

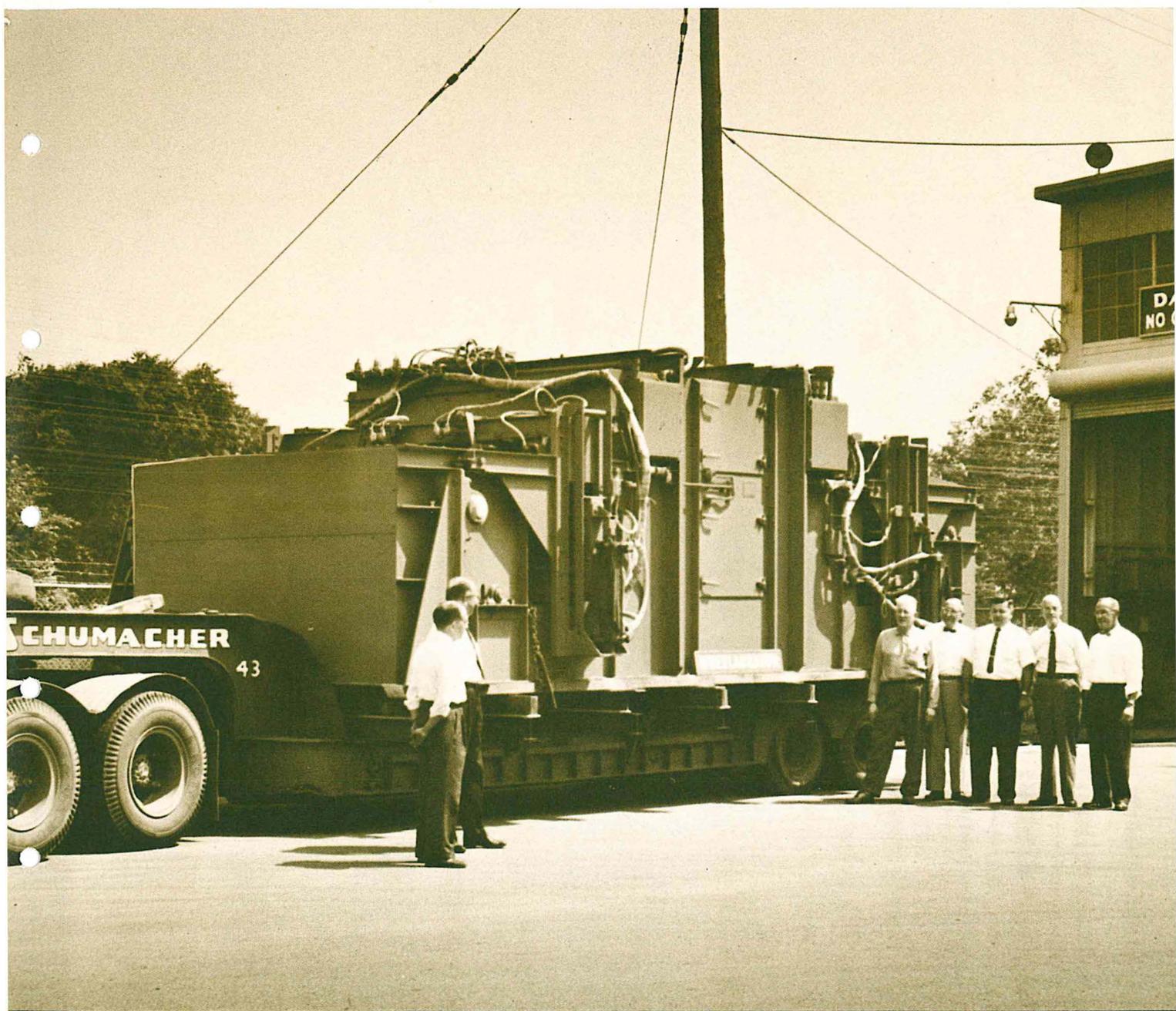
1961

July-August

vol. 20 no. 4

WHEELABRATOR

PARADE



75,000-POUND TRUCK SHIPMENT SETS RECORD

ON THE COVER



Pictured on the cover is the cabinet of a machine that was recently shipped to the Chevrolet Spring and Bumper Div., Livonia, Michigan. The Wheelabrator, which totalled approximately 100,000 pounds, was delivered in three truck shipments. The load shown here, which weighed about 75,000 pounds, was the largest to ever leave the plant by truck.

