

= \$ 228,255 =

Contribution by
AWECO

to the

Employees'

**SAVINGS and
PROFIT-SHARING
TRUST FUND**

from

1947 OPERATIONS



ENTERPRISE



RETIREMENT FUNDS



EFFICIENCY



FAMILY SECURITY



PRODUCTIVITY



FINANCIAL
INDEPENDENCE

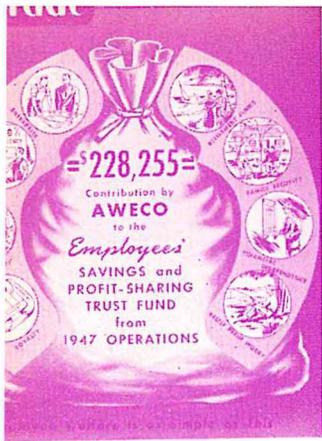


LOYALTY



RELIEF FROM WORRY

Employee Welfare is as Simple as This



Company Contributes \$

Loyalty + Cooperation + P

Ever since the first mention was made early in 1947 that *American* was planning to install an employees' savings and profit sharing trust fund, there has been a lot of speculation as to how it would operate, how much money would be contributed by the Company to the fund, and "what will be my share of that amount?" All of these questions have now been answered, for on March 30 a statement of the account of every participant was mailed to him. See sample on page 4.

The first official knowledge of the company's contribution came on February 7, 1948 when our auditors announced that \$228,255.86 would be paid by the Company to the American Wheelabrator and Equipment Corp. Employees' Savings and Profit Sharing Trust Fund.

That amount represents more than just a lot of hard cash. It represents the beginning of a retirement fund for *American* employees.

It represents an accumulation of funds that cannot be taken to satisfy a debt, liability, contract or obligation; it represents a sound financial program for *American* workers.

\$228,255.86. Say that again to yourself. Nearly a quarter of a million dollars to be credited to the accounts of participants under the terms of the Trust Agreement!

This sum of money was prorated by a unit system among the 655 participating employees... and that's better than 99% of those eligible to join the plan. Any employee may join the plan after working for *American* for one year.

It cannot be emphasized too strongly that the money paid by *American* into the Trust Fund is not a gift. It is money earned by employees by their loyalty, productivity, initiative, and skill. Therefore, the greater the interest in Company affairs, the more profit the Company earns, and the more money will be paid into the Trust Fund.



A Message from President O. A. Pfaff

We should all feel very happy about the sizable contribution the Company has made to our new Employees' Savings and Profit Sharing Trust. Practically all eligible employees have joined the Trust Plan, so the results for the first year of operation under the Plan are a grand tribute to the AWECO organization. I extend my hearty congratulations.

The \$228,255.86 is in the hands of the Trustees and they have already invested the money... which will produce income and help to build up the Trust Fund.

Once again I want to assure everyone that the Trust Fund is for the sole benefit of AWECO employees who are participants in the Trust Plan... and that the Company retains no interest or rights in connection with profit sharing contributions paid into the Trust Fund.

By this time everyone has received a report of the amount of his participation in the Company's profit sharing contribution and I hope understands how his savings affect his share of the amount contributed. If this is not entirely clear, I urge that you have it explained to you

by your supervisor so that you will knowingly sacrifice any part of future Company contributions.

I am gratified that we have such an excellent beginning for our Trust... and foundation to build on. As it goes on—with such fine cooperation between employees and management—I am sure that you will all realize more and more how the Plan can provide for your future security.

A plan like ours soon makes it clear that we can all benefit in the proportion

8,255.86 to Profit Sharing Trust

Activity + Trust Fund = Financial Security

How Individual Shares in the Trust Fund are figured

To determine the share of the Company's contribution to be credited to the accounts of individual participants, Arthur Andersen and Co., certified public accountants, audited the Company's records and details of all Trust accounts. This is what they did:

They determined that the Company's contribution for the year 1947 was \$228,255.86.

The company's contribution to the Trust covered profits for the entire year 1947. Only employees' earnings after October 16, 1947 were eligible for com-

putation of Profit Sharing Units. This was the earliest date that the plan could be put into effect with respect to employees' savings contributions after the necessary Government approvals had been secured.

Out of the \$228,255.86 contribution, the Trustees set aside 5% to provide against fluctuations in investments and for expenses (as explained on page 10, answer 38, in the Trust Booklet) in the amount of \$11,412.79.

This left an amount remaining for direct credit to participants' accounts of \$216,843.07.

Computation Where Earnings Are On 10-Week Basis (as in 1947)

It was then necessary to determine the total number of Profit-Sharing Units. This is how it was done:

The participants in the Trust Fund earned during the period October 16, 1947 to December 31, 1947, wages eligible for Units amounting to \$406,028.62. Each \$1.00 of wages earned 1 Profit Sharing Unit. Therefore, total Profit-Sharing Units from wages were 406,029

During this period the participants saved \$16,196.00. Each \$1.00 of savings earned 20 Profit-Sharing Units, therefore, total Profit-Sharing Units from savings were 323,920

Total Profit-Sharing Units accumulated by all Trust participants 729,949

The value of each Profit-Sharing Unit was then figured by dividing the total Profit-Sharing Units (729,949) accumulated by all participants into the total amount to be credited to participants' accounts (\$216,843.07). This amounted to \$.29707 per Profit-Sharing Unit.

