

AMERICAN Parade

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August, 1952



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AMERICAN Parade

Published for Employees of
American Wheelabrator &
Equipment Corp.,
Mishawaka, Indiana

August, 1952 Vol. 11, No. 3

Marjorie Frazee, Editor

On the Cover

The two free enterprisers on the cover are Bill and Paul Bowers, sons of Leann Bowers of the steel shop. They are also nephews of Jack and John Bowers, of the same department.

Walter S. Schamel Appointed Los Angeles Area Salesman



Walter S. Schamel, Assistant Technical Director of the Dust and Fume Division, has been appointed salesman in the Los Angeles area. The appointment was effective August 1. David Neustadt, who has been the salesman

in the territory, resigned to rejoin a former business connection in Ohio.

Walt came to AWECO in 1946 as a sales engineer for the Dust Control Division. Previous to that he had served as a Lieutenant Colonel with the Army Combat Engineers in the South Pacific area.

Walt holds degrees in both Mechanical and Civil Engineering granted by the University of Missouri Schools of Mines and Metallurgy. His business experience, previous to joining AWECO included operating his own firm that sold, installed and serviced air conditioning equipment; Chief Research Engineer in the Stoker Division of Fairbanks Morse, Chicago; and Sales Engineering for South Bend Lath Co.

Because he is interested in civic affairs he is a precinct committeeman for the Democratic Party, and a Boy Scout Cubmaster. The American Society of Military Engineers, Elks, and American Legion number him among their members.

In addition, Walt is a full Colonel in the Army Reserve Corps and is a Professional Engineer, registered in the state of Missouri.

The Schamels have three children, 11 year old Walter III, and 9 year old twins Vera Louise and Christopher.



Jean Ward

Ann Birk

Mary Ann Gresser

Shirley Birk

Gerry Stoekingger

Gerry Wilson

Anne Gibson

Carol Goethals

Betty Lou Childress

Honored Students

Join AWECO

AWECO is proud of the scholastic and extra-curricular accomplishments of its new employees who are recent graduates of the high schools in the area. College scholarships, pins, keys, sweaters, and other awards are numerous among this group as recognition for their outstanding records.

From Madison, Ann and Shirley Birk

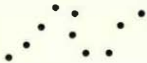
(Sales) shared honors in typing, both winning complete pins. Shirley won the American Legion Award which is given for service, scholarship, leadership, character and courage. Besides their school activities, Ann and Shirley are active in 4-H work.

Outstanding in the Mishawaka class were Mary Ann Gresser (Billing) also recipient of the American Legion Award, best Thespians Award, and a three year scholarship to the Holy Cross School of Nursing in South Bend; Anne Gibson (Advertising) consultant, was winner of one of the 4-year Tri-Kappa State Scholarships to a college of her choice.

Betty Lou Childress (Receptionist) was a two year member of the St. Joseph County T. B. League Board, and winner of a perfect attendance gold key; Carol Goethals, (Sales) took third place pin in advanced typing; Gerry Stoekingger (Order Entry) was awarded a scholarship to Purdue University, and was elected to attend a Purdue Leadership camp opening three days prior to the freshman orientation week this fall; Jean Ward (Advertising) won a sweater in music participation and Gerry Wilson (Advertising) received a pin for participation in band and was made an Honer Thespians.



NEW Steel Shot Plant Under Construction



Operation Expected
Within a Few Months

The new building under construction on the Southeast corner of our property will house our new steel shot plant. This will produce steel shot used as abrasive in our Wheelabrator and air blast equipment.

AWECO Engineers Developed Steel Shot

About five years ago AWECO engineers developed a method for making steel shot to meet the need for such an abrasive by many of our customers. A license to make steel shot by this method was granted to Steel Shot Producers, Butler, Pa. They built a new plant and began to manufacture this new abrasive. Since then they have made further improvements in the process.

Our Plant Additional Facility

The AWECO plant will be an additional production facility to care for the demand for steel shot generated both because of the success of steel shot in particular applications, and the vigorous advertising campaign we have conducted.

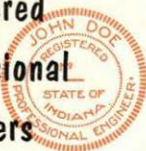
Steel shot is more economical for it does not break down as rapidly as chilled iron shot, and steel shot does not wear out the blast machine as rapidly.

Plant Equipment Especially Designed

The plant is expected to be in operation within a few months. It will be equipped with the most modern of equipment, much of it designed especially for this particular application.

