance, employment, wage rates, overtime, social security, tardiness, accidents, absenteeism, etc. are maintained here. For this reason, it is to this department that employees report births, marriage, deaths, changes of address, etc. These changes are passed

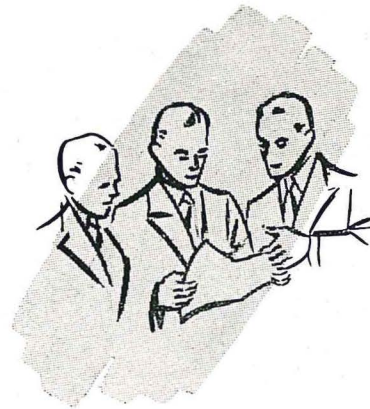
along to interested departments such as payroll, accounting, and mailing.

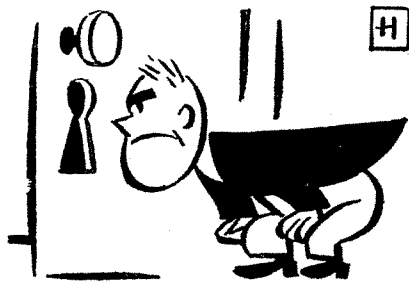
The helpful services performed by this department are of great benefit to all of us. These special services take on all forms—from the insurance details they handle for us, through the various meetings in which Ray participates, the conducting of drives for charitable funds (such as the Community Fund) to the acceptance of payments for Electromode heaters, safety shoes, etc. The list seems limitless.

This is the bureau of information; the link between the Company and the individual. The department that helps eliminate a lot of the confusion that would otherwise exist in an organization as large and complex as our own.



Ray delivers insurance checks to John Penland whose wife had been hospitalized. Ray tries to deliver the checks as soon as they are received from the Insurance Co.





Items About Us

STEEL SHOP NEWS

Reported by Jep Minnes, Martin Boehnlein, Lewis Carswell, and Frank Miles

When BURTON GREEN (Dustube, night) was ready for supper one recent evening, he found, instead of his full lunch pail, PERCY RITTER'S empty one. Foreman CARL BRITTON telephoned Percy to return Burton's supper.

* * *

When the night shift left the plant one evening a short while ago, the water in the parking lot was shoe-top deep. The car belonging to electrician WALT MYERS was in the middle of the puddle. His son ROBERT (Machine shop) told his dad he would wade out to the car and drive it up to dry land. But upon arriving at the car, Bob had no keys. Walt tossed the keys to him—almost. The keys may still be in the parking lot; they were under ice for a while.

* * *

BILL BRANNON was another unlucky victim of the icy streets. He lost a fender and running board from his car as the result of a skid.

* * *

ALVA BRICKER swears that he taught his son Walter how to count to twelve, but when HAROLD HOOVER counted the eggs he purchased from Walter, there were only 11 in the container.

* * *

D. T. TURNBULL (consulting engineer) was among the few fortunate people who were on the 34th floor of a building overlooking the New York City harbor. As a result he had an excellent view of the docking of the French Friendship ship.

* * *

JOE TURNOCK is the new owner of a resort on Juno Lake. The resort has six cabins and 47 boats.

* * *

LEO (Lucky) McNAMARA won: a \$100 chair and ottoman, \$31.00 playing Bingo, and was a WSBT Dinner Winner—all within two months.

* * *

Did you know D. C. TURNBULL and M. I. DORFAN are listed in *Who's Who in Engineering*?

* * *

Don Rapp son of BILL RAPP and former employee was elected treasurer of Sigma Phi fraternity at Indiana University.

* * *

GLEN WALTERS paid \$10.00 for a new carburetor for his car—then found out that the only trouble was that his gas tank was dry.

* * *

GEORGE LINN has regaled FRANK MILES with the advantages of his home town, Winamac, Indiana. But when George and Frank took their wives to Winamac to see that team play the Mishawaka basketball team, they had a hard time finding a place to eat. In fact there was no place that serves ladies—they had to eat in Plymouth.

* * *

RAY KNOLL, against his wishes, has been contributing oranges to fellow workers. Several times he has made a telephone call during his lunch period. He laid the orange down to make the call, and found it gone when the call was completed.

