

WHEELABRATOR

PARADE

91.26, no. 1
n.-feb.
267



SEE PAGE 15



Your Safety is Important to Us

No matter what your job, it is vital to the total operation of Wheelabrator Corporation.

Likewise, your safety while on the job is important to us . . . for a number of reasons. For example:

- ▶ *We realize that the happiness and well-being of your family is dependent to a large extent upon your health.*
- ▶ *We want you to be able to continue to carry on your work to the best of your ability.*

We are also concerned about your overall safety . . . not only while on the job, but also while on the highway and at home.

And we hope that you will instill a reverence for safety within your family. They should know, for their peace of mind, that you observe safety rules and regulations while at work and that you try to work as safely as possible at all times.

To insure your maximum safety while on the job, we have recently expanded our safety program by hiring a safety director whose sole responsibility is the welfare of you and your fellow employees. Our accident prevention and safety program, which is now under his leadership, is outlined in detail on pages 14 and 15 of this issue of PARADE.

Also, we have recently added a surgeon to our staff as medical director; and a registered nurse is on duty 24 hours a day in the first aid department.

In addition, management has given its complete assurance to the persons in charge of the safety and medical programs that it will make available all the mechanical and physical safeguards necessary to provide employees with a safe and healthful place to work.

It stands to reason. After all, our employees are one of our most important assets.

James F. Connaughton

President

Blessing and Orth Named to New Positions



KENNETH E. BLESSING

President James F. Connaughton has announced the appointment of Kenneth E. Blessing as Vice President and General Manager of our firm.

In making the announcement Mr. Connaughton said, "Wheelabrator Corporation has experienced a remarkable and successful growth during the past ten years. In order to continue this successful growth, certain management changes will strengthen our organization and allow a continual and successful growth pattern. To that end, Mr. Blessing is being advanced within our organization."

20-YEAR VETERAN EXECUTIVE

A 20-year veteran Wheelabrator executive, Blessing joined the firm in 1947, working as a Sales Engineer in the New York office until 1951 when he was named Manager of that office. He returned to the Mishawaka office in 1957 as Manager of Sales of the Air Pollution Control Division. In January, 1963, he was named Vice President of Sales for all divisions except Balcrank, a position he had held until his current promotion.

Born in Dayton, Ohio, Blessing was graduated from Purdue University with a degree in Public Service Engineering. He is a charter member of the Michiana Sales Executives Association and holds active memberships in the Foundry Equipment Manufacturer's Association, of which he is a Director, the Industrial Gas Cleaning Institute and the American Foundrymen's Society. He also belongs to the Purdue Alumni Association.

Mr. and Mrs. Blessing are members of the Morris Park Country Club and the Sunnyside Presby-



ROBERT L. ORTH

terian Church, where Mr. Blessing serves on the Board of Trustees. They reside at 718 Country Club Lane and have two children, Mrs. C. Willard Fetter Jr., of Hauppaugo, Long Island, New York, and Kenneth Jr., a student at Lehigh University, Bethlehem, Pennsylvania.

Named to succeed Blessing as Vice President of Sales is Robert L. Orth who had been Vice President of Engineering for New Products since May 1, 1965.

EMPLOYED HERE 32 YEARS

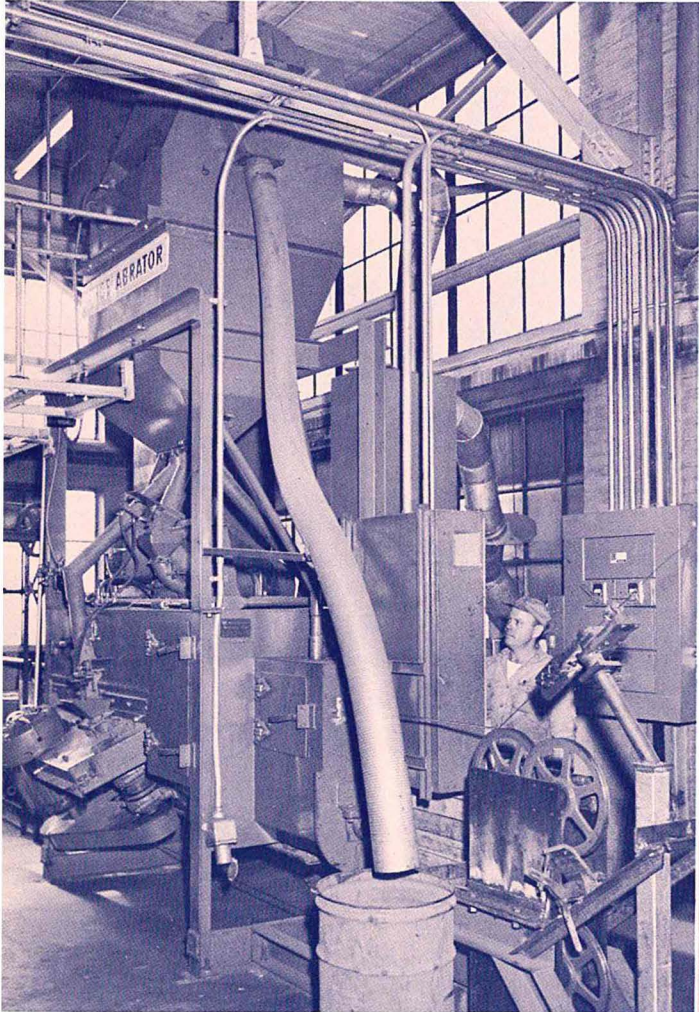
Orth has been employed at Wheelabrator for 32 years, having joined the firm in 1935 immediately after graduation from Purdue University with a degree in mechanical engineering.

After working four years as a Sales Engineer in the Mishawaka office he was transferred in 1939 to the Detroit Region as a Sales Engineer. He subsequently held the positions of Detroit Regional Manager, Field Sales Manager, Chicago Regional Manager and Vice President of Engineering.

A member of the Purdue Alumni Association, he holds memberships in the American Foundrymen's Society and the Foundry Equipment Manufacturer's Association. He is also an active Mason and Shriner.

Mr. and Mrs. Orth live at 15648 Winding Brook Drive and are members of the Morris Park Country Club.

Wheelabrator Imparts Strength, Good Looks to Chain Link Fence



Operator is shown controlling the feed of wire into the Wheelabrator Rod Cleaning Machine installed at Anchor Post Products, Inc.

Forest green Anchor Fence presents an imposing view to passersby. Partially responsible for its appearance and durability is a Wheelabrator Rod Cleaning Machine.



There's more than meets the eye in the attractive "Permafused" forest green chain link fence manufactured by Anchor Post Products, Baltimore, Maryland. Behind the handsome, rugged fence is an entirely new process in which a Wheelabrator Rod Cleaning Machine plays an important role.

Called Anchor Fence, the product is gaining widespread acceptance for use in municipal parks, along highways and for industrial and residential applications. The fencing, because of its plastic

coating, stands up to moisture, abrasion, climbing, extreme temperatures and corrosive atmosphere.

Sharing the success of the application are the ingenuity of company officials and the superior finish that the Wheelabrator Rod Cleaning Machine imparts to the steel wire before the fence is woven. Anchor Post officials applaud the way in which the forest green plastic coating adheres permanently to the shot-blasted wire because of the surface condition of the wire after it passes through the Wheelabrator.

In the first step of the "Permafused" process, wire drawn to a desired gauge passes through the Wheelabrator which removes all contaminants and imparts a uniform, etched finish by bombarding the wire with Wheelabrator Steel Shot.