When the plant is ready for operation a feature story on it will be printed in *Parade*.

Registered Professional Engineers



"Registered Professional Engineer" is a title that is assuming increasingly more importance. Now, engineers are certified just as doctors, lawyers, accountants, etc. are granted approval by an organization of those engaged in a particular activity.

The system was set up so competent engineering work could be assured to the individual or company unable to make a complete investigation of the ability of an engineer, before a job is ordered or accepted.

An engineer who writes "Registered Professional Engineer" after his name, and "seals" his work, has met certain standards set up by the state in which he is registered.

Greatly simplified, the qualifications for registration are: An engineering degree granted by an accredited school, experience, and the successful passing of a test.

Many laws and business practices require that designs be approved by a registered professional engineer. The large number of men employed by AWECO who have been granted this registration is advantageous to our company as well as to the individuals themselves.

Most of the men in the Mishawaka office are registered with the state of Indiana, however, many of those who formerly worked or were educated in other states, are registered in those states. Most states have a reciprocal arrangement whereby registration in one state is recognized by other states.

Here are the registered professional engineers employed by our company:



C. R. CLINE
Engineering Assistant to Pres.



KENNETH H. BARNES
Chief Engineer



JOHN C. STRAUS
Research Engineer



LEE J. WIESCHMAUS
Abrasive Specialist



ROBERT T. FRING
Technical Director



ROY W. GUITT
Chief Design Engineer



JULIUS SKENE
Sales Engineer



PHILIP R. JORDAN
Sales Engineer



JAMES M. EVANS
Electrical Engineer



ROBERT CAMPBELL
Sales Engineer



FLOYD TOMAN
Service Engineer



WATSON HALL
Sales Engineer



WALTER WILLIAMSON
Project Engineer



JAMES HAYES
Sales Engineer



WALTER S. SCHAMEL
Sales Engineer



GEORGE LIESER
Sales Engineer



HARRY MQUAT
Sales Engineer

Wheelabrator cleaning inserts for automotive clutches and brake pedals. Approximately 20,000 of these are produced monthly. The use of the Wheelabrator saves 87% of the former cost of preparing die inserts for rubberizing. Due to the thoroughly etched surface obtained in Wheelabrating, a much tighter bond between the rubber and the metal results.

Rubber Adheres Tightly to a Wheelabrated Surface

"I am positive that if we did not have the Wheelabrator in operation, it would be impossible for us to compete with the present market." That's the importance Ray R. Reeves, President of Reeves Rubber, Inc., San Clemente, California places on the time, cost, and labor savings effected by the Wheelabrator Tumbler in preparing the surface of metal parts for rubberizing.

A large part of Reeves work is in the automotive line, including pedals, bumpers, motor mounts, etc. The Wheelabrator has also proved invaluable in making it possible to mold a neoprene pump impeller on a metal insert.

An airblast cabinet which had formerly operated around the clock to handle only a portion of their present production was replaced by the Wheelabrator. In less than three hours' time with the Wheelabrator, all metal parts receive the bonding surface required for perfect rubber adhesion.



Chanteuse Ann Stout

"Someone gave me a guitar" is how Ann Stout explains the beginning of her musical career. So, accompanying herself on the guitar, she sang—for her own amusement and for her friends . . . now she sings in eight languages.

Ann, who uses the professional name of Ann Scott, sings the "continental" type of songs and has appeared all over the United States and in parts of Canada. When she was singing in the Crest Room in New York City, Walter Winchell commented in his column: "Curtain calls to Ann Scott—a star and guitar". Not only does she sing, but writes lyrics for some of the music.

Ann did not break into the entertainment field with either a burst of glory or by starving for her art. She was working in Chicago when a friend insisted that she enter an amateur contest. Although she discovered the so-called "amateur" show was in reality made up of professional talent, the agent liked her singing well enough to include her on other shows . . . until she graduated to professional

engagements. Soon she began playing her own accompaniment on the guitar and was in great demand for her act.

About this time a scout for the Music Corp. of America, one of the best-known agencies in the entertainment field, caught her act, and was so impressed they have been her exclusive agents ever since.

During the war Ann volunteered her services to the U. S. O. for two tours. One tour in Panama, South and Central America; the second tour she was assigned to the First Army where she entertained in field hospitals. During this time she traveled across Germany and reached Leipzig just before the close of the European war. Ann stayed in Europe to entertain in general hospitals in Belgium and France until the Fall of 1945.