RESEARCH NEWS

Reported by Maxene Cary

JOHN STRAUB recently drove his car from research to the main gate with a very flat tire. While he was waiting for STANLEY KRZESZEWSKI, the guard noticed the flat tire. At that moment, out of the gate came AL BLASKIE, who obligingly changed the tire for Straub.

* * *

GEORGE McNEILLE had a sign on his house reading "Measles." But daughter Pat has now recovered from her illness.

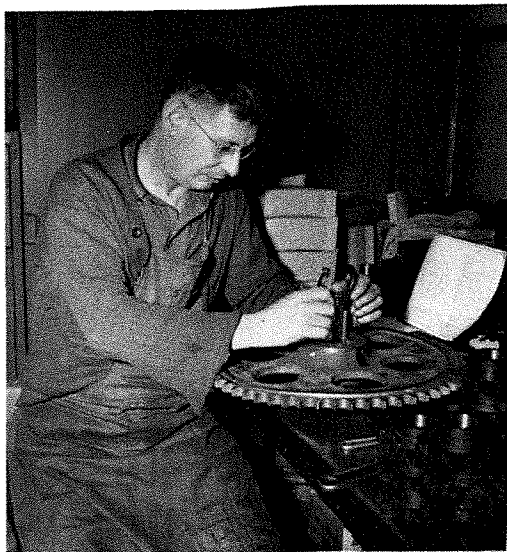
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After spending a spring-like weekend playing football with his youngsters, VERN VALENTINE moved slowly and painfully for several days.

* * *



AWECo

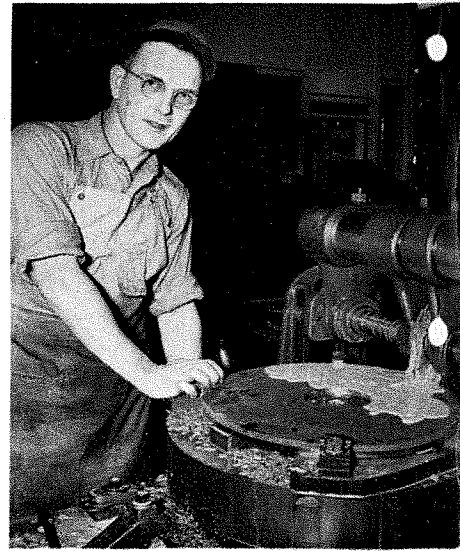


While FRANK WAENBERGHE was born in Belgium, he came to Mishawaka with his parents when he was only 15 years old. When World II came along, he was among the first to enlist in the Army. As a result he spent 19 months overseas in England, France, Belgium and with the Army of Occupation in Germany.

Frank came to American six years ago at the suggestion of Frank Gehl, a fellow Legionnaire. His work is inspecting incoming finished material, sprockets, gears, and castings to see if they are acceptable.

Frank's son works in the machine shop on the second shift.

When he has leisure time it is preferably spent playing euchre, rummy, or some other card game. For outdoor recreation it's fishing in the summer and hunting in the winter.



CARL (2-car) RITTER supposedly purchased the car he is driving daily to work, for his son, Dick.

* * *

After a recent experiment by VIRGIL POPE, an experiment which included both confusion and fireworks, one of the pot furnaces has been named "Cline's Vesuvius."

* * *

FOUNDRY NEWS

Reported by Fred Bishop

We are living in an age of modern medical miracles. Take as an example, the case of CLARENCE FRICK. On Monday morning we received word that he had broken a leg while cutting wood. On Tuesday the doctor had this reduced to a broken bone in his foot. Then, on Wednesday Pee Wee showed up for work with a broken toe. If he had given that doctor just one more day he probably wouldn't have suffered anything worse than a broken axe handle.

* * *

That "Dinner Winner" program on WSBT from 5:00 to 5:15 P. M. surely has JOHN WILLIAMS as jumpy as a bird dog in snake country.

Recently John's son, Bill, went to California on a visit. Upon arriving he called his folks to let them know he had arrived safely. The call came through at 5:05 PM.

John, with visions of a bushel basket of free groceries already on the kitchen table, took a strangle hold on the telephone and began to holler "hamburger!"

By the time Bill could get his dad calmed down enough to know he wasn't

Tommie Dee, the time on the call was up.