The Total Profit-Sharing Units of each participant, multiplied by the value of each Unit (\$.29707) resulted in the amount of each participant's share of the Company's contribution. This amount was credited to his account and reported to him by the Trustees.

Example:

John Doe earns \$1.00 per hour — \$40.00 per week — \$2080.00 per year. His eligible earnings for the 10 weeks in which the plan was in effect, equals \$400.00. Doe received 1 Profit-Sharing Unit for each \$1.00 of earnings, or 400 Profit-Sharing Units.

He saved \$20.00, the full 5% permissible on his eligible earnings during the 10-week period. Doe received 20 Profit-Sharing Units for each \$1.00 he saved. This gave him an additional 400 Units to be added to his 400 Units for earnings. Doe, therefore, had a total of 800 Profit-Sharing Units.

His 800 Profit-Sharing Units multiplied by \$.29707 (the value of each Profit-Sharing Unit) amounted to \$237.66 — his share of the Company contribution. Since he had saved \$20.00 the total amount of his credit would be \$257.66.

If Doe had not saved the \$20.00 he would have received only 400 Profit-Sharing Units arising out of his earnings. In this case his Trust participation would be $400 \times \$.29707$ or \$118.83.

It should be understood that while it was impossible for a participant to save for the entire year 1947, the Company's contribution was on its entire year's earnings. This did not penalize the participant other than to decrease the amount that he was permitted to save.

Computation If Earnings Were On Annual Basis

If earnings for the entire year had been eligible for Profit-Sharing Units, the total Profit-Sharing Units to all participants would have been greater, but the value of each Profit-Sharing Unit less.

This would have resulted in the same amount of the Company's contribution being credited to each participant's account.

If the participants' earnings for the entire year would have been eligible, the computation would have been as follows:

Total eligible earnings \$2,111,348.72.

Continued on next page

Let us each do our own jobs with maximum skill and with real interest in the company's success. AWECO employees will "write their own ticket" for the company's contributions to the Trust each year.

What will it be for 1948?

OTTO A. PFAFF,
President & General Manager.

How Individual Shares in the Trust Fund Are Figured (Continued)

At 1 Unit per \$1.00 of earnings the Profit-Sharing Units would amount to2,111,349

Savings at the same rate established during the 10-week period transposed to annual basis would have equalled \$84,214.

At 20 Units per \$1.00 of savings the total number of Profit-Sharing Units would have amounted to1,684,280

Total Profit-Sharing Units that would have been accumulated3,795,629

This total (3,795,629) divided into

the total remaining for distribution to participants' accounts (\$216,843.07) equals \$.05713 per Unit.

Example:

John Doe's computation on an annual basis would have been as follows:

His earnings on an annual basis — \$2080.00 at 1 Unit per \$1.00 of earnings would give him credit for 2080 Profit-Sharing Units. If he again saved the full 5% or \$104.00, he would have additional Profit-Sharing Units of 20 x \$104.00 or

2080 Profit-Sharing Units to a total of 4160 Profit-Sharing Units arising out of earnings of \$216,843.07 divided by 4160 Profit-Sharing Units equals \$0.05713, the value of the Profit-Sharing Unit, would equal his share of the Company's contribution or \$104.00.

To this he would add his savings of \$104.00. The total amount of John Doe's Profit-Sharing Units on an annual basis, therefore, would be 2080 x \$0.05713 or \$118.83.

Again, if John Doe had not saved the full 5% or \$104.00 his Trust credit would have been 2080 x \$.05713 or \$118.83.

This is the type of Financial Report each participant will receive annually. The statement shows the financial condition of the Trust, as well as the amount accrued to the credit of each individual participant.

American Wheelabrator & Equipment Corporation

EMPLOYEES' SAVINGS & PROFIT-SHARING TRUST FUND

BALANCE SHEET — DECEMBER 31, 1947

STATEMENT OF YOUR ACCOUNT

ASSETS

| | |
|---|---------------------|
| Cash in bank | \$ 34,690.50 |
| Due from American Wheelabrator & Equipment Corporation — | |
| Balance of contribution for the year 1947 | 203,255.86 |
| (Deposited with Corporate Trustee February 14, 1948) | |
| Participants' contributions for month of December, 1947 | 6,505.00 |
| | <u>\$244,451.36</u> |

PARTICIPANTS' EQUITY

| | |
|---|---------------------|
| Participants' accounts — | |
| Contribution by American Wheelabrator & Equipment Corporation for the year 1947 | \$228,255.86 |
| Less — Amount credited to contingent reserve account (5% of Company contribution) | 11,412.79 |
| | \$216,843.07 |
| Contributions by participants in 1947 | 16,195.50 |
| | 233,038.57 |
| Total participants' accounts | 233,038.57 |
| Contingent reserve account | 11,412.79 |
| | <u>\$244,451.36</u> |

At December 31, 1947

| | |
|---|------------------|
| Your applicable earnings during 1947 | \$ 400.00 |
| (From October 16, 1947 or date of eligibility, if later) | |
| Profit-Sharing Units (1 unit per dollar of your earnings) | 400 |
| Your contribution in 1947 | \$ 20.00 |
| (From October 16, 1947 or date of eligibility, if later) | |
| Profit-Sharing Units (20 units per dollar of your contribution) | 800 |
| | 800 |
| Total Profit-Sharing Units | 800 |
| Profit-Sharing Unit Value | \$.29707 |
| Your share of company contribution for the year 1947 | \$ 237.66 |
| Your contribution in 1947 | 20.00 |
| | 257.66 |
| Balance of your account at December 31, 1947 | <u>\$ 257.66</u> |

The foregoing determination was made as part of our examination of the financial statements of AMERICAN WHEELABRATOR & EQUIPMENT CORPORATION EMPLOYEES' SAVING & PROFIT-SHARING TRUST FUND for the period ended December 31, 1947 in connection with which we examined accounting records and other supporting evidence, by methods and to the extent we deemed appropriate.