The super-clean wire then passes through a liquid bonding bath, which deposits on the wire a thin film of primer. It then enters an induction heating assembly which cures the bonding agent and raises the temperature of the wire to a level at

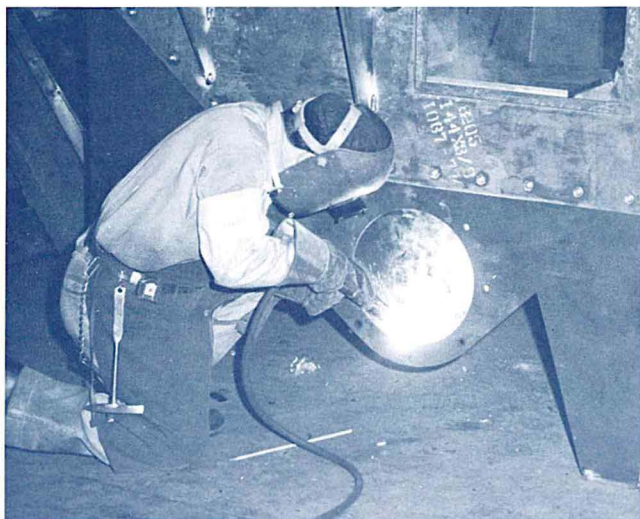


Assembly of a wheel housing for the Anchor Post Products Inc. wire cleaning machine.

which the primer is bonded to the wire. The next step is the plasticator which fuses plastic particles to the bonding agent on the heated wire.

When the wire leaves the plasticator, it is cooled in air and water and is then ready to be woven into chain link fence fabric with conventional weaving machines.

The next time you see Anchor Fence remember that Wheelabrator is partially responsible for its attractive forest green color and long life.



Welder works on the cabinet for the Anchor Post Products Inc. machine in our Steel Shop.

We knew him when

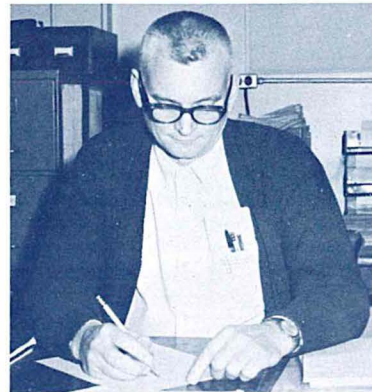


ROY RUDDER

For 42 years, Roy Rudder has been an employee of the Balcrank Division. He started working for Balcrank in Cincinnati, Ohio, in 1924 as a polisher. He now is foreman of punch presses and the polishing department.

When the Division moved to Mishawaka in 1965, Roy and his wife took up residence at 2024 Chestnut Street in Mishawaka. Their son lives in Kansas City, Missouri.

Roy is a member of the Supervisor's Club and serves on the group's board of directors. His pastimes are working around the house and watching televised sporting events.



AL STICKEL

Al Stickel is production control supervisor in both the Steel Shop and Machine Shop.

He has held the present job for two years. Prior to that, he had been an expeditor in Production Control for three years. Between 1941 and 1950, he had worked in the Steel Shop.

Fishing and traveling Al enjoys, but he claims he doesn't have much time for either activity. He and his wife have three sons and a daughter, as well as two grandchildren. He is a member of the Supervisor's Club and its Election Committee. A brother, Warren Stickel, is a Balcrank Division employee.



During its January meeting, the Wheelabrator Supervisor's Club presented each of its past presidents with a commemorative plaque. Don Rumppler, factory manager, is shown presenting a plaque to Jack Metcalf, the group's first president in 1962. Left to right, are Rumppler, Metcalf, Clyde Conley, 1963 president; Harold Groh, 1964 president; Charles Kwasny, 1965 president and Walter Ostrowski, the current president.



Jacob A. Schmidt, Jr., Vice President—Finance, spoke at the January meeting of the Supervisor's Club on the subject of "Employee Benefits."



New officers of the Wheelabrator Corporation Athletic Association check over plans for 1967 activities. Left to right, are Mike Hillebrand, secretary; John Mumby, president; Delores Burttsfield, treasurer and Don Van Ooteghem, vice president.

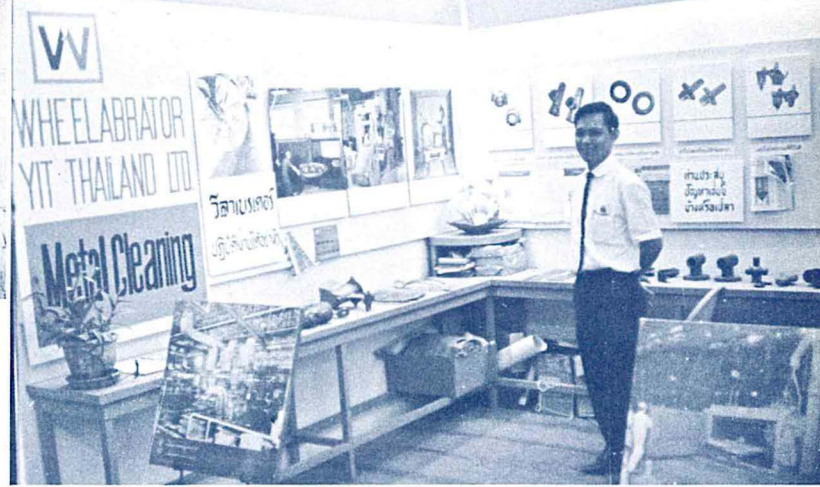


An addition of a third position to our switchboard facilities makes possible more prompt, efficient handling of our company's ever-expanding telephone requirements. Posing at the switchboard are our three full-time telephone operators. Left to right, they are Diane Kalil, Carol Truckowski and head operator Pat Stoeckinger.



Left — Workmen secure onto a truck the first piece of blast equipment manufactured at the new plant of Wheelabrator Argentina, SAIC, in Buenos Aires, Argentina. Looking on at the left is Jorge Herrendorf, vice president of administration, and at the right is Pedro Herrendorf, vice president and general manager.

Below — Phayom Kamnerdrat, an employee of Wheelabrator Metal Cleaning Company of Thailand, is shown with the company's display at the Asian Trade Fair held in Bangkok, Thailand.



NEWS AND VIEWS



F. John Pichard, Vice President of Marketing, is shown in the center of the photo attending a meeting of Lurgi licensees at the headquarters of the German manufacturer at Frankfurt, Germany. To the left of Mr. Pichard is Robert L. Bump, product manager, Wheelabrator-Lurgi electrostatic precipitators.

The entire factory force posed for this picture in August of 1934. These 69 men and a dozen executive and office employees made up the entire work force of our company, which at that time was called The American Foundry Equipment Co.





Pictured at the left is the group that attended a session of the Balcrank Drilling Seminar held at the Kellogg Center for Continuing Education at the University of Notre Dame, January 12. Attending were representatives of companies manufacturing drilling machinery, drills and coolants. Also attending were distributors of the Jet Pulser Pump and Advertising Department members. Held once each month, the seminars are in charge of E. A. Rich, Balcrank vice president; Ray B. Donovan, Jet Pulser sales manager and Robert Green.

NEWS AND VIEWS

(CONTINUED)

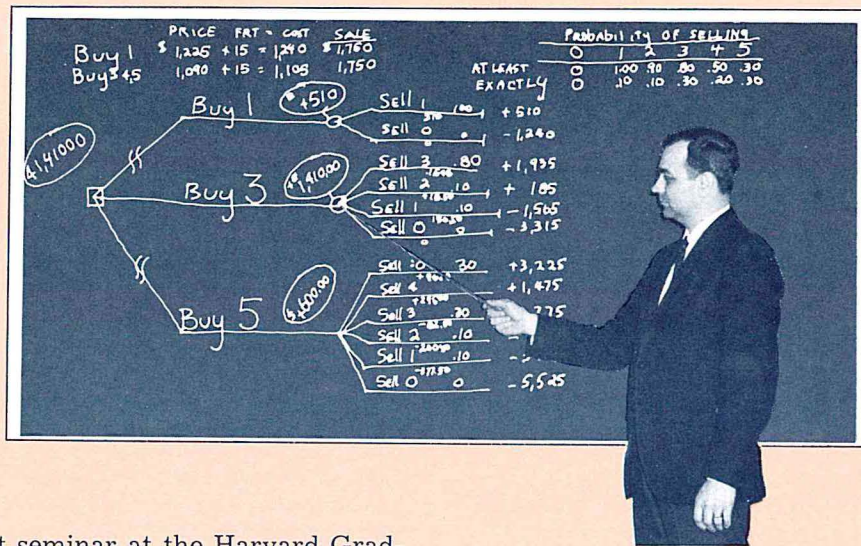


Above — Newly-elected officers of the Julianna Club are, seated left to right, Mrs. Wayne Clements, president; Mrs. Paul Driver, vice president; Mrs. Barbara Wallace, treasurer; Mrs. George Brunson and Mrs. Larry Dawson, board members. Standing, left to right, are Mrs. Dallas Acrey, secretary, and Miss Elaine Baldini, board member.