All Bill could learn was that his folks were having hamburger for supper. John did not even find out if the price of oranges was going up or down. So, under penalty of assault and mayhem, don't call John between 5:00 and 5:15 PM.

* * *

Have you noticed how much fatter the birds are over around 113 East Colfax? That's because BLANCHE NULL of the stock room office really believes in feeding her feathered friends. Blanche bakes delicious pumpkin pies and sets them out on the back porch while they are piping hot. Two lovely big pumpkin pies on which the birds feasted. Her "in-laws" say that she treats the birds better than she does them.

* * *

WAYNE MEYERS has three speeds forward: fast, faster, and fastest. He is going to make one of those speed runs of his through the foundry some day and hit an open switch. Then we will have to rake Wayne out from under those skids.

* * *

We in the foundry would like to say how we feel the loss of our fellow worker, DON FOUTCH. But to sit down with a lot of words and form them into sentences expressing this is impossible.

Instead may we use one of Don's own expressions, "He was a good Joe" and hope that in some way these few words will show how we all felt about Don as a man and as a friend?

* * *



When WALTER NELSON celebrated his birthday and wedding anniversary — they both come on February 2 — LOUIS CARSWELL presented him with a cake . . . and candles.

* * *

Cigar Passer-Outer

Elmer Byrd
(steel)

Alfred Smet
(foundry)

Franklin Overpeck
(steel)

Paul Hutton
(payroll)

Carl Petersen
(machine)

Kenneth Clark
(research)

Cletus Gurley
(steel)

Waldo Holtzapple
(steel)

Reason

Myrna Kay, born
January 30

Kay Rose, born
February 1

Marta June, born
February 9

Linda Ann, born
February 11

Diane Kay, born
February 18

Sue Ann, born
February 21

Linda Carol, born
February 28

Donald Ray
February 23

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Personalities

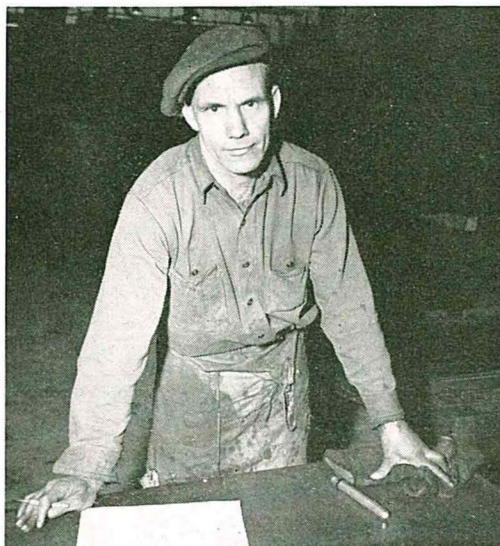


Probably the first thing one notices about FRANK LAND is his pleasant smile and soft Tennessee speech. When Frank was a young man his family thought it would be a fine thing for him to become a Baptist minister. It took but a short time to convince Frank that he "just wasn't the minister type."

After giving up the idea of the ministry, he tried his hand at a number of occupations. Just previous to joining **American** seven years ago he was manager of a news agency. Now he operates a milling machine on the night shift.

On Saturdays and Sundays Frank clerks in Hooks Drug Store. When he has free time he delights to spend it reading mystery stories.

He's a married man and has a daughter, Carolyn Jane.



EARL McCALLUM claims Lowell, Mass., as "home town," but he came to Mishawaka about 20 years ago to work for the Ball Band. Several things prompted him to come to **American** in October of 1944. Among them, he likes heavy physical work, and our plant is located close to the home he is building. In the past four years Earl has devoted his time to layout, makeup, the paint shop, and his present job of checking fabricated material from the steel shop into the paint shop.

Earl says he has been building his home for a number of years, and really doesn't ever expect to finish it, for when one project is finished, Earl has another in mind that will make living more comfortable. In the summer this steel shop worker spends a lot of time in the garden he maintains in the lot next to his home.

Mr. and Mrs. McCallum have six children — two boys and four girls.

Equipment Notes

At E. C. Atkins Co., Indianapolis, Indiana, scale is removed from forged saw insert in a 20" x 27" Wheelabrator Tumbblast. 850 pieces or 1700 teeth are cleaned in eight minutes. Two saw teeth on each forging are trimmed after Wheelabrating. The operators of the trimming machines report that the dies last longer, and require less frequent grinding than they did when they were trimming teeth which had been cleaned by tumbling mills.

