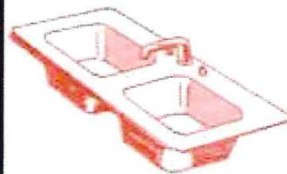
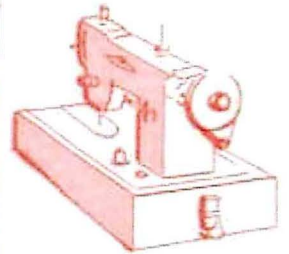
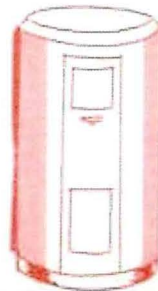
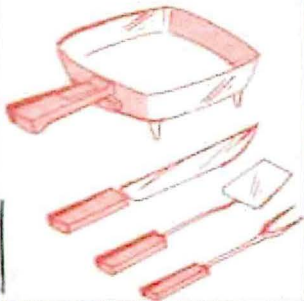
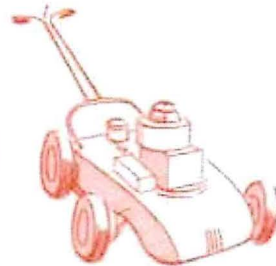
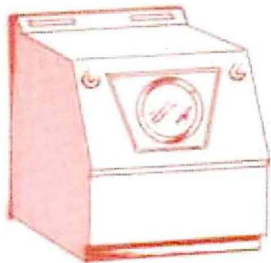
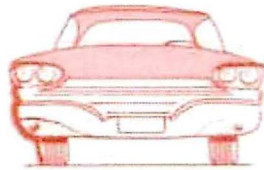
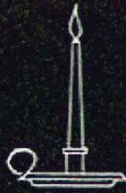
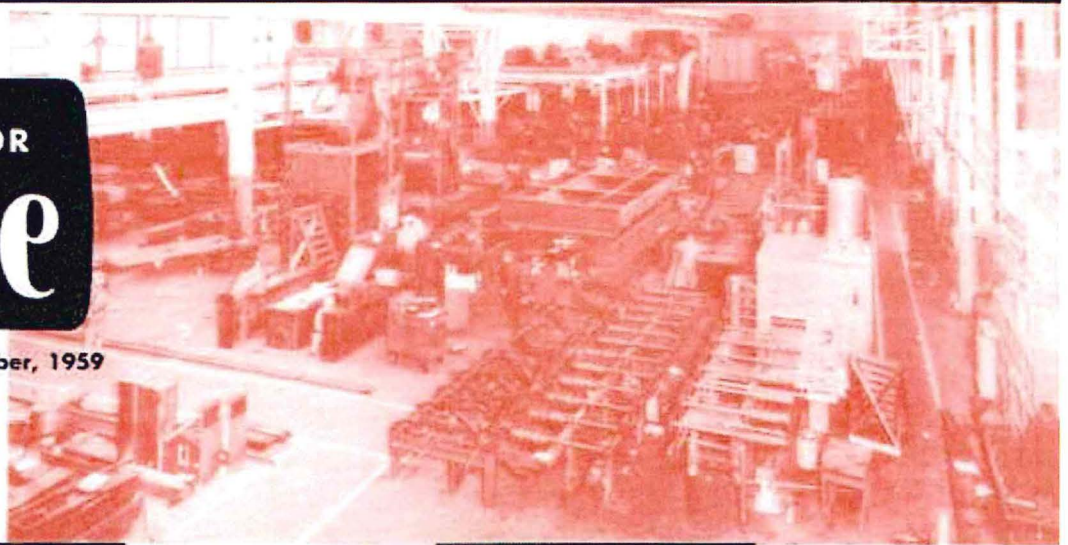


WHEELABRATOR Parade

Vol. 18, No. 6

November-December, 1959



**Wheelabrator Supplies the Equipment that
Results in Better Products for Your Homes**



KEEPING YOU *Informed*

by *J. F. Connaughton* President

COMPETITION AND YOU

No business for profit is immune to competition. Here at Wheelabrator, competition is an ever-present threat. The number of significant competitors against whom we compete for any one order may be only one other company, but often times as many as twenty firms are involved; such as in the case of a dust collector order.

It is axiomatic that in time all competing products tend to become alike. Wheelabrator has established itself through its leadership, but our ideas, applications and markets are quickly adopted by competitors. Then to maintain supremacy it becomes a matter of better workmanship, lower costs, better selling and marketing, better service, etc. In one or more of these areas every Wheelabrator employee influences how we can obtain an increasing share of the available business.

This becomes evident if we liken competition to a game in which we are all engaged. It is fought between people . . . it is a mental-physical struggle like a football game where team play wins out. Every member of the team is opposed by an individual playing the same position you are. If your opponent is doing a better job than you personally then your team suffers by that same degree. By the same token,

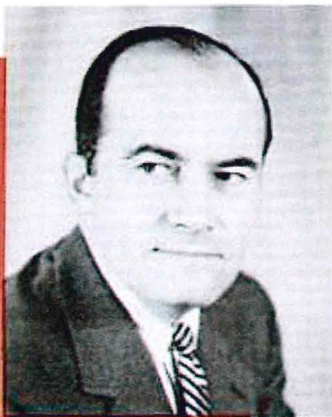
if you outplay your opponent your team wins.

Competition thus becomes a potent stimulus to our progress . . . it is a healthy thing. Our competitors are efficient, diligent and attentive; they make us search for new ways to improve our products and services; they keep us alert to hold what we have and to be aggressive in search of new business; they help us to be of greater service to our customers.

As we progress, the advantages become obvious. More dollars are available for expanding operations, for replacing worn-out and obsolete equipment, and for many other plant improvements. Increasing job security and stability are assured and more dollars are added to our profit sharing. In addition there is the pride that goes with being on a winning team.

Competition therefore must be accepted as a personal challenge. Maintaining high product quality and holding down costs must be uppermost in our everyday activities. Only then can we be assured that our leadership will be maintained.

Industry is constantly growing and its appetite for more and better equipment is growing faster still. Our job, as we see it, is to plan and build to meet this need.



NEW EXECUTIVE

On November 1, Mr. **William Butler, III** joined our company as Administrative Assistant to the President.