The machine is being used by the Chevrolet plant for stress peening automotive leaf springs. A specially designed work handling system keeps the springs in a compressed position during peening, and then automatically releases them for easy unloading.

Stress peening enables parts to withstand stresses which would be virtually impossible to achieve by conventional shot peening or any other process. As a result, manufacturers are able to utilize designs that are less expensive and far more effective.

OLD HABITS ARE NOT NECESSARILY BEST



Through the years, Wheelabrator Corporation has always lived up to its reputation of being a pioneering . . . inventive . . . and progressive company. This has been one of our greatest attributes, and it must always remain so.

As a result, our search for improved operations and products must be an unceasing one.

Time for a Change?

Just because a particular job — or process — has been performed in a certain way for a number of years is definitely no reason to believe that it should be continued in this manner . . . if anything, it is about time for a change . . . time for finding a better way.

And no one is in a better position to recognize these areas for improvement than the man and woman closest to the particular work in question.

We must cast off any serious attitudes toward the "accepted way" and begin to look around. We should question the desirability of the simplest design, as well as the most ingenious — the most basic procedure, as well as the most involved.

An Era of Rapid Innovation

We are living in a world of change . . . an era of rapid innovation, and in order to stay out in front of competition, every one of us has to conduct a constant vigil, making sure that our individual responsibilities are keeping up with the times.

Competition would like nothing better than to have us sit back and relax in our efforts to improve operations. For this would give them the opportunity they have been waiting for . . . the opportunity to attract our customers because of better designs, lower prices, faster delivery, etc.

This is why Wheelabrator Corporation, like other industrial leaders, must not let old habits and complacency with past success keep us from finding a better way . . . first.

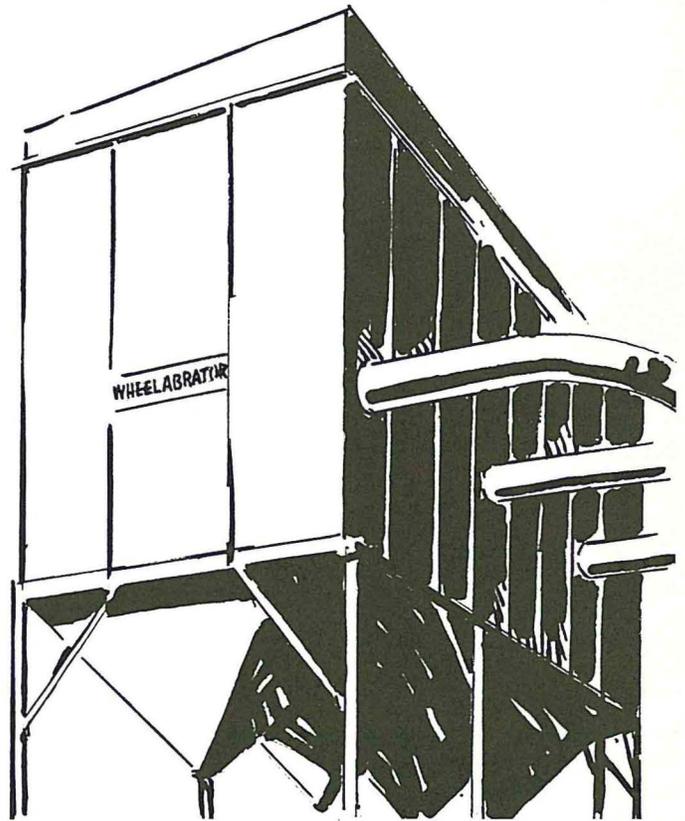
If you have a suggestion, let us hear about it.