* * *

Not content with simply eliminating the dust created by 44 saw glazing machine with Dustube Dust Collector, American engineers provided the bonus of a unique abrasive handling system that increased the efficiency of the operation and materially improved working conditions at Henry Disston & Sons, Inc., Philadelphia.

* * *

Aluminum Ore Co., East St. Louis, found the simplicity of the Dustube reduced maintenance sufficiently, compared with a collector previously used, to pay the cost of the installation within two years.

* * *

C. V. Robinson, Superintendent of Herron Stove & Foundry Co., Chattanooga, Tenn., says this about their Type "AM" Sandcutter:

"There is no comparison between previous methods and machine cut sand. In addition to that it has made life a little more pleasant for the foreman since all 'gripes' about bad sand by the molders have been eliminated."

* * *

Ford Motor Co., Dearborn, Michigan, removes heat treat scale from automotive connecting rods at the rate of 4000 an hour. Ford is using a Continuous Wheelabrator Tumbblast.

* * *

An Illinois egg dehydrating plant saved hundreds of dollars weekly when they installed a Dustube Dust Collector. The unit, installed to ventilate the bagging and drying operations, salvaged an average of 430 pounds of the valuable egg powder every hour.

* * *

The popularity of Wheelabrators in the General Electric organization can be attributed to unusual production speed and reduction in cleaning costs. As an example: A No. 2 Wheelabrator Multi-Table installed at the West Lynn Works operates two shifts daily 6 days per week. It cleans electric meter parts, magnets and other electrical units. 400,000 of these parts have been cleaned on this machine in a single year.



KENNETH BLESSING began our sales training program January 15 of last year. Since then he has spent 4 months in the demonstration department, 3 months in the steel shop, 5 months on service work in the eastern part of the country, and about 1½ months in the office. Now he has joined David Logan in the Newark, New Jersey sales office.

Kenny brings to this position a sound background of education and experience. He is one of the few Public Service Engineers graduated by Purdue University. This is a course designed for training city engineers — however,



SHIPPING NEWS

Reported by Margaret Daugherty

It doesn't always pay to try to do a good deed. Take the case of SHORTY KAUFFMAN. It was Sunday evening. Shorty was sitting in his living room, dressed in his best clothes. A stranger seemed to be stuck in the not-yet-paved street in front of his house. So Shorty went out to lend a hand. Before the stranger was out of the mud, Shorty slipped under the car. He says he had yellow clay on everything he was wearing, including his hat.

* * *

OFFICE NEWS

Reported by Mildred Fore

Cupid is really busy — here are his latest conquests:

JIM ANDREWS and Bertilla Hornung were married February 19 in St. Joseph Catholic Church.

Blessing Joins Newark Sales Office

it is splendid for sales engineers who must be familiar with all of the various branches of engineering.

His first job was in the sales division of Worthington Pump and Machinery Corp. In January of 1942 Kenny joined Sperry Gyroscope Co., acting as an instructor in their gun sight and anti-aircraft maintenance school. Later he set-up schools for training service men in the use and maintenance of each new Sperry product as it was developed for the Army and Navy. Just before he left Sperry Kenny was assistant industrial sales manager, promoting the new products developed by this organization during the war.

Upon leaving Sperry he formed BVC Industries and was a manufacturers' agent for industrial washing machines, vapor degreasers, cleaning chemicals, pneumatic tools, etc.

On the personal side, he has been married to the former Elizabeth Ellen Vroom for 9 years. They have two children — Nancy Ellen, who was born on "D" day, and Kenneth Jr., usually called "Butch," age 1½ years.

For recreation he golfs, reads Western stories, trade magazines, The Wall Street Journal, Barrons, and studies correspondence courses on business administration. He's a member of the Industrial Marketing Ass'n., and American Foundrymen's Society.

TOM PROBST was married February 26 to Charlotte Bolka. The ceremony was performed in St. Petersburg, Florida.

On Valentine's Day RUTH TEEGARDEN received a diamond ring (third finger, left hand) from Roger Gill.