His primary duties in this newly created post will be to assist Mr. Connaughton in coordinating and refining key problems associated with the operation and programs of newly acquired divisions and subsidiaries . . . plus any future acquisitions that may develop.

Prior to coming to Wheelabrator, Butler served in a staff position at Lukens Steel Company in Coatsville, Pennsylvania.

We extend to Mr. Butler, his wife, and two children a warm welcome.

ON THE COVER

During World War II Wheelabrator Corporation was considered one of the most vital defense plants in the country because without our airless blast cleaning equipment, the nation's defense production requirements could never have been met. In peacetime, too, industry has a similar dependence upon Wheelabrator. This influence penetrates into every area of American living. Hard to believe? Well, let's examine your average day.

You arose this morning as your alarm clock jarred you into consciousness. (The plastic case of the clock was defashed in a Wheelabrator machine.) Your home was comfortably warm. (The major parts of the heating system were cleaned in a Wheelabrator.) You showered. (The bathtub was cleaned in a Wheelabrator, the shower fixtures were likewise cleaned.) Your breakfast was prepared and eaten. (The cast iron parts of the gas stove were cleaned in a Wheelabrator prior to enameling, the natural gas coming into your home was carried in a pipe line cleaned with the Wheelabrator. Many of the utensils used were Wheelabrator cleaned. The metal kitchen table and chairs were prepared for finishing in a Wheelabrator.) You left the house (most of the metal items in the home were Wheelabrator finished) got into your car (the major portion of the weight of this car was cleaned in a Wheelabrator, and in many cases more than once) and proceeded to work. (At the plant most of the tools and equipment used were Wheelabrator cleaned.)

On those days that you spend at home your home chores or leisure time are further influenced by Wheelabrator cleaned items—hand tools, lawnmower, outboard motor, golf clubs, etc.

Had enough? We've only started on our list. You can finish it. You'll be surprised and, we feel, pleased, too, that what you are doing at Wheelabrator has such an impact upon all of our every day living.

WHEELABRATOR Parade

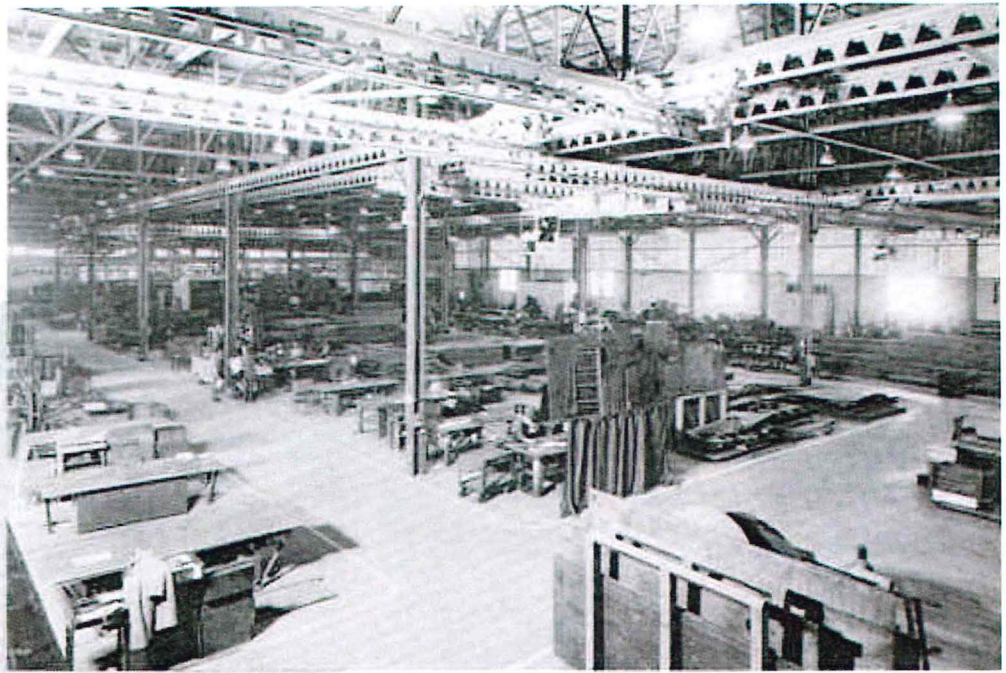
Published for Employees of
Wheelabrator Corporation
Mishawaka, Indiana

Volume 18 — Number 6
November-December, 1959

This view from the east end of the Steel Shop shows but a part of the 160' x 240' structure.

OUR STEEL SHOP

Servicing the new Steel Shop are three 7½ ton capacity underlung cranes. These cranes can transfer material from one section of the new addition to any other by means of special interchanges at each end of the building.



A Big Step Forward

A big step forward in Wheelabrator's growth was the construction of our new steel shop. Although it has been about two years since work was completed on this 160' x 240' structure, we feel that it would be a good idea to look at the benefits we have derived from its addition to our plant.

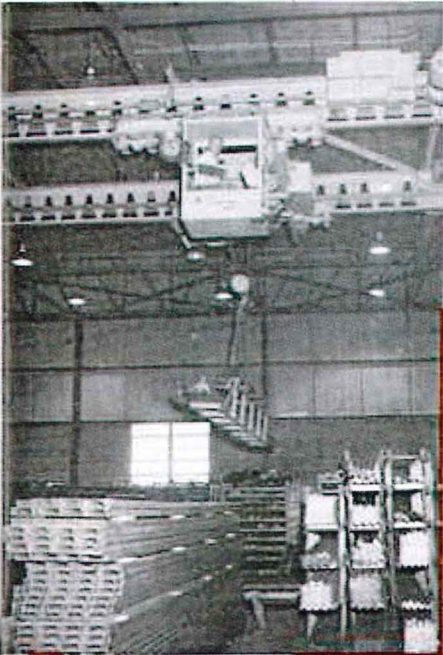
It used to be that we had no indoor space for storing steel and component parts for the Table and Tumbleblast Wheelabrators. Consequently, the material was stacked outside. This resulted in extra handling and cleaning before it could be used in production.

In the second place, all fabricating equipment, with the exception of Dust Control, was located in the Assembly

Department before the new steel shop was built. This hodgepodge meant cramped working conditions that often interfered with smooth production line operations.