J. F. Cavanaugh
President

WHEELABRATOR
PARADE

Published for Employees of
Wheelabrator Corporation
Mishawaka, Indiana

CUSTOMERS COLLECT DOLLARS IN DUSTUBE COLLECTORS



Dust control equipment is normally considered a means of eliminating a nuisance or a hazard, but in many plants it is also a valuable "production tool".

It becomes a production tool when there are processes such as grinding, screening, pulverizing, and loading or unloading of dry powdery materials. In these instances, the dust created can be reused in production if it can be trapped and returned to product batches, mixes, or lines.

Although elimination of a dust nuisance and hazard and the reduction of equipment maintenance are usually essential reasons for buying dust control systems, the salvaging of material is often the bonus that more than pays for the equipment.

For instance, a Midwest pesticide plant, recovers 300 tons of material per year in their Wheelabrator Dustube Collector.

In one system at this plant, about 25,000 pounds of very fine material is handled daily. From five to seven percent of this escapes preliminary separators and is trapped in the Dustube Collector. This means 1,250 to 1,750 pounds of material is salvaged daily. At 15 cents a pound, a minimum of \$187.50

is saved each day. In a second system, which ventilates chemical processing stations, a minimum of 750 pounds of valuable material is recovered per day. At 25 cents a pound, the product recovered values an additional \$187.50.

In total, this makes a minimum daily savings of \$375. With the plant operating a 6-day week, it adds up to an impressive \$112,500 in annual savings.

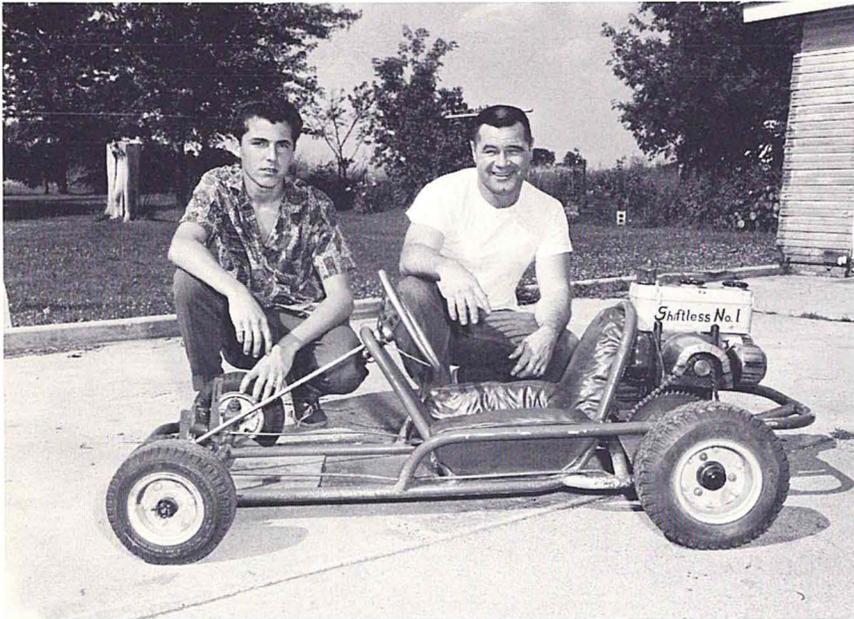
A large paper processor, that about ten years ago replaced an old dust collector system with Wheelabrator Dustube Collectors merely to obtain cleaner working conditions, now finds annual savings of approximately \$45,000 in the purchase of a single supply item.

A great deal of the product was being generated into fine dust and was allowed to escape into the atmosphere with the old system. Now trapped in the Dustube Collector, it is salvaged and reused. During the past ten years this has totalled savings of about \$450,000.

The cost of installing a Wheelabrator Dustube Collector seems pretty insignificant when results such as these are considered.

BILL GEIST AND SON...

GO-KART BUILDERS



"Put in a quart of gas, and it runs all day," says Welding Foreman Bill Geist.

"Step on the gas, and it'll do 60 miles per hour . . . and with a different sprocket arrangement, it could travel about 75 miles per hour . . . but not with me in it."

"Started with an old \$25.00 McCulloch chain saw engine and added about \$140.00 more in miscellaneous parts."

"Only took about five months of my spare time."