After the war Ann continued her career in the States, until recently when she was married. At that time she decided marriage and traveling was not a good combination, so she has now returned to bookkeeping, the kind of work she had been doing before her music career began.

Making Dust Useful

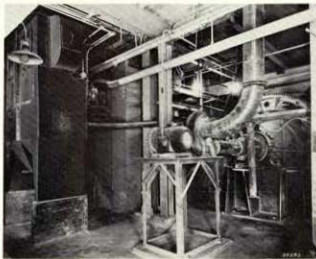
American Radiator and Standard Sanitary Corp. uses an American Dustube collector in its Louisville, Kentucky plant. This plant produces enameled cast iron plumbing fixtures. The Dustube, which is equipped with nylon filter tubes, ventilates a Hardinge pebble mill and classifier.

The raw materials for the enamel are mixed and melted in a furnace, then the mixture is cooled and sent to the pebble mill for grinding. The mill is ventilated by a closed circuit air system, the velocity of which is very carefully maintained so that only material which has been ground to the proper size will be removed in the air current.

The air current leaving the mill carries the ground enamel to the classifier where material of the correct particle size is separated from that which is too small to be used in the enameling process. The correctly sized material goes on to the application department, but the fines are passed back in the closed circuit air stream to the pebble mill.

To keep the mill from becoming too dusty inside, and also to provide a slight suction so that dusty air will not leak out into the room, 25% of the air leaving the classifier is drawn off. This air is ventilated through the Dustube Collector, where the small particles are trapped and reclaimed.

This enamel can be reused, so it is put into the melting furnace and processed again. The collector, therefore, not



The enamel grinding department at American Radiator and Standard Sanitary Corp., Louisville, Kentucky. The Hardinge pebble mill can be seen in the background. The Dustube which ventilates the mill and the classifier is at the left.

only keeps the surrounding air from being dusty, but it also affords a monetary saving through the reclamation and reuse of otherwise waste material.

Every Job at AWECO is Important

The Receiving Checker

This Job PLUS YOUR Job Makes Quality AWECO Products



The receiving checker is the man who makes it possible to tell whether or not an order has arrived in our plant. The checker compares the material received with the purchase order, thus he can tell whether all the material ordered has arrived—and whether the material received was ordered.

If a record was not kept of material received, our purchasing department would not know whether or not delivery of ordered material had been made. Upon the shipment checker rests the responsibility of accurately keeping track of material received. Thus our production departments can be kept supplied with what they need . . . when they need it. With these records our requisitioning and receiving is kept on an orderly basis—a necessity in a complex business such as ours.

Conley, Steel Plant Supt.



Clyde M. Conley joined AWECO in February of this year to become the superintendent of our new steel shot plant. While our plant is being built he is helping with the layout and ordering of equipment for it, planning the practices and procedures to be used when the plant is put into operation sometime late this year.

Mr. Conley was born in and grew up around Walnut, Illinois. His technical education was in the field of aeronautical design. Previous to his experience in the electric steel field, he was engaged in civil engineering, primarily land and river survey, and in landscape architecture. During the time he was engaged in landscaping he was in great demand as a public

speaker, and developed quite a way before garden clubs.

About 1933 Clyde saw his first electric arc furnace — it was love at first sight. To be near this fascinating piece of equipment, he became a material inspector for the Northwestern Steel and Wire Co., Sterling, Illinois. This company made wire and wire products from the melting of the steel, through the drawing and final fabrication of wire products. From inspector he progressed to helping operate a 50 ton electric arc furnace (the electric furnace in our foundry melts 1 ton), to melter, to assistant superintendent in charge of production, to superintendent of the entire plant.

In 1948 Conley and a partner went into business for themselves doing machine shop and industrial service work. Two years later Conley joined Detroit Steel Castings Co. as the melting superintendent, later he went to Pittsburgh to put the Northern Electric Steel plant into operation and to operate it until he came to Mishawaka.

The Conleys — Mrs. Conley, six daughters and one son (the children range in age from two years to high school) are now living in Elkhart. Clyde likes to fish — whether he catches fish or not is of little importance — to garden and to watch just about any outdoor sport.

Mr. Conley feels his present connection is the greatest challenge to his ability, as well as the greatest opportunity he has ever had. Our foundry will be brand new, and some of our procedures are new, and untried . . . this is an unusual and advantageous situation.

