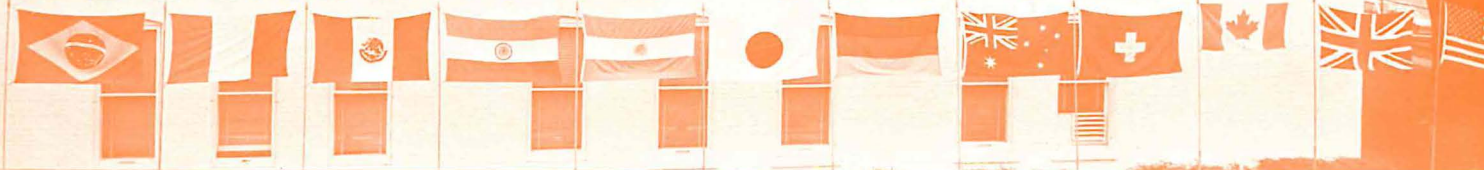


WHEELABRATOR

PARADE



WHEELABRATOR CORPORATION



INTERNATIONAL ENGINEERING CONFERENCE PARTICIPANTS

Other Pictures on Pages 10, 11 and 12



*We are Interested in Talent
in all Areas of Our Business*

SUCCESS is a reward for the talented. This is true in any field . . . the theatre . . . athletics . . . literature . . . business.

Examples showing this relationship between talent and success are common. Remember how General Lee, until his armies were decimated after years of struggle, literally ran circles around the Civil War Union generals who had vastly superior forces and equipment. He used his talent . . . his abilities as a strategist . . . to consistently outmaneuver his opposition.

At Wheelabrator, we are vitally interested in talent in all areas of our business. From research and sales, through engineering and production, and on to installation and servicing, we need the kind of employee who is distinguished by superior talent and ability.

Talented employees have been responsible for Wheelabrator's present position as a progressive growth company with international scope. And the future is equally bright — opportunities for even greater accomplishments are unlimited.

Our foreign markets are constantly expanding . . . we are about to assimilate the operations of Balcrank, Inc., of Cincinnati, Ohio . . . we are nearing the completion of our largest-ever expansion of plant facilities . . . our lines have been recently enriched with the addition of new products, including the electrostatic precipitator.

It should be obvious that there is great room for individual achievement at Wheelabrator. Through our adult education program it is possible for every employee to expand his knowledge and abilities. The opportunity exists for every employee to fulfill his ambitions.

James F. Connaughton

President

WHEELABRATOR
PARADE

Vol. 24, No. 5 September-October, 1965

Editor — Merle D. Gisel

Published for
Employees of The Wheelabrator Corporation
Mishawaka, Indiana

VITAL VALUES
WW
FOR INDUSTRY

KEEPING UP-TO-DATE IS ONE WAY OF

Preparing for the Future

School bells have beckoned 27 Wheelabrator supervisors and prospective management candidates back to the classroom.

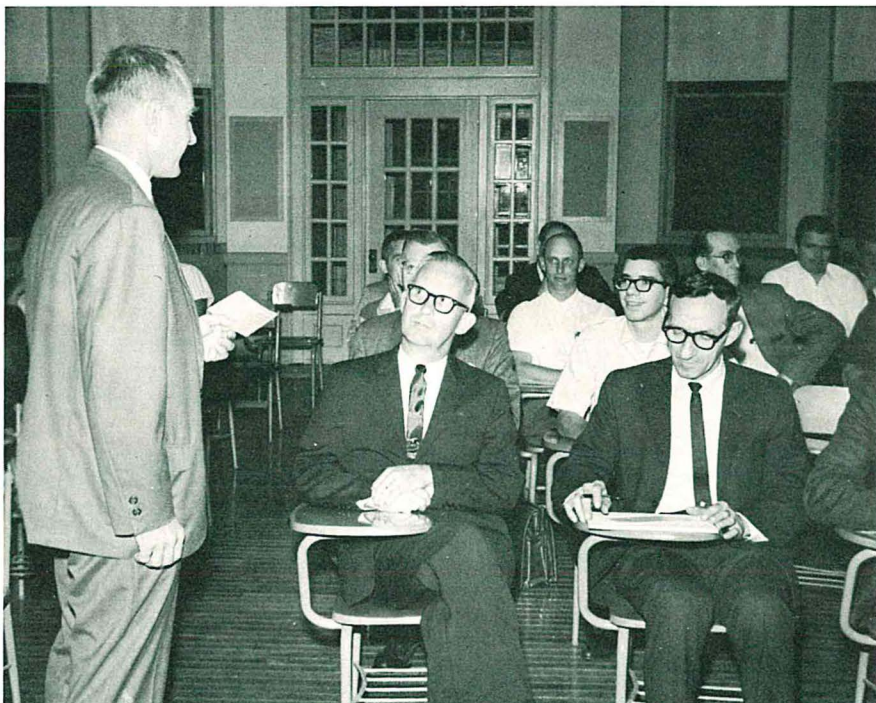
On September 20, these men began a series of evening classes at Cline School in South Bend. The classes are sponsored by the South Bend Community School Corporation in cooperation with the Manufacturer's Division of the Chamber of Commerce of South Bend-Mishawaka, Inc.

The 8-12 week program consists of a worthwhile, low-cost series of courses with specialists and executives from area industries acting as instructors. The courses of instruction and the instructors have been selected on a basis of recommendations obtained from visits with industrial leaders and from the experiences of last year's pilot program in

which 386 individuals from 40 firms were enrolled.

The courses are aimed at re-examining managerial methods critically with the goal of improving individual management

performance. They also offer a planned training program for new and prospective management personnel. The program leads to a certificate upon completion of eight courses.



Two of the Wheelabrator scholars, Robert Trueax and John Kijek, left to right, had front-row seats at the first meeting of their class on September 22.

Summer Employees Comment About

... *Experience*
... *Insight*
... *Remuneration*

In college and university classrooms across the country sit students who spent their summers working in American industrial plants and offices. Among this group are the more than five dozen students who worked at Wheelabrator during this past sum-

mer. Before they returned to school, many of our summer employees expressed appreciation to Wheelabrator Corporation for their jobs. Typical comments follow:

"August of this year concluded my second summer job at Wheelabrator. Working at the plant has been profitable in the areas of knowledge and experience, and also it has been a great financial aid to furthering my education." — SUE SOENS, daughter of Clarence Soens, Purchasing.

"While working in the Lorco Laboratory for twelve weeks this summer, I observed men from the field, customers, as well as many blue and

white collar workers. From this group of people I learned much about the workings of U.S. industry." — GARRY SCHALLIOL, son of June Schalliol, Accounting.

"My employment at Wheelabrator has led me to a serious evaluation of many phases and processes of industry. I feel the experience gained will be of utmost value to me." — MICHAEL GROH, son of Harold Groh, Steel Shop.

"This past summer was one of the best that I have ever known. It meant new friends, new experiences and a chance to prove that I could do something useful." — ANNA GAY, daughter of George Gay, Steel Shop.

SEMINAR INTRODUCES NEW WHEELABRATOR.



This is the group that attended the Lurgi Seminar. Standing at the rear of the room are the men who conducted the sessions. Left to right, they are: Robert L. Orth, Heinz Englebrecht, F. J. Pichard, Charles Strasser, Robert Bump and Kenneth E. Blessing. Seated in front of Pichard is Frank R. Culhane, who also spoke.

“What has been an already-busy firm is now a busier one since the addition of an electrostatic precipitator to our line of dust and fume control equipment.” These were the opening words of F. J. Pichard, Vice President of Marketing, at a technical seminar which introduced the product to the Division’s regional engineers, August 30 to September 1.

Pichard was speaking of the new equipment which Wheelabrator will be manufacturing under a license from the West German firm of Lurgi Apparatebau Gesellschaft m.b.H. The two firms will combine their technical skills in the application, design, manufacture, installation and servicing of the new product.