Today all this fabricating equipment is housed together in the new addition. This, of course, gives Assembly and Welding more space for their work. And since steel can now be stored inside, there is a savings in cleaning and handling costs.

The addition of this new building has improved the operating efficiency of practically our entire production facilities. As a result, we have strengthened our position in the market and added extra dollars to our profit sharing fund.



The installation of this high-speed band saw for cutting steel has eliminated a bottleneck in this part of our production. The operator is Dale Snyder.



These new stacking racks are another feature of our Steel Shop. They enable the shop to store steel in a small, compact space. Handling of the heavy bar stock is also made easier by means of this type of rack.

Recent Promotions



JACK PICHARD



JULIUS SKENE



DON SWARDSON



DICK FENSKA

Announcement was made on October 21 by **G. O. Pfaff**, Director of Marketing, of the promotions of several key personnel in our company.

Jack Pichard was appointed Assistant Director of Marketing. He is responsible for developing special marketing programs in keeping with the company's plans for expansion.

Jack joined Wheelabrator in 1952 as a Sales Engineer in the New York Office. Prior to this appointment, he was Manager of Standard Equipment Sales, a position he had held since October 1956. He holds a Master's degree in Management Engineering as well as a Bachelor's degree in Mechanical Engineering from Stevens Institute of Technology.

Julius Skene was named to assume duties as Manager, Standard Equipment Sales in addition to his current responsibilities as Manager Special Equipment Sales.

Julie came to Wheelabrator in 1946 as a Sales Engineer. He had previously been employed by A. C. Spark Plug Division of General Motors and the Dodge Manufacturing Company. He is a graduate of Michigan State University with a degree in Mechanical Engineering.

Don Swardson was promoted to Manager, Abrasive and *Long-Lyfe* Parts Sales. He will be responsible for developing and carrying out promotional programs on abrasive and *Long-Lyfe* Parts and for the general support of the abrasive sales force in the field.

Don came to our company in 1956 as a Field Engineer for the Abrasive Division. During the last two years, he has served as Abrasive Specialist in the Mishawaka office. He attended Park College in Parkville, Missouri.

Dick Fenska was elevated to the newly created post of Administrative Assistant to the Director of Marketing.

Dick joined Wheelabrator in March 1955. His first duties were in the Parts Service Division. A year later he was appointed to the position of *Long-Lyfe* Parts Specialist.

He is a graduate of Valparaiso University with a degree in Business Administration. Before coming to our company, Dick worked in accounting at Standard Oil in South Bend.

BITS O' NEWS

BOWLING REPORT

Here are the standings of our various bowling teams as of December 2.

Wheelabrator League

	WON	LOST
Stockroom	32	6
Steel Shop	27	13
Office	25½	14½
Machine Shop	25	15
Maintenance	18½	21½
Shot Plant	18	22
Engineering	13	27
Shipping Room	1	39

In the City "A" League the Wheelabrator team is in third place.

The Wheelabrator team in the Saturday Night 'Night Workers' Industrial League is presently holding down the fourth place position.

Once Again

U. F. EXCEEDS QUOTA

Despite the fact that our United Fund quota was considerably increased over last year's, Wheelabrator personnel performed in their usual generous manner. The result—\$15,851.02 in pledges. This represents 105.4% of the quota.

We exceeded last year's contribution by \$3,070.

PARADE wishes to thank all of you for your splendid support of this important drive.

We also wish to congratulate Co-Chairmen **George Wilkins** and **Robert Pherson** and their solicitors for a "job well done."

CAGE PLAY BEGINS

The Wheelabrator basketball team will be competing again this year in the Mishawaka City League. The games will be played on Tuesday or Wednesday evenings at Emmons School at 1306 South Main Street.

The following cagers make up this season's Wheelabrator squad: **John Keller**, Engineering; **Rick Kanouse**, Engineering; **Fred McCallister**, Engineering; **Frank Walker**, Engineering; **Jerry Stewart**, Payroll; **Jack Coleman**, Foundry; **Joe Weinkauff**, Steel Shop; **Bill Purtee**, Machine Shop; and **Don Weaver**, Steel Shop.

Dick Brennan and **George Wilkins** are handling the coaching chores. They report that there is still room on the squad for a few good rebounders.

DEADLINE

FOR SCHOLARSHIP APPLICATIONS APPROACHES



Last Day to Apply for Minich, Pfaff and the New Faneuf Scholarship is January 1st

A prime opportunity for an advanced education awaits young Wheelabrator people in the form of the Minich-Pfaff Scholarships. It is essential, however, to act promptly in order not to forfeit your chances for consideration for one of the 1960 grants. The deadline for applying at our Personnel Office is January 1.

The Minich-Pfaff Scholarships

The **Vern E. Minich** "Founder's" Scholarship to Purdue University is open to applications from both males and females wishing to study physical sciences or engineering. The **Otto A. Pfaff** Scholarship at the University of Notre Dame is open to males interested in studying engineering, science, or commerce.

Who is Eligible

1. Any son or daughter (legally adopted or stepchild) of an employee of Wheelabrator Corporation who is under the age of 25 is eligible.
2. Any employee of Wheelabrator Corporation who is under age 25, and has completed at least 30 days employment immediately preceding his application for a scholarship is eligible.
3. Any Mishawaka High School graduate or senior expecting to graduate at the close of the scholastic year, who when application is made is under age 25 is eligible.

In the event there should be no applications from Wheelabrator employees or sons or daughters of these employees, or should the University Scholarship Committee determine that no Wheelabrator applicant is qualified, the Committee will then turn to applicants from Mishawaka High School as referred to above.

The initial award of \$1,000 is for use during the recipient's first year of study. In each succeeding year the award is renewed subject to approval of the Board of Directors of Wheelabrator Corporation, which acts upon the recommendation of its Scholarship Committee. A maximum of four years or \$4,000 in scholarship benefit may be obtained by the award winners. The amount is deposited each year with the school and is disbursed for the account of the student in accordance with the established practice of each university.

The Leston Faneuf Scholarship

Two half-tuition scholarships provided by the Bell Foundation, Inc., our parent company in Buffalo, New York, have been announced. The Scholarships are in honor of Mr. Leston Faneuf, Chairman of the Board of Bell Aircraft Corporation.