ARTHUR ANDERSEN & CO.

Chicago, Illinois.
February 20, 1948.

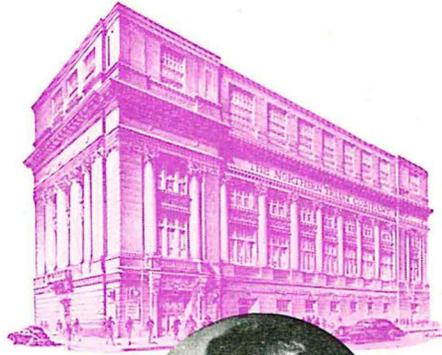
The Trustees of the AWECO Trust Fund

The Corporate Trustee

The AWECO Employees' Savings and Profit Sharing Trust Fund is being administered by one of the oldest and largest banks in Chicago — The Northern Trust Company.

Acting as agent or trustee of such employee benefit plans is one of the many services rendered by this 59-year old bank. This institution was one of the first to set up a pension plan for its own employees — that was in 1912.

When the Bank opened for business in one room in 1889, its staff consisted of only a few persons. Today, its staff numbers more than 1200. This increase in employment has been paralleled by a continuous increase in business. Noted for progressive growth combined with



The Northern Trust Co. actually holds the money in the Trust Fund. With the advice of the other trustees, the Bank administers the Fund.

strong conservatism, The Northern Trust Company's banking and savings deposits since 1929 have mounted from \$56,000,000 to more than \$600,000,000. The Bank's customers are located in 47 states.

Many AWECO families, as well as thousands of others in the Middle West, have become acquainted with The Northern Trust Company through its radio program, "The Northerners." Now in its 17th year, this 30 minute program of familiar music is heard on station WGN every Thursday at 9:30 P. M.

WILLIAM S. TURNER, vice-president of the Northern Trust Co., is the bank's general supervisor of the administration of the AWECO Employees' Savings and Profit-Sharing Trust Fund. He has been associated with the Bank for 19 years.

The Administrative Trustees

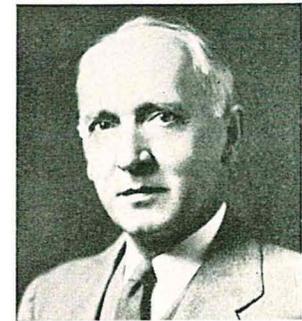
These are the men who act with the Corporate Trustee (The Northern Trust Co.) on the handling, investment, and administration of the Trust Fund.



HAROLD M. MILLER has been associated with this Company since 1923, first as an accountant, then as plant superintendent, and presently as Vice President and Treasurer.



J. A. SCHMIDT, JR. joined *American* in 1935 as an accountant. Later he was appointed assistant treasurer, and in January of 1946 assumed the duties of assistant secretary.



CHARLES W. BINGHAM, prominent local attorney for the past 38 years, is a director of the First National Bank in Mishawaka, and a former president of the St. Joseph Valley Bar Assn.

The Savings and Profit-Sharing Plan has exceeded our expectation for 1947, and it is our sincere desire that wherever savings can be made by elimination of scrap and excessive waste of materials it will be done, thus increasing our share of the profits.

We again urge all employees to participate fully in the Plan and

may next year be a bigger and better year for all of us.

Executive Committee
Local No. 995 UAW-CIO

Paul L. Kizer

by Paul L. Kizer, President

March 31, 1948



John C. Straub

Chief Research Engineer

JOHN C. STRAUB studied engineering at Carnegie Institute of Technology, receiving his degree in 1931. During his senior year at Carnegie, Mr. Straub assisted Professor W. Trinks, at that time head of the department of Mechanical Engineering and a consulting engineer in the steel industry.

Immediately after graduating he joined General Motors Research Laboratories. Here he did a lot of experimental and research work, developed a method of computing resistance to scoring on spur and helical gears, computed stresses and other factors in gears, and made additional studies with equally long and impressive titles.

When the Army asked GM Laboratories to see if they could devise some way of reducing the failure of tank track pins in the field, Mr. Straub's close association with *American* began. He had already done quite a bit of work in the field of metal fatigue and was familiar with *American's* Shot Peening method of eliminating failures due to this cause.

On October 10, 1944 John joined AWECO as Chief Research Engineer. Under his direction a number of accomplishments have been recorded since that time. These include new developments in shot separation, a peening wheel that makes the process cheaper and more effective, and improvements and refinements in the peening process. Mr. Straub was a member of the S. A. E. sub-committee on shot testing, and was instrumental in developing the shot tester in our laboratory.

