



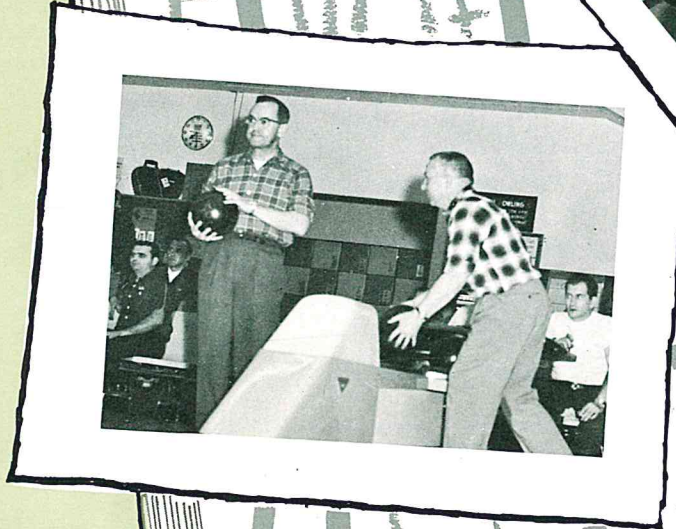
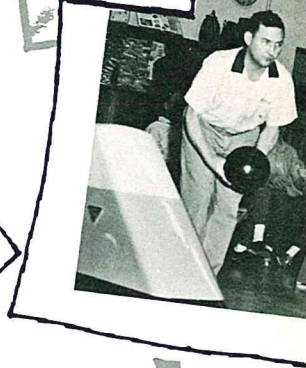
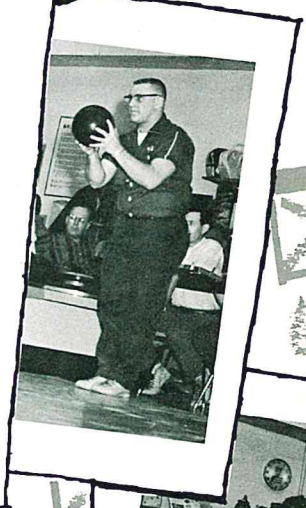
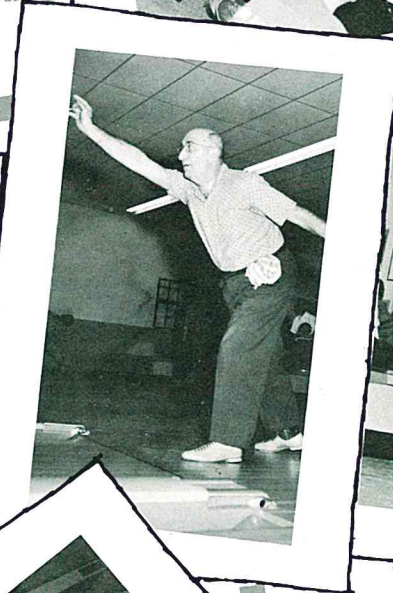
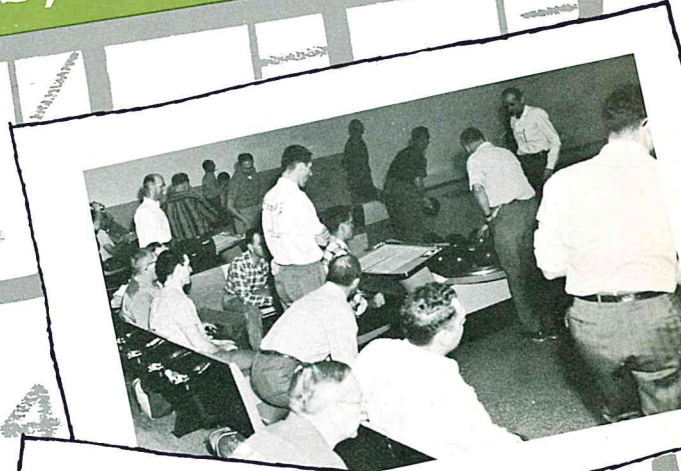
STRIKES, SPARES, GUTTER BALLS

1 Pete 20 32

2 Joe 25 44

3 Al 20 30

4 Sam 25 35

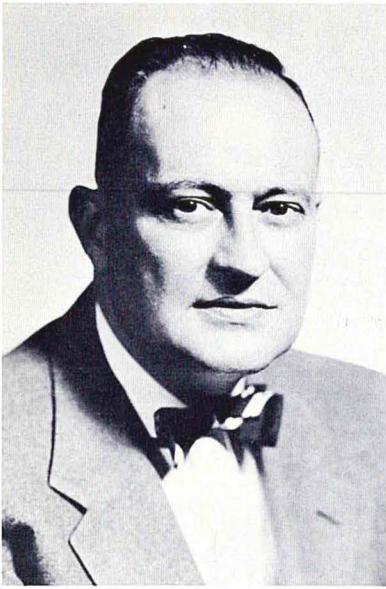


WHEELABRATOR Parade

COVER STORY ON PAGE 8.

Vol. 19, No. 1

January-February, 1960



\$309,559.51 Contributed by C

Congratulations from President Connaughton

JAMES F. CONNAUGHTON
President and General
Manager

PHOTO BY BACHRACH

I have just been advised by the auditors that the earnings under the Wheelabrator Employees' Savings and Profit-Sharing Trust Fund for the past year (12 months ending December 31, 1959) amount to \$309,559.51.

The 1959 Profit-Sharing earnings are exceptionally pleasing considering the business circumstances with which we had to deal and I hasten to congratulate each and every employee for this fine accomplishment.

The contribution for 1959 represents an increase of 257% over the figure of 1958 and compares most favorably with the 13 year average of \$272,156.39.

Here is the report for those 13 years.

Contributed by the Company	\$3,538,033
Savings by Participants	1,847,074
Trust earnings	783,632
Paid terminated participants	1,517,831
Contingent reserve and expenses	98,277
The Trust Fund at December 31, 1959 for the benefit of active and eligible participants	4,552,631

Believe me, it is a pleasure to watch how fast this employees' fund grows. And of special gratification is the knowledge that most of you are participating by saving the full 5% of your wages and salaries.