". . . Of course my 18-year-old son, Norman, helped a lot."

Get him started, and Bill Geist will tell you all about that go-kart of his. Seems this nation-wide craze has really caught on with him.

The car weighs 140 pounds, has a 32½" wheel tread and a 44" wheel base — big enough for one passenger and not much luggage. The design is a combination of several different styles, but it is well within the specifications of the National Go-

Kart Association. Except for the engine, wheels, sprockets, and bearings, everything going into the car was homemade.

Bill and Norman started work on the go-kart just after Christmas. And according to Bill, this spare time activity kept them real busy during those dreary winter days. Even Bill's wife, Mary, got into the act. In charge of upholstering, she fashioned a seat from an old sponge rubber mattress.

"Next year", Bill says, "Maybe we'll have to try building an airplane." But his big grin was a dead give away.

"Well, maybe a bigger go-kart," he added.

In addition to this spare time activity, Bill is also an artist of considerable talent. Fishing and making his own lures are other sidelines that keep him occupied during leisure hours.

Bill has been the welding foreman in the Steel Shop since December, 1960, when George Morin retired. Before that he was assistant foreman. He began at Wheelabrator in 1940.

THE INDIFFERENT AMERICAN

By RAYMOND DREYFACK, business writer, columnist, employee relations specialist, and lecturer at the New York University Management Institute.

We're being invaded from abroad — by foreign automobiles, Japanese transistor radios, Italian typewriters.

Because of this invasion millions of Americans are losing their sources of income. The rest of us react to the invasion with an occasional fleeting thought or worried frown.

This is better known as indifference.

F.D.R. once told the American people its greatest fear was fear itself. Today's indifference is an even more frightening ogre.

We've grown soft, flabby and over-indulgent.

This causes our foreign competitors to quietly chuckle. It causes Mr. Khrushchev to clap his hands with glee.

The danger is that by the time the damage becomes sufficient to stifle our yawns it may be too late.

Here's a case history. An American inventor asked for bids to produce a new machine tool. Quotes received ranged from \$1.98 to \$2.47. He gave the same bid to Japanese and West German firms and received quotes from 67¢ to \$1.39. The contract went to Japan.

This story is being repeated in hundreds of industries today. Foreign made products are often as good, and in some cases better, than our own. These people are playing for keeps.

They're not only out-producing us, but under-selling us as well. Foreign wages are much lower, fringe benefits less, hours longer. And thanks to

our help in rebuilding and restoring their economies, they now have American technology on their side as well.

Three years ago an Italian manufacturer spent six months in a Rhode Island plant studying the latest methods and equipment. His New England host obligingly furnished him with the know-how to go back to Italy and open his own business.

Today, operating full blast, the Italian out-produces the New Englander and has taken away part of his market. Each Christmas, to show his appreciation, he sends his benefactor a case of scotch and a warm, friendly greeting.

Some people want high tariffs. But this isn't the answer. We're too much involved with other nations to restrict their trade, and have them do the same to us. Moreover, we have to keep all the friends we have.

Where then does the answer lie?

Well, to a large extent the government can help. Today's tax structure cuts corporate profits to the point where a company can't put back as much as it would like into the business to keep it growing towards product expansion and increased jobs. Depreciation laws are so old-fashioned it's not economically possible for many companies to replace obsolete equipment. The substantial tax incentives given by foreign countries to encourage shipments abroad are not given here.

More production, better machines, increased exports — these are the things that expand the economy and create more jobs. Here the government, and the individual through his congressman, can do something positive and substantial.

Equally pressing is the American need for better competitive awareness, the need to throw off that cloak of indifference.

We can no longer afford the ostrich approach. If we keep on, like ostriches, we'll be buried in the sand.

We have to cut costs, eliminate waste, improve methods and service. We have to make more and better products for less cost. We have to compete.

If we fail in this still more American firms will fold. More American jobs will be lost, and we've already lost more than we can afford.

Mr. Indifferent American — if the shoe fits — wake up, please! Don't let Ivan Kioshi Von Stroheim take your job away.

WHEELABRATOR DESCALING BRINGS FLAWS INTO FOCUS

Scrap losses near the finished product point hurt steel producers' profits right down the line.