Our Chief Research Engineer is a fine example of the thorough engineer. He is the type who thinks about a problem from every angle; and when he comments about the scientific aspects of the question, it is characteristic of him to qualify practically every statement. He has



the even temperament that enables a researcher to try and fail and try again and again, until he succeeds in solving his problem. This even temperament makes him an easy man to work with, for he is always pleasant, no matter how intense the pressure from work requiring urgent attention.

Match smoking is one of his personal habits. In working or talking he usually fills his pipe, lights it, takes a puff, and lays the pipe down. When he picks it up again, it is out, so the routine begins all over again.

John has written a number of technical papers about gears and fatigue failure and prepared much of the manuscript for our text book, *Shot Peening*. Another of his accomplishments is his popularity as a speaker before engineering and technical groups.

John classifies himself as a home-loving family man. He is married and the father of four children: Richard 8, Dorothy 4, Mary Ellen 3, and Richard 2. His work and family leave him little time to devote to his hobby of magic or to social organizations. The Engineer's Club of South Bend, and St. Joseph Catholic Church are the only organizations in which he holds membership.

American PARADE

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

VOL. 7, NO. 4 APRIL 1948

MARJORIE E. FRAZEE
Editor

STEEL SHOP —

Reported by Jephthah Minnes, Julia Deak, Louis Carswell, and Martin Boehnlein

GLEN MARTIN woke up one morning without his false teeth. This is still an unexplained situation because he went to bed with them in place. Frantic search located them at the foot of the bed.

LANGFORD CANNELL tells this one on himself: While wiring his home he had wires protruding from the wall where an outlet was to be installed. He stooped over to pick up the socket to put it in place and touched the wires where his pants were stretched the tightest. "Lanky" quickly reversed the body bend.

If you see a big cloud of dust north of Mishawaka do not be alarmed. It probably will be MILFERD GARDNER using the new Rototiller he just bought. Do you have a garden you want prepared at reasonable rates? If so, see Milferd.

If you want that dent in the fender of your car removed before the wife sees it, see "RED" HENSEL. His hobby is welding, bumping, painting, and repairing cars. Red carries on his hobby at 1301 Delaware St., Mishawaka, from 5:00 to 9:00 P. M. week days and Saturday and Sunday.

FOR SALE: Two lots 47' x 125' in 500 block South Byrkit Street, Mishawaka. GILBERT BAIR who owns them says he will build a house on the lot for the buyer if desired. Gilbert also does plastering in his spare time.

Cupid has shot an arrow down Texas way for WILLIAM MENZIE.

On Monday morning, March 22, BILL DOTY almost took that fatal step. Coming to work half asleep on a blue Monday, he climbed up the ladder in his usual fashion—lunch box in hand. Finally attaining the top he reached for the crane railing . . . it wasn't there. The crane was at the north end of the shop.

SAM ROOKSTOOL, sleepy eyed, enters garage, steps on the car starter. Crash! \$200 damage to garage. The car had been left in gear by another member of the family.

HAZEL PACE completed her first 27 years of married life on March 27.

OFFICE —

Reported by Mildred Fore
Louise Whisman (office) added a wedding ring to her left hand February 14. The man: Jack Clark.

Another engaged girl—"she's lovely, she's engaged, she works in the billing department" is ROSEMARY REED. The man: Walter McIntyre.

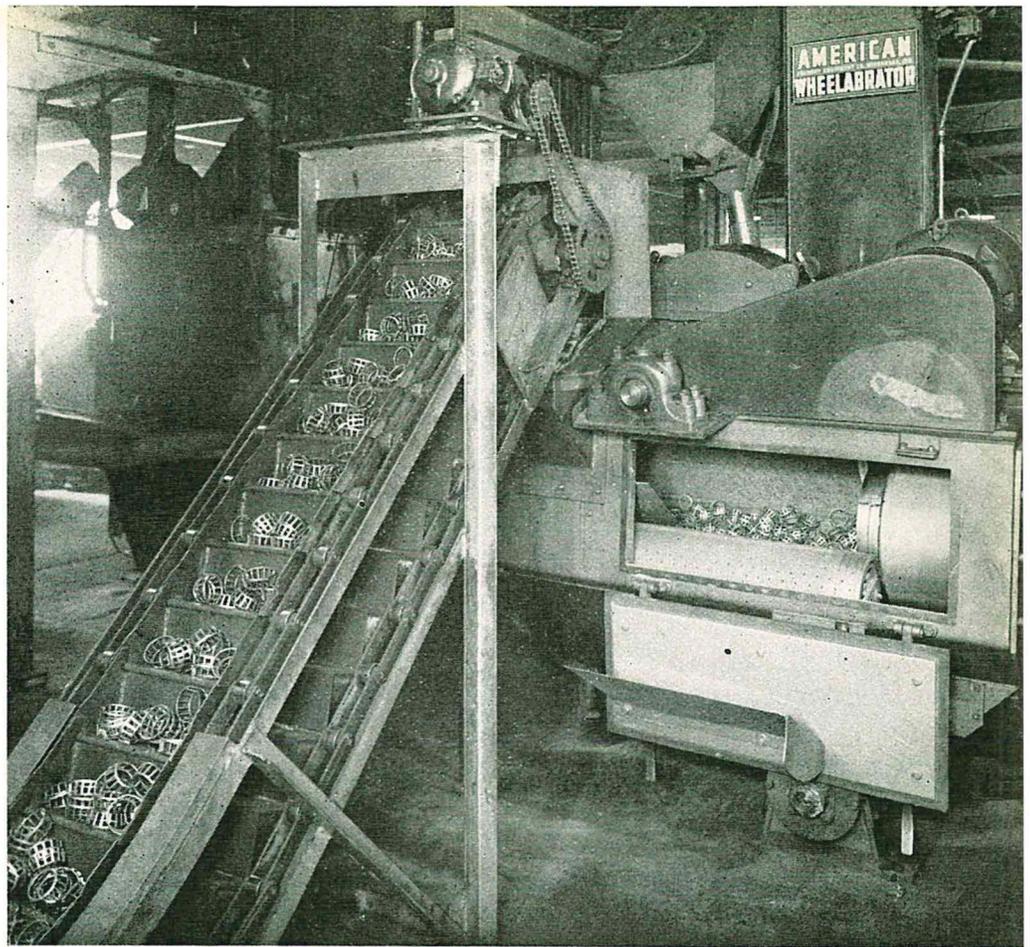
Wedding bells rang February 28 for ALICE CASTLE and BILL BEEBE (payroll). Alice now works in the advertising department.