* * *

STOCK ROOM NEWS

Reported by Blanche Null

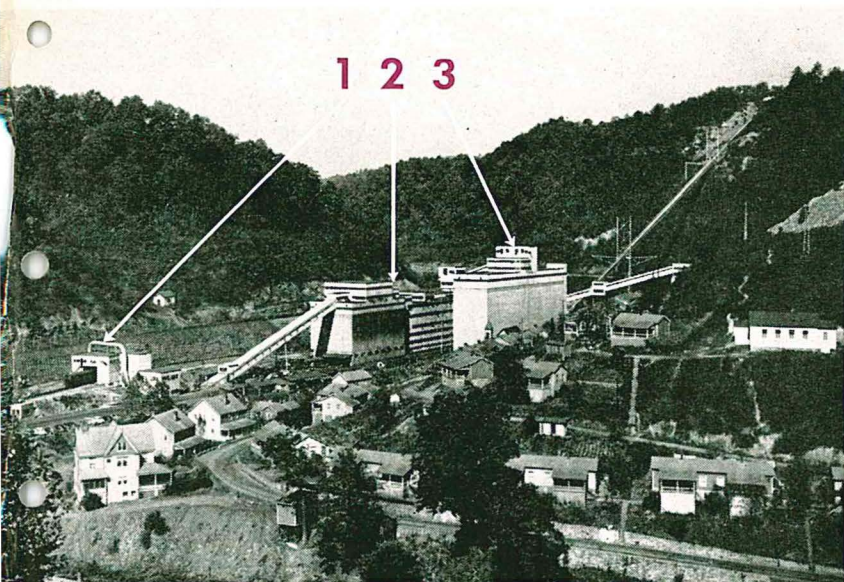
CALVIN KELLY (foundry) went home to lunch a week or so ago. For dessert there was a large apple pie. Kelly had a huge piece. All of the time that he was eating it he thought it had a peculiar flavor. After consuming the whole slice, he discovered it was a frozen, unbaked, apple pie. Mrs. Kelly thought all she had to do was to thaw it out and serve it.

Where Every Day is Wash Day

Dustube Dust Collectors installed at U. S. Coal and Coke Co. (Div. of U. S. Steel Corp.) close to Gary, West Virginia, are used for ventilating the following, as indicated by the arrows: (1) rotary railroad car dump; (2) raw coal storage bin; (3) blending bins. A fourth unit to ventilate the railroad car loading operation is not visible.

Here up to 25,000 tons of washed coal is handled a day. Washing prepares the coal for steel making. The collectors were installed to eliminate a dust nuisance, to reduce a health and explosion hazard, and to recover valuable coal dust.

This is the largest AWECO installation in the United States. To give one an idea of the size of the installation: 3584 filtering tubes, 8" in diameter by 17' 6" long are utilized in the 4 dust collecting units.



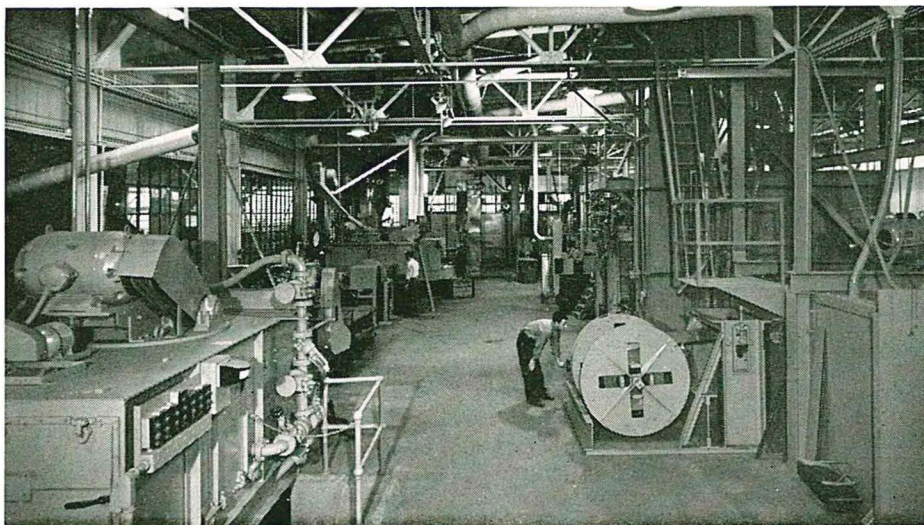
Fresh Paint in the Demonstration Room

The newly painted demonstration department where machines of various types and sizes are installed. Here the operation of our equipment is demonstrated to potential customers. Demonstration is an important tool of our selling organization, for it proves the results that can be obtained with AWECO equipment. Proof that leads to sales, which in turn leads to more work for us.