Left — Editors from five business magazines published by the Penton Publishing Co. of Cleveland, Ohio, attended a two-day editorial conference sponsored by Wheelabrator, Dodge Manufacturing and Bendix Corporations, February 9 and 10. Kenneth E. Blessing, Vice President and General Manager of our firm, is shown in the photo at the left with representatives of the various groups at a dinner held at Eddie's Restaurant during the conferences. Left to right, are: Harold C. Hjerpe, General Manager of Bendix's Brake and Steering Division; William G. Gude, Editor of Foundry Magazine; J. Allan MacLean, President of Dodge; Irwin H. Such, Editorial Vice President of Penton; Mr. Blessing and Benjamin L. Hummel, Editor of Machine Design Magazine.

Wright Outlines Dynamic Approach to Decision Making



A decision tree with three branches helped John Wright determine in what quantities he should purchase a certain item used in our shop. He points to the branch that held the answer to the problem.

During a recent seminar at the Harvard Graduate School of Business Administration, John D. Wright, director of purchases, was introduced to a dynamic approach to decision making called decision tree analysis.

According to Wright, this method forces a person to break down complex problems into simple components and therefore solve the problem with more accuracy.

METHOD USED SUCCESSFULLY

Shortly after he returned from the seminar, Wright tried the method on a problem that had been facing our firm — in what quantities should we stock a particular item?

By drawing a decision tree and breaking down the overall problem into small components, he was able to determine that buying the item in lots of three would be most feasible.

Thrilled with the results, Wright has taught the method to each of the men in his department, and they use it on a multitude of problems. Also, other department heads have become interested in the method, and Wright claims he will teach it to them.

This is how the method works. One simply breaks down the complex parts of a problem into its components. A person actually draws a graph that looks much like a familiar "family tree" and then charts the problem. The graph, according to Wright, forces one to look deeply at the problem at hand. And, even more importantly, it forces one to

push a many-sided problem to a juncture where it becomes a problem that can be solved by a simple "yes" or "no" answer.

STATISTICS PROVE ACCURACY

Statistics prove, Wright says, that if a particular problem has a "yes" or "no" answer, the average business man will solve it with 90 percent accuracy. Whereas, if the problem has three possible answers the accuracy falls off at 75 percent. And a four-factor problem is solved with only 40 percent accuracy. This points up the advantage, then, of using decision tree analysis.

Not only does the system have applications in his department, Wright explains, but in any area where decisions are made. Among areas where he thinks it would be particularly helpful are the following: sales forecasting, capital expense, inventory control and pricing.

Wright's summary of the technique is, "The exercise in problem solving—learning to break down a problem and considering all the possibilities — is the real meat. Making the decision thus is merely an orderly way of seeing the relation, or effect, of one part of the problem on the next. And the whole system still is effective only if human judgment in the areas of estimated costs, estimated returns and probability are accurate."

Company Contributes \$590,898

Growth During Its 20-Year Existence Closely Parallels Company Expansion

Wheelabrator has always been known as a good place to work.

Part of this image, at least, can be attributed to the Wheelabrator Employees' Savings and Profit-Sharing Plan, which has reached a significant milestone. It was 20 years ago, January 1947 to be exact, when Wheelabrator management established the Plan.

AMONG EARLIEST PROFIT-SHARING PLANS

When it was introduced, the Plan was among the earliest programs of its kind. Today it ranks among the country's oldest and most successful profit-sharing programs.

Much has transpired with the Wheelabrator Division in this score of years. It has grown into an important factor in its diversified markets. It has greatly expanded its physical plant and its work force has grown. The future seems to be as big as Wheelabrator and its employees desire to make it.

The Profit-Sharing Plan, which is based on a carefully considered concept of sound and maximized security, has also enjoyed outstanding growth. This is borne out by the 20-year accomplishments shown in the various categories on the chart that accompanies this report.

EMPLOYEE CONTRIBUTIONS HIGHEST, ALSO

In 1966, which was the Wheelabrator Division's most remarkable year from virtually every standpoint, the Plan received a record \$590,898 contribution from the company. Employees contributed a total of \$416,921 during the year, also a new high.

The balance remaining in the fund, to date, is nearly \$9 million, even though nearly \$4 million has been paid to participants who have either retired or left the employ of Wheelabrator.

As participants in the Plan are aware, funds come from three sources — before tax profits of the Wheelabrator Division, contributions from employees and earnings from investments. Over the years, the earnings have greatly enhanced the growth of the fund.

INVESTMENTS ASSIGNED TO TRUSTEES

Investments have been assigned to the Profit-Sharing Plan's trustees and this is a rigid fiscal responsibility, since any losses incurred in the investment portfolio are

shared by all participants. However, as one of the built-in safety measures to insure the stability of the Plan, there are limitations to investment procedures.

For example, employees' contributions can be invested only in certain direct and indirect obligations of the U. S. Government, corporate bonds or securities approved by the State of Illinois for the investment of trust funds. Company contributions can be held in cash, invested in similar government investments, in common and preferred stocks or any other security approved at the time of investment.

The laws of Illinois are applicable in this case since the Corporate Trustee of the Plan is the Northern Trust Company of Chicago.

MARKET APPRECIATION ALLOCATED TO ACCOUNTS

Because of favorable market conditions, a total of almost \$700,000 in market appreciation was allocated directly to participants' accounts during the three years, 1961, 1964, and 1965.

Just as the investment policy is a safeguard, so is the Contingent Reserve Account. This account is credited with market appreciation up to a total of 10 per cent of the Trust Fund assets and serves as a protection against fluctuations in the value of investments. Differences in market value of investments are added to or subtracted from this account. Participants' accounts can be credited with any surplus over the maximum permitted in the Contingent Reserve Account, such as in 1965, and on the contrary charged with any losses. However, thus far, the Contingent Reserve Account has been able to absorb the effects of declining markets.

In 1966, the values of stocks and U. S. Government and Corporate bonds declined widely, and demand for mortgage money by homebuilders decreased. As a result of these market conditions, there was a depreciation of \$1,000,000 in investments. As an example of how investments can fluctuate, the investment portfolio has already recovered \$275,000 in the first month and a half of 1967.

PARTICIPANTS' STATEMENTS TO BE MAILED SOON

Each participant in the fund will receive a detailed statement of his individual account within the next few

898 to Profit-Sharing Plan

days. This statement will include each employees' share of the 1966 record-high company contribution. It will also indicate each employees' share of the income from investments during the year.

It has been noted that both the company contribution and Profit-Sharing Plan income for the year 1966 were greater than 1965. However, the total amount distributed to the employees and the amount credited to your account is less than in 1965. This arises from the fact that in 1965, \$287,766 of the excess in the Contingent Reserve Account attributable to market appreciation was distributed to employees. For your information, a comparative statement of the source of funds follows.