We all realize that the company's contribution for the past year's performance was in no small way affected by the unfortunate interruption of steel production due to the prolonged strike. The repercussions throughout the capital goods industry were extremely serious. In spite of this, we ended the year with impressive vigor and succeeded in recording what must be considered a "good" year.

The direct measure of a "good" year's contribution to the Fund, however, is not due to sales alone. Remember that profit is what we make through our abilities and success in designing, producing and selling quality products in a competitive market. This means that what each of us does in his particular job, the time expended, and the costs incurred are the vital factors that determine the volume of business and profits.

What about 1960?

During 1960 I foresee splendid opportunities for a sizeable increase in business. The skepticism and uncertainty resulting from the gloomy climate created during the latter months of 1959 should give way to confidence and anticipation of a booming 1960. It seems logical that many of industry's postponed plant expansion and equipment replacement programs will be revived during the current year.

And I most certainly foresee greater growth for Wheelabrator through further expansion and modernization as we prepare to meet the many challenges that will confront us.

If every man and woman in the Wheelabrator organization will give his best efforts throughout the year 1960, the company's contribution to the Employees' Trust Fund should exceed the long-sought \$400,000 goal. Let us really be determined to achieve that aim.

J. F. Connaughton
PRESIDENT AND GENERAL MANAGER

Company to Wheelabrator Profit-Sharing Fund

Exceeds Previous Year by \$189,158.04

OUR UNION PRESIDENT SPEAKS



GLENN FULMER
President
Local 995 UAW-AFL-CIO

Each year I am given the opportunity to make a few comments on our Profit-Sharing program. And each year I find it more enjoyable to do so.

Perhaps this is because each year the accumulation of Profit-Sharing dollars appreciably increases. Each year there is greater comfort in realizing that future security is assured.

But because most of us are so busy with things at hand, I think we view Profit-Sharing as more of a yardstick than a future benefit. We use it to aptly measure the result of our year's activity.

The trend most assuredly gives us comfort in realizing that the company and the individuals within the organization are striving along the same lines; pulling in harmony to make each other prosper.

In this I see the epitome of cooperation. Through the Profit-Sharing program we have become more cognizant of each other. The future of both the company and the individual, we realize, is dependent upon the other.

Profit-Sharing has thus brought us all closer together by giving us a common, understandable goal — to build profits.

Glenn Fulmer
PRESIDENT
Local 995 UAW-AFL-CIO

PROMOTIONS

Two Appointed to Newly-Created Posts

Announcement was made on January 15 of the appointment of **Gordon Medlock** to the newly-created post of Manager of Sales Training.

His duties include recruiting and training new field personnel and assisting the Regional Managers in the general sales training of field personnel.

Gordon has been with Wheelabrator since October 1956, and before this assignment served as Regional Supervisor, Abrasive Division.

• • •

On February 2 **Fred Baldauf** was named Manager, Sales Engineering. In this new capacity, he expands his present duties to include the responsibility for supervising and processing all standard, special, and steel mill proposals.

Fred joined Wheelabrator in 1946 as a service engineer. Later he worked on proposals and then became a field sales engineer. In 1953 Fred returned to the Mishawaka Office to once again assume duties in the preparation of proposals. Prior to this appointment, he was supervising those for special equipment.

A Tool for Living

One wonders sometimes if happiness should not be a tool for living rather than a goal of life. Happiness has been defined and re-defined by philosophers, teachers, writers, and preachers. But the dictionary definition is simple and easily understood: A "state of pleasurable content with one's condition of life."

Those who use happiness as a tool for living appreciate, enjoy, and find satisfaction NOW in everything they have and in everything they do. Their condition in life may not be ideal, and need not represent the limit of their ambitions. But being content for the present, they can plan with imagination and work with enthusiasm. The very work they do adds its share to their contentment. Good work well done produces a better condition of life, and the habit of happiness goes right along with it.

Those who make happiness a goal, push it off into the future and make it something to struggle for, rather than something to know and enjoy. Unfortunately for them, life is change — change in desires and tastes and in the physical and moral surroundings. The material things with which happiness

is identified today may not bring happiness when finally realized tomorrow. For when happiness is a goal, it is an ever-changing goal; always it is a little farther away, and always it is a little more difficult to attain.

To make happiness a goal is never to know it. To make happiness a tool is never to lose it.

*From "THE SCRAP BOOK"
Published by C. P. Lesh
Paper Co., Indianapolis*

WHEELABRATOR
Parade

Published for Employees of
Wheelabrator Corporation
Mishawaka, Indiana
Vol. 19, No. 1 — Jan.-Feb., 1960



KEEPING YOU *Informed*

by *J. F. Coughlin* President

Lost Sales Cost You and the Company Money . . .

. . . First, a lot of time and money go down the drain in the unsuccessful effort to get the order. It happens like this: An inquiry to discuss a customer's problem comes about through a sizable investment in sales calls, advertising, trade shows, and other promotion.

Then, a lot of money goes into the preparation of a quotation or "proposal"; for example, the Sales and Engineering Departments spend long hours discussing technical problems in order to recommend equipment of proper design; drawings have to be made; and cost estimates for machining, fabricat-

ing, assembling, shipping, etc. have to be prepared.

The time involved in drafting a proposal can easily amount to hundreds of dollars . . . in many cases as much as a thousand dollars or more. Multiply this by the number of sales lost during a year's time and you can see how sizable this cost becomes.

Add to this figure the unrealized profit from lost equipment sales . . . plus the lost opportunity for obtaining repair parts orders over the many years such equipment would normally be in service . . . plus the probable loss of "repeat" abrasive business, and you have a total loss that is staggering in its general effect.

Lost business idles manpower, too, because it reduces requirements for

machining, fabricating, assembling, stockkeeping, billing, shipping, etc. As the work load thins out, the pinch is felt all down the line . . . in every area of the business.

Lost business affects you personally and the company as well, inasmuch as there are less profits to share, there are less funds for plant improvement and expansion, there are fewer opportunities for personal advancement, and employment is affected in proportion to the decline in business volume.