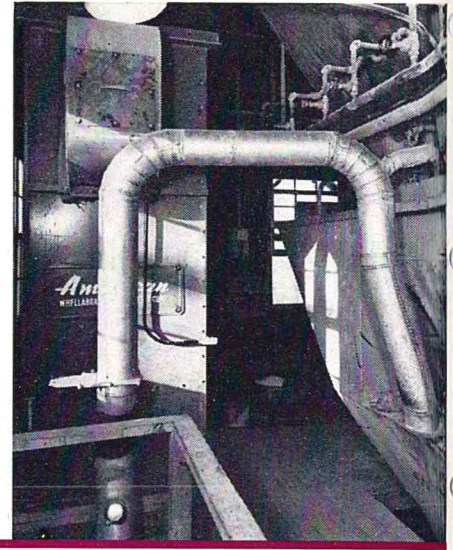


Above: Lloyd Forner operates a 20" x 27" Wheelabrator Tumblast. Milton Hostetler loading a Wheelabrator Continuous Tumblast, and Emile DeVreese at the 86" Wheelabrator Swing Table. Roscoe Rush inspecting operation of the Wheelabrator Special Cabinet, and department head Harold Garman with his hand on the controls of a 48" x 42" Wheelabrator Tumblast. This machine has since been replaced with a newly designed machine of the same size.

Left: Wheelahoning machine in the left foreground. Milton Hostetler beside the blade testing cabinet; Roscoe Rush operating a No. 2 Wheelabrator Table. Lloyd Forner inspecting a cleaned casting, Earl Frick at the 15" x 20" Wheelabrator Tumblast, and Dalton Smock with the special Wheelabrator for demonstrating both monorail and car carrier types of conveying.



Creating Good Customer Impression



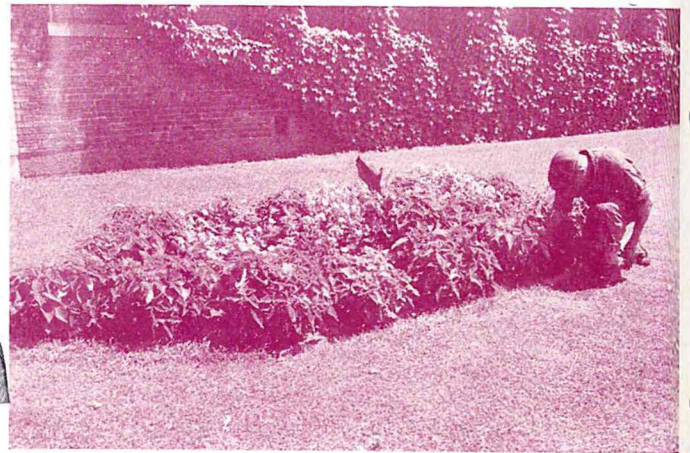
Kuert Concrete Company, South Bend, is one of the most advanced and modern ready-mixed concrete plants in the country. An American Dustube Dust Collector was installed here to improve working conditions (which means more satisfied employees), to improve appearance (thus creating an excellent impression on customers), and to improve efficiency and accuracy of the mixing operations. Because the collected cement can be reused, a saving is affected.

AWECO Personality . . . The Gardner Fred Blitz

One of the first things everyone notices about the AWECO plant are the well-kept grounds . . . the thick, green, neatly trimmed grass, well kept shrubs and blooming flowers knowingly arranged in effective displays. The man responsible for this is FRED BILTZ of the maintenance department. Fred has been keeping our lawn in tip top shape for nearly two years.

Like the proverbial mailman, when he isn't working his regular 8-hour shift here, he spends most of the time keeping other lawns in admirable condition. The Kamm home lawn on Lincoln Way East, Mishawaka, is a good example. During the winter, when gardening at AWECO requires little time, Fred does general outside maintenance work.

But growing things isn't his only interest. He's a member of the Knights of Columbus, and an avid Notre Dame



Football fan. He buys a season ticket to the games every year, and even follows the team to California to watch them play U. S. C. The Saturday night

broadcast of the National barn dance has an interested listener in this man.