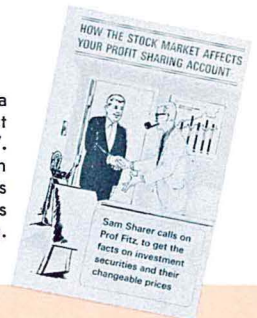
	1966	1965
Company Contribution . . .	\$590,898	\$ 513,070
Trust Income	305,100	246,574
	<hr/>	<hr/>
SUB TOTAL	\$895,998	\$ 759,644
Extraordinary Income from Market Appreciation	—	287,766
	<hr/>	<hr/>
GRAND TOTAL	\$895,998	\$1,047,410

The normal source of funds for the year 1966 was

\$136,354 greater than 1965, however when the extraordinary income arising out of market appreciation is considered, 1965 exceeds 1966 by \$151,412.

In summary, accounts of participants for 1966 reflect the largest contribution in 20 years by Wheelabrator as well as the savings by each member employee. The distinction between 1965 and 1966 is that the latter year did not generate an overage in the Contingent Reserve Account which might have been applied to individual accounts. This occurred in three of the 20 years. But, there is a facet which has somewhat more consistency, one which operates on a day-to-day or year-to-year basis. The Wheelabrator Employees' Savings and Profit-Sharing Plan benefits at a rate of 10 per cent of every dollar of company profits. Thus every dollar earned with increased efficiency or saved in the reduction of expenses, works directly to the benefit of each participant.

Included with this issue of PARADE is a booklet entitled "How the Stock Market Affects Your Profit-Sharing Account". We hope that it will be helpful to you in understanding how investment securities and their changeable prices affect profit sharing.



YEAR	Company Contribution	Savings	Earnings	Expenses & Adjustments		Year-End Balance
				of Investments to Quoted Market	Paid to Participants	
1966	\$ 590,898	\$ 416,921	\$ 331,492	\$1,030,302	\$ 507,582	\$8,979,802
1965	513,070	365,283	296,634	(405,766)	394,745	9,178,375
1964	429,410	319,859	264,592	(420,357)	443,844	7,992,367
1963	292,973	283,798	228,621	(423,505)	326,291	7,001,993
1962	323,139	268,862	206,812	428,394	282,780	6,099,387
1961	164,941	240,992	186,315	(526,135)	203,777	6,011,748
1960	264,422	228,185	169,929	(131,332)	249,357	5,097,142
1959	309,560	225,478	150,630	40,012	404,649	4,552,631
1958	120,401	205,982	141,179	(182,381)	318,921	4,311,624
1957	294,810	218,441	119,518	8,847	176,497	3,980,602
1956	384,041	197,178	94,294	174,088	125,428	3,533,177
1955	373,279	172,883	79,707	42,504	112,497	3,157,180
1954 (14 Mos.)	262,681	178,802	70,010	(36,276)	76,497	2,686,312
1953	326,852	144,639	46,574	10,506	105,698	2,215,040
1952	363,923	141,618	34,535	1,388	43,166	1,813,179
1951 (10 Mos.)	302,025	91,892	18,890	21,364	23,847	1,317,657
1950	222,615	80,295	15,805	12,876	42,066	950,061
1949	111,541	80,289	9,882	1,759	77,300	686,288
1948	238,049	93,382	2,608	3,590	11,265	563,635
1947	228,256	16,195	—	—	—	244,451
Totals 12/31/66	\$6,116,886	\$3,970,974	\$2,468,027	(\$350,122)	\$3,926,207	\$8,979,802
1966 Gross Earnings on Beginning Balance—3.61%. NOTE: The bracketed figures denote credits.						

people AND events IN THE NEWS

F. J. Pichard, R. L. Bump on Seminar Program

F. John Pichard, vice president of marketing, served as industry representative on the committee planning a seminar entitled, "Sharing the Costs of Water and Air Pollution Control" held at the University of Notre Dame, December 9. It was sponsored by Notre Dame's Department of Economics in cooperation with the Department of Civil Engi-

neering, Government and Industry.

Robert L. Bump, product manager, electrostatic precipitators, spoke on "Comparative Methods for Control of Industrial Air Pollution" at the seminar. His talk was part of a panel presentation on "Evaluating Programs for Air Pollution Control."

Promotions



Soens



Claeys

Clarence A. Soens has been promoted to the position of assistant to the director of purchases.

A 31-year veteran employee of the local firm, Soens lives at 1209 E. Wayne St. N. in South Bend with his wife and daughter Susan, an employee at South Bend Campus of Indiana University.

He began working in the Stockroom at Wheelabrator early in 1935 and was named receiving clerk later that year. In 1937, he transferred to the Purchasing Department as assistant pur-

chasing agent. Following a four-year term in the service, he returned in 1946 as purchasing agent, a position he has held for the past 20 years.

Ronald Claeys has been promoted to the position of assistant manager of the Demonstration Department.

Since he began working here in 1953, Ron has worked in the same department, first as a helper and later as a technician.

He lives with his wife and three children at 1402 Milburn Boulevard in Mishawaka.

Executives Attend Washington Meeting

Five Wheelabrator executives attended a three-day National Conference on Air Pollution held in Washington, D.C., under sponsorship of the U. S. Department of Health, Education and Welfare. Attending were **L. L. Andrus**, vice president; **F. John Pichard**, vice president of marketing; **D. Roger Neeld**, vice president and director of engineering;

Francis W. Dunn, assistant to the president and **Frank R. Culhane**, sales manager, Dust and Fume Control Division. Speakers included Vice President Hubert H. Humphrey and John W. Gardner, secretary of health, education and welfare. Other speakers were government, industry and civic representatives interested in the control of air pollution.

Peening, Finishing Techniques Featured

Major technical articles written by Wheelabrator personnel have appeared in recent issues of *Automation* and *Springs* magazines. The first, written by **William E. Brandt**, Vibratory Finishing Consultant, appeared in *Automation*. Entitled, "Vibratory Finishing Techniques for Auto-

mated Production Processes," the article discusses and illustrates progressive automation techniques for vibratory finishing equipment. The other article, by **John C. Straub**, shot peening specialist, appeared in *Springs* magazine. It was entitled, "Shot Peening in Spring Design."

Sales Executives Present Lectures

Three sales executives presented a series of technical programs for groups in Ohio, Texas, Massachusetts, New York and California during January and February.

Gordon E. Medlock, sales manager — Lorco Division, spoke on the subject of "Cost Savings Through Vibratory Finishing in the Die Casting Industry" to three chapters of the American Society of Die Casting Engineers. He spoke in Cleveland, Ohio, January 20; Sturbridge, Massachusetts, February 15 and Dayton, Ohio on February 16. He also spoke on February 9 to the Utica, New York, chapter of the American Electroplater's Society on the use of Lorco equipment in

their industry. At all four meetings, he showed the Lorco film.

On January 13, **Hardy W. Stebbins**, manager of standard blast equipment sales, spoke to the Texas Chapter of the American Foundrymen's Society at Fort Worth. His topic was, "What's New in the Field of Blast Cleaning." Also included on the program was a showing of our film, "Wheel of Fortune".

"The Production of Steel Abrasives", was the title of **George T. McLaughlin's** presentation at the February 13 meeting of the Northern California Chapter of the American Foundrymen's Society. The meeting was held at a restaurant in Berkeley, Calif.

Significant Sales

Two significant sales orders have been placed recently with our company.

One is for a turn-key air pollution control system at the Louisville Cement Company's plant in Speed, Ind. The system includes an evaporation cooling chamber, an electrostatic precipitator and the turn-key installation of both. The equipment, to ventilate a kiln, is scheduled for delivery in October.

The other order is for two 100-cubic-foot Super Tumbasts, sold to the U.S. Navy for reconditioning anchor chain for aircraft carriers. Each load cleaned in one of the Supers will weigh 20,500 pounds. This includes 57 links of chain, each link weighing 367 pounds. One Super goes to the Naval Shipyard at Portsmouth, Va. and the other to the Naval Shipyard at Boston, Mass.