The awards to Norwich University, The Military College of New England, will be made each year to two young men with high scholarship, superior character, and with a prime need for

financial assistance. The recipients must be citizens of the United States and candidates for the Bachelor of Science degree in electrical or mechanical engineering, engineering management, chemistry, physics, or business administration.

The candidates will be selected from Bell's subsidiary companies. Providing the recipients continue to qualify, the awards will be renewed annually.

Other Scholarships

If your son or daughter is interested in pursuing some field other than those covered by the Wheelabrator Foundation or Faneuf Scholarships, be sure to write to the scholarship committees of any university that your child may consider attending. There are many fine scholarships available throughout the country — and often few young people apply for them.

Don't leave any stone unturned. If your child wants to go on to college, chances are that some partial assistance is available. Investigate all sources of scholarships — don't depend upon only the Wheelabrator awards.

We urge you to encourage your children to apply for the Pfaff, Minich, and Faneuf Scholarships but don't neglect other avenues of financial assistance that may be open and unknown to you simply because you forgot to investigate them.

If you have any specific questions in regard to the Plans, contact our Personnel Office. And PLEASE don't wait until the last minute to apply. Do it today.

THREE RETIRE

Meril VanSkyhawk, Machine Shop, is shown here receiving a gift certificate from Larry's Sport Shop in South Bend. Meril had been working at Wheelabrator for over 19 years before his retirement on September 30.



On September 25, **Camiel Boenne** and **Isaac Brown** were presented with wrist watches from their friends in the Steel Shop. Camiel retired after 27 years of service to our company. Isaac spent nine years with us.

The Passing Parade

PARADE REPORTERS

FLORENCE DUNCAN
Office — Engineering (Downstairs)



MILFERD GARDNER
Steel Shop

SEVILLA MAY
Office — IBM (Upstairs)



BLANCHE NULL
Stock Room

FRED BISHOP
Foundry



ELSIE STEFUCZA
Engineering

NEW PARADE REPORTERS

Fred Bishop, Foundry, and Elsie Stefucza, Engineering, have been named reporters for PARADE. We feel that this added coverage of activities within our company should be of considerable value in making PARADE a better magazine.

Fred is returning as a PARADE reporter after taking several years off from this task. His "beat" will include the Foundry and surrounding departments.

Fred has been with our company since February 1946. He has served as Band Saw Operator, Grinder, and Inspector before assuming his present clerical duties in the Foundry Office.

Elsie Stefucza came to work at Wheelabrator in November 1954 as a secretary in the Sales Department.

In January 1955 she moved into Engineering to work for Jim Evans. Elsie's long list of friends and acquaintances in Engineering makes her especially well suited for her role as a reporter.

When you hear of some news, please let these new reporters know of it

promptly. This type of cooperation will make their new jobs much easier and result in a more interesting PARADE for all of us.

Byron Williams, Foundry Shake-out Man, recently got bitten by a dog and did he ever flip his wig. In fact for a while, it was a toss-up as to whose head would go to Indianapolis. But finally due to the fact that Byron had no collar marks on his neck, he won the trip to the hospital. At the present time both Byron and the dog are doing fine. (F.B.)

The August heat wave sure weakened the resistance of the single men in the Foundry! Morrie Bonne, Supplyman, Harold Keene, Night Chemist, and Charles Swift, Night Sweeper, just gave up the fight and meekly said "I Do." Congratulations to all 3 couples. (F.B.)

It is just about the time of year when Calvin Kelly, Jim Brady, and Clarence Knisley of the Foundry put on that wonderful musical show for the rabbits of northern Indiana. There will be such songs as "There Goes One," "Didja Git'im," "Which Way Did He Go," and "Oh Brother, You Missed Him a Mile." Their singing will be backed up by a chorus of from five to eight silver-tongued beagles. Everyone will enjoy the show, even the rabbits. (F.B.)

How would you like to be coming to work one of these dark mornings thinking you were all alone in the car when a dog would come over the back of the seat and into your lap? Scare you a little? This happened to Levi Sutton, Foundry Supervisor, and he just about parked his station wagon on the top branches of a very tall oak tree. He was about the color of putty when he came into the shop. (F.B.)

Wilbur Boyer is back at work after about nine months on sick leave. (M.G.)

It's tough to make a mistake, but it's tougher still to find out you're so unimportant nobody noticed it.

— CHANGING TIMES

Dustube Foreman Marv Powell underwent surgery for a hernia. (M.G.)

Jack Shoemaker, Dustube, is in a sanatorium in Battle Creek. Perhaps

the Personnel Office will post his address so some of you can write to him. (M.G.)

Ted Copp had some bad luck with his Packard and finally decided to change to a Lark. But Mr. and Mrs. Copp don't feel like calling it a Lark. Ted says it's a long step down. (M.G.)

Wheelabrator Corporation was once again represented at the South Bend Tribune's Voice of the People Banquet. Mr. Stanley Krzeszewski and myself attended. If there were others I failed to see them. (M.G.)

Fred Beals, Steel Shop Shear Operator, attended the National Antique Dealers Show held October 10 at the Conrad Hilton Hotel in Chicago. Fred was also recently appointed Piper Corporal in the Caledonia Kilty Band. (M.G.)

Aneford J. (Joe) Hayes is hoping that next time the time changes more publicity will be devoted to it. Then perhaps he won't start out an hour earlier or be an hour late. (M.G.)

Clem Boenne, the jeep driver, doesn't feel so bonnie these days. He managed to turn one of the big bakers over the other day and didn't get out of the way in time. Now he's laid up with a broken leg. We're really sorry and hope you get back soon. We miss you. (M.G.)

Our congratulations to Mr. and Mrs. Bernard DeLaruelle on the birth of a son — 7 pounds, 9 ounces, whom they named Bradley. Lequita formerly worked for Andy Fernok, and Ben works in the Shot Plant. (E.S.)

Mary Ann Webber, Engineering Vault, left us October 30 to wait for the stork. (E.S.)

Bonita Taghon has transferred from the Mailroom to the Engineering Vault. (E.S.)

Approximately 50% of the Engineering Department were able to attend the National Metal Show at the Chicago Amphitheatre on November 4 and 5. From all reports the Wheelabrator display was one of the most outstanding. (E.S.)