Fred has a daughter and two grandsons.

Wheelabrating License Plates

Service Engineer George Tharp Describes Installation

Here's an insight into the life of the Service Engineers — the men who erect our equipment after it leaves Mishawaka. GEORGE THARP, a former steel shop worker, now the service engineer on the west coast, has written this account of his "adventures" while installing the Wheelabrator Special Cabinet and Dustube Dust Collector at Washington State Prison in April of last year.

The Wheelabrator is used to roughen aluminum license plates. This roughening has a two-fold purpose: (1) it eliminates glare at night, and (2) provides a bond between the paint and metal. The latter is a great problem because of the damp weather.

"It was interesting and amazing to me to see the reaction I got from the convicts when they learned that we were to put the dust collector outside the inner prison walls. Some of them had not been outside for months. If I remember correctly we erected the collector in four days. We had to have a guard with each rope and ladder that we used. When we were working on the top flight of the scaffold or the roof the convicts surely did a lot of looking over the fence.

"It amazed me to find men with a high degree of skill in the different trades, i.e. mill wrights and electricians, but I can't say the same for the piping from the collector to the machine. It fitted, but was a nightmare to get it installed.

Problems to Solve

"On all new applications of our equipment we find that we have some problems (some more than others) and this one had the latter. First we had trouble with our abrasive grit which was very fine (G-120). In separating it we lost lots of it to the dust collector. We finally built some inside baffles to fit into the cabinet vents and were able to keep the loss at a minimum.

"Next we had trouble blasting. This kind of difficulty, as all servicemen know, can be caused by any one of a hundred things. After trying the first 99 we hit the right one. The rubber rolling discs inside the cabinet (meant to hold down the plates when they were directly under the blast) caused the abrasive to pile up and mask off the plates. We found this out after chang-



ing the conveyor belt speeds from almost nothing to 30 ft. a minute, changing wheel speeds, and abrasive load in the wheel, changing the wheel turret to all degrees possible, and trying a few ideas suggested by the convicts. It was 'one of those things.'

A Change Made in the Field

"When we ran it for a while we found that the pins that were to hold the plates in place were blasting off and coming out of the belt. So we discarded this method, made an inclining fixture at the end of the belt with four dividing bars, and fed the plates down this chute.

"As the plates came in contact with the belt they were carried along at the rate of 60 plates a minute without any trouble. Two men were feeding this machine and two men were taking plates off. Shifts were changed every half hour. Men are plentiful here and the wages are two cents an hour or 14 cents a day.

"Since the machine was installed I have made a service call to help them with other problems that have come up. These problems mostly concerned wear parts and the proper replacement.

Cleaning 60 Plates a Minute

"The Warden told me they were afraid that they would never get all the plates blasted in time for the sale. When we started the machine they had 30,000 sets or 60,000 plates piled up to be blasted. When I called back the last time they had caught up and were running only about three hours a day. When you average 60 plates a minute, seven hours a day, that's cleaning a lot of license plates.

"While at the prison I had some interesting talks with the inmates and the Warden. Once I ate with the men. I received a hair cut, and was shaved free every day. The Warden asked me if I wanted to sleep there, but that I politely declined, preferring to stay at the hotel.