New Employees

Plant 2 Production: Marcel A. Verspelt, Lefate Owens, Jake L. Smith, Dominick Vergara, Kenneth G. Kline, Jimmie R. Lee. **Plant Engineering:** Kenneth E. Lewark. **Material Handling:** Gale L. Lechlitner. **Inspection:** Theodore R. Banacka. **Balcrank:** Charles E. Oakley. **Machine Shop:** Henry J. Bradley, Paul

V. Drake. **Assembly:** John E. Fischer. **Sales:** Mary A. Graveel, Dennis L. Scheibelhut, Charles A. Strasser, John E. Ruxton, Calvin R. Mendenhall, Richard E. Whiteman. **Purchasing:** Carolyn J. Clayton. **Engineering:** Richard E. Mapel. **Production Control:** Mary L. Holsinger, Ronald D. Verbynck.

Anniversaries

30 Years

Walter E. Beatty.....M&P
Cecil M. Millemon.....Billing Supr.
Raymond S. Steele.....Personnel Mgr.
Marvalynn F. Powell.....Steel Shop
William R. Shultz.....Machine Shop
John C. Bowers.....Steel Shop
Donald J. Martin.....Prod. Control

25 Years

Julia A. Baugher.....Sec. to Pres.
Elmer R. Byrd.....Steel Shop
Robbin A. Wall.....Engineering
Casimir J. Truckowski.....Plant Engr.
Elmer J. Mast.....Steel Shop
Richard J. Gildner.....Steel Shop
Mary C. Golba.....Parts Service
R. E. Atkison.....Inspection

20 Years

Byron Williams.....Machine Shop
Ernest Smith.....Steel Shop

15 Years

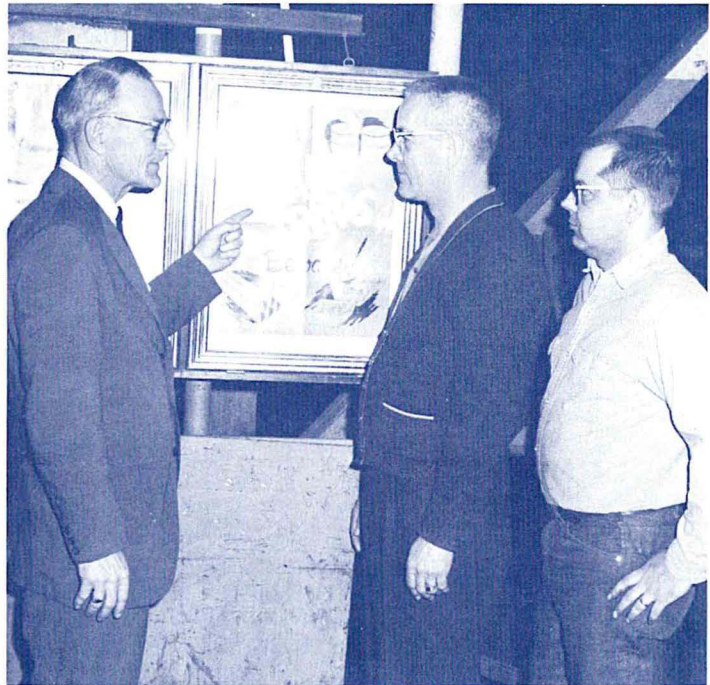
Hildreth Boehnlein.....M&P
George D. Ratliff.....Steel Shop
Clyde M. Conley.....D&F Control

10 Years

William E. Scherrer.....Sales Engr.
Lee H. Florea.....Steel Shop
Martha M. Heston.....Parts Service
William A. Ross.....Plant Engineer
Ernest J. Culp.....Plant II
Joan R. Schue.....NAD Process
Walter W. Schlegel, Jr......Sales Engr.
Richard J. Cukrowicz.....Stockroom

SAFETY PROGRAM LAUNCHED

**Orvel W. Nappier
is Director**



Safety Director Orvel Nappier, left, points out one of the attractive new safety signs he has placed throughout the shop and office areas to Marvalynn Powell, supervisor in the Dustube fabrication section of the Steel Shop, and Al Beery, an employee in the erection section of the Steel Shop.

A new accident prevention and safety program and a safety director to develop and co-ordinate the program have been announced by President James F. Connaughton.

The program went into effect on January 3, the day that Orvel W. Nappier was named safety director. He reports to Louis T. Kenney, director of industrial relations.

SAFER PLACE TO WORK

According to Mr. Connaughton, the program was launched to provide employees with a safer, more healthful place to work. "Employees are one of our most important assets," he said, "and trying to keep them safe and healthy is the major objective of the program."

The new safety director has been assured of management's full cooperation on the program. "Safety is to be a prime requisite in all production and work operations at Wheelabrator, with management providing all the mechanical and physical safeguards according to recognized standards," Nappier stated during an interview on the safety program.

He said that the present safety committee will be expanded and will continue to meet monthly

and tour the entire plant. Among the committee's tasks will be:

1. Recommending physical changes necessary to eliminate safety hazards.
2. Improving storage and material handling to provide adequate space in all work areas.
3. Checking to see that all working tools and equipment are maintained and stored in a safe manner.
4. Checking to see that good housekeeping rules are followed in the plant and offices . . . proper disposal of scrap and debris, cleanliness and the orderly flow of production materials being processed.

The accelerated program will include a safety training program directed mainly at first to supervision, whose responsibilities are: indoctrination of new employees regarding practices, and supervising employees as they perform their jobs in accordance with safety rules and regulations.

INSTRUCTION IN FIRST AID

Among the items to be included in the safety training program are instruction in first aid, use of fire extinguishers and standpipe hoses as well as thorough training in safe work habits. Nappier

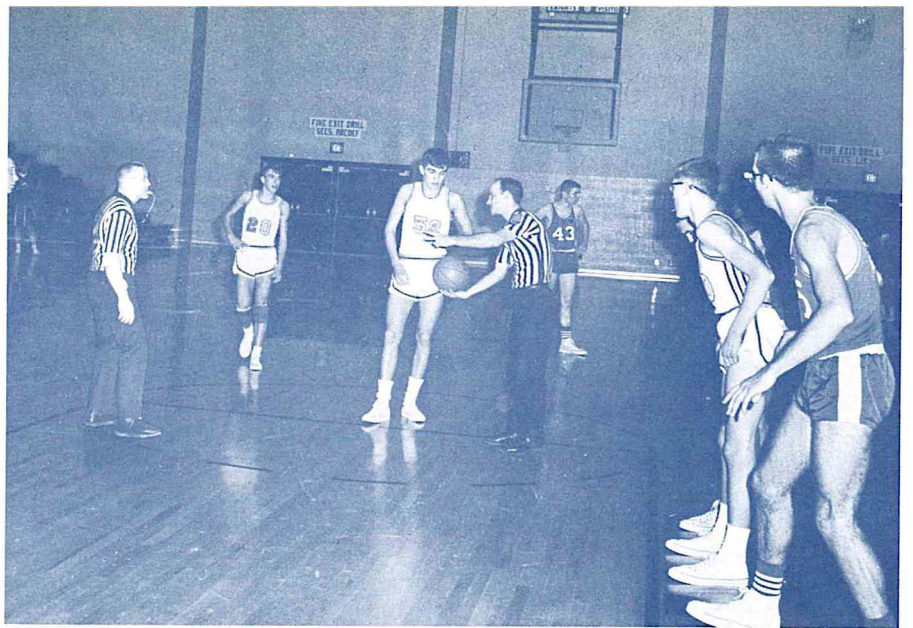
claims that through this program "we hope eventually that safety will rank in importance with the job responsibility of each individual employee wherever he may be working."

Members of the current safety committee are: Ray S. Steele, Orvel W. Nappier, W. A. Ross, Ralph Hensel, Conrad Jackson, Calvin Kelly, George DuBois, William Farrell and William Wukovits, representative of the Loss Prevention Department of Aetna Casualty and Surety Co. This group will represent the safety interests of employees until March when the committee will be enlarged to include representatives from research and development, demonstration and the general offices.