Most orders are lost to competition because of higher selling prices. In some cases higher prices can be justified because of equipment design and operating advantages . . . but here we face the challenge of superior design, workmanship, and salesmanship. In other cases the difference in price is difficult to defend because the specifications and design characteristics of the equipment may be virtually the same as that of competitors . . . so here we face the challenge of producing at lower costs.

Whether we succeed or fail in meeting these challenges depends upon how skillfully and successfully we all do our individual jobs.

NEW REGIONAL FIELD SALES ORGANIZATION

Reorganization of the Wheelabrator Field Sales organization with the creation of six regional areas was put into effect on January 1. The move was made by G. O. Pfaff, Director of Marketing, to coordinate the sales and servicing of all General Products, Abrasive, Techline and Lord Chemical equipment and supplies.

Under the new setup each of the six regions will be headed by a regional manager responsible for the sales and servicing of all products in that area. The strengthening and coordination of all field sales activities through this move will enable Wheelabrator to serve more effectively industries' needs for metal cleaning and finishing equipment.

Larry Kohlmeier, formerly District Manager in our New York Office, has been promoted to Manager of the Eastern Region — New England, Eastern New York State, New Jersey, Eastern Pennsylvania, Delaware, and Maryland.

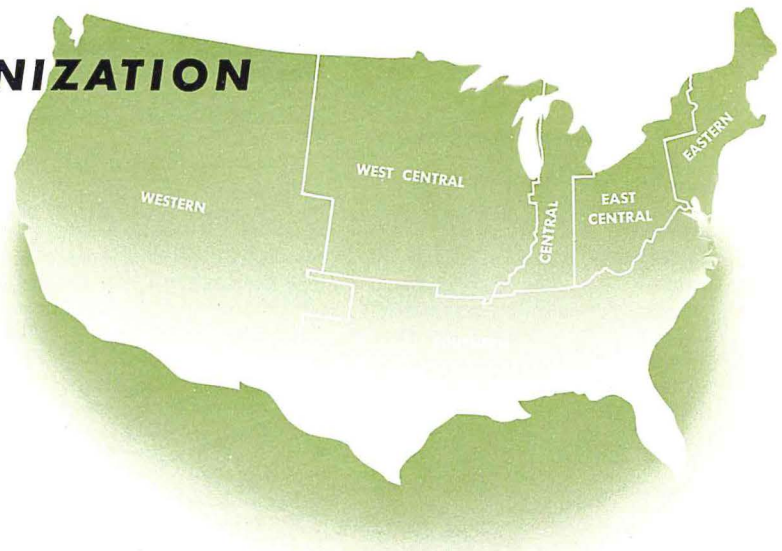
Joe Kelly moved up from Eastern Regional Supervisor of Abrasive Division to Regional Manager over the East Central Region — Western New York, Western Pennsylvania, Ohio, West Virginia, and Eastern Kentucky.

Jim Barnes was promoted from Supervisor of Abrasive Sales in the Detroit territory to Manager of the Central Region — Michigan, Indiana, Western Kentucky, and selected counties in Ohio and Illinois.

Bob Orth has been named Manager of our West Central Region — Wisconsin, Illinois, Missouri, Minnesota, Kansas, Iowa, Nebraska, North and South Dakota, and selected counties in Indiana.

Lee Wieschaus, before assuming his new responsibilities as Southern Regional Manager, was District Manager of our Birmingham Office. His region includes the twelve southern states from the Atlantic Coast to and including Texas.

Tom McCrory will continue to function as Manager of our Western Region, the position he has held since joining Wheelabrator in May 1958. His region takes in all states west of the Rocky Mountains.

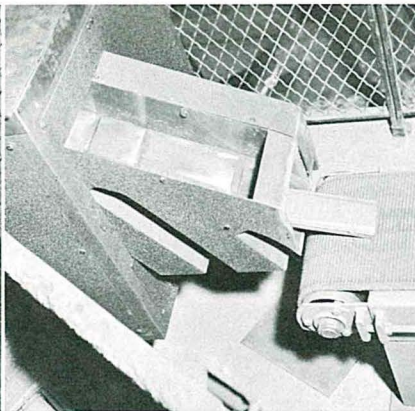


ANOTHER STEP FORWARD . . .

New Inspection Department



An automatic Rockwell Hardness Tester provides impartial testing that assures proper hardness of all blades. Arden McFarland is the inspector.



A red light tells the operator if a blade is too soft while an amber one indicates it is too hard. This automatic trap rejects such blades from the inspection line.

Improved customer relations are bound to be the result of the latest addition to our plant operations. This is because personnel in the new Inspection Department, located adjacent to the Methods and Planning Office, gives a thorough check to all Wheelabrator blades, *Long-Lyfe* Parts and Dustubes before they are released for distribution.

Before this new inspection system was put into effect, all hardness testing of blades and *Long-Lyfe* Parts was conducted in the Foundry. This, however, proved ineffective since the contaminants in the foundry air disturbed the delicate testing mechanism, rendering the tests useless.

Under the direction of Chief Inspector **Russell S. Leary**, the new department guarantees that each *Long-Lyfe* Part, blade and Dustube has met the rigid standards that our customers expect.

This stepped-up inspection service is only the beginning of many more improvements that management is planning in order to further enhance our reputation as a producer of quality products.



The satisfactory blades then continue on a conveyor to a rotating table where the blades await further inspection.



The next step in the inspection line involves checking the blades in a gauge to assure proper positioning of the locking slots and dimensions.



Blades are weighed and matched in sets of eight by **John Williams**. Accuracy to within one-eighth of an ounce guarantees the customer a well-balanced wheel.

This motor driven device allows **Gladys Warren** to rapidly check the length of Dustubes for our Dust Control Equipment. A three pound weight is inserted into the open end of the Dustube to exert just the right amount of pull to permit accurate measurement. This device handles Dustubes up to the maximum size of 25 feet.



Packaging is the final step in the inspection of Wheelabrator blades in our new Inspection Department. From here they go to the Stockroom for distribution.



After satisfying the length requirements, the Dustubes receive a careful examination that reveals any defects that might be present. When these tests are completed, the satisfactory Dustubes are appropriately stamped "inspected".