Two avid fishermen, Ray Celie and Al DeGeeter, did very well for them-

selves this summer at catching fish. These two Stockroom employees walked off with practically all the prizes in the Wheelabrator Athletic Association Fishing Contest. (B.N.)

Al Jelderks is working again after a hernia operation and eight weeks off. (M.G.)

Our best wishes go to **Bob Sloane** and **Patricia Snyder** who were married on October 17. (B.N.)

Linda Mann is our new Mail Girl. Linda lives in Mishawaka and tells me her favorite hobby is ice skating. (F.D.)

Sharon Longbreak came to work in the Cost Department recently. From all comments and conversation, I know that one of her favorite hobbies is football. She is an avid spectator, that is. (F.D.)

Our young looking Julianna Club president, **Marie Lehman**, Purchasing, also holds the recent title of "Grandmother". Her first grandchild, **Teresa Lynn**, was born to her daughter, **Carol**, (formerly of Engineering) and son-in-law, **Bob Venderick**. (F.D.)

J. E. Beehler is the new Buyer in the Purchasing Department. Jay purchases all items pertaining to maintenance and supply that were formerly purchased by **Myron Yoder**, who has taken over the duties of **J. I. Bostick** who resigned in September. Jay lives with his wife, **Barbara** at 11892 Riverview Drive, Osceola, Indiana. (F.D.)

Here is a note of cheer for those people who did not get to vote. Don't worry because you were taken care of by **Willa Mae Parker**. She voted twice. (S.M.)



The Kosciuszko Hall was the scene of a friendly gathering on October 21 when union retirees staged their annual dinner. After the meal, the 25 former employees enjoyed an evening of cards.

There is a new sparkler on the third finger of the left hand for **Lena Thomas** of I.B.M. No, it's not an engagement ring. Santa Claus came a little early with a gift from her husband, **Paul**. (S.M.)

It was necessary for **Tom Hameline** to bring in his "Piggy Bank" to collect his bet from **Jim Hitt**. The bet was paid off in pennies. (S.M.)

"Oh, what a beautiful morning" although it wasn't that way the morning after the Policeman's Ball — especially for **Martha Heston**. (S.M.)

The Halloween Party was a lot of fun. A grand job was done by the chairman and her committee. (S.M.)

Did you know that **Howard Hull's**

little girl **Kimmie** can count to 12 and she was just 3 years old in November. Of course I imagine father did a little coaching. (S.M.)

Attention all deer hunters. Take a lesson from **Gary Parker**, son of **Willa Mae Parker**. Seems like Gary went hunting with his father and got not one deer but two. (S.M.)

Welcome to Wheelabrator

During the months of September and October the following new employees were added:

MACHINE SHOP: William G. Freed (recalled), Lewis M. Sayer, John R. Mennix, Harold A. Dahl; **INSPECTION:** Donald J. White (recalled); **STEEL SHOP:** Thomas K. Bodle, Ralph D. McFarland, Leroy D. Wisler; **NORTH SHIPPING:** Thomas R. Allen; **DEMONSTRATION:** Joseph J. O'Keane (part time); **ENGINEERING:** Frederick McCallister, Robert D. Rohr, Rudolf Desties, Gerald J. Budzin, Theodore P. Wagner, Jr., Raymond J. Raisle, Julius M. Psalidas; **COST ACCOUNTING:** Sharon K. Longbreak; **PURCHASING:** Jay E. Beehler; **ABRASIVE SALES:** Joseph M. Boland, Jr.; **DATA PROCESSING:** Loraine E. Richer; **DATA PROCESSING AND ORDER ENTRY:** Mary J. Boughton; **OFFICE SERVICES:** Linda L. Mann; **STAFF:** Howard L. Clements; **CANADIAN SALES:** Gerald M. Reid; **PLANT 2 LABORATORY:** Daniel A. Wilson; **PLANT 2:** Robert L. Nettrouer, Charles E. Richhart, Jr., Carl L. Boatman, Bretho M. Danzy, Joseph R. Fotia, Robert E. Brown, Wilfrid G. Stoeckinger.

TECHLINE DIVISION, Los Angeles Office: Arthur T. Sandstrom.



Wheelabrator's policy of keeping up with the times is echoed by this attractive billboard. The new illuminated sign replaced the old wooden billboard that had been standing in approximately the same location for many years.

WHEELABRATOR

Show Business

When telling a story to someone no arrangement is better than a face to face situation. A two-way conversation allows both parties to voice their opinions and make each other understood.

This is why we have salesmen. But these representatives can only make a limited number of calls in a day, a week, and a month. And our advertising is but a one-way communication.

Therefore we use trade shows to supplement these activities. At the shows we can visit with thousands of important industrial leaders. They come to us, interested in what we have to show them. As a result, we are able to get our sales message across and assist these men in reaching sound buying decisions.

Although the idea is not necessarily to make direct sales at the shows, this does sometimes happen. As a matter of fact, a 7 cu. ft. Super Tumblast like the one on display was sold at the recent Metal Show by Chicago District Sales Engineer **George Jones**. In most cases, however, the aim is to promote our products and ideas in an effort to make future sales a little bit easier for our sales division and in the end, of course, to sell more Wheelabrator products.

Auto Parts Show

Although this was by most standards a small show it was an important one for our company. The Automotive Parts Rebuilders Association has experienced tremendous growth during recent years and this is due in part to Wheelabrator's contribution to the industry.

Bob Schalliol, Assistant Advertising Manager, had charge of our display at the New Orleans exhibit. **Ed Clarke** and **Lee Wieschaus** of the Houston and

Wheelabrator's display at the 1959 Metal Show.



Birmingham Offices along with **Gordon Medlock**, Regional Supervisor — Abrasive Sales, assisted with the display.

The Metal Show

The International Amphitheatre in Chicago was the scene of the 41st National Metal Exposition on November 2 through 6.

The theme of this year's Wheelabrator display was the versatility of our airless blast cleaning and finishing equipment. Our display featured "before and after" conditions of various products illustrating the many applications of Wheelabrator equipment.

Some of these parts were displayed in our 7 cu. ft. Super Tumblast and No. 1A Multi-Table while others were fastened to a bright yellow back wall along with photographs of Wheelabrator installations.