AWECO Employees' Profit Sharing BOX SCORE

	Nov.-Dec.	Jan.-Feb.	Mar.-Apr.	May-June	July-Aug.	Sept.-Oct.
Each 2-month period shown	\$52,237	\$ 71,267	\$ 62,518	\$ 54,141	?	?
This year	\$52,237	\$123,504	\$186,022	\$240,163	?	?
Last Year	—	\$64,921	\$138,988	\$194,538	\$243,260	\$302,025.31



Warren Hodges, lathe operator on the night shift, has worked in machine shops in a number of places. During the war he worked at Pearl Harbor, Key West and other Naval Ship Yards. Warren has two girls and three sons, two of which are employed here.

The Julianna Club held its annual picnic Saturday, June 28 at Michigan City. As usual the club furnished the picnic meal—this time the main dish was fried chicken—a wash tub half full when the meal began, but greatly depleted by the time even of the 53 girls attending had filled her plate. The rest of the meal consisted of potato salad, baked beans, olives, pickles, rolls, orange drink, coffee, cupcakes and ice cream.

Pearl Sill, Frankie Johnson and Georgiana Richardson planned the picnic and made it such a success.

Janette Ally's left hand is decorated with a ring from Chuck Mikulyuk.

"That" finger of Shirley Birk's left hand wears a ring from James David-bizer.

Bill Dunfee of the accounting department went back to school this summer. From July 6 to July 19 Bill took a graduate course in credit and financial management. The course was taught at Stanford University, Palo Alto, California.

Melia Calabrese flew to Miami Beach, Florida for a 9 day stay in one of the swank hotels there.

Fred A. Lindfeld, Jr. was born June 23. His daddy works in the Dust and Fume Division.

The stock room lost a man. Jerry Pratt is now wearing a uniform and working for Uncle Sam.

Off the Reporter's Cuffs

Foundry Shake Out

By FRED BISHOP

The men in the foundry decided they had too much money in their Servicemen's Gift Fund, so they sent enough money to the Children's Aid Society to enable two children to each spend a week at camp.

The following letter was received from Marian Sch, corresponding secretary of the Children's Aid Society:

"In behalf of the Board of Directors of the Children's Aid Society, I wish to thank you for the generous gift of \$34.75 to send a boy and a girl to camp. It is a real treat for our youngsters to enjoy these camping experiences away from the routine of institutional life and mingling with children outside the Home. We feel it better fits them for normal community living later on when they leave the institution.

"A change is always good for anyone occasionally and the children come back refreshed, ready to cooperate after a satisfying camping experience. Sometimes we think they appreciate the comforts of home a bit more after being away for a while."

Chuck Wambough recently heard a radio program that stated: "To prevent baldness, it is necessary that the scalp be kept loose. To do this, it was recommended that people pull their hair often". Now it's a question in Chuck's mind whether to become bald or pull out all of his hair.

Calvin Kelly, the Foundry's "Senator Snort" went to Indianapolis as a delegate to the Democratic Convention.

Clarence Knisley, furnace operator in the foundry, is an usher for the Blue Sox. On the mornings when the boy comes in looking a little sleepy eyed, you can bet the game went into extra innings.



Clarence Lutz picked up the nick name of "Hot Stud" because he works on the large Wheelabrator Cabsion, using large rods in the process. During the day Clarence, who works the evening shift, works on his home, or does painting and carpenter work for others. He's married and has three daughters.

"Bud" Jedrotty, former employee, and son of Frank, is now a doctor of medicine. He graduated this June from the medical school at the University of Pennsylvania.

Cupid has been more than busy lately. Willard Smith (cast) was married June 7 to the former Rosemary Zahner. The wedding took place in Zion Evangelical and Reformed Church, Madison Township.

Ester Galsler is wearing a diamond engagement ring from Delbert Marker.

Machine Work

By ED ANDREWS

We all examined the new lathe to machine long shafting. We all had comments. Then it was decided that it would be a wonderful thing to turn out extra long hot dogs. The key-seater, of course could cut the groove for the mustard, pickle and onion. Now if someone will get in touch with an extra long bun, we'll be all set for the next picnic.

New Faces

Harold R. Grab, Marie DeMeester, Ralph E. Atkins, James F. Boyer, Richard D. Miller, Richard E. Stevens, Anne Gibson, Nada Ward, Marilyn Mangus, Virginia Goeller, Geraldene Wilson.