All *Long-Lyfe* Parts are routed through the new Inspection Department after they have been painted. A piece of tape that has been used to mask off a small ground area is removed, enabling **Don White** to test the exposed metal for hardness. Preliminary inspection in the Foundry has already rejected parts for dimensional inaccuracy or other defects.



The Passing Parade

PARADE REPORTERS



MILFERD GARDNER
Steel Shop



SEVILLA MAY
Office — IBM (Upstairs)



BLANCHE NULL
Stock Room



FRED BISHOP
Foundry



ELSIE STEFUCZA
Engineering

Ted Copp has transferred to the Experimental Department. Don't forget we're still here, Ted. (M.G.)

Custodian of the Flight Welding Booth, **Clarence Lutz**, recently underwent surgery at Robert Long Hospital in Indianapolis. Hurry up you guys. Don't you know you're being missed. (M.G.)

Earl (Snuffy) McCallum is driving with a little more caution these days. Cops watchin'?? (M.G.)

The local chapter of The Order of Scottish Clans of America has been organized in South Bend and Mishawaka and is known as "Clan MacGregor." It is a fraternal and benevolent order with membership open to anyone of Scottish extraction. Big Shear Operator **Fred Beals** was elected to the post of trustee in the Clan. Want to be a member? See Fred. (M.G.)

The true role, in determining to embrace or reject anything, is not whether it has any evil in it, but whether it has more evil than good. There are few things wholly evil or wholly good. Almost everything, especially of government policy, is an inseparable compound of the two, so that our best judgment of the preponderance between them is continually demanded.

— ABRAHAM LINCOLN

Marv Powell, Dustube Foreman, is back on the job again after several weeks on sick leave. (M.G.)

For five years, **Ed Higginson's** wife was after him to fix a light in their house. Ed, not being an electrician, couldn't find the trouble, so finally he garnered the services of one of our night electricians, **John Weaver**. He found the trouble right away when he took the housing off the light fixture. No bulb. Pity the poor sailors if Ed ran a lighthouse. (M.G.)

Ted Copp, Experimental Department, just couldn't get used to a small car. He has traded his Lark for an Ambassador. Ted still mourns the passing of his Packard but is becoming somewhat reconciled. (M.G.)

Time: November 9, 1959

Place: Elkhart General Hospital

Recipients:

Mr. and Mrs. **Joseph Kuzmanovich**

Subject: A new housekeeper

Name: Bonnie Jean

Weight: 8 pounds and 4 ounces

(M.G.)

Mr. and Mrs. **Raymond Hutchins** spent Christmas with their daughter and family at Long Island, N.Y. (M.G.)

Cleland "Doc" Stoddard went to his son's home in Milwaukee during the holidays and says they had over 12 inches of snow up there and were begging over radio and TV for help in removing it. (M.G.)

Loader Assembler **Elmer Byrd** has been in the hospital in Indianapolis for surgery. (M.G.)

Innocent young thing: "Why does the light turn red?" Mature Wisdom: "You would, too, if you had to change in public so often." (M.G.)

Hazel Pace has been in the hospital for surgery but is convalescing at home. (M.G.)

Well, it finally happened! That guy with the butterfly net caught up with "Poor old" **John Williams**, Blade Packer. He swooped John up in the Foundry and then put him in a cage over in Inspection. John isn't violent, in fact "**Mac**" **McCally**, Foundry Chemist, was feeding him peanuts through the bars and John was just real gentle. But they had to stop the hand feeding because John was getting too fat to fly. (F.B.)

Clarence Frick, Besly Grinder in the

Foundry, and Miss Betty Heltzel were married December 29. Best wishes to them from the Foundry Gang. (F.B.)

Rudy Destics, Engineering, tells us that he has purchased his first and last automobile. No wonder! After sinking \$230.00 in a new transmission the muffler fell off. (E.S.)

Speaking of cars, have you noticed **Phil Johnson** in his new rear engine job? **Frank Walker** also seems quite pleased with his new Merc. So is **Joe Arata**. He has a new Renault Dauphine. (E.S.)

Little Mark was born December 30 in Los Angeles, California, to Mr. and Mrs. **Jerry Stoeckinger**. Jerry formerly worked during the summer in our Research, Foundry and Mailroom de-

Wheelabrator Folks on the Job



PAULINE WORDINGER, Maid's Division, is the woman who comes in every evening at 5:00 to clean the Downstairs Engineering and Dust & Fume Division offices. This has been her responsibility since she began here three years ago.

Pauline, one of the delegates to the County Council from our Local 995, is married and has two children, Gary 11 and Carolyn 10. In her spare time she likes to watch television and go dancing.

partments while attending Purdue. He is the son of **Pat Stoeckinger**, our pleasant chief switchboard operator. (E.S.)

On December 26 **Janet Abbiehl**, Purchasing, became Mrs. Clifford Holderbaum in a lovely candlelight ceremony at the St. Peters Lutheran Church. (E.S.)

Suzanne Millemon, Engineering, and **Carolyn Steffens**, Mailroom, are wearing beautiful sparklers. We don't know at the moment who the lucky fellows are, but we will post you when the wedding bells ring. (E.S.)

Kenneth Heston, Jr., is the new fellow in our Mailroom. (E.S.)

Our congratulations to Mr. and Mrs. **Ted Wagner, Jr.** They are the proud parents of their 5th child, a 9 pound, 4 ounce boy born January 2. Ted is a draftsman in **Roy Guite's** section. (E.S.)

Hildreth Boehnlein, Stockroom, and her husband **Ray**, Steel Shop, observed their 25th wedding anniversary not long ago. Many gifts were received when they opened their home to friends for the occasion. (B.N.)

Many Stockroom employees have put on about 10 pounds since Christmas. There were so many goodies passed out then that everyone said let the fat fall where it will and it certainly did. (B.N.)

We're happy to see "**Hunk**" **Moore** back on the job in the Machine Shop again. He suffered a heart attack in October and was confined to his home for about three months. (B.N.)

Don't think that romance is over after years of marriage. For proof take a look at **Jean Vergon**, **Mary Schilling**, and **Edna Golba's** fingers. The brand new sparklers for them came from the man they married years ago. (S.M.)

Chuck Slane of I.B.M. recently became a much engaged man. (S.M.)