Pichard Responsible for Marketing Program

Pichard, who is responsible for the development and control of the marketing program for the new product, served as general chairman of the seminar. He was assisted by Robert L. Orth, Vice President — New Products; Robert Bump, Product Manager; Charles Strasser, Chief Engineer for precipitators and Heinz Englebrecht, an engineer on leave from the Lurgi organization. Also speaking at the seminar were Kenneth E. Blessing, Vice

President of Sales and Frank R. Culhane, Sales Manager of the Dust and Fume Control Division.

Attending were all Dust and Fume Control Division regional engineers, several regional managers, as well as representatives from the Advertising, Engineering and Research Departments.

The purpose of the seminar was to acquaint the field sales force and the Mishawaka office personnel with product design, engineering features, market considerations, major applications, the Lurgi organization, proposed sales efforts, and the promotional program. The group saw two movies from Lurgi — one covering the firm’s extensive research facilities and the other on Lurgi installations in steel mills.

Enhances Wheelabrator’s Field Position

The addition of the electrostatic precipitator to our line enhances our position in the field of air pollution control — a field in which we have had extensive experience over the past 40 years.

Our research and development work has extended the application of fabric-type tube dust control equipment into ever broadening fields of industry. With this background, Wheelabrator

LURGI ELECTROSTATIC PRECIPITATOR

brings to the field of electrostatic precipitation a strong and knowledgeable organization of design and application engineers, backed by one of America's largest manufacturing facilities for the production of dust and fume control equipment.

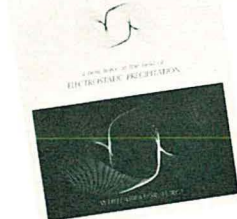
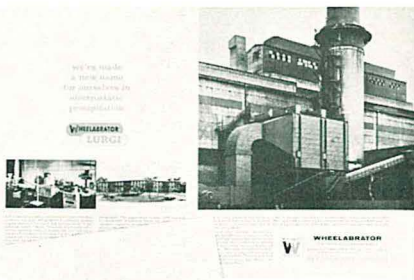
The new Wheelabrator-Lurgi product will be built in Mishawaka. We will be backed up in the engineering, production and installation of the equipment by Lurgi of Frankfurt, Germany — a world leader in the design and application of electrostatic precipitators. This firm encompasses approximately 3,000 engineers in various fields of industrial design and manufacture.

Lurgi Engineer Working in Mishawaka

Wheelabrator has secured the services of one of Lurgi's engineers, Heinz Englebrecht, for a period of at least six months. He is assisting our Engineering Department in the conversion and utilization of data obtained by Robert Bump and Charles Strasser when they visited the German firm earlier this year. All information from Lurgi must be translated from German into English and the drawings must be transposed from the metric to the decimal system.

Our advertising campaign for the Wheelabrator-Lurgi line began this month with two-page advertisements in five magazines that reach the iron

One of the advertisements appearing nationally in October to introduce our new line to important people in the three industries where major application for the equipment are found.

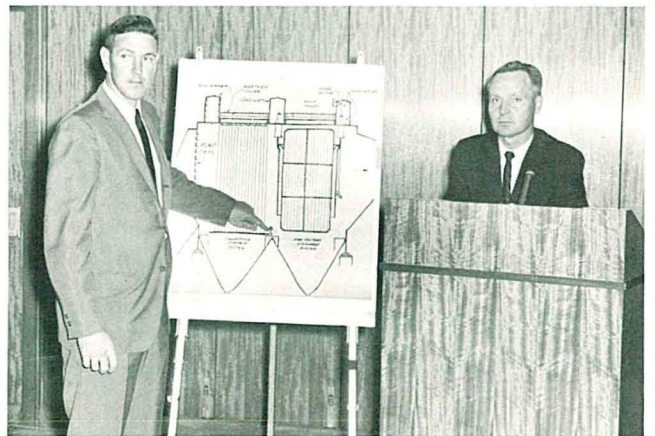
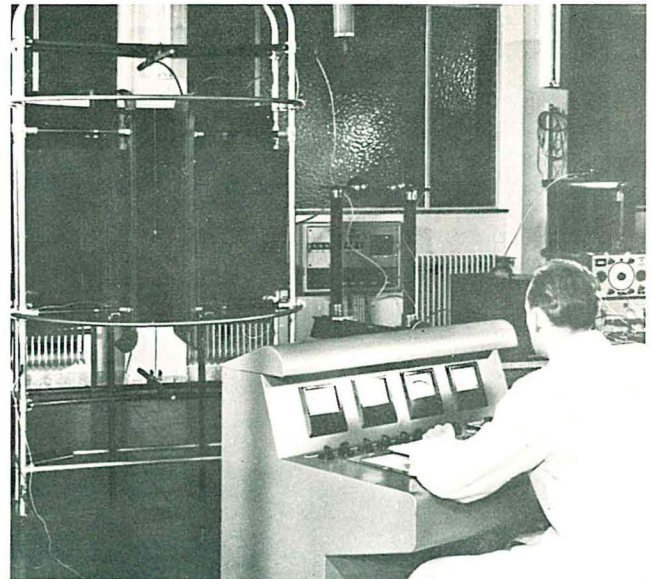


The cover of the 4-color Bulletin prepared to introduce customers to the new Wheelabrator-Lurgi line.

and steel, power and cement industries. It is in these industries that the major applications of the Wheelabrator-Lurgi electrostatic precipitator are to be found.

Our Advertising Department has also prepared a four-color bulletin to be used by our sales force to introduce the new line to their customers. A direct mail program to selected industries has also been prepared. We will also be exhibiting precipitators at three trade shows — the Mining Show, the Chemical Show and the AIME Show.

From the advanced research and development laboratories of the Lurgi organization, below, flow continuous improvements in product design and new technology of application, making Wheelabrator-Lurgi equipment pre-eminent in the field of electrostatic precipitators.



Charles Strasser, Chief Engineer for precipitators, uses a drawing to illustrate a point during the seminar. Looking on is Robert Bump, Product Manager.



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1 Wheelabrator golfers pose with the traveling trophy they won in the annual Wheelabrator-Dodge Golf Tourney held this summer at Four Lakes Country Club near Adamsville, Michigan.