One way they are guarding against flaws in the raw material is by blast descaling stock prior to inspection.

Most steel producers are aware of the cost in time, money, and material that occurs when defects are not found in the early production stages of slabs, billets, and bars.

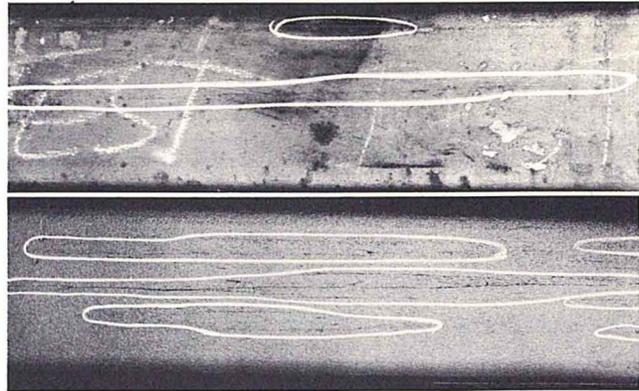
The scrap losses or recovery costs become progressively higher as defects such as fine seams and cracks move closer to the finished product. Therefore, the need has become apparent for an economical and positive method of descaling prior to inspection.

Such a descaling method must produce a surface with sufficient contrast between defects and the sound metal to make inspection foolproof.

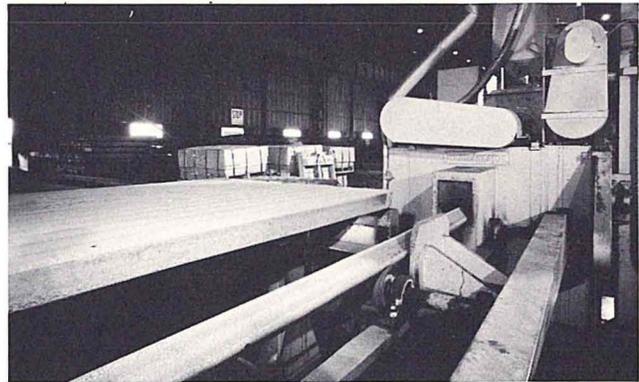
How can this be done? The answer has been provided by Wheelabrator Corporation. Simply employ the same process as that used by scores of other industries to clean and finish metal products by abrasive blasting.

SEVERAL ADVANTAGES — Many prominent producers now use our blast equipment to clean such materials as carbon steel, stainless steel, tool steel, zirconium, and titanium prior to inspection. All the scale can be removed from the surfaces of these slabs or billets to expose the defects. Or, if desired, a trace of scale can be left in the defects, making them more pronounced.

CUTS COST — Because of the scale-free sur-



Inspection marks on the encrusted billet (top) indicate visible defects to be removed. Under the scale, however, are other defects which could go undetected if the billet isn't descaled.



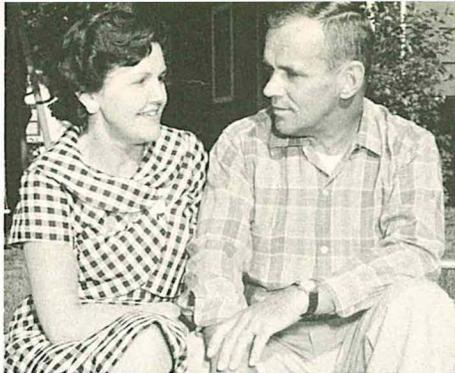
As the billets pass through this special Wheelabrator cabinet, they are descaled for inspection by millions of abrasive particles.

faces produced by Wheelabrator blast descaling, the cost of surface grinding, chipping, and scarfing is reduced. But more important is the huge savings made possible by locating and removing defects before the material undergoes further costly processing.

FLAWS STAND OUT — The exact extent of defects is immediately apparent. Thus the inspector need not mark any larger area for removal than is needed. Many apparent defects with the scale intact prove not to be defects when the scale is removed. Consequently, metal is conserved by increasing the yield that might otherwise be lost.