On Our Cover



At an age when most children are learning to walk, our cover girl, Brigitte Bartmann, was learning to ski in her native Germany. Near her home in the outskirts of Munich, Brigitte recalls how she and her school chums skied three times a week during physical fitness classes in school. A stenographer in the Marketing Department, Brigitte has lived in this country since 1955. She claims the only reason she feels ill at ease skiing in this part of the country is the absence of mountains. But, she is quick to reassure, "at least one doesn't have to worry about avalanches on the hills around here."



John Keller watches as Rick Kanouse gets ready to hand the ball to one of the players at the Marian High-Rolling Prairie game.

Officiating is Their Hobby

Three Wheelabrator employees have turned their hobbies into part-time jobs during the winter months. The men — Rick Kanouse, John Keller and Frank Walker — all spend an evening or two each week officiating at area basketball games.

Each became interested in basketball when he was in grade and high school. After joining Wheelabrator, the group kept abreast of the sport by active participation on basketball teams sponsored by the Athletic Association. As of late, however, the trio has taken to refereeing games instead of continuing to play.

Like playing ball, the excitement of being on the courts is a part of officiating, according to the fellows. But even more important than the excitement it affords for them is the feeling the officials have that they

are helping young boys to develop a spirit of teamwork and fair play.

Rick, John and Frank are members of the St. Joseph Valley Officials Association which is an affiliate organization of the Indiana High School Athletic Association. This group meets nearly every week during the basketball season to keep up-to-date on current rules interpretations and changes.

In addition to the meetings they attend, the three fellows occasionally see each other on the hardwoods. However, since they draw their assignments independently, it is rare for any two of the officials who work at Wheelabrator to officiate at the same game. One of those rare games was at Marian High School late in January when the picture at the top of the page was taken.

The other Wheelabrator "official" is Frank Walker. He is shown at his desk in the Sales Department.



PASSING PARADE



There are several new babies to tell about in this issue. **Kenny and Ruth Rohleder** welcomed a new granddaughter on January 14th. Her name is Marci Ann and she weighed 9 lbs., 11 ozs. . . . **Chuck DeCraene** became a first-time grandfather on November 28th. His son, Jim and his wife, became parents of a son, Daniel Christopher, 6 lbs., 7 ozs. Jim is a senior at the University of Notre Dame, majoring in Business and Accounting, and has worked at Wheelabrator during his summer vacations . . . **Bob Isenbarger** greeted a new son, James Edward, on January 17th. It sounds like he has a real good start — weighed 9 lbs., 3 ozs. at his arrival . . . We have a new employee in the Electrical Engineering Dept. — **Rodney Abbott** from New Bern, North Carolina . . . **Dottie Whitmer** suffered a broken wrist in a recent fall, and has been unable to work. We hope she is back with us before too much longer . . . Doug Jones, husband of **Tina Jones**, the Electrostatic Precipitator secretary, was in a serious car accident on January 8th. He is now very much improved and is expecting to leave the hospital shortly . . . **Karl Smith's** daughter, Shari, underwent a successful operation in Children's Memorial Hospital in Chicago just before Christmas. We are happy to report that she has now recuperated and is able to be back in school . . . **Betty Honold's** son, Gary, recently graduated as a Second Lieutenant from Officer's Candidate School, Ft. Benning, Ga. Several days after graduation, he was married in a chapel at Ft. Jackson, S.C. He is now attending Military Intelligence at Ft. Holabird, Md. . . . **Ted Wagner's** son, Paul, graduated from the Military Intelligence School at Lowery Air Force Base, Col. just before Christmas and spent the holidays with the family. He is now stationed at Westover Air Force Base, Mass.

Betty Honold, Engineering

Our **Sue Driver** has received an engagement ring from Richard Teeter of South Bend. A May 6 wedding is planned . . . Kevin, Kelly, Karen and now Karla, the 4th "K" in the

family of **Bob Mullen** of Lorco Division. She was born December 3rd — a little bundle of joy for Christmas . . . Everyone at Wheelabrator was so taken with the stuffed toy dogs Mrs. **Frank Herbison** made for Christmas, she ended up taking 60 orders and completed them all in time for the holidays. I understand she worked well into the evening so as not to disappoint anyone . . . "I just put my hand down", was **Jo Wiendels'** lament, as she told of her recent tobogganing experience. Seems she and some friends went tobogganing and the next thing she knew, they were minus a toboggan. Although she has a wrenched wrist, she said and I quote, "I'll be glad to give lessons, if anyone is interested". Any takers? Jo seems to be better at bowling, for she recently received a gold key for bowling a 217 game . . . Of course, if you *really* want a good tobogganing teacher, just ask for **Ralph Miner** of Lorco Div. Weekends you'll find him on the Erskine Hills giving all the neighborhood children tobogganing rides, and so far — no spills. How about that? . . . **Gerry Englehart**, of D&F Sales, informed us her little daughter, Sandra, seven, placed 1st in the Michigan City Twirling Contest. It consisted of modeling, strutting and twirling. Sandra now has a collection of 50 trophies and 13 medals — quite a distinction for someone so young, or could it be we have a 1987 Golden Girl in the making? . . . We certainly are proud of Ronald Seider, whom we've been following with much interest these past months. He's the son of **Lucy and Jack Seider**. Ron was just recently installed as Youth Minister and Educational Director at

Olive Branch Christian Church in Indianapolis. He is presently working on his Master of Divinity Degree at Christian Theological Seminary . . . Schurrbart (shnoor bart) — if you know your German, you'll know that it means moustache, and that's exactly what **Fred Kroll** of D&F Eng. is sporting at the present time. Poor Fred. He's really been taking a ribbing. Seriously Fred, it's quite debonair . . . **Marge Chomyn**, also of D&F Eng., has a real gem in her oldest boy, Tim. He not only retrieved a supply of rabbits and pheasants during the past hunting season, but has been preparing them with a gourmet touch as well . . . I'd like to close with my thanks and those of my co-workers who attended a holiday open house given by **Frank and Ginny Culhane**. It was just the perfect cordiality of friendship to end 1966.

Joan Wenger, Dust and Fume,
Lorco Divisions

The last table was removed from the front of the Sales Department three weeks after the grand Christmas luncheon — do you suppose it was a hint we gals missed — also — this column is a wonderful opportunity to thank **Mr. Blessing** for the luncheon. A huge bouquet goes to **Helen LaDow** for planning it . . . We were all happy to welcome **Martha Heston** back to work after her accident . . . We were all saddened by the tragic death of **Mary Jennings'** sister . . . **Lillian Cook's** son, Doug, goes to work for the Caterpillar Tractor Co. in Peoria soon . . . **Helen LaDow** was a proud and sad mother as she saw her son, David, off to the Army — he is stationed at Fort Leonard Wood, Missouri . . . The Sales Department was well represented at the Rose Bowl game — **Rena Lester's** son, Ronnie; **Ginny Silver's** daughter, Linda; **Ann Sawyer's** nephew, Tom, and sister, **Margaret**; "**Julie**" **Skene's** son, Greg; and **Hardy Stebbins** — no wonder Purdue won!

Mary Hildebrand, Sales

Aggie Dorst has just purchased a new home here in Mishawaka. Con-

Juliana Club members presented Patty Soens with several gifts when she left the employ of Wheelabrator before her recent marriage.



gratulations to her . . . **Helen Smith** spent the recent holidays with her family in Cincinnati, Ohio . . . We are sorry to report that **Maude Bennett's** mother passed away recently in Corbin, Ky. Our deepest sympathy, Maude.