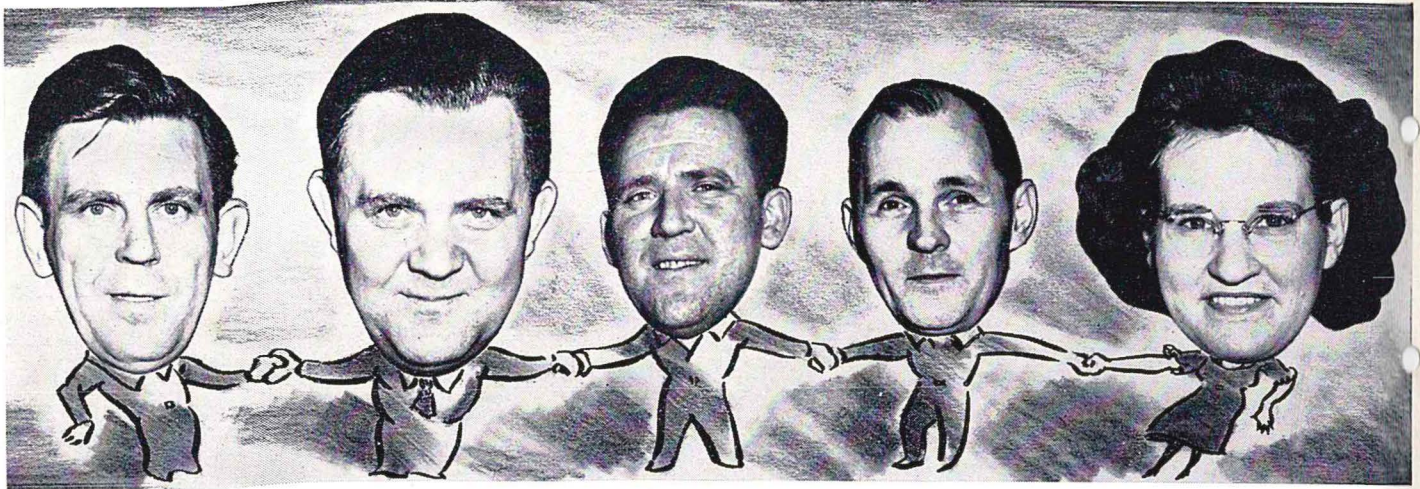
"We have a very much satisfied customer here at the Washington State Prison."



Unloading Wheelabrated license plates at Washington State Prison. Notice the dull, non-reflecting surface of the front side of the license plate the farthest from the camera. This dull surface enables the plate to be seen at night without glare, and provides a bond for the paint.

Family Reunion at AWECO

No. 17 In a Series of Family Groups Working at AWECO



Jack

John

Lynn

Clair

Dorothy

This story started 20 years ago when CLAIR WILSON decided to apply for a job close to home. As a result he was put to work in our receiving department. Today he is a night foreman in the machine shop.

The next step in the story took place October 4, 1935 when Clair recommended that JACK BOWERS be hired as a machine shop employee. For the past 7 years Jack has been the steel shop foreman in charge of the assembly of large Tumblasts, elevators, large assembled dust collectors, and motors.

In 1936 when JOHN BOWERS needed a new job (because his position with the city engineering department was gone after a change in administration) he remembered Jack's high regard for AWECO. He applied and was hired for temporary

work. Now he does steel layout.

LYNN BOWERS came to AWECO in 1941 because here he could earn about three times as much money as he had been making in driving a taxi. Assembly was his first task, but when the hydraulic press was installed about 4 years ago, Lynn helped with the work, and has been operating it ever since.

In November of last year DOROTHY HARTMAN came to AWECO to work in our stock room office. Previous to that time she had been employed by Clark's Laundry. Dorothy is married and has a 5-year-old daughter.

This "family" relationship is rather complicated, but here it is: Jack, John and Lynn are brothers. The wives of John and Clair are Dorothy's sisters.



There are two groups of people in the world, the righteous and the unrighteous. The classifying is done by the righteous.

* * *

The Lord's Prayer is the most perfect of all prayers, but it has had to withstand a great deal of mumbling and confusion, especially from children trying to learn it from poor enunciators or from muttering crowds.

One little boy was heard to pray: "Harold be Thy name."

Another begged: "Give us this day our jelly bread."

A New York child petitioned: "Lead us not into Penn Station."

* * *

Philosophy is the system of being unhappy intelligently.

The MacTavishes went to a movie, taking their very vocal baby. At the ticket window they were warned that unless the child was quiet during the show they would have to take their money and leave. Halfway through the show, the wife turned to her husband and whispered: "What do you think of it?"

"Rotten."
"Pinch the baby."

* * *

AWECO gets mail addressed to rather odd distortions of our own name. For instance:

To Gulf Oil Co., Huston, Texas, we are "American Wheel Abrator and Equipment Corp."

To Isbrandtsen Company, Inc., New York City, we are "American Wheel & Grader Equipment Co."

And to another company we are "American Wheelabroom Corp."

American PARADE

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Editor

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Chicago Industrial Editors Association
Industrial Editors Society of St.
Joseph Valley

Life is easier to take than you'd think. All that is necessary is to accept the impossible, do without the indispensable and bear the intolerable.