Maintenance man Claude Hardy is an avid pinocchle and euchre fan. Whenever members of his team get together, a card game is formed immediately. But cards take a back seat when fishing season rolls around. Claude came here to work two years ago. He has always been employed in maintenance and construction work.

Steel Chips

By LYNN BOWERS

No big fish stories have been coming in this week. This is unusual too, because the opening day's stories are generally good. Not always true, but good.

Not much talk now about vacancy for most of the men seem to be staying right around home. Next month, however, I'll tell you where they went.

Levi Hines is driving C. T. Smith's No. 46 around the local tracks. He seems to be getting a lot of breaks, all bad ones so far.

I've often wondered why a man will go smooth shaven for quite a while, then decide to raise a mustache, or sport a set of chin whiskers. My wife says I do it just to provoke her.

The men from the Tumblast line presented Lou Shidaker with a nice billfold when he retired recently.

The "wilds" of Minnesota lured Hanshe Noll and Jim Corin. Blanche went to Lake Vermillion in the north-eastern part of the state, and Jim to Lake Hattle in the northwestern section. Both of them hoped to come home with fish to back up their stories.

Way Calkie did his fishing in Wisconsin on Middle Eau Claire lake.

Machine Turnings

By LENA TURNER

Vacations are the subject most under consideration. The subject is discussed all year, but the warmer the weather, the more often the subject comes up.

Machine shoppers are passing each other on the way to and from California. The Joe Ambrosy returned from California June 28, the day Leo Wah Heber left for the same state.

Glen Lake in Michigan, advertised as the most beautiful lake in the United States, was one of the stops Lena Turner made on her vacation.

The Meril Van Stjhuska spent some time in Sun Valley, Idaho on their way to California this year.

The Herman Mickell family was increased by two Sunday, June 5. On that day Dawn Irene and Duane Ivan arrived.



F. Emery Fleming, machine shop assembler, retired July 3 after working 24 years for AWECO.

In 1920 Emery was hired by the Buch Foundry Co. as a core maker, molder, and assembler. When the Buch Foundry Co. was sold in 1925 to the American Foundry Equipment Co., Emery remained with the new owners. Shortly after that, the new owners moved all operations to Mishawaka—Emery also moved to Mishawaka.

In 1931 Emery quit to operate the farm he had purchased, but in 1934 at the company's invitation, he returned here to assemble foundry pouring flasks. When the flask line was discontinued, Emery was assigned to other small assembly operations in the machine shop.

Thinking that he would now have more time to devote to his hobby—fishing—Emery's fellow workers presented him with a rod and a new tackle box at noon of the last day he worked.



Don Soule, shake out man in the foundry, has solved the problem of how he and his wife, can attend all the home games of the Blue Sox team. Don is an usher at the games—thus eliminating the admission charges for he and his wife. Previous to coming to AWECO two years ago, Don worked at the Fairview cemetery.

Kenny Brown couldn't see the wisdom of just spending his vacation at "the" lake, so when he and Mrs. Brown were looking for a home they looked at lake property. They bought a home at Eagle Lake so they can enjoy a vacation setting the year around.

There is that oldie about necessity and invention. Hank Beal, in the shipping department, is raising ducks—they are a cross between mallards and domestic ducks. Ducks must have water, so Hank procured an old bath tub and sank it in his back yard, thus providing a pool for his quackers. The Beals are planning duck for their Thanksgiving dinner. They intend to eat the older ducks and keep the little ones until they are grown; then, they too, will find their way to the Beal dinner table.

The International Motor Transport Assn. held their annual outing in June. The men played golf at South Shores, Waraaw, Indiana. Some of the men do not play much golf, so the rules of the game were tailored to their limitations. Shipping foreman Bill Fove won a \$4 prize for taking the most strokes on one hole—18 strokes—and there are some who say he didn't count all the strokes.

Mrs. Gene Hishon, made a cake for Gladys Warren when Gladys marked her birthday in June.

What's Their Line?

Do you think the type of work that people do shows in their appearance? If you do, test this theory with the pictures of these AWECO employees. What type of work do you think they do? What part do they play in AWECO's ability to produce quality equipment, to earn a profit and provide jobs for several hundred people? What do they contribute to our success?



Sylvester Detwiler working in his vegetable garden.



Lillian Zimmerman sitting in front of her television set.