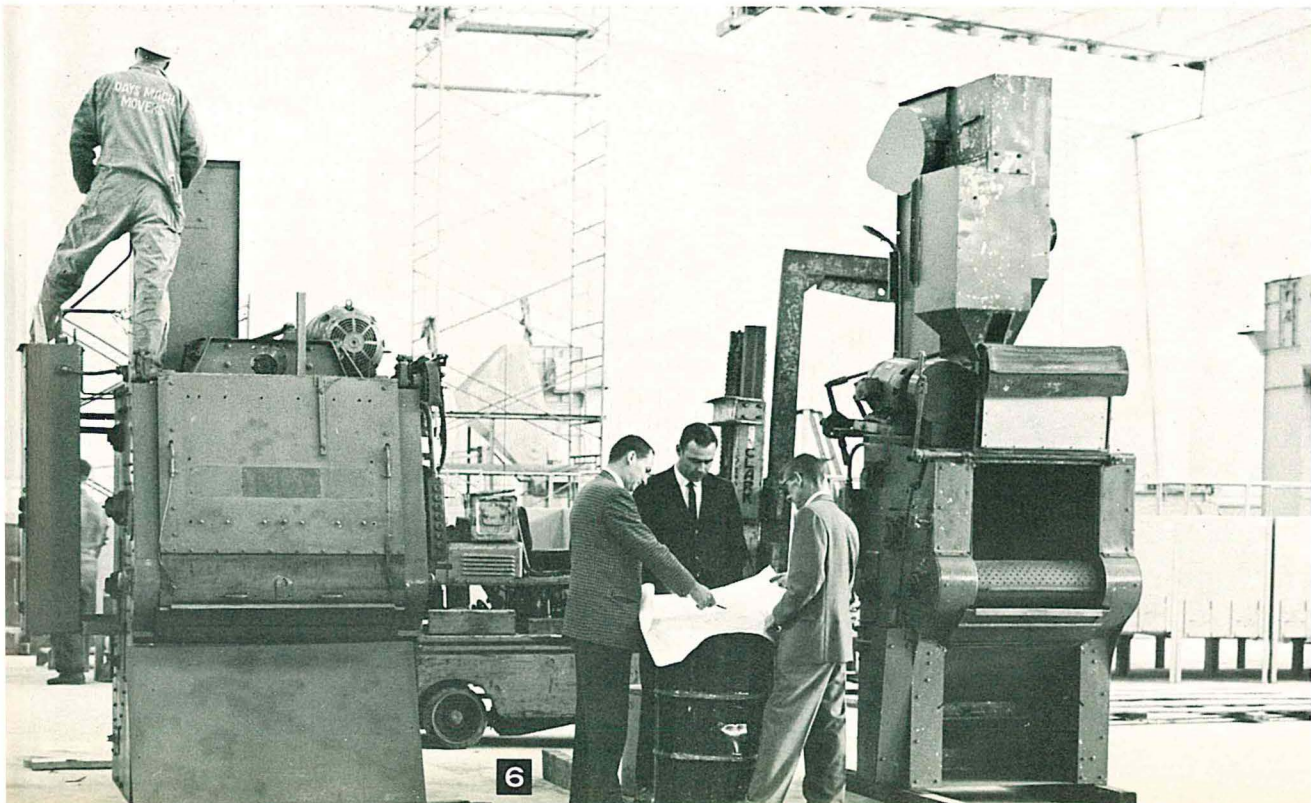
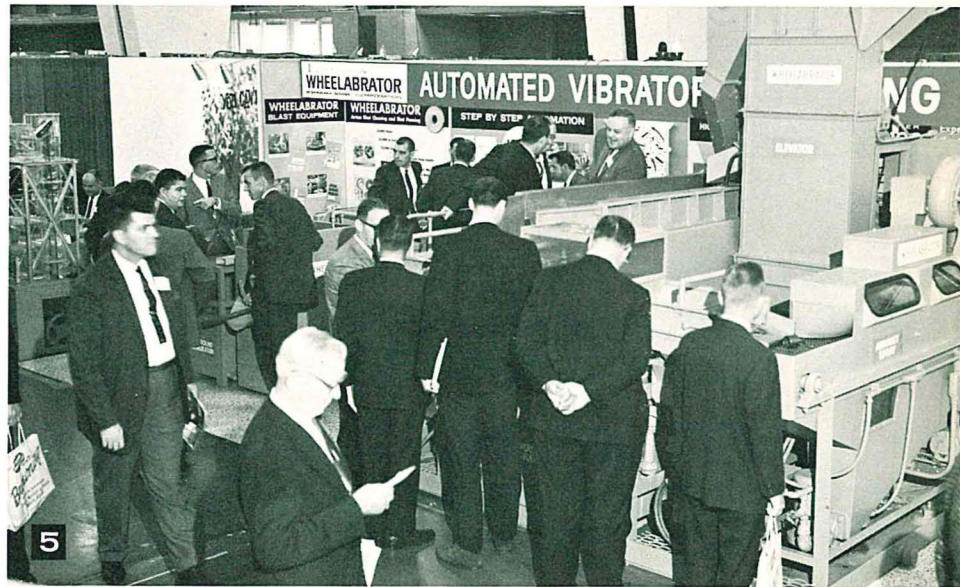
2 Mary LeMon, Mary Helen Driver, Jean Vergon and Rena Lester, left to right, board one of the buses that took Julianna Club members to see a summer theatre production at the Wagon Wheel Playhouse, Warsaw.

3 This group posed for the photographer before the buses left early in September for an Athletic Association trip to Chicago to see the New York Yankees defeat the Chicago White Sox.

4 New Supervisor's Club officers for the 1965-66 activity year are, left to right, Bill Fore, treasurer; Charles Kwasny, president; Walter Ostrowski, vice president and John Kijek, secretary.

5 Wheelabrator personnel mingle with visitors at our display at the Production Engineering Show held at Chicago's McCormick Place, September 21 to 29.

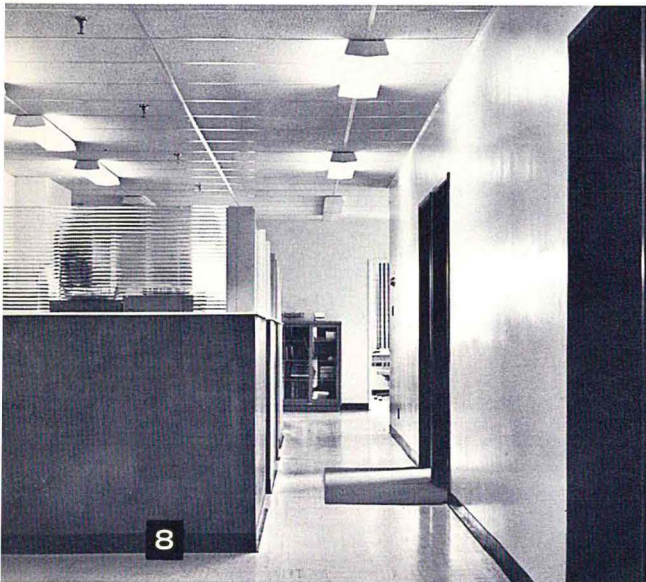
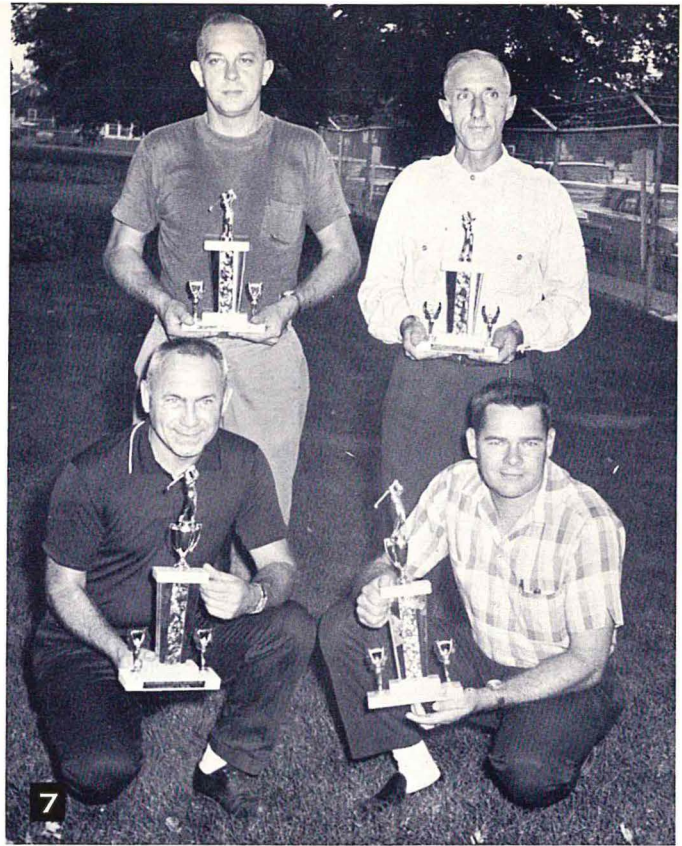
6 Early this month, workmen began moving Lorco and Blast demonstration equipment into the new building. Conferring on the move are Gordon Medlock, Wayne Clements and Clifton Hare.

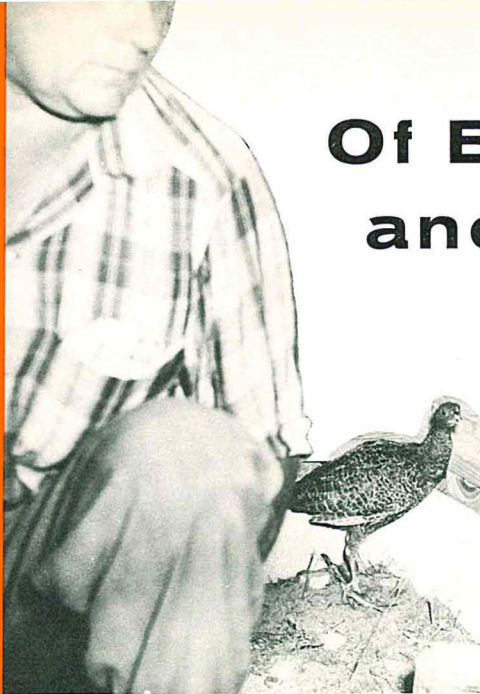


NEWS AND VIEWS

CONTINUED

- 7 Golf League winners pose with their trophies. In the front row, left to right, are Don Karnes and Don LaPlace. Standing, left to right, are Stan Harkins and Gene Dickerson.
- 8 This picture shows a section of the newly remodeled office facilities of the Wheelabrator Corporation of Canada, Ltd.
- 9 An exterior view of the offices of the Wheelabrator Corporation of Canada, Ltd. is shown here following a recent expansion and modernization of facilities.