... of the 15" Continuous Wheelabrator Tumbblast showing loading. The bearing retainer rings are carried by conveyor to the loading hopper where they are discharged into the cleaning chamber. The rings come to the 15" Continuous Wheelabrator Tumbblast direct from the stamping process and are cleaned at the rate of 10,000 an hour.

For centuries man has been trying to design a perpetual motion machine . . . a machine that would operate forever without stopping. For companies with large quantities of parts to be cleaned, such a machine would have cost and time-saving advantages if the principle could be combined with a Wheelabrator.

The Continuous Wheelabrator Tumbblast, developed by American several years ago, after a lot of careful designing, isn't a perpetual motion machine, but it does have some of the advantages of one.

In the operation of this machine, flow of work through the cleaning chamber is continuous without interruption for loading or unloading. The mill is built around the time-tried Wheelabrator Tumbblast,



Continuous Wheelabrator Cleaning



where complete exposure of the work to the full effect of the blast from one or more Wheelabrators is accomplished by tumbling the pieces in a chamber formed by an endless apron conveyor — an exclusive American development.

One of the users of Wheelabrator Continuous Tumbblasts is Bower Roller Bearing Co., Detroit, producer of bearings in huge quantities. Bower has installed a No. 1A Continuous Wheelabrator Tumbblast, and a 15" Continuous Wheelabrator Tumbblast. At present they are removing heat treat scale, and providing a uniform matte finish on 60,000 bearing retainers in only 6 hours time with the 15" machine.

A workman at Bower Roller Bearing Co., examines one of the 104 different sizes of bearing retainer rings produced by this organization. The clean and shiny ring has been discharged from the conveyor at the back of the No. 1-A Continuous Wheelabrator Tumbblast. After cleaning the rings are bonderized — a process that provides a corrosion-resistant coating prior to subsequent finishing.

Collecting Profitable Clouds

If someone points and says "there's gold in them thar hills" you have no assurance it's so. But, if someone points to the big black cloud of dust hanging over a carbon black plant, a black cloud that can be seen for 50 miles on a clear day, and says "there's money in that thar cloud," he's telling the truth.

This cloud is composed of the self same substance that is used in vast amounts by the rubber industry to greatly increase the durability of rubber. Large amounts of carbon black are also used in the manufacture of ink, paint, and lacquer.

Valuable Soot

Carbon black is formed by burning natural gas and striking the flame against a moving metal surface. The soot-like material that remains on the metal is the final product, but unfortunately, it doesn't all stay there. Large quantities go up the smoke stack to form

the black clouds in the sky. The greasy black substance doesn't stay up there forever, but settles on everything . . . people, houses, vegetation . . . it's a great nuisance.

Problems, More Problems

For years the carbon black producing companies have wanted a dust collector to capture this material. However, when the manufacturer tried to collect the material he ran up against a serious problem. Carbon black and the accompanying gas must be kept at a high temperature in the processing, and at these high temperatures, ordinary cloth filter type collectors burn up.

AWECO engineers, in trying to help these companies solve their problem, have been experimenting with various filter cloths over a period of years. Finally their efforts were rewarded. Now *American* has developed a dust collector with filter tubes that will withstand high temperatures — temperatures that

average 350° F — and the acidic nature of the gas.

The Acid Test

Last year Cabot Carbon Co. installed a pilot or test unit at Pampa, Texas to see if the *American* unit really would perform in a satisfactory manner. It did. In addition, Cabot was delighted to learn that the carbon black collected was of the finest — the best quality. So the material that had been a nuisance and a loss is now their most valuable product!

Cabot is now installing a No. 8-405 Knocked Down Type, Series VIII Continuous Automatic *American* Dustube Dust Collector at their Guymon, Oklahoma plant. This unit is 44 ft. long, 32 ft. wide, and towers 54 ft. in the air. In addition, Cabot is ordering another unit.

As soon as the heat and acid-resistant material for filter tubes is available in sufficient quantities, *American* will be able to offer Dust Collecting units to carbon black producers generally. This should make a profitable market for our units because carbon black is used in large quantities for many industrial processes.