I wonder how many of us have made New Year's resolutions and how many of us will keep them. (S.M.)

Thanks to **Paul Myers** from all of us for getting our cigarettes for us this last year. That goes for you too, **Bob Gibbens**. (S.M.)

Jerry Grove enjoyed Christmas again this year in Key West, Florida. (S.M.)

The secret of economy is to live as cheaply the first few days after payday as you lived the last few days before payday. (S.M.)

Jerry Stewart, the tall, dark and handsome fellow that used to work in the Mailroom, is now assigned to I.B.M. (S.M.)

We're happy to have **Duff Watson** back with our company. Duff, formerly in Advertising, is now working as an assistant to **Jack Pichard** in our Marketing Department. (S.M.)

Jo Wiendels, Dust & Fume, and some friends spent their vacation this winter in Nassau and Florida. (S.M.)

Robbie Lou Dunn must have missed her friends at Wheelabrator because she is back working in the Billing Department. Robbie drove to California for a couple weeks a short time ago. (S.M.)

Florence Duncan Retires

After serving as PARADE correspondent for four years, **Florence Duncan** is taking a well-deserved retirement.

PARADE wishes to thank Florence for her years of faithful service in providing its readers with complete, up-to-date coverage of happenings in the Downstairs Offices.

Elsie Stefucza, correspondent in Engineering, has expanded her "beat" to include Florence's old territory. We know you will give her the same fine cooperation that you have shown Florence during the past years.

Welcome to Wheelabrator

During the months of November and December the following new employees were added:

MACHINE SHOP: **Arthur W. Martin**, **David B. LaPlace** (recalled); PLANT 2: **Norman V. Wilson** (recalled); INDUSTRIAL RELATIONS: **Eugene A. Scott**; DUST & FUME: **Fritz E. Brosien**; OFFICE SERVICES: **Kenneth A. Heston**; GENERAL PRODUCT SALES: **Francis D. Watson**; FIRST AID: **Jeanette B. Taylor**.

CHANGING TIMES

We may like to talk about "the good old days," but they weren't always as pleasant as many would have us believe. It's only human nature to remember the pleasant things of the past more vividly than the things that were everyday routine.

Just for example, we've included a "typical" set of office rules prevalent in the 1870's. When we consider the average working conditions under which our parents and grandparents toiled, I doubt if many of us would ever wish we had been born 100 years sooner. Look over these rules printed below, and see if you would trade places with an old timer.

1. Each clerk will bring in a bucket of water and a scuttle of coal for the day's business.
2. Make your pens carefully. You may whittle nibs to your individual taste.
3. This office will open at 7 a.m. and close at 8 p.m. daily, except on the Sabbath, on which day it will remain closed. Each employee is expected to spend the Sabbath by attending Church and contributing liberally to the cause of the Lord.

Wheelabrator Folks on the Job



JEAN VERGON, secretary for **FRED BALDAUF**, came to work at Wheelabrator in March 1951. Her first job was in Order Entry where she did posting for **Paul Davidson**. Later Jean was transferred to the switchboard where she worked part time before being assigned secretarial duties.

Jean and her husband **Kenneth**, a former erector for our company, have two children, **Larry 18** and **Vicki 13**.

Square dancing is Jean's favorite hobby.

4. Men employees will be given an evening off each week for courting purposes, or two evenings a week if they go regularly to church.
5. After an employee has spent 13 hours of labor in the office, he should spend his leisure time reading the Bible and other good books while contemplating the Glories and building up of the Kingdom.
6. Every employee should lay aside from each pay a goodly sum of his earnings for his benefit during his declining years, so that he will not become a burden upon the charity of his betters.
7. Any employee who smokes Spanish cigars, uses liquor in any form, gets shaved at a barber shop, or frequents pool and public halls, will give me good reason to suspect his worth, intentions, integrity and honesty.
8. The employee who has performed his labours faithfully and without fault for a period of five years in my service, and who has been thrifty and attentive to his religious duties, and is looked upon by his fellowmen as a substantial and law-abiding citizen, will be given an increase of five cents per day in his pay, providing a just return in profits from the business permits it. BE WORTHY OF YOUR HIRE.

On The Cover

The only thought in your mind is to send that sixteen pound sphere crashing into the sneering triangle of ten ugly faces you see at the far end of the alley.

But you miss, grunt contempt, and utter a few not-so-well chosen words. One teammate gives you a wicked leer, another pretends he wasn't looking.

And then you concentrate all the harder on the enemy that remains erect. You see in these creatures everything you hate rolled into one mass that you vow to destroy. You try to calm yourself, but the pulsating blood in your temples won't let you. Everything grows quiet. And then with every ounce of strength and determination you cast that missile at your venomous adversaries.

A few agonizing seconds later you see this formidable foe bashed into oblivion.

And then you breathe a sigh of relief. The weakness in your knees gives way as new-born power surges through your body. A smile breaks through the villainous expression of your resoluteness.

You get a pat on the back, a warm handshake and you bubble over with pride. It's all over, and you can't wait until next week to do it again.

This is the story we have featured on the cover. The pictures were taken during Wheelabrator league bowling action at the Kosciuszko Club where these pin enthusiasts clash every Tuesday evening.

Here are the standings of the various teams as of January 27.

Wheelabrator League

	WON	LOST
Stockroom	62	14
Machine Shop	47	29
Office	45	31
Steel Shop	45	31
Engineering	39	37
Maintenance	35½	40½
Shot Plant	26½	49½
Shipping Room	4	72

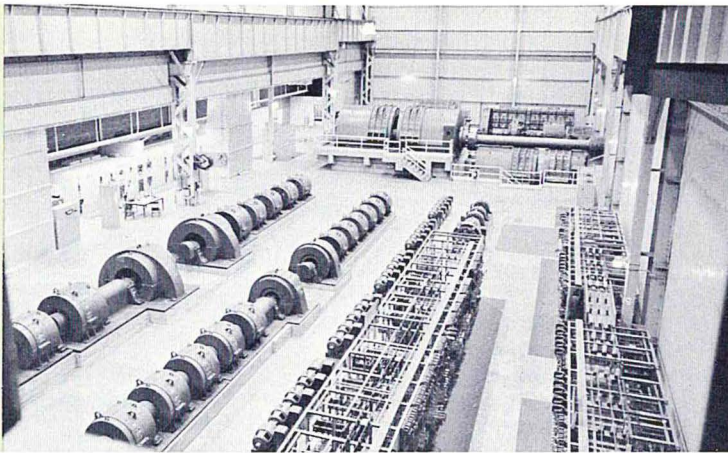
In the City "A" League the Wheelabrator team is in third place.