Of Birds and Dogs

Raising wild game birds at his farm near Edwardsburg, Michigan, is a hobby within a hobby for Howard Watson, a Plant 2 employee.

For many years, Watson and his five sons have hunted the woodlands of

Michigan for everything from deer to ruffed grouse . . . and with a considerable amount of success. But the recent sparse population of game birds moved him last year to obtain a game breeder's permit and go into business.

Watson is starting out on a rather small scale. He has on his farm pairs of Asian, silver and ring neck pheasants, two pairs of quail and 12 chukar partridge. From this stock, however, Watson hopes to raise enough birds next spring to have a sizeable number to release into the wilds . . . thus the wedding of the two hobbies.

Watson admits that he and his sons will get enjoyment from hunting in woods that have been stocked with birds that he has raised. "But we'll never get them all," Watson says. It is his hope that Michigan will be better hunt country as he and other game bird hobbyists release what they've raised on their farms.

Top left: Watson corners one of his birds for a candid picture.

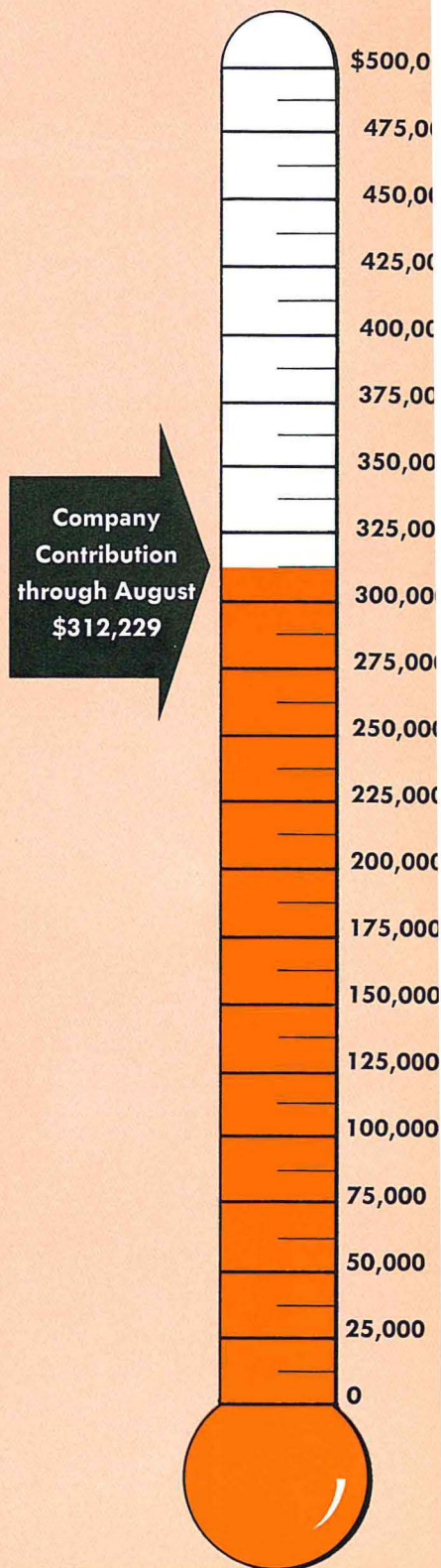


At right: One of Watson's dogs receiving training in retrieving.

Notice the Difference

THIS YEAR
\$312,229

LAST YEAR
\$256,493



12 Countries Represented at Engineering

The latest state of the art in Wheelabrator equipment was discussed by representatives of Wheelabrator operations in 12 countries at an International Engineering Conference, September 13-22, in Mishawaka.

Thirty-five men sat around the conference table during the first week of the Conference to exchange information on the latest technical developments within the entire Wheelabrator organization and to discuss new products which are now in the research and development stages. Following these meetings, the participants traveled to various mid-

western cities to view recent equipment installations.

James L. Hesburgh, Vice President of International Operations, functioned as general chairman and director of the Conference. Working closely with him were D. Roger Neeld, Vice President and Director of Engineering; George F. Wilkins, Export Manager; Harold F. Schulte, Chief Engineer, Blast Division; George Roper, Chief Engineer, Dust and Fume Control Division and Chalmer L. Cline, Engineering Assistant to the President.

Those from abroad who attended the meetings were: Pierre Planchard, Georges Bietrix, Bernard Detanger, David Hysinger, Joe Delfeld and Karl Weusthoff, all of Wheelabrator-Allevard in France; Otto W. Zollikofer, M. Wernli, P. Gloor and R. Dellsperger, all of George Fischer Ltd., Switzerland; Dr. B. K. Greuter and Werner Lory, Graber & Wening AG, Switzerland; William R. Macmillan, B. J. Squires, Kenneth B. Whitwam, and Kenneth Satham, all of Tilghman's Ltd., England; H. Kondo, K. Nakashima and T. Hisatsune, all of Sintokogio and Sintobrotator, Japan; M. Siegel, EISA, Brazil; J. R. Herrendorf, EISA, Argentina; John F. Cordell,



Conference participants from abroad traveled from the Morris Inn to the various technical sessions and social events on this bus. Here part of the group is shown arriving for the first session of the Conference.

International Conference representatives posed for this picture beneath the flags from their countries. The flags from Brazil, France, Mexico, India, Argentina, Japan, Germany, Australia, Switzerland, Canada, Great Britain and the United States flew at the plant entrance during the entire Conference.



ing Conference

Wheelabrator de Mexico; J. V. Patel, Indabrator Ltd., India; J. M. Steer, McPherson's Ltd., Australia; Robert A. Campbell, Wheelabrator of Canada, Ltd. and Charles H. Barrett, Barrday Ltd., Canada.

Plans are already underway for the next International Conference to be held in May, 1967, at Nagoya, Japan, with Sinto-brator and Sintokogio acting as hosts.



A salient feature of the Conference gets the attention of this group. Seated, left to right, are J. V. Patel, President of Indabrator Ltd. and James L. Hesburgh, Vice President of International Operations. Standing, left to right, are D. Roger Neeld, Vice President and Director of Engineering; H. Kondo, President of Sinto-brator Ltd. and Werner Lory, Director of Graber & Wening AG.

Technical sessions, during which the latest state of the art in Wheelabrator equipment was discussed, occupied the first week of the International Engineering Conference. Shown here are candid pictures taken during sessions on blast equipment, bottom, and dust and fume control equipment, top.

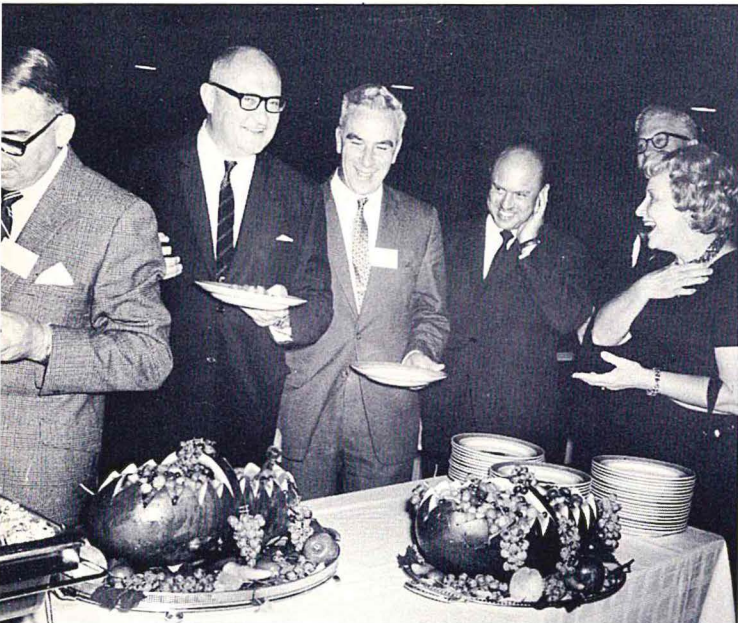


ENGINEERING CONFERENCE

Harold F. Schulte, Chief Engineer, Blast Equipment, points out an engineering detail to four Conference participants. From left to right, are Werner Lory, Director of Graber & Wening AG; Bernard Detanger, Director, Commercial of Wheelabrator-Allevar, Commercial of Wheelabrator-Allevar; Schulte; George F. Wilkins, Export Manager and Miguel Siegel, Technical Director, EISA, Ltda.