1948 Union Officers

These are the men into whose hands has been entrusted the leadership of the Union, Local No. 995 UAW-CIO.

Left to right, seated around the table: Paul Kizer, President; Glen Wolfe, Trustee; George Reith, Bargaining Committee; Ray Hutchins, Recording Secretary; James Curtis, Vice President; Dell Powell, Bargaining Committee; Charles W. Miller, Bargaining Committee, and Calvin Kelley, Bargaining Committee. *Standing:* Willis Haas, Guide; Robert Lenson, Sergeant at Arms; John Pawlowski, Trustee; Jephthah Minnes, Trustee; and Bernard Fleming, Financial Secretary.



Losses Sadden AWECO Workers

American workers were grieved to learn of the sudden death of Riley B. Roberts on February 22. Riley came here January 21, 1941 as a maintenance man, but he operated a milling machine most of the time he was here.

Riley was well known for his interest in everything that concerned his fellow workers. He was active in the Labor Union, serving as a Trustee and as delegate to a number of labor meetings and conferences. He also served on the Credit Union Credit Committee, and on the Labor-Management Committee. He was also instrumental in developing interest in the group insurance plan now available to AWECO workers. To his family goes our deepest sympathy.

* * *

American workers were also saddened to learn February 27 of the passing of Maurice DeGeeter. Maurice had been employed in the machine shop since February 7, 1942 as a drill operator.

Maurice was a popular fellow worker for he was always helping those with whom he came in contact, whether it was to aid in doing a job, or in keeping a pocket-full of nickels to make change. We extend our wholehearted sympathy to his family.

Cigar Passer-outer

LOYAL BEEHLER
(shipping)
WILLIAM SHULTZ
(machine)
WATSON HALL
(service engineer)
ROBERT J. REIHL
(steel)
GEORGE ROPER
(sales)
OMER BOEMBEKE
(steel)
KEITH SHROYER
(machine)

Reason

Randall, L,
born Mar. 4
Rebecca Joan,
born Mar. 25
Daughter,
born Mar. 11
Nancy Jo,
born Mar. 8
Nancy, born
Mar. 6
Bruce Omer,
born Feb. 23
Larry LaVerne,
born, Mar. 14

* * *

STOCK ROOM —

Reported by Blanche Null

HART BAUGHER regales his fellow workers with tales of the behavior of his two boys—ages 4 and 2½. For example: Recently his wife baked a chocolate cake. Hart ate one piece and decided it was good cake, worth his devoting quite a bit of attention to it. Some time later the Baughers went into the kitchen. Seated on each side of the table were the two boys, hurling chunks of chocolate cake at each other.

* * *

BOB QUALLS tried his luck at sucker fishing one night recently. His patience was rewarded with quite a battle by a whopper. His flashlight revealed a new kind of fish covered with fur. A closer investigation revealed it to be a muskrat.

* * *

GENE DICKERSON was seen carrying home a new garden rake. That's looking for work.



Charles, Gladstone and John Smith

American's Smith Family

JOHN SMITH was attending trade school in South Bend, when he decided he would prefer to work. A visit to our employment office brought forth the information that there was an opening. John applied for the job and was hired February 19, 1942. His first assignment consisted of operating a drill on the third shift. Four or five months later he was transferred to a lathe . . . and that is the work he is doing now.

Interrupting the six years since he came to work, were 30 months in the Army. In February of 1946 John returned to AWECO to work on the night shift. In his spare time John likes to read, bowl, and hunt.

GLADSTONE SMITH stopped

off in Mishawaka to visit his son, in June of 1942 while on his way from Southern Indiana to Detroit seeking employment. John persuaded his dad to apply for a job here . . . he did and the third shift soon had another lathe operator. Now Father Smith is a tool grinder on the night shift.

When CHARLES SMITH was released from the Army—he fought in Germany—he naturally thought of *American*, having heard his father and brother speak of it so highly. So in July of 1946 Charles' time card was added to those in the rack of the machine shop. He was first a trucker, later a drill operator, and now a shaper occupies his time on the day shift. Charles plays basketball with the *American* team.

Recent Suggestion Award Winners

HERMAN FRIES — Carry shaft on BM 51568 and 51569 under the same number, as they are identical. This will save stock space, and reduce number and necessary parts in stock.

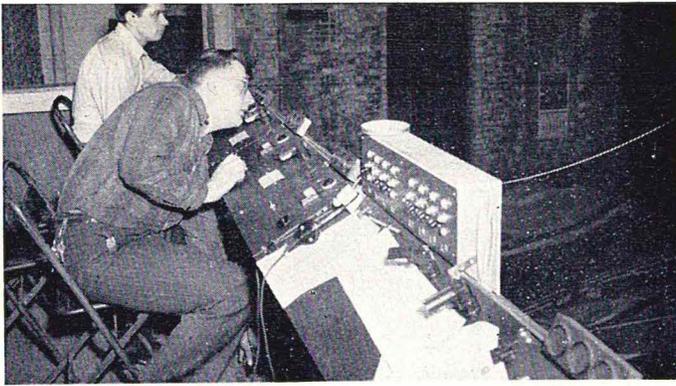
WALTER MAGOLSKE — Provide the sweepers with special forks so they can handle the long metal shavings.