Our Techline Division also maintained a booth where they displayed their wet blast and barrel finishing equipment and media.

The show was attended by over 50,000 persons from all fields of the metal working industries.

The Barrel and Drum Show

Wheelabrator displayed photographs and a sample blast cleaned 55 gallon steel drum at the annual National Barrel and Drum Association Trade Show

on November 12-14 at the Roosevelt Hotel in New York City.

Our specially designed drum cleaning machines are being widely used for removing rust and corrosion from steel drums so that they can be safely reused. The blast cleaned drums can be repainted and are every bit as serviceable as a new drum.

J. E. Skene, Manager of Special and Standard Equipment Sales, was in New York City to take charge of this display. He was assisted by **Al Smith**, **Larry Kohlmeier**, **Joe Kelly**, and **John Burlingame**.

Chemical Show

The 27th Exposition of Chemical Industries was held November 30 to December 4 at the Coliseum in New York City.

Our display demonstrated the wide range of natural and synthetic fabrics used to handle various dust and fume problems.

Wheelabrator also featured a small unit to illustrate the principle of reversing the air flow in the collectors to release the collected materials from the tubes without shaking. This principle is especially beneficial to users of the glass fiber tubes.

Attending the show were **L. L. Andrus**, **Ken Blessing**, **Bob Pring**, **George Roper**, **John Phelan**, **Clair Hoffman**, **Bob Campbell**, **Lionel Groome**, **Doug Lamb**, and **Gordon Dick**.



O'BRIEN PROMOTED TO AREA SUPERVISOR

Leo O'Brien has been promoted from Abrasive Engineer in Western Michigan to Area Supervisor over the Western Michigan, Chicago, Milwaukee, and Rockford Abrasive Engineer territories. He is responsible for the supervision of all Abrasive Engineers assigned to these territories.

We all wish Leo the best of luck with his new responsibilities.



BOLAND JOINS ABRASIVE STAFF

Joe Boland, Jr., a recent graduate of the University of Notre Dame's College of Liberal Arts, has joined our company's Abrasive and Long-Life Parts Division.

When Joe isn't working he enjoys photography, reading, and art. During the summer months he is a sailing enthusiast. He and some friends race a 35 foot sailboat on Lake Michigan.



WHEELABRATOR ACQUIRES LORD CHEMICAL CORP.

In line with Wheelabrator's long range plans to expand sales volume and to capitalize on logical and timely opportunities for growth, approximately 80% of the controlling stock of Lord Chemical Corporation has been acquired by Wheelabrator, according to **J. F. Connaughton**, President.

The Pennsylvania firm manufactures a line of vibratory and barrel type finishing equipment and supplies for cleaning, deburring, and precision-finishing metal parts. Organized in 1951,

the company has achieved prominence in pioneering many outstanding developments in its field.

According to Mr. Connaughton, "the addition of these fine products and processes to our line will put Wheelabrator in a position to cover the entire range of wet and dry blasting and finishing operations required by the metalworking industry.

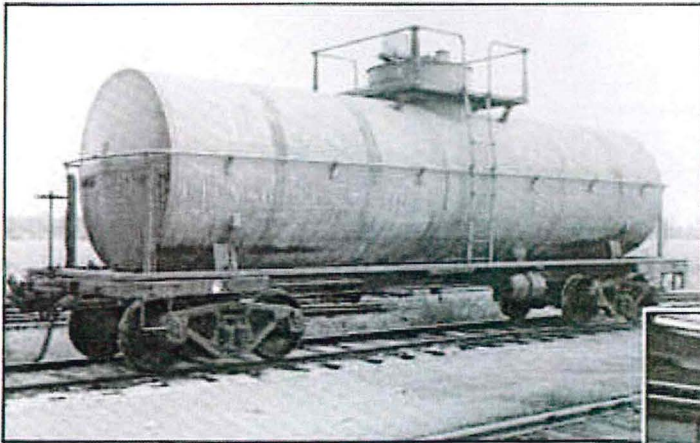
"The fact that no other manufacturer has this wide latitude in fitting equipment to individual cleaning and finish-

ing problems gives Wheelabrator a decided advantage in counselling customers on their requirements.

"The expansion of Lord Chemical's business has taxed their manufacturing facilities to the point where some machines and equipment are now being sub-contracted. In view of this situation, we will bring the excess production load to our Mishawaka plant. Doing this will necessitate our hiring 50-75 additional people at Wheelabrator within the next several months."

Officers of the corporation include: **James F. Connaughton**, Chairman of the Board; **H. R. Stitely**, President of Lord; **J. A. Schmidt**, Secretary-Treasurer of Wheelabrator, elected to Vice President-Treasurer of Lord; **H. E. Smith**, elected to Secretary of Lord; and **J. M. Wolf**, Controller at Wheelabrator, appointed Controller of Lord.

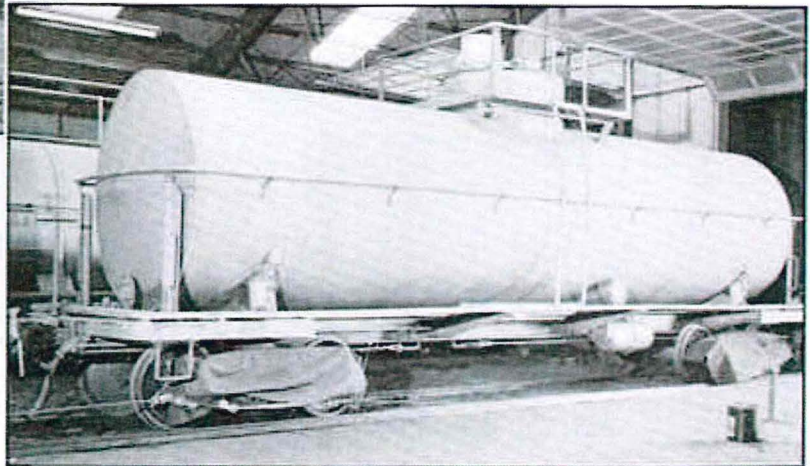
The Board of Directors includes: James F. Connaughton, J. A. Schmidt, and H. R. Stitely.