The climax of the conference was a series of plant visitations to view recent Wheelabrator installations. The blast group, which traveled to Detroit and Chicago, is shown in the picture above. At the right is the dust and fume group which viewed installations in Atlanta, Georgia, St. Louis, Missouri, Chicago, Illinois, and Milwaukee, Wisconsin.



Dr. and Mrs. Oliver C. Carmichael entertained Conference participants and guests at a horse show and dinner at the Associates Lodge near Buchanan, Michigan. Here some of the guests make choices of food from the buffet table. Dr. Carmichael is Chairman of the Board of Associates Investment Company and a Director of the Wheelabrator Corporation.



One of the social events of the Conference was a dinner at the home of James L. Hesburgh, Vice President of International Operations and general chairman of the Conference. Shown in this picture are some of the guests at the dinner.

DECEMBER 31

DEADLINE

for Scholarship Applications

A prime opportunity for advanced education awaits young Wheelabrator employees and the sons or daughters of employees in the form of two scholarships awarded annually . . . the Verne E. Minich Scholarship to Purdue University and the Otto A. Pfaff Scholarship to the University of Notre Dame.

Now is the time to make a decision whether or not you are going to take your chances for consideration for one of the 1966 grants. The deadline for making applications at the Personnel Office is December 31.

The Minich Scholarship is open to applications from both young men and women wishing to study physical sciences, engineering or business. The Pfaff Scholarship is open only to young men interested in studying engineering, science or commerce.

Following are the rules of eligibility:

1. Any son or daughter of an employee of the Wheelabrator Corporation who is under the age of 25 is eligible.
2. Any employee who is under age 25 and has completed at least 30 days employment 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.

If there should be no applications from Wheelabrator employees or from sons or daughters of employees, or should the University Scholarship Committees determine that no Wheelabrator applicant is qualified, the Committees will then turn to applicants from Mishawaka High School.

In both scholarships, the initial award is \$1,000 for use during the recipient's first year of study. This amount is renewable for each of the student's sophomore, junior and senior years.

Applications turned into the Personnel Office are sent to the Scholarship Committees of the two universities who determine the recipients.

We knew him when



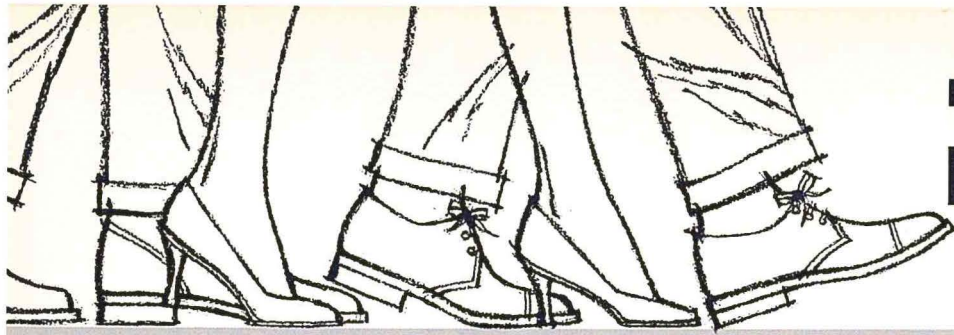
For the past 2½ years, **Ward Correll** has been supervisor of engineering standards. He started working at Wheelabrator as a draftsman in 1939, the year he graduated from high school.

He advanced from that position to lead designer for special blast equipment, a position he held until early in 1963.



When **James S. "Jack" Bowers** joined Wheelabrator 30 years ago it was as a grinder in the Machine Shop. Now he is superintendent of Steel Shop erection.

He has been superintendent since 1963. Prior to that time he had worked as a foreman and as assistant superintendent in the Steel Shop.



PASSING PARADE

College classes have taken the place of typing and shorthand for **Karen VanHoutdreve**. Karen left the department in September to attend Indiana University on campus. Good luck from all of us . . . **Trudy Kirkly** has also taken up the books on a full time basis again at Indiana University Extension. Trudy left in August . . . Among the new faces in Dust & Fume are stenographer **Nancy VanHoutdreve** and Designer **Emil Horvath**. **Don Meffert** joins us as Project Engineer. Welcome to these new people . . . People passing through Dust & Fume lately have seen a number of lovely bouquets. These flowers have been brought in by Mr. Horvath, who grows gladiolus for a hobby . . . **Bob Neidigh** and family are in the process of remodeling their older home in Bremen. This home was originally owned by Mrs. Neidigh's grandfather. The home was then out of the family for 20 years and the Neidigh's recently were able to purchase this home and are quite happy about it . . . **Lucy Seider** and family took an enjoyable trip to the Smoky Mountains during their vacation. Among the interesting highlights was a trip through "The Lost Sea" cave in Tennessee.

Mary Jo Acrey, Dust & Fume Control

Once again it's that time of year when the parents lose their children to the challenge of higher education. The children are not the only ones frustrated. The **June Schalliol** household is an empty place with daughter Sharon at Albion and son Gary at Purdue as a Freshman. Also at Purdue is the son of **Al Van Den Avyle**,

James is a Sophomore. **Julia and Jack Baugher** are adjusting to daughter Jackie being at school in the East. **Ginny Heinzman** is equally proud of her daughter's capabilities as a student nurse. Gerry, the son of yours truly, is a member of the Freshman football team at Indiana State. Wishing all the parents a speedy adjustment . . . We would like to wish **Julie Ciszczon's** brother a speedy recovery after falling from a horse . . . We spotted **Norma Clementi** enjoying an evening at Tinker's Dam during her vacation. Couldn't help but wonder if that was her solo attempt in her newly acquired car . . . That lucky **Millie Boehnlein** spent her vacation in California visiting a brother and seeing the sights. On second thought California was the lucky one . . . The **Ed Sullivan** family enjoyed a trip west. It was quite a statement coming from the true-blue easterner when he said "the west was pretty". But he did not hesitate to add "there is sure a lot of nothing in between" . . . The Accounting Department has the pleasure of the company of **Eric Hansen**, a visitor from Copenhagen . . . That pretty smile you see in the Credit Department belongs to **Ginny Wachs** . . . As a retiring reporter I would like to take this opportunity to say how very much I have enjoyed my eight years at Wheelabrator and its many good employees. Good luck to you all as well as my replacement, **Jane Clements**.

Willa Mae Parker, Accounting

Max Stanger, Field Engineer in the Los Angeles Region, and his wife, had

an unusual vacation this summer. Max wrote the following account to PARADE:

"My wife, Cardella, and I boarded Holland-America Lines "Dongedyk" in San Francisco on August 6 for Vancouver, B.C. We also had our car aboard for our return trip. Our ship was a freighter but carried 50 passengers in regal style. Our first stop was at Portland, Oregon where Regional Manager, **John Phelan**, along with Mr. and Mrs. **R. L. Markee**, of the Portland Office, came aboard for an evening's visit. All three threatened to stow away . . .

"Our next stop was Victoria, B. C. and we arrived at Vancouver, B. C. the evening of August 13. It was twilight and the harbor was such a gorgeous sight with a full moon and the glorious lights of the city . . .

"We toured the vicinity for three days and then spent 5 days salmon fishing at Nanaimo on Vancouver Island. Our luck was very good — the catch went to the cannery except one beauty which was brought home to our own oven. All too soon we had to leave the beautiful waterways but we truly had a wonderful three weeks."