Clark and Mrs. Unger reading in their living room.



Lyle Coe feeds daughter Debby while his wife watches.

Sylvester Detwiler works on the file bench in the machine shop. He removes the burrs and rough spots from parts.
Lyle Coe checks in all the parcel post directed to this company.
Lyle Coe is a sheet metal "A" man in the steel shop. Lillian Zimmerman figures the weekly expenses of the sales and service forces and helps sales department reports.



Each man brought his own shovel, these were augmented by three trucks and a scraper.

Lending a Hand

The morning of July 12 saw a group of AWECO men congregating to fill in around the foundation of a basement at 4114 Case II Avenue and to remove the excess dirt left from the excavation.

Bart O'Connell built an addition to his basement in which he planned to conduct his business-hobby of making fishing rods and tackle. But he passed away before completing the work.

While many of the men there that morning had worked with Bart on the night shift in the machine shop, the



Greg Thompson and Clair Wilson hung a door on the entrance to the basement.



Frank Whitfield, John Bowers and George Gay finished a plumbing job.

group was made up of those from other departments and both shifts.

Many of the men came early in the morning (the first truck load of dirt was hauled away at 7:15 AM) worked for a time and left to keep other appointments. Other men came later. Neighbors joined AWECO men in the task.

Some of the 30 odd men who worked that morning, turned a hand to doing other tasks about the house which they knew were not finished.

Our Detroit Sales Office



Robert L. (Bob) Orth



Gordon R. (Bud) Bryant



Elaine Trudeau



The Detroit office is located in this building now the national headquarters of the Tool and Die Assn. Originally it was the residence of S. S. Kresge of dime store fame.

We have a corps of salesmen who operate from offices scattered around the country. Most of them have stenographic help, too. But, while the salesmen come to Mishawaka periodically, most of us don't see them. We also don't know what their offices look like. So, Parade asked the salesmen to send in pictures of their office and the people in them.

Here is the first! The Detroit sales office, located at 103 Pallister. Because Detroit is so heavily industrialized, two sales engineers are required to handle the business. These salesmen are Robert L. Orth, who is head of the office, and Gordon R. Bryant. The stenographic work is assigned to Elaine Trudeau. In the Detroit area are General Motors and the Ford Motor Co., the two companies with the largest number of pieces of Wheelabrator equipment in the world.

Health, Accident and Life Insurance Benefits

In July of 1943 AWECO inaugurated a group insurance plan for employees and their dependents. Since then the plan has been amended from time to time to increase the benefits. Now, a new plan, effective August 1, has been worked out to provide complete coverage for both employees and their dependents. The new group plan has been negotiated through a combination of Aetna Life Insurance Co. of Hartford, Connecticut, and Blue Cross-Blue Shield, of Indianapolis, Indiana.

INCREASED

Highlights of the Plan

Benefits for Both Employees and Dependents



	NEW BENEFITS	FORMER BENEFITS	
		EMPLOYEE	DEPENDENTS
Hospital room and board	Entire cost of semi-private room, or cost of semi-private room toward the charge of a private room.	\$8.00 a day	\$8.00 a day
Miscellaneous hospital charges such as operating room, delivery room, drugs, etc.	All Charges	\$40.00	\$30.00
Doctor's calls from the first day of accident or hospitalization and the third day of sickness.	\$3.00 office or hospital \$5.00 home.	none	none
Diagnostic X-Ray and Laboratory expense.	\$50.00 a year	none	none
Surgical fees	\$50	\$20	\$12
Maximum hospital stay	120 days	31 days	31 days

Benefits for Employees Only



		INCREASE OVER FORMER PLAN
Employees of Company on July 1, 1943 and employees who were under age 60 when employed since that date: Life Insurance	\$1500.	\$500
Accidental death & dismemberment	\$1500	\$500
Employees who were not on payroll on July 1, 1943, and who were age 60 or over at date of employment: Life Ins.	\$900	none
Weekly indemnity (first day of accident or 3rd day of illness)	\$35.00 weekly	\$10 weekly
Duration of indemnity payments	26 weeks	13 weeks

The Cost of This New Plan, to the Employee, is:



Employee only — single	\$1.85
Employee and wife or husband	\$1.85
Employee, wife or husband and/or children	\$1.85

The company pays the balance of the premium, never less than 50% of the cost.

A booklet, completely explaining this new insurance plan, is being prepared for all employees.