TANK CARS

Cleaned in a Shower of Abrasive

Another Wheelabrator First — cleaning of oil tank cars. Richmond Tank Car & Mfg. Co., Houston, Texas is performing this cleaning operation in a specially designed Wheelabrator Room. One pass through the abrasive blast is sufficient to remove old paint, rust and other foreign materials from the cars in the reconditioning process. The pictures reveal the cleaning efficiency of the Wheelabrator.



Wheelabrator Advisors, Jim Davidson, Jim Hitt and Julie Ciszczo, pose with SQUATCO members at one of their Wednesday night meetings. Dick Brennan, another advisor was not present when this picture was taken.



WHEELABRATOR SPONSORS **SQUATCO**

This unusual but distinctive name is that of this year's Wheelabrator-sponsored Junior Achievement Group. Perhaps the name SQUATCO becomes more significant when we mention that the company is producing and selling juvenile stools.

In the South Bend-Mishawaka area there are 29 such organizations; each sponsored by a local business or industry. These sponsors furnish nothing more than advisors. This year's Wheelabrator group has Jim Hitt, Jim Davidson, Dick Brennan, and Julie Ciszczo guiding their activities.

SQUATCO is made up of 17 students. The local headquarters for Junior Achievements purposely places the youngsters from the same school in different groups in order to give them opportunities to meet and work with new acquaintances. They get together one night each week to work on their projects.

These students carry on the business of their company under actual conditions. Officers and department heads are selected, a budget is drawn up, stock is sold at 50 cents a share, and their working capital is carefully controlled. The groups pay rent for the use of space and equipment at the local headquarters at 216 West Wayne Street in South Bend. They pay themselves

salaries, commissions on sales, and have a wage scale for production workers.

Perhaps the highlight of the year's activity is the Junior Achievement Trade Show. This gives them an opportunity to show off their merchandise and get a good look at what the competition is doing.

At the year's end, the company is liquidated. They have a stockholders' meeting, the financial report is presented, a rate of dividend is declared, and an annual report is issued.

This year's Wheelabrator group decided upon producing juvenile stools for several reasons. In the first place, it is an article that parents would be happy to buy for their children because of its widespread number of uses and uniqueness. Furthermore, it can be produced and sold at a very reasonable price.

Through the experience gained in this worthwhile endeavor, the students obtain an understanding and knowledge of the functions that are performed in today's business. Recommendations later on in life from the local headquarters have, in many cases, resulted in very fine jobs for these boys and girls.

In national competition, scholarship awards are given to the outstanding businessmen and women of the year.



SQUATCO President Dean Gravelle visited our offices recently to sell stock in the Junior Achievement Company. He is shown here with Alden Lenhard, Manager, Sales Promotion and Advertising.

PERSONALITY

Glimpses

Credit Manager **George Wilkins** came to Wheelabrator in July of 1957. Before joining our company, George worked in credits and collections at Ball-Band and Standard Oil of Indiana.



GEORGE WILKINS

He is a graduate of Kent State University at Kent, Ohio, with a Bachelor of Science degree in Business Administration.

George and his wife, Mary, are the proud parents of three girls: Sarah Dee 6, Julia Anne 4, and Mary Alice 2.

Design Engineer **Armando Nicolini** joined our company in May 1936.

His first duties were in the Experimental Department. A year later he became Service Engineer. After 10 years in this capacity he was transferred into the Demonstration Department where he acted as senior tester. In 1956 Armando was promoted to Project Engineer where he served until being named Design Engineer in 1958. During his tenure as Project Engineer, he wrote the widely used "ABC's of Wheelabrator Operations."

Armando enjoys spending most of his leisure time with his wife, Hilda, and their three children, Daniel Armand 9, Lora Lee 8, and Bonnie Jean 5.



ARMANDO NICOLINI



JAMES McVAY

Jim McVay has been with Wheelabrator since March 1952. Before coming to our company he worked for Fairbank-Morse in Three Rivers, Michigan; H & H Accounting Company in Mattoon, Illinois; and Illinois-Iowa Power Company in Decatur, Illinois.

Jim handles appropriations, taxes, insurance, miscellaneous cash, trust fund books, renegotiation reports and various other government reports in our Treasurer's Office.

He and his wife, Betty, have two children: Chris 7 and Ginny 4.

THE WHEELABRATOR TUITION REIMBURSEMENT PLAN

An Opportunity to Upgrade Your Skills

Without Upsetting Your Budget

Everything needed for advancement to higher paying jobs and positions cannot be learned through on-the-job experience. Demands resulting from changing job requirements make it necessary for the determined employee to constantly strive for improved job knowledge and aptitude.

Because of the mutual benefits derived by both the individual and the company, Wheelabrator offers its employees an opportunity to upgrade themselves through additional schooling without putting a strain on the pocket book.

How the Plan Works

Under the Wheelabrator Tuition Reimbursement Plan, employees can be repayed for part of the tuition costs at an accredited area school. The courses undertaken should be related to your current or proposed occupation with the company. You should choose only those courses which will increase your job knowledge, skills or aptitudes.

The following schedule of reimbursement is applied:

Grade	Tuition Reimbursement
A	90%
B	65%
C	40%
D, F or course dropped	No reimbursement

Under certain circumstances, correspondence courses will be approved for reimbursement. Repayment in this case will be at a rate of 50% of the tuition for satisfactory completion of the course. The amount of the reimbursement, however, cannot exceed \$100.00.

After selecting the course you would like to take, you should gather all the information on classes, instructors, credits, etc. Then pick up the application for reimbursement (Form G2-27) at the Personnel Office. This is to be submitted to your supervisor for approval and processing. You pay the bills originally. Reimbursement from the company is made after completion of the course.

Enroll Now

A number of Wheelabrator folks have realized the value of self-improvement and are currently taking courses under this plan. Contact our Personnel Office for further information or ask one of the following about it. Now is the time to enroll for next semester's classes.

Levi Sutton is taking a course in Factory Executive Service; **Donald Everly**, Transportation and Traffic Management; **Robert Hatch**, Complex Variables and General Systems Analysis and Design; **Carl Rich**, Industrial Cost Accounting and Income Tax; **Gerald Budzin**, College Algebra; **Arthur Webber**, Introduction to Accounting II; **Rudolph Desties**, Intermediate and College Algebra and English Composition; **Karl Smith**, College Algebra; **Alfred E. Kroll**, College Algebra; **Charles Morfoot**, Modern Distribution Problems and Public Relations; **Frank J. Walker**, Trigonometry; and **Richard Fenska**, Business Law.