We were sorry to hear about the death of **C. Burton Barnard** on August 29, in Seal Beach, California. "Barney" worked with us in the Methods and Planning Department and he will be missed by us very much . . . New faces in our department are **James Hullinger** and **Gene Sobiech** . . . **Stew Whitney**, who saved his vacation until this fall, is spending it at Cape Cod, Massachusetts . . . **Bob Trueax** took his vacation earlier, spending it painting and working at other jobs around his new home . . . We all wish a speedy recovery to **Louis Cookie, Jr.**, who works in the Machine Shop. That's sure a sneaky way of getting a vacation, Lou. **Hildreth Boehnlein**, Methods & Planning

We are wondering if Welding Engineer, **John Vaselein**, has invaded the magic of the horticultural field? Last spring John bought several potted muskmelon plants and was proudly proclaiming he was getting a head start on a muskmelon feast. He now is proudly displaying the pickles he

Sales Department girls watch Sharon Avery Maxwell open gifts before her marriage in August.



raised off those vines. Congratulations, John, on your extra early pickles . . . **Joe Hays** gave up the trip to Cincinnati and Pennsylvania and bought a new Ford instead . . . The **Al Stickles** and **Herman Millers** went fishing in upper Michigan again this year . . . **Bob Reihl** and family visited Houston and other points in Texas and came back by way of Oklahoma and Nebraska . . . **Elmer Mast** and family visited Washington, D.C., the World's Fair and returned by way of Niagara Falls. As a bonus they went up to see the Mackinac Straits Bridge . . . **Joe Bidlack** and wife went to Phoenix, Arizona to visit a sister-in-law and using her home as a focal point visited many other places. They then returned through Utah . . . This reporter and wife took a trip through West Virginia, pausing on the way to get a picture of the tree growing out of the courthouse roof at Greensburg, Ind. We also visited the site of the first land battle of the Civil War at Philipe, W.Va., and the two-lane covered bridge in everyday use that the South failed to destroy preceding that battle. Brake trouble in the mountains forced a shortened trip . . . **Ray Hutchins**, line inspector, is back on the job after three months on sick leave . . . **Earl Nifong** spent part of his vacation in Kalamazoo, painting his daughter and son-in-law's house . . . **Joe Vogel** took a couple of side trips to Chicago and Bloomington but spent most of the time painting his house . . . **Bill** and **Mrs. Geist** went to Cut Back, Montana. They almost hit the cold spell and snow that they had about September 15.

M. Gardner, Steel Shop

. . . .

First of all, we would like to welcome **Barbara Wallace** back to Parts Service. She tells me she worked here 9 years ago. Barbara has two mischievous boys who keep her busy. Also, another newcomer to the office force is **Panna Patel**, daughter of J. V. Patel, President of Indabrator, our joint venture in India. Panna is from Bombay and will work in our Advertising Department . . . Another "Newcomer" is the former **Rose Van Belleghem**, Sales, now **Rose Newcomer**. She and her husband, Don, got back from Florida just before "Betsy" hit . . . Our people must live right because **Laura Forbess**, Abrasives Department, her husband and daughter were in Florida and the Bahamas the last two weeks in August also escaped "Betsy" . . . **Sue Driver**, Lorco Div., visited New York City by train. She and her two friends saw all the things the native New Yorkers don't usually see . . . Statue of Liberty, top of Empire State Building, etc. They visited the Fair, and being loyal to one of our

Girls in the Dust and Fume Control Division gave Karen Van-Houtdreve this gift before she left for school in September.



best customers, Sue liked the General Motors Building exhibit there the best. (She didn't get to see the Ford Exhibit.) . . . The soldiers at Fort Knox were visited by the Youngs (**Juanita** of Sales, husband, and 9-year-old son, Lee), where they saw the memorial to General George Patton. They went on to Tennessee and the TVA area where Lee fished at Pickwick Dam. Juanita didn't say if they caught anything. From there they meandered through the Smokies and Blue Ridge Mountains and on towards home . . . **Hardy Stebbins'** son, Hardy, is stationed at Fort Knox and was recently home on a 10-day leave . . . Two ladies in the Order Department were of the same persuasion — both went to Texas. **Mary Gilliam** flew to Houston, visiting brother and family. They took her to see the new Astrodome and went fishing at Pagosa Springs in Colorado. Among all the interesting sights, the Royal Gorge at Canyon City, Colorado, impressed her the most . . . **Odelia Schaut** and her husband visited her sister at Dallas. Near Arlington, Texas, they enjoyed a comparatively new place, "The Six Flags". It tells the history of Texas and yet she said it was similar to Disneyland. Being ready to enjoy it fully, she went on all the rides, including trains and stage coaches. They also found the Meramec Caverns near Stanton, Missouri, very interesting . . . A little different trip than the ones taken by most of our happy wanderers was taken by **Mary Catherine Stebner**, Sales, and her husband. After entering Canada at the Falls, visiting there one day, they went on to Quebec City, along the St. Lawrence Seaway, across Maine, and at Bar Harbor boarded the "Blue Nose" to cross the Atlantic (all of 100 miles) to Yarmouth, Nova Scotia, where they were welcomed by the skirl of bagpipes. Understandably, she said their time was all too brief. (**Duncan MacMillan**, our Scotsman from Canada, gave us that word "skirl".) . . . **Carol Mammolenti**, Parts Service, and her husband were not too fortunate in that they picked the rainy season to visit Florida . . . We feel sure that most of these travelers would be happy to elucidate on their

ventures if you catch them in a talkative mood . . . **Tom Hameline**, Parts Service, spent his vacation moving into a new home on 36th Street . . . **Jean Vergon**, Lorco Division, did the same. Her new home on Lexington Boulevard, in Reverewood, however, is spankin' new. Their poodle, "P.J.", likes it too — more room to roam . . . Since most of our news has been happy, let's keep it that way . . . **Jim Hyder**, Sales, and his wife have a healthy new son, Douglas James, who was born on September 1. He weighed 6 lbs., 15 ozs., and what a good boy he is — he waited until Dad got back from his reserve training at Fort Sill, Oklahoma, to be born. Eleanor Rea, Sales

. . . .

Dottie Whitmer vacationed this summer in northern Europe, the guest of her daughter and family, Mr. and Mrs. Lewis Mounts who live in the Netherlands . . . **Martha Hobson** spent some time this summer traveling to Oklahoma to see her oldest daughter, then went on to Kansas to visit her father . . . New girl working for **Andy Federnok** is **Linda Calvin**. She is a recent graduate of Washington High School . . . This reporter was surprised with a diamond ring, September 16, from **Bill McCorkle**, a senior at Tri-State College . . . **Anne Hartley** and husband traveled to Puerto Rico. Highlights included a tour of San Juan and shopping in the Virgin Islands . . . Recently acquired by **Leona Shayler** was a white and brown English Bulldog, named Max-A-Million . . . Second addition to the **James Goff** family is Diana Marie. Diana has a sister, Sherri, age 2½ . . . A son was born to **Jim Fuson** and his wife on August 6. They named him Bruce Charles . . . **Rick Kizer** is the proud father of a baby boy, Jon Erie, born September 25 . . . **Dimitri Siviak's** daughter, Donna, was married August 28 to John Bartlett. Both are seniors at Purdue University.