Virginia Collins, Brookins Line

Gerry Hall attended a session of the Indiana State Legislature in Indianapolis on February 3 with his family. His daughter Janice was a page girl in the Assembly that day . . . Welcome back to **Kenneth Williams**, North Shipping. Kenneth was away from work for an extended period of time due to an injury . . . **Jewell Bradberry's** son, James, entered military service recently and is stationed at Ft. Campbell, Kentucky . . . **Kenneth Oakley's** son, Larry, is also in the service, stationed at Lackland Air Force Base, San Antonio, Texas.

Ralph Holderman, Steel Shop
Erection, North Shipping

And it snowed, and it snowed, and it snowed! Naturally, the main topic of conversation recently was the weather. The people within walking distance of Wheelabrator and a few other hardy persons made it on that Friday and Saturday, but generally things were very quiet in the Accounting, Financial and Data Processing areas. **Mr. Sullivan**, with extra heavy duty snow tires on his station wagon, offered a chauffeuring service to people who were snow bound . . . With the new office quarters nearing completion in the old machine shop area for housing of the Controller's area, the girls in the Accounting and Financial Departments had a farewell party at the Wooden Keg, since some of us will be staying upstairs when the others move down . . . **Julia Baugher** was asked by United Airlines to ride on the first scheduled jet flight from St. Joseph County airport on February 7. It was quite a thrill for Julia since she's always making reservations for everyone else, and this time she got to go on a flight herself . . . **Ed Huemmer's**

Members of the Dust and Fume Engineering Department presented Robbin Wall with a cake on the date of his 25th anniversary with the company.



wife, **Alma**, who formerly worked at Wheelabrator, has been elected secretary of the Mishawaka Democratic Central Committee. Congratulations, **Alma and Ed!** . . . We were sorry to learn of the death of **Jack and Julia Baugher's** brother, **Forest Baugher**.

Janet Dawson, Accounting,
Financial, Data Processing

On a recent trip to California, **Rod Johnson** managed to get a few days in playing golf at the Pebblebeach golf course.

Marie Calentine, Balcrank Offices

14 Employees in Uniform

According to the records of the Industrial Relations Department, 14 employees of The Wheelabrator Corporation are now on military leave. The Department does not have on record the branch of the service with which each is affiliated. Nor does it have current addresses of all of the men.

Since these men receive various mailings from the Company, including PARADE, it is important that their current addresses are on file with us. Anyone knowing addresses of any of the servicemen should please contact the Industrial Relations Department.

Following are the names of our servicemen: Douglas W. Coddens, Alan L. Pringle, Archie L. Hazen, Ronald L. Holbert, William J. Klein, James A. Bradberry, Jerry L. Brown, Russell E. Kyle Jr., Aaron T. Harris, Richard B. Leblang, Gary J. Eby, Gerald L. Davis, Ronald W. Albright and Clifford E. Slocum.

Dennis Scheibelhut, anticipating his first flight, headed for the airport at 4:00 a.m. Thursday morning, January 26. After a 5-hour wait, he took a taxi home. Our abundance of snow delayed his flight . . . According to **Tom Parnell**, the Balcrank bowling team is fighting for first place. Other members of the team are **Dick Schellenberger**, **Will Young**, **Bob Pflugner**, and "**Dutch**" **Losekamp** . . . **Alice Mikel** is Balcrank's new mail clerk and file clerk. Before joining us on December 5, she managed the Mishawaka License Bureau. Alice's daughter, **Juanita**, is employed in Data Processing . . . Balcrank also has a new telephone operator, **Sherry Thompson**. Sherry graduated from St. Mary's Academy and previously worked for the Telephone Co. . . . **Lynn and Denny Davidson** recently bought a new home. They also have two additions to the family, a cat and a German Shepherd . . . **Harry Parr** is the newest addition to the Jet Pulser Division. Harry, who was formerly employed in Chicago, has a son who is a seminary student . . .



ARTHUR J. BEERY

Named Balcrank Production Manager

Arthur J. "Jack" Beery has joined Wheelabrator as Balcrank Production Manager, reporting directly to Paul H. Setzler, Vice President of Operations.

Beery will be in charge of all manufacturing

and production control activities of the Balcrank Division.

He comes to Wheelabrator from the Painted Post Plant of Ingersoll Rand Corp. where he was production manager.

A graduate of Fairleigh Dickinson University, he is a member of the American Management Association and the American Production Inventory Control Society.

Beery plans to move with his wife and three sons to the South Bend area soon.

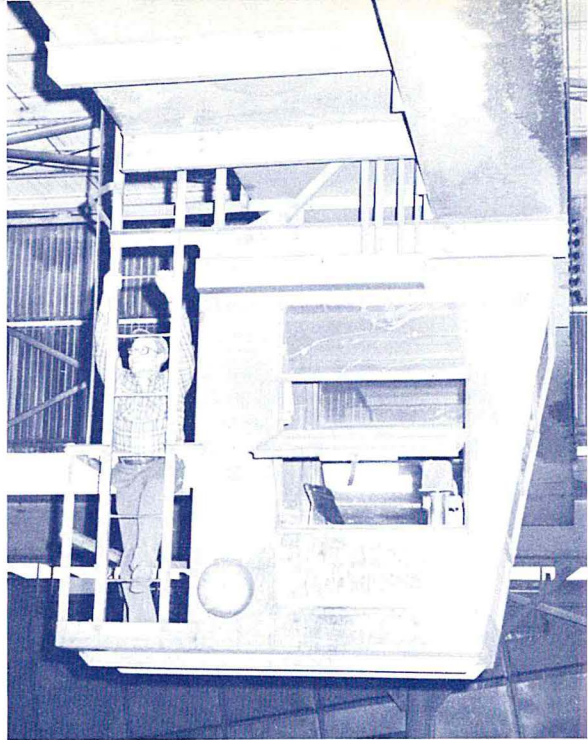
On the Job

Left — While most of us were dreaming of warmer days, **Oren Bowser** was enjoying the balmy weather of Florida during his vacation early this winter. Oren is a truck driver in Plant Engineering where he has worked since he joined Wheelabrator in 1947. Oren claims that his favorite pastime is fishing. He lives with his wife and one daughter at 212 North Elder Street in Mishawaka.

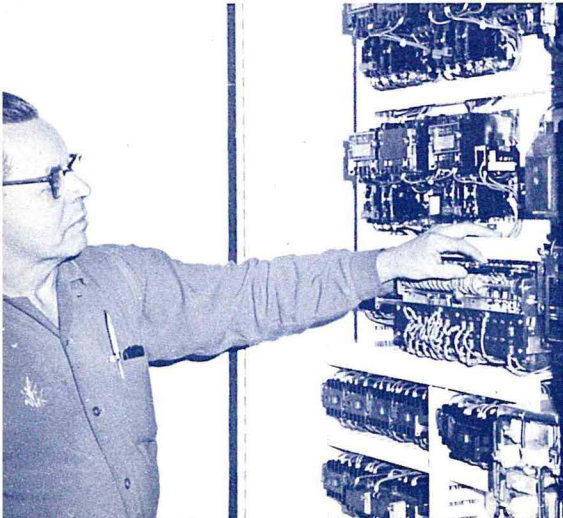
Right — **David Toliver** operates the outside overhead crane in Plant 2. With the crane, he unloads trucks bringing premium-quality scrap to be stockpiled until it is melted and cast into Steel Shot. Toliver also loads the shakers that carry the material to the melting furnaces. A resident of Cassopolis, Michigan, he began working at Wheelabrator in 1955 as a layout man in the Steel Shop. He has also worked in heat treat and as a monorail crane operator in Plant 2.

Left — An employee who has the distinction of being one of the few women who work in the factory is **Miss Emily Canell**. She works as a coordinator between the Machine Shop and the Production Control office. She has been a Wheelabrator employee for 12 years, having started working in the Machine Shop office in 1954. Her brother, Langford L. Canell, is also a Wheelabrator employee, working on the second shift in the Steel Shop.