MELVIN ROGERS—Eliminate the curtain retainer on the 66" Swing Table. Replace with a 2" x

2" x ¼" angle. This will eliminate welding of extra clip angles to support the floor grate.

JAMES CURTIS — Make a new pattern for the sectional flight for the 48" x 48" Wheelabrator Tumbler. This will eliminate considerable rework.

RAY HUTCHINS — Place the chamfer on the top of the belt guide for the 66" Swing Table, rather than on the bottom. This will eliminate reworking of the part and chances of the belt being cut.



Control panels for the engineers and dispatcher. The board in the foreground is for the dispatcher. Bob and another engineer operate trains from the control panels in the balcony. Each engineer is provided with signal lights, a switch to make the train move in either direction, a rheostat for controlling the speed of the train, a time table, and an ampere indicator. The balcony is reached by climbing the regulation 19-inch railroad ladder.

If you just play with Junior's Christmas train, you're a piker compared to Robert Hensler of the demonstration department. Bob is secretary of the South Bend Society of Model Railroad Engineers. In the club rooms at 1702 West Washington Avenue is a model railroad layout that has to be seen to be believed.

When their "Lakes States and Eastern Railroad" is operating at full capacity, it affords pleasurable work for 8 "engineers," 7 "tower" operators, a "dispatcher," and a "yardmaster." All operations are electrically controlled, *no fair pushing!* Five men can operate the system without dashing from one "tower" or switch board to another.

This layout, started in June of 1944, is a Model HO gauge system, with 3,000 feet of rails. Everything is constructed and operated to scale, even the clocks

Workin' on the Model Railroad

One end of the layout, showing the City of South Bend. Bob operates the control panel for a tower. Another tower station can be seen in the immediate foreground. The street lights in the city light up, and the traffic gates actually operate. The unfinished round house and engine turn-table are located on the far right, immediately behind the trackage.



that tick off 6 seconds to the minute. Less than half of the master plan for the system is completed, but it affords the model railroader or the fortunate visitor a good show.

Bob has been active in the construction of the layout. His specialty is making up the scenery and buildings required. The track, scenery, and layout belong to the Club, while the rolling stock belongs to the individual members. Bob has constructed several of the model locomotives, boxcars, and passenger cars. The railroad operates 15 locomotives, 150 boxcars of various descriptions, and 25 passenger cars.

The main line of the system is 47.8 scale miles in length. Numerous side lines and spurs augment the system. To the onlooker the "Lake States and Eastern Railroad" appears as one might see a panorama of the area between South Bend and Chicago. The terminals are located at Michigan City, Gary, and other points.

A Warm Suggestion

An Electromode Electric Heater is a nice thing to have around on chilly Spring mornings and evenings when the furnace is not used to full capacity.

Buy one now for \$19.20, and save \$11.78 over the regular list price. Cash or \$1.00 a week on payroll deduction plan. Contact the Personnel Department.

Already 223 Portable and 11 Wall type heaters have been sold to AWECO Employees!

Another 25 Year Veteran



William Crowell

Through an unfortunate error the name of Traffic Manager WILIAM CROWELL was not included last month in the list of those who have been employed continuously at *American* for 25 or more years.

Bill began in 1921 as an accountant in the Chicago office. After the Company moved to Mishawaka Bill worked in the accounting department and on the production line before he was made traffic manager.

M. I. Dorfan

Mgr. Dust and Fume Div.



MORTON I. DORFAN came to American in the summer of 1945 to serve as manager of the Dust and Fume Control Division. Since that time the department has grown four-fold and he now has approximately 16 people on his staff. Under Mr. Dorfan's supervision this division has expanded and new equipment designs have been engineered and sold.

Who's Who in Engineering gives Mr. Dorfan 1½ inches of space in very small type . . . a real accomplishment in a book of this kind. Among the information given is that he was educated by the New York City grade and high schools, at Columbia University and at Hanover Technical Institute in Germany.

During World War I he served as a Captain in the Army Ordnance Division. Since that time he has been associated with several of the large manufacturers of dust and fume control equipment. From 1941 until he joined AWECO Mr. Dorfan was active as a private consulting engineer.

"Mort," as he is usually called, has been a pioneer in the standardization and simplification of dust and fume control equipment. This has resulted in his initiating numerous new methods and practices on many of which he holds basic patents.

Because he finds so many new applications for the dust collector, Mort is on the road the greater share of the time. United Airlines awarded him a plaque and a membership in the 100,000 Mile Club for having flown over 100,000 miles during 1947. This doesn't take into consideration the miles he travels by other forms of transportation.

Mort is completely happy when there is a group of people around him. He delights in telling stories, and entertains his guests or com-

panions with amusing and well-told anecdotes of his experiences.

Of great use to himself and his fellow workers is his almost photographic memory of printed material. He always seems to be able to quote the page and paragraph where desired reference material can be found.

The technical organizations to which he belongs include: the American Society of Mechanical Engineers, the American Society of Heating and Ventilating Engineers, the Industrial Hygiene Foundation and the Engineers' Society of Western Pennsylvania. Mort is also a Registered Professional Engineer of the State of Pennsylvania.

In 1919 he married Dina Brill. They have two children: Harriet and Herbert. Harriet is married and has a son of which Grandpa is traditionally proud. "Herbie" is in high-school, and if the glitter in Mort's eyes when Herbie's name is mentioned means anything, we prophesy that Herbie will someday follow in his dad's footsteps.