Pam Savadori, Engineering

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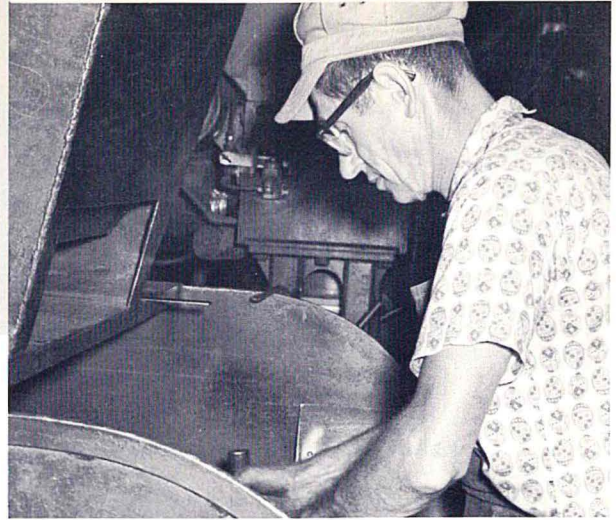
Two of our Foundry men took vacations during September and both claim that they didn't go any place in particular. **Al Blaskie**, Foundry Su-

(Continued on page 19)

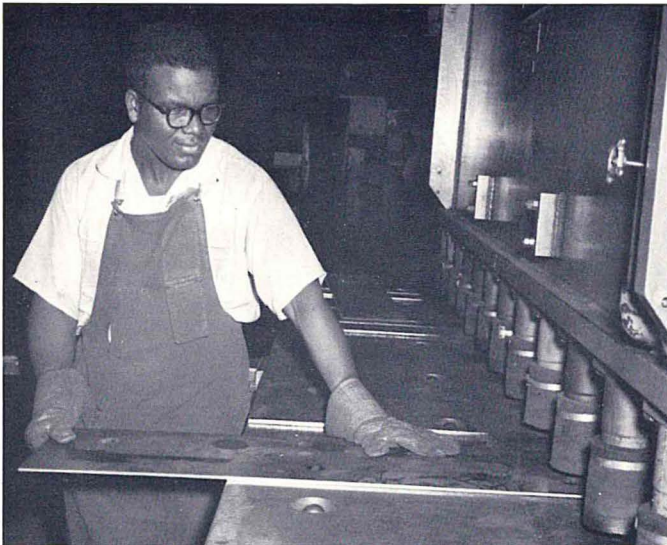
ON THE JOB



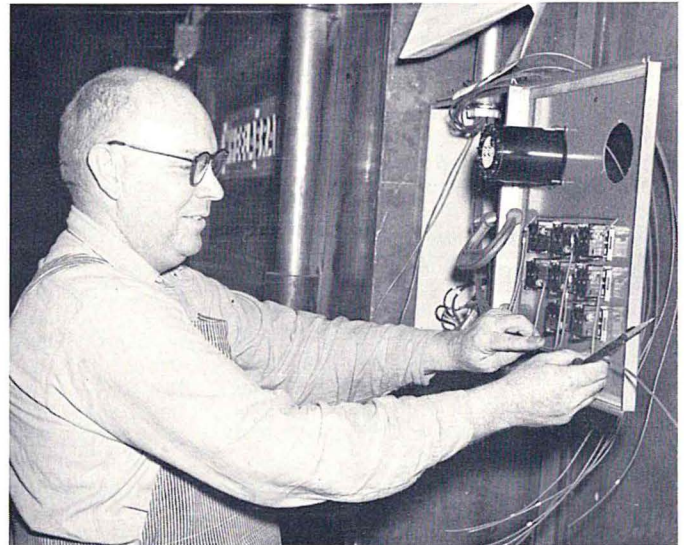
Howard Seeley works as an electrical engineer. He has been employed in the engineering department since 1939. Howard lives at 310 West Broadway with his wife and daughter, Geri, who works in the Sales Department.



Anton Koleszar, core maker in the Foundry, likes to spend his spare time square dancing and fishing. He began working in the Foundry in November of 1942. He lives with his wife and two daughters at 608 North Oak Street, Mishawaka.



James Newton, who operates a heavy shear in the Steel Shop, is also a Baptist minister. He serves his church as a missionary pastor. He lives with his family near Cassopolis, Michigan.

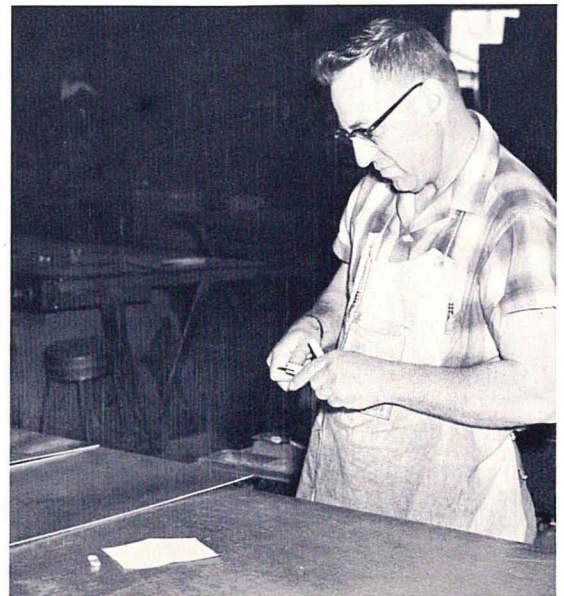


Gardening and working around his country home on Elm Road take up the spare time of George Gay, who is a production electrician in the Steel Shop. Gay began working at Wheelabrator in 1941. He and his wife have four children.



Herman Mitchell operates an engine lathe in the Machine Shop. On the side, he operates a small farm near Wyatt where he lives with his wife and four children.

For 25 years, Ed Hixenbaugh has worked in Steel Shop fabrication. He is now a semi-layout man. He is a union committeeman and recently served as a union representative on the Tornado Disaster Relief Committee. He lives with his family near Penn High School.



QUESTIONS

About Profit-Sharing

The over-all principles of our Profit-Sharing plan are known to most of us. But a few of the program's facets . . . those which make our plan superior . . . are not so familiar. To further enlighten PARADE readers on one of these often overlooked — but vitally important — subjects, E. T. Sullivan, treasurer, agreed to answer four questions on the CONTINGENT RESERVE FUND of the Wheelabrator Employees' Savings and Profit-Sharing Plan.

QUESTION NO. 1 — WHAT IS THE CONTINGENT RESERVE FUND?

ANSWER — It is an account in which the Trustees of the Profit-Sharing Trust Fund set aside not more than 10 per cent of the trust fund, in order to provide against losses, pay taxes, etc.

QUESTION NO. 2 — WHAT IS THE REASON FOR THIS FUND?

ANSWER — It is intended to make the values reported each year to the participants more stable. The fund makes this possible since changes in market values of investments are charged or credited to the Contingent Reserve Fund, rather than to individual employee accounts.

QUESTION NO. 3 — DOES AN EMPLOYEE RECEIVE A SHARE OF THE CONTINGENT RESERVE FUND IF HE TERMINATES HIS POSITION WITH WHEELABRATOR?

ANSWER — Yes, he does. The value of the Contingent Reserve Fund is computed at the end of each month. When an employee

terminates his position, the balance of the Contingent Reserve Fund is related to the total funds of all participants and the employee who terminates is then given a proportionate percentage. Here is a specific example: Suppose the total fund is \$8 million and the contingent fund is at \$800,000. The difference between the two is a factor of ten per cent. Thus, if a terminating employee had \$10,000 in his Profit-Sharing account, he would receive an additional amount that would be ten per cent of his account — or, in this case, \$1,000.

QUESTION NO. 4 — DOES AN EMPLOYEE EVER TAKE ADVANTAGE OF THE CONTINGENT RESERVE FUND OTHER THAN WHEN HE TERMINATES?

ANSWER — Yes. The rules of the Profit-Sharing Plan say that this Fund may not exceed ten per cent of the total fund. Thus when the special fund exceeds this amount, the excess is placed in the individual participants' accounts. In 1964, for example, this happened. During that year, \$228,190 was credited to the individual participants' accounts from the Contingent Reserve Fund.

people AND events IN THE NEWS

Two Given C. of C. Posts

Paul H. Setzler, Vice President of Operations and **Donald J. Rumpler**, Factory Manager, have been named to leadership positions with the Manufacturer's Division of the Chamber of Com-

merce of South Bend-Mishawaka, Inc. Setzler has been named to the executive committee and Rumpler has been named vice-chairman of the Division's study group.

Speaks at Seminar

James E. Donlan, Vice President-Controller, spoke on Profit-Sharing at a seminar at the University of Notre Dame in September. Entitled "Incentives to Higher Productivity and Profit

Goals", the seminar was sponsored by the Indiana Manufacturers Association, Inc., and co-sponsored by the Chamber of Commerce of South Bend-Mishawaka.

Technical Sessions

E. P. Clarke, field engineer, presented a paper in October at the annual meeting of the National Association of Pipe Coating Ap-

plicators in New Orleans. He spoke on the surface preparation of pipe by abrasive blast cleaning.