BIG MACHINES — A large steel producer in the Chicago area recently installed a Wheelabrator capable of handling over 200 tons of billets per hour. It employs four abrasive-throwing wheels which propel a total of 114,000 pounds of steel grit per hour.

At another steel mill a Wheelabrator machine is equipped with six wheels to clean large stainless steel slabs. These wheels hurl 216,000 pounds of abrasive per hour . . . insuring a cleaned surface with all surface defects revealed.



WHEELABRATOR BLUE CROSS-BLUE SHIELD PLAN

“THE BEST THERE IS”

“The best there is.” That’s what Rena Lester, Abrasive Division, has to say about Wheelabrator’s Blue Cross-Blue Shield Plan. And Rena certainly has good reason to know what she is talking about. As a matter of fact, she has 2,684 good reasons.

Rena, you see, has collected \$2,684 in Blue Cross-Blue Shield payments since her husband, Charles, suffered a heart attack on April 4.

He was confined to the hospital for a period of five weeks. This bill, paid entirely by Blue Shield, totalled \$1,800. Among other things it included such items as oxygen, cardiographs, and x-rays.

In addition, private nursing care was required during two weeks of his confinement. Blue Shield paid \$584.00 of the \$756.00 bill. Also there were payments of \$100.00 to the anesthetist and \$200.00 to the doctor which were covered by the plan.

In summary, Rena and Charles had to pay only \$172.00 out of their pocket, while the Blue Cross-Blue Shield protection took care of the remaining \$2,684.00 of their initial costs.

Since returning home from the hospital, other treatment has resulted in additional bills, but these, too, will be covered by the plan.

No wonder the Lester’s are mighty thankful for the medical insurance program at Wheelabrator Corporation. “When something like this happens,” says Rena, “It’s a real blessing to know the bills are being taken care of. We’re both very grateful.”

AN OUNCE OF PREVENTION . . .

The memory of the fire on the aircraft carrier, Constellation, still burns brightly. A three-year project, 90 percent complete; then a fork lift truck shears off the valve of a 500-gallon tank of jet fuel, the fuel flows down a bomb elevator shaft where a welder’s at work . . . then rivers of flame, pouring every which way . . . and when it’s all over, 46 dead, \$100 million up in smoke, a year’s solid work by thousands of men, rubbed out.

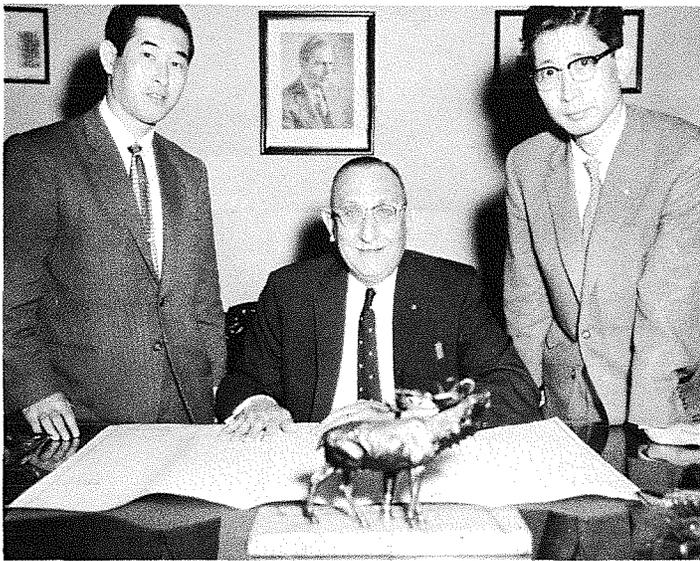
In almost every catastrophe there’s a simple thing or two that could have been done to prevent the fateful chain reaction, or stop it short of its terrible climax. If that tank valve had been protected. If the fuel had been stored in a different place. If one person had foreseen the possibility, and done something about it, we’d be 46 lives and \$100 million ahead of where we are today.

It’s far easier looking back than looking ahead.

But if we’d keep trying to look ahead, think ahead, and always with that big question, “What if . . . ?” in our minds, who knows what we might save ourselves or save others!