The More You Care - - - The More You Share

Here at Wheelabrator we all share in the profits we make together through teamwork. We share in these profits even before the stockholders whose investments in Wheelabrator make our jobs possible. But, in order for any of us to share, there must be a profit from our operations.

What is profit?

It is the money remaining after we produce, distribute, and sell our products. Thus, at every step of the way we are dependent on everyone else in the company to help produce profits.

The dollars saved in purchasing raw materials, the hours saved in manufacture, the costs saved in maintaining tools, the sales saved by making a quality product at a competitive price — all these increase the amount of our profit and the amount we share.

To get the most out of our profit-sharing plan we must recognize the value of teamwork and agree that each of us is doing his best to create profits. We must help each other to do our jobs better.

Doing your job to the best of your

ability is the best way to assure more money for you to share. Taking proper care of the equipment you use is another simple way to increase profits . . . and there are hundreds of others.

There are more than 1000 employees at Wheelabrator. Suppose that each of us were to save only five dollars weekly by breaking one less tool, turning out one less rejected part, having one less lost-time accident, finding a way to simplify a production job, make one more sale, ship an order by a more economical method, buy raw materials at a fraction less cost, make one less long distance call . . . the list could go on endlessly. The result would be thousands more dollars of profit to be shared by all members of the Wheelabrator family.

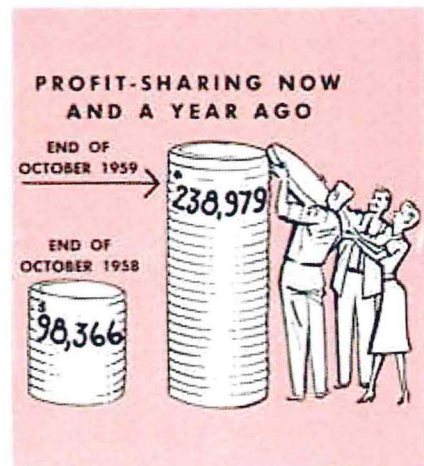
Such results are not wishful thinking, they can be achieved if we all think of profits as we work at our jobs.

But the Wheelabrator Plan is more than a profit-sharing plan, it is also a savings plan. As you put money into the plan in the form of savings, the company puts money into the plan from profits. This money is then placed

in trust for you and invested to earn more money.

You make your share grow bigger as you save more, grow within the company, and as you make the company and its profits grow.

Remember . . . the more you care — the more you share.

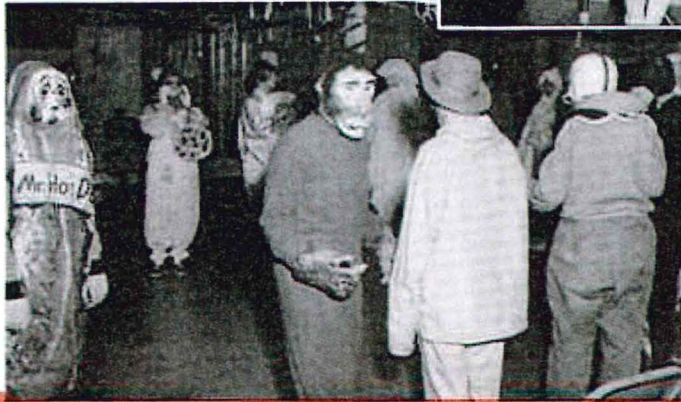


Julianna Club's HALLOWEEN PARTY

Beatniks, apes, clowns, and a host of other colorful characters showed up at Riverside Park on the evening of October 27. It was all in order though as the Julianna Club staged their annual Halloween Party.



But you don't recognize these prize winners. They are, left to right: **Carol Abbiehl**, Engineering; **Rosemary Velleman**, Billing; and **Marie Lehman**, Purchasing.



SAM WEST



HAROLD GAY



CHARLES KWASNY



PHIL JOHNSON



KEN ROHLEDER

20-Year Men

Sam West came to work at Wheelabrator as a disc grinder on November 2, 1939. His 20 years with the company have been in grinding except for five and one-half years when he assembled flights.

Sam is single and says he is glad of it. He enjoys all kinds of spectator sports and is looking forward to retiring in February 1962.

Harold P. Gay joined our company on December 18, 1939. His first duties were as an assembly helper. Since then Harold has spent his entire 20 years on the Assembly Line. In 1947, he was named Foreman of Assembly, the position he now holds.

In his spare time, Harold likes to go fishing and tinker with his model railroad. He has five trains and 16 switches in the basement of his home.

Harold and his wife, Ada, have four grown children. Their son, **George** is an

electrician on the Assembly Line and **Robert** is a boring mill operator in the Machine Shop. Their eldest daughter, Maxine, is a housewife on a farm near here while Betty, formerly in Payroll, is now a missionary in Africa.

Charles Kwasny, Stock Room, is another 20-year veteran with our company. Chuck's first duties back in December 1939 were as a receiving clerk. He is now assistant manager of Production Control, Stores, and Receiving.

In his leisure moments, Chuck, like so many of us, enjoys to get out and do some fishing. Gardening, too, takes up much of his time.

Charles and his wife, June, have two young sons, John 6 and Phillip 4.

Phil Johnson celebrated his 20-year anniversary here on November 27. Phil has been a draftsman during his entire service with Wheelabrator. He is now working on vent pipe drawings.

Phil spends a lot of his spare time with antique automobiles. Right now he is looking for a crankcase for his 1910 Model 17 Buick. Do you know where he can get one?

Phil and his wife, Madeline, have four children, Greg, Brian, Phyllis, and Keith.

On November 13, 1939, **Ken Rohleder** came to work at Wheelabrator. His 20 years with the company have been spent in Engineering where he is a draftsman.

Although Ken enjoys all kinds of spectator sports, he was an especially avid Penn High School football fan this fall. This is because his son, Jerry, was the starting center on the team. In other spare moments Ken likes to play around with photography.

Ken's wife, **Ruth**, is also a Wheelabrator employee. She is secretary to **Jack Pichard**.