Promotions



STRASSER

Charles A. Strasser has been advanced to the position of chief engineer — electrostatic precipitators. In this position he will be responsible for the application and production engineering pertaining to Wheelabrator-Lurgi electrostatic precipitators.

Strasser joined Wheelabrator in May as a project engineer. His past experience has been in research, design work and application engineering in the precipitator field.

Richard C. Fenska has been appointed to the newly established position of parts sales manager. In this position, he will be responsible for parts sales and ser-

vice. Other new assignments within the Parts Department are **Tom Hameline**, assistant to the manager of supply sales and **Howard Hull**, parts service supervisor.

In these capacities Hameline will be devoting his time to critical segments of our firm's parts sales efforts and Hull will have responsibility for the direct supervision of parts service.

J. E. O'Callaghan has been promoted to regional engineer in the Chicago Region. He had been an abrasive specialist in the Mishawaka office and for the Chicago Region and, most recently, he had been a field sales engineer working out of Chicago.



FENSKA

New Employees

Edward L. Kazlauskas, James J. Healy, Russell E. Dicken and Nancy VanHoutdreve, Dust and Fume Engineering; Henry G. Deranek and Ronald S. Moskwinski, Engineering; Carmella A. Remondelli, New York Office; Elizabeth R. Tesins, Los Angeles Office; David R. Tydgate, Bradley K. Knudson, Ann-Marie Leyes, Office Services; Alan L. Pringle, Thomas M. Gushwa, Isaac Hunt, Jr. and Donald R. Jurgenson, Plant 2 Production; Elmer B. Davenport, Jr., Plant 2 Lab; Virginia M. Wachs, Credit; Mary A. Yeakey, Balcrank; Linda L. Gibbs,

Data Processing; Dale A. Steinbrunner, Methods and Planning; Robert K. Spencer, Sales; Donald P. Meffert, Dust and Fume Sales; Harry J. Rutkowski, Conrad A. Jackson, George S. Kass, Robert C. Mitchell, Douglas C. Sellers and Jerry A. Sabade, Machine Shop; John J. Bergan, Robert L. Wise, Kenneth E. McKelvey, Victor L. Keller, Material Handling; Lloyd B. Campbell, Richard R. Pompey, Thomas O. Stanley, Dean A. Maxwell, Robert E. Jordan, Lewis E. Waterman, Steel Shop Fabrication; John R. Redburn, Foundry.

Anniversaries

55 Years

Charles L. Benham.....Sales

30 Years

Richard Mecklenburg.....Engineering
John S. Bowers.....Steel Shop
Charles A. DeCraene.....Engineering

25 Years

Glen L. Martin.....Steel Shop
Hubert Davidson.....Engineering
Dimitri Soviak.....Engineering
Bill Fore.....Shipping
Charles A. VanBelleghem.....Foundry
Joseph Kuzmanovich.....M&P
Edward S. Hixenbaugh.....Steel Shop
Raymond M. Leliaert.....Marketing
Don Karnes.....Machine Shop
H. G. Dickerson.....Production Control
Elmer L. Kremer.....Service

20 Years

E. P. Clarke.....Sales

15 Years

Harry Miller.....Machine Shop
Hillard Garner.....Machine Shop
Herbert Quayle.....Plant 2

Philip J. Laureys.....Plant Engr'ing
Ray Celie.....Stockroom
Ruby Edison.....Data Processing
Glenn T. Fulmer.....Plant Engineering
Lawrence F. Richter.....Steel Shop
Robert E. Funkhouser.....Shipping
Arthur W. Webber.....Stockroom
Patricia J. Robertson.....Engineering
Maurice D. McCally.....Sales
Harry E. Mills.....Steel Shop
Earl L. Nard.....Machine Shop
Ollie W. Ferrell.....Shipping
Al Verbeke.....Plant 2
Doyn Ickes.....Plant Engineering

10 Years

William D. Koontz.....Plant 2
John S. Retter.....Plant 2
Tom Crider.....Shipping
Charles C. Correll.....Steel Shop
Robert F. Mortimer.....Machine Shop
Herschell F. Beegle.....Plant 2
Richard A. McConahay.....Plant 2
Paul Hillebrand.....Research
James H. Jefferies.....Stockroom
Nelson H. Kinney.....Steel Shop
James B. Newton.....Steel Shop

PASSING PARADE (Continued)

perintendent, bought a new car just before vacation and claims that he spent the time using it. **Chuck VanBelleghem** was the other September vacationer . . . Two foundry men have another man to thank for their winning prizes at a recent meeting of the American Foundrymen's Society. **Richard Slocum** sold tickets to both **Art Milewski** and **Al Blaskie** for a raffle to be held at one of the meetings. Both Art and Al won prizes from the tickets.

Russ Glassman, Foundry

CANADIAN CLASSICS

Now that fall is officially upon us, and summer (those two weeks we had in August) has slipped away, we will go over a few of the highlights of what has happened between then and now. **Doug Lamb** proved to be the

"Fisherman of the Year" by catching a good sized Muskie, while on vacation near Ottawa . . . **Alex Horne** and family have moved into a larger home . . . **Ernie McLaughlin** keeps hitting that golf ball a mile and had a good summer, golfwise . . . **Bill Wilkinson** has now moved into his new home. Bill hasn't taken his holidays yet and will probably wait until the rest of us are shoveling snow to take a vacation to Village Green for more golfing . . . **Gordon Dick**, sometimes known as Captain Dick now that he has his new boat, spent most of the summer cruising the waterways around Ontario with his family . . . **John Foster**, Accounting, recently returned from a week end of fall fishing down Eastern Ontario way and gave us a very interesting rundown of all the fish that got away . . . **Doug Durrell** has now taken up his new duties as Dust & Fume Sales & Service Engineer and is very busy. Doug still finds time on the

weekends to get down to Mossport to watch the racing and particularly the Grand Prix which took place recently . . . We were very fortunate to get such a competent person to replace Eldred MacMillan as secretary for the Blast Division. Our new girl, **Mrs. Hawkyard**, is proving very capable and we hope her stay with us will be a good long one . . . **Mr. R. A. Campbell** must think he is back in his old selling days the way he has been racing around this past month. Mr. Campbell's son Tony is following in his father's footsteps and has enrolled at McGill University in Montreal. We wish him every success. We don't know whether he will make the McGill Redmen football team but we do know he should be an excellent student . . . We can't express in words how sorry and grieved we all were to learn of the sudden death of **Sid Wilkinson's** wife and we join with him in his loneliness. Robert Ross, Canada

INDABRATOR TO EXPAND FACILITIES

Expansion plans for Indabrador Ltd., our firm's joint venture in India, have been announced by James F. Connaughton, Wheelabrator president and J. V. Patel, Indabrador chairman and president.

The program includes plans to build both a steel abrasives plant and an alloy steel foundry in Goregaon, near Bombay. Mr. Connaughton said that officials of both firms are pleased with the progress made by Indabrador since it was formed nearly two years ago. He said that the plant has a two-year backlog of equipment.

Indabrador was formed in January, 1964, to manufacture blast equipment. This summer the firm

completed fabrication and construction of its first Wheelabrator — a 20" x 27" Tumbblast.

The new abrasives plant will be a duplicate of the plant at Sintobrador, our joint venture in Japan. Sintobrador began producing a complete line of steel abrasives in the fall of 1963. Of our firm's other international operations, Wheelabrator-Allevar, in France, also produces steel abrasives.

The capacity of the new Indian plant will be 500 tons of steel abrasives per month. The alloy steel foundry will produce 100 tons of alloy steel castings per month.

This picture illustrates the first Wheelabrator, a 20" x 27" Tumbblast, built by Indabrador. Pictured, left to right, are J. V. Patel, chairman and president of Indabrador; James F. Connaughton, Wheelabrator president; Stanley Krzeszewski, assistant to the president of Wheelabrator, and Dennis Haviland, OBE, chairman of the board, Stavely Industries Ltd., London, England. Mr. Connaughton and Mr. Haviland visited the Indabrador plant in August when this picture was taken.