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

Perhaps the supreme product of civilization is people who can endure it.

FRANKLIN P. JONES
Saturday Evening Post

Ultra-Filtration provides super clean air to this motor room at U.S. Steel Corp. South Works, Chicago.



ULTRA-FILTRATION

Plucks Invisible Dust Particles from the Air

Dust particles in the air, smaller than can be seen with the naked eye, can be real villains in the operation of sensitive or precision electrical plant or laboratory equipment. Breakdown of this equipment or additional maintenance incurred due to dust accumulation results in a staggering annual cost to industry.

Although there long have been available many air cleaning devices designed to combat this problem, Wheelabrator is rapidly becoming an important factor in this big market with its Ultra-Filtration air filtering equipment.

Use of a simple inexpensive filter aid to coat the interior of the cloth tubes converts a standard cloth tube type Dustube Dust Collector into an efficient air filtering unit. Operation of these units is simple — all impurities in at-

mospheric air are retained on the interior of the cloth tubes with the super-cleaned air passing into the room or area requiring the dust-free air.

In the last several years Wheelabrator has installed Ultra-Filtration equipment handling more than five million cubic feet of air per minute in sewage treatment plants, motor and control rooms in steel mills, pharmaceutical plants, and general manufacturing plants. Our success is due to the efficiency of the equipment and the extremely low maintenance and operating costs involved.

With this new application of Wheelabrator Dust & Fume Control equipment an entirely new market is opened. Every possible method is being utilized to capitalize on our past success and obtain an increasing share of the available business.

COMPETITION *Serves a Purpose*

It's easy to criticize the "other fellow" who is always trying to undercut our prices and take as many orders away from us as possible. We all know that competition is one of the basic ingredients of our economic system — and that it helps us to "keep on our toes." But sometimes we can easily forget these points when we have locked horns with our competitors in an effort to obtain a particular order.

We've reprinted a few words about the value of competition that have appeared in a number of publications and are worth repeating once more. After you read them, you may or may not agree with the unknown author's sentiments, but I am sure you will agree it is a good reminder that each one of us should do his level best to make Wheelabrator products, services, and general business policies as superior to our competitors as possible during the coming year.

Salute to Competition

"Our competitors do more for us than our friends do; our friends are too polite to point out our weaknesses, but competitors go to great expense to advertise them.

"Our competitors are efficient, diligent, and attentive; they make us search for new ways to improve our products and services.

"Our competitors would take all of our business away from us, *if they could*. This keeps us alert to hold what we have and to be aggressive in search of new business.

"If we had no competitors, we would probably grow lazy, incompetent, and inattentive; we need the discipline they enforce upon us.

"We salute our competitors; they have helped us to be of greater service to our customers."



Sue Decker

RECEPTIONIST, MODEL AND ARTIST

Any newcomer calling at the Wheelabrator offices has a pleasant surprise when he enters our attractively furnished lobby. And the frosting on the cake is our pleasant receptionist Sue Decker.

But Wheelabrator employees, customers, and salesmen are not the only ones who enjoy Sue's charm. This is because she generally spends one or two evenings a week as a professional model.



Just last September, Sue completed three months of evening classes at the Patrician Modeling Agency in South Bend. Among other things they teach the young aspirants the correct manner of walking, ascending and descending stairs and even opening doors. Poise is by no means taken for granted, so many hours go into practicing these everyday actions.

Sue, like the other graduates of the modeling school, is contacted when a client has need for modeling services. The job might call for her to pose for a photographer or perhaps model the latest in fashions for a clothier.

Sue says that she prefers being a photographer's model but the majority of her assignments are in the fashion field. She has participated in fashion shows at Robertson's, the Milady Shop, the Frances Shop and many others in South Bend.

But modeling is not Sue's only pastime. This accomplished girl is also an artist of considerable talent. Majoring in art at Mishawaka High School, she learned the techniques of working with various art media.

The walls of the Decker home are decorated with many of her paintings, most of which are still lifes painted in oils. Friends and relatives will often talk Sue out of one of her pictures so those that she has left are just a small sample of the work she has done.

"I love modeling," says Sue, "but when I want to relax and forget everything I retreat to my studio in our recreation room, put some records on the hi-fi and spend the evening painting."

... And she does make a pretty picture, don't you agree?

RETIREMENTS



Walter Miller, Maintenance Department, retired on December 23 after serving our company for over eight years. Oren Bowser, Union Steward, is shown here presenting Walter with a cash gift.



Roscoe Rush, Demonstration Department, was presented with a savings bond when he terminated over 30 years with the company on December 31. Many of his associates were on hand at that time to bid farewell.



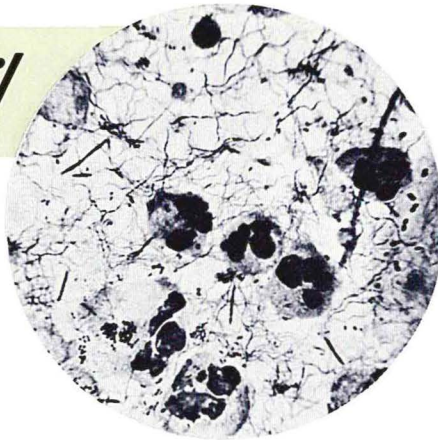
Al Jelderks is shown here surrounded by fellow Steel Shop workers as he receives a wrist watch from Union Steward Herman D. Miller. Al had accumulated over 17 years here before retiring on November 30.



Friends in the Machine Shop presented Rollo Lehman with a suede jacket when he retired on November 20. Rollo had been a Wheelabrator employee since August 1946. Union Steward Hillard Garner made the presentation.

PARADE wishes to apologize for not having a picture of the retirement of Lester Blake, Steel Shop. Lester, a layout man, concluded 17 years here on November 27.