ENGINEERING —

Reported by Harry Hixenbaugh

When CLYDE SNYDER'S wife celebrated her 8th birthday, February 29, Clyde baked a cake for her. Two days previously they had celebrated their 15th wedding anniversary.

D. C. TURNBULL celebrated February 29 by drinking a cup of coffee and promising to drink another come next leap year — in 1952. Mr. Turnbull ordinarily doesn't drink coffee.

FRED BALDAUF, DICK PEDROTTY, and A. NICOLINI are going into the farming business on a small scale. Nick is furnishing 2 acres of land, and Fred already has tomato seedlings growing in a window box. Between them they also have 100 strawberry plants. Fruits of labor should be rewarding in this venture.

Want a shovel? PHIL JOHNSON reported, after visiting KENNETH BARNES, that Ken is the owner of 17 shovels of various designs. Yep, that's right, seventeen!

The Engineering bowling team has won so consistently that the other teams are suspicious. One session JAKE SCHMIDT couldn't find his favorite ball and insisted HARRY HIXENBAUGH had been arriving early at the bowling alley and hiding the other bowlers' favorite balls.

Final Standings for AWECO Bowling League:

| | Won | Lost | Prize Money |
|--------------|-----|------|-------------|
| Engineering | 71 | 34 | \$161.00 |
| Maintenance | 65 | 40 | 131.00 |
| Machine Shop | 52 | 53 | 96.00 |
| Steel Shop | 46 | 59 | 68.00 |
| Stockroom | 44 | 61 | 77.00 |
| Office | 37 | 68 | 52.00 |

FOUNDRY —

Reported by Fred Bishop

JACK and DELBERT KINNEY furnish a father and son combination in the foundry. Del, the father, is a molder on the day shift, and son Jack is on the shake-out gang at night.



New 10 Clubber

RAY HUTCHINS is the first person in 1948 to be admitted to the select circle of those thinking workers who have had ten suggestions accepted by the Suggestion Committee. Ray was paid \$5.00 for this distinction in addition to the regular awards for his ideas. Imagineering pays!



1947-8 Basketball Team

The 1947-8 AWECO Basketball Team. First row, left to right: Bob Lehner, Charles Smith, and George Scott, Jr., all of the machine shop. Second row: Rex Reihl, Russell Wade, and Neil Soule, steel shop.

Inset, left: William Beebe, office, and right: Gordon Menzie, machine shop.

The team practiced and played on Wednesday nights in the Battell School gym.

Pfaff Made Vice President National Castings Council

President Otto A. Pfaff was recently elected vice president of the newly organized National Castings Council at a meeting in Cleveland.

The Council was organized by the American Foundrymen's Assn., Foundry Equipment Manufacturers Assn., Foundry Supply Mfrs. Assn., Gray Iron Founders' Society, Malleable Founders' Society, National Founders' Assn., Non-Ferrous Founders' Society Inc., and Steel Founders' Society of America.

The Council has been organized to provide a medium for co-operative action among its members on matters of mutual interest beyond the scope of the individual societies, or in connection with problems which can be handled by co-operative action.

Other officers include: President, Howard A. Stockwell (secretary of Barbour Stockwell Co.); Treasurer, F. Ray Fleig (Smith Facing and Supply Co.); and Secretary, Frank G. Steinebach (editor, *The Foundry* magazine.)



Softball and Baseball

This year *American* will be represented by teams entered in the City Softball League and in the Northern Indiana Baseball League.

The baseball team will be directed by veteran manager Clay Fisher. Games will be played on Sunday afternoon, probably on the home diamond just east of the factory. With the games on Sunday, men on the night shift will have an opportunity to play. Heretofore this has been impossible as games were played on week-day evenings.

Jerry Brunk will manage the softball team. Games will be played in the evenings of week days. It hasn't been decided into which league the softball team will be entered.

Organization of the teams is being handled by Jackson Snyder, Ed Coleman, and Vern Valentine of the Athletic Assn. Board. If you wish to try out for any of the teams, see Clay Fisher (pattern shop) for baseball and Jerry Brunk (steel shop) for softball.

A Failure for 47 Years

A great demonstration of fortitude was displayed by Abraham Lincoln in his heroic struggle for success. He encountered 47 years of failure before he finally reached his objective.

He struggled upwards from humble beginnings and then was badly swamped when he ran for the legislature in Illinois. He entered business, failed and spent 17 years of his life paying up the debts. He fell in love, became engaged—and then, she died. Entering politics again he was badly beaten for Congress. He tried for an appointment to the U. S. Land Office, but failed. In 1856 he was defeated for the vice presidency. Two years later he was defeated by Douglas.

But, . . . in the face of all this defeat and failure, he finally achieved success and his fame will continue down through the ages.

Last Call

- No jingles to write
- No box tops to tear off
- No clues to identify
- No questions to answer

Just turn in your idea on how to produce Wheelabrator wheel assemblies cheaper, faster, better. Do it before May 1, 1948.

To every person submitting an acceptable idea, an award. In addition, a \$25.00 bonus will be given to the person submitting the best idea. The number of prizes is not limited. Turn in your idea now!

Spring Dance

Saturday May 8 9:00-12:00 p.m.

Indiana Club

Warren Souders Orchestra

\$1.20 per person Athletic Assn.