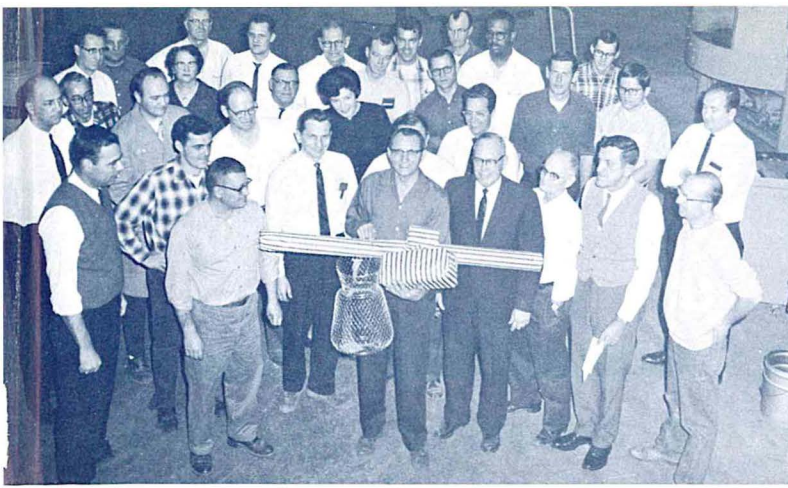
Below — **James A. Dowdy**, a crane operator in the North Shipping Department, began working at Wheelabrator in 1945 as a shear operator in the Steel Shop. He began his present job in 1961. He and his wife live in South Bend where working around their home keeps much of their spare time occupied. They have one son, Jim, who works in Plant Engineering, and three grandchildren.



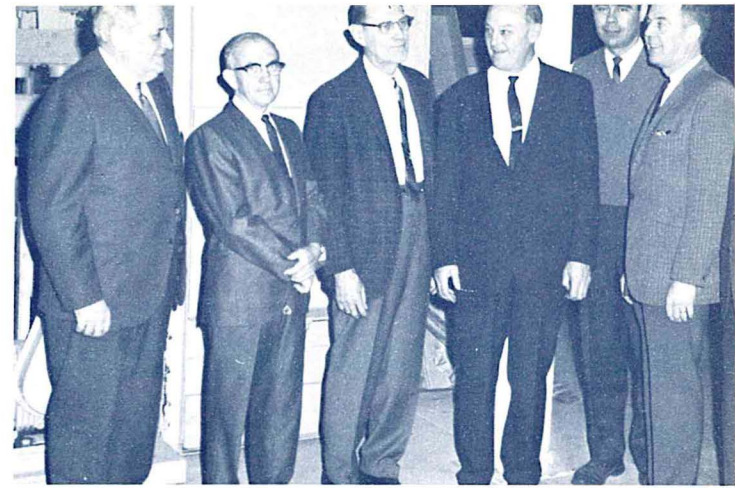
Above — Building houses is a hobby for **Lyle R. Goss** who has worked at Wheelabrator since 1950. He now works in Dustube layout in the new section of the Steel Shop. He and his family live at 53085 Mar-1 Lane in South Bend. This is the third home that he has built and his family has lived in each one of them for a short while. But, Lyle says, "I'm tired of building so we plan to stay in the home in which we're presently living."



Left — Doing odd jobs around the house and gardening are time-consuming hobbies of **John A. Goss** who works as a production electrician in the Steel Shop. John's seniority dates back to 1936. He and his wife live at 1167 Indiana Avenue in South Bend. They have one son, a student at Valparaiso University. When their son was younger, John was active in scouting. At one time he served on the regional Boy Scout Committee.



Fishing equipment was presented to **Orville Potts** when he retired in January from the Demonstration Department. With Orville in the picture are members of the Demonstration and Research and Development Departments.



Sales and engineering friends gathered to wish **Lloyd Forner** a happy retirement when he left the company late in January. From left to right, are Armando Nicolini, Ardee Freeman, Forner, John Straub, Wayne Clements, Fred Baldauf and George McNeile.

RETIREMENTS



Hazel Pace was presented with a watch by her co-workers in the fabrication section of the Steel Shop when she retired in January. Hazel had worked in the template room and had the distinction of being one of the few women working in the shop.



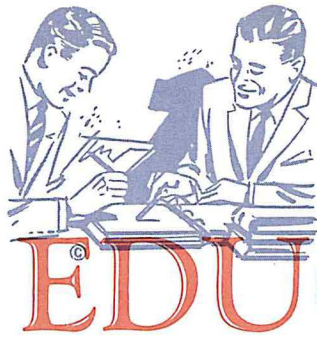
George Kuechler worked in the Machine Shop before he retired in December. Co-workers in the Machine Shop and Balcrank areas gathered to wish him well and present him with a gift before he left.

Co-workers in the Steel Shop gave a watch to **George Scott** when he retired in February. Shortly before his retirement, George celebrated his 26th anniversary with the company.



Ed Nelson, who had worked in Plant Engineering, retired on February 10. Workmen in the department got together to wish him well and to present him with a watch.





ADULT EDUCATION

There's an old story that goes like this.

One night long ago, three horsemen were riding across a desert. As they crossed a dry bed of a river, out of the darkness a voice called: "Halt!" They obeyed. The voice then told them to dismount, pick up a handful of pebbles, put the pebbles in their pockets and remount their horses.

The voice then said: "You have done as I commanded. Tomorrow at sunup you will both be glad and sorry." Mystified, the horsemen rode on. When the sun rose, they reached into their pockets and found that a miracle had happened. The pebbles had been transformed into diamonds, rubies and other precious stones. Then they remembered the warning. And they were both glad and sorry — glad that they had taken some and sorry that they had not taken more.

THE STORY OF EDUCATION

This is said to be a story of Education. And how true it is. Many men and women are satisfied with the amount of education they have until they can no longer get more of it.

Realizing its importance, 24 employees are supplementing their education this year by attending a variety of classes offered by local universities and the adult education division of the South Bend Community School Corporation.

Whether at the college or high school level, most classes come under sponsorship of the tuition reimbursement program which encourages em-

ployees to obtain additional education and, therefore, become potentially more able employees.

The courses taken by employees must first be approved by a department head and then by a member of the board of directors of the tuition reimbursement program.

PAYMENT MAY REACH 80%

Payment is made by the company according to grades received in the courses. Up to 80 per cent of the costs may be paid by the company.

Approximately one-half of the persons attending classes this year are enrolled in the management training program at Cline School in South Bend under sponsorship of the Industrial Council of the Chamber of Commerce and the South Bend Community School Corporation. The others are attending classes at South Bend Campus of Indiana University, the University of Notre Dame and Michigan State University Extension in Niles, Michigan.

Following is the list of persons enrolled in tuition reimbursement this year: Janet Dawson, Jim Evans, Robert Kelley, Art Sellenberg, Robert Mullen, Geraldine Seeley, Robert Kimble, William Meyers, Marge Choymn, Al Kroll, Richard Fenska, William Young, Robert Trueax, John Kijek, John Stahl, Conrad Jackson, James Miller, William Schultz, Gabe Leitsinger, Chet Hermann, Elmore Schilling, John Schaeffer, Harvey VanFossen and Ralph Ballingee.



E. L. Lyon

E. L. Lyon is a service engineer in the New York Region.

After attending business school, he held maintenance and erection supervisory positions with three other firms before joining Wheelabrator in 1961.

He and his wife, Edith, live in Ludlow, Mass. They have one married daughter.

Lyon is a member of Brigham Lodge A. F. & A. M. and is president and zone chairman of the Lions Club.

Meet the Field

Gerald D. Lanois is a regional engineer for the Dust and Fume Control Division in the New York Region.

A graduate of the University of Rhode Island, he previously worked as a sales engineer for Westinghouse Electric Corp.

He holds a professional membership in the Air Pollution Control Association.

Lanois lives with his wife, Lois, and three children at 2348 Channing Avenue., Westfield, New Jersey.



G. D. Lanois