Forgotten Utensil



There's one health hazard in every home that is neglected by most housewives.

It's used as a receptacle for false teeth; a handy holder for tooth brushes and paste; a mixing bowl for mouth and eye washes; and aid to pill-taking; a dipper for use in rinsing the hair, or a bath toy for baby.

Most of all, it's used for just plain drinks of water.

It's the common bathroom drinking glass that sits above the wash basin just to the side of the medicine cabinet.

All members of the family frequently use it and, sometimes, even visitors.

A rinse, many householders seem to believe, makes it as sanitary as when it was new. It hardly ever gets thoroughly washed. The trouble is that glass is so obvious that it's overlooked. And who wants to run upstairs, or down the hall, to fetch it when the dishes are being done?

Most housewives admit that the glass is generally forgotten — sometimes overlooked for months and washed less frequently than the kitchen floor.

Tests of neglected glasses show that they are receptacles for many different bacteria, including air-borne types, which can cause sore throats, colds and other nose and throat ailments. The glass also serves as an unsuspected carrier of germs from one member of the family to another.

The U. S. Public Health Service has pointed out that the common drinking glass is a major offender in spreading ailments through the family. This was one of the points it made last year

Aerial photo? Or maybe a new wallpaper pattern? Neither. This is a photomicrograph of a section of a dirty bathroom glass. Bacteria in the picture include those that cause strep-throats, pneumonia and other respiratory ailments. Large black dots are blood cells.

when the Asian flu epidemic was threatening.

The solution to family health protection on the bathroom glass front is simple. First, housewives must remember the glass. Then they have to wash it regularly, just as they do other glasses and dishes. Every member of the family should have his own, too. And the glasses should not be used as holders for anything.

If this seems like a lot of trouble, paper cups may be used. Sanitary cup dispensers are available for mounting on the walls of kitchen or bathroom. After use, of course, the cups are discarded.

So — if you're determined to ward off colds this winter, remember that bathroom glass. Doing that may save you misery and perhaps some money, too, because the annual U. S. bill for colds is \$35 to \$40 per family.

the Schedule of Indemnities, for surgery performed either in the out-patient department or the doctor's office.

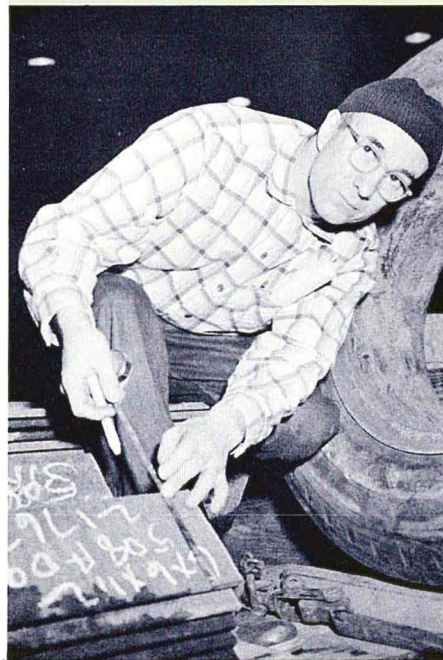
Q. When does a newborn child become eligible for benefits?

A. On the day it is born. To add the child to your membership, complete an application card as soon as possible and submit it through your employer. Blue Cross-Blue Shield will need to know the name, date of birth, and relationship.

Q. Blue Cross-Blue Shield paid maternity benefits at the time my son was born. Wasn't the child added to my membership at that time?

A. Changes in membership are not made from information on hospital admission or medical claim forms. The request for a change should be in writing, in the form of a completed application card. Send it to us through your employer.

Wheelabrator Folks on the Job



TOM MINNING has been with Wheelabrator since July 1937. His entire 23 years of service have been in our Receiving Department.

Tom and his wife, Michalina, have two daughters. Jeanette, the oldest, is married and is teaching school while Margaret is in the 7th grade at Central Junior High School in South Bend.

Friends and neighbors are thankful that radio and television repair is one of Tom's hobbies. He attended a night course in this subject several years ago, and since then has made it a rather profitable pastime. Another profitable hobby includes studying the stock market and making timely investments.

BLUE CROSS-BLUE SHIELD Questions and Answers

Q. What is meant by describing Blue Shield as an "indemnity" program?

A. Payments are made according to a specific fee schedule for services covered by your Blue Shield membership.

Q. Must a patient be confined to a hospital to obtain Blue Shield benefits?

A. No. Blue Shield pays the doctor for surgical and obstetrical services whether they are performed in the hospital, in the home, or in the doctor's office.

Q. Does Blue Cross pay for blood and blood plasma?

A. Blue Cross pays ONLY for the administration of blood and blood plasma, but does NOT pay for blood because blood is not a manufactured product which can be easily purchased. It must be donated by a living person, usually a friend of the patient.

Q. What happens in case of an accidental injury that isn't serious enough to make me a bed patient in a hospital?

A. Blue Cross provides your regular benefits, including the use of emergency room, bandages, casts, etc., when the accident occurs off the job and is treated in the out-patient department of a hospital within 72-hours after the injury. Blue Shield will pay your doctor, according to

FOR THOSE WHO HAVE NOT MET THEM . . .

The topic of discussion at a family gathering of the Scotts is sure to include Wheelabrator. That's because **George Scott, Sr.**, Steel Shop; his son, **George, Jr.**, Machine Shop; and **Kathryn**, George, Jr.'s wife, First Aid, have been associated with the company for a total of 48 years.

George, Sr. was the first to enter the Wheelabrator ranks. That was in January 1941. It was only about a year and a half later in June 1942 that George, Jr. decided to join his father at Wheelabrator. Unfortunately World War II allowed George, Jr. only about a year here before he was called into the Army.

During the war, George, Jr. spent most of his hitch overseas in the Pacific theatre of operations. When he was discharged in January 1946, he returned to Wheelabrator.

At about that same time Kathryn received a discharge from the service herself. She entered the Navy in 1943 as an officer in the Nursing Corps. Kathryn spent most of her service time at the U.S. Naval Hospital, Shoemaker, California, and the Naval Dispensary at

MEET THE *Scott Family*



Miramar, California, where she was attached to the Marine Corps. When the war was over she returned to Mishawa-

ka and took a nursing job with our company.

Kathryn met her husband here at Wheelabrator and they were married in June 1949. They have a nine year old daughter, Sheryl, who is in the fourth grade at Beiger School.

George, Sr., an 18-year veteran at Wheelabrator, is Chairman of the Retirees Committee, Chairman of the AFL-CIO Blood Bank, and is a member of the Osceola Conservation Club. Like his son, he is an ardent Chicago White Sox fan.

George, Jr.'s favorite sport, however, is bowling. He is active in the Major A and Classic Leagues. Each year he competes in the annual American Bowling Congress Tournament. This year George is rolling for O'Brien's Tavern and Duleh's Electric of Mishawaka. He is a past president of the City Bowling Association and is active in the Eagle Lodge.

Kathryn says that playing bridge is her favorite pastime. She belongs to two bridge clubs and gets her husband in a game with some friends as often as she can. Kathryn is also a member of the Industrial Nursing Association and the Alpha Gamma Chapter of Mu Delta, a social and charitable sorority in Mishawaka.

Snaps and Facts

Wheelabrator personnel recently received free chest X-rays when the St. Joseph County Tuberculosis League set up a portable X-ray unit in our downstairs hallway. The Personnel Office reports that over 90% of the employees took advantage of this opportunity to safeguard their health.



The new man in our Accounting Department is **Carl Rich**. He recently joined our company after serving three years in the U.S. Air Force. Prior to that Carl attended Ball State College where he received his degree in Accounting. He and his wife Marilyn have one daughter, Debra Dianne, 11 months.

Jay Beehler is the new member of our team of purchasing agents. Before coming to Wheelabrator to handle purchasing for all operating supplies, he worked at Studebaker-Packard as coordinator of machines and equipment. Jay is married and, like Carl, is a graduate of Ball State College.



Joe Kuzmanovich, power saw operator in our Steel Shop, was recently re-elected to the executive committee of the Community Chest Board of Directors of St. Joseph County for the year 1960. In addition to this, Joe, a veteran of over 20 years with our company, is also active as a board member of the United Fund of St. Joseph County.



25-YEAR MEN



HARLEY MARTZ



HECTOR SHEEHAN



WILLIAM RAPP

Harley Martz began his 25 year career at Wheelabrator on January 29, 1935. During this time he has worked on sheet metal in the old Heater Department, grinding and, for the past 20 years, he has been balancing wheels in the Machine Shop.

Harley gets real pleasure from outdoor activities. If he is not hunting or fishing, you can generally find him working with his wife Odelia in their

flower garden. Harley also takes real pride in his lawn. A sprinkling system he installed last summer helps assure him of one of the finest in the neighborhood.

Hector H. Sheehan celebrates his silver anniversary at Wheelabrator on February 21. Hector, a precision grinder in the Machine Shop, has spent his entire twenty-five years in this department. During this time he has handled

many different assignments on practically all the equipment used in the Machine Shop.

Hector is married and the father of two grown daughters. He likes reading, fishing and painting but says his favorite pastime is in Biblical study. He is an active member of the First Baptist Church in Mishawaka.

William Rapp is another 25 year veteran with our company. Bill started here on February 19, 1935 as an assembler. Before long, however, he was promoted to Group Leader, and in 1944 he stepped up to his present position as Steel Shop Foreman where he keeps everything moving smoothly on the Liquamate and Tumblast lines.

In late November Bill was unfortunately the victim of a heart attack. Yet his recovery has been rapid and reports indicate that he should be back on the job about the time this issue of PARADE comes off the press.

Bill and his wife Leola have three grown children.

The Inquiring Reporter ? ? ? ?

The Inquiring Reporter is a column that will be appearing regularly in PARADE. The question for this issue is "In what way do you think PARADE could be improved?"

We realized before asking the question that we were really sticking our necks out, but no one took the invitation and swung any axes. The points made, we feel, are good ones and we were happy to receive them. Remember, your comments and suggestions are the best guide we have in presenting an interesting and worthwhile PARADE.

Josephine Nagy, Office Services: "I realize that PARADE issues cover two months, and this results in the inclusion of a lot of old news, but I still feel that it could be brought more up to date in some instances. I'd also like to see more articles on the equipment we make and things that go on out in the shops. Perhaps this is because during my four years here, I have never actually seen a Wheelabrator or any of our other equipment."

Andy Rupchock, turret lathe operator, Machine Shop: "I'd like to see a section of classified advertisements for Wheelabrator employees. The BENDIX LINE has done this for years with real success. I'd also like to see better coverage of employees' personal activities. For example, I've seen people mentioned in The Passing Parade for taking a trip into Chicago while someone else might vacation to California or somewhere else on a long jaunt and not even get an honorable mention."



ROY KLINK



JACK BOWERS

Roy Klink, Guard: "I'd like to see PARADE come out every month like it used to. I think it is a pretty good magazine. I always appreciate the articles on the company's products because this gives me information that visitors are always asking for. I think it helps everyone else talk more intelligently about the company, too. All the way through it's interesting to read."

Jack Bowers, Steel Shop Foreman:

The Human Family

By Fannie Hurst

This is published in the interest of Brotherhood Week, February 21-28, sponsored by the National Conference of Christians and Jews.

Deep down under our skins, whether black, white, red or yellow, we are one and all members of the same family — the human family.

The early years of a child's life, before he becomes aware of man's inhumanities to man, are free of racial, religious and national prejudices.

He is still powdered with the sparkle of his divinity.

When man succeeds in carrying on through his life, this perfect democracy of childhood, the brightest era in human history will have dawned. What greater purpose!

"I like PARADE pretty much the way it is, but I do think there should be more items on views from management. Such as what new markets we are aiming for, new product developments, new applications, news from research and general information on how we are doing. When I started here about 25 years ago, our products and their uses were limited. It wasn't difficult then to keep up with the progress that was being made. Today it's different, and I for one would like to know more about some of these things. It's our duty as employees here to take an interest in our company and its future, but we sure need more insight if we are to intelligently do so. I wish PARADE could correct this."



ANDY RUPCHOCK



JOSEPHINE NAGY