If we’d only think to snuff out the spark . . . tighten up the loose bolt . . . adjust the guard . . . read the instruction on the label . . . slow up at the blind corner . . . put the aspirin out of the baby’s reach. Beforehand, it’s quick and easy; afterwards, it’s beyond all human reach, all human knowledge — beyond every power we’ve ever known, or will know.

Beforehand we have the power to act, to prevent, to turn a key and lock out cruel and terrible things. *Afterwards*, there’s no power within us or upon God’s green earth that can do anything — anything at all.



Two recent visitors at Wheelabrator Corporation were representatives from our Japanese licensee Sintokogio Ltd. Shown with Stanley Krzeszewski, they are Isuke Ono, metallurgical engineer, on the left, and Masani Shiga, product design engineer, right.



When union retirees gathered for a picnic on June 11, Bob Pherson was there with his Polaroid camera to capture this picture for us. Local 995 was host for the get-together. Left to right, Mr. and Mrs. Lester Blake, Mr. and Mrs. Earl Hazlett, Mr. and Mrs. Ernest Walgamuth, Mr. and Mrs. Charles Reid, Mr. and Mrs. Eldren Name, Mr. and Mrs. Sam Rookstool, Mr. and Mrs. Henry Beal, Mr. and Mrs. Walter Bellairs, and Mr. George Fairchild.

PEOPLE MAKE N



Marie Lehman, Purchasing, and Odelia Schaut, Production, seemed to be having a good time when this photograph was taken. But who wouldn't? They were vacationing in Hawaii.



20 YEARS AGO — Here is Wheelabrator's 1941 softball team, that year's city champs. Left to right, front row, Don Carns, Dick Trippel, Bob Guidi, Omer Boembeke, and Ward Correll. Second row, Harold Groh, Bob Powell, Harry Hixenbaugh, Harold Housand, Max Whittaker, Frank Miles, and George Linn. Third row, Ray VandeWalle, Doug Morin, Andy Federnok, Tom Wedsworth, John VanBelleghem, Joe Kuzmanovich, and Bob Gibbens.

Re-elected union officers who make up Local 995's bargaining committee are, left to right, Jim Jeffries, Calvin Kelly, Walter Schooley, President Glenn Fulmer, Ed Hixenbaugh, Harold Mayes, Vice President Bob Pher-son, and Walter Heiser, inset.



WS



Odelia Schaut, Production, was presented with a bouquet of red roses on June 2 when she celebrated her 35th anniversary with the Company.



TODAY — And here's Wheelabrator's 1961 softball team. Left to right, front row, Jack Coleman, Manager Frank Maes, Glenn Martin, Kenny Williams, and Kenny Heston. Second row, Frank Claeys, Frank Walker, Rick Kanouse, and Jim O'Keefe.

Marilyn Nicolini, the Julianna Club's entry in the Princess Mishawaka contest, is shown here while being crowned by Robbye Lou Dunn, the club's secretary-treasurer.



**A SIX PART HISTORY OF
WHEELABRATOR CORPORATION**

**ACCENT
ON
PROGRESS**

**PART VI — THE FINAL CHAPTER
A WAY OF LIFE**

Much is heard in today's competitive world, of what the employee owes to his employer. But Wheelabrator Corporation recognizes a parallel obligation which, it believes, a progressive company owes to its employees.

It believes that its interests are directly linked with those of its workers. It believes that when management lives up to its obligation to provide an understanding and cooperative atmosphere in which to work, the workers will respond with skillful and diligent effort, working as members of a team, with loyalty and unity of purpose. Over 1,000 Wheelabrator employees echo that belief, working together with management as partners in progress.

How well has this attitude served the interests of both management and workers? So well that employees proudly recommend Wheelabrator to friends and relatives as a good place to work. So well that family groups grow within the Wheelabrator family, adding to the esteem in which the organization is held by the community.

And the pride of craftsmanship which such groups exhibit is traditional — rooted in that vanishing legion of men who respect and admire workmanship for its own sake. The quality of Wheelabrator products is enhanced by this attitude.

Wheelabrator is proud of men and women like this, who have contributed so much of their skills and talents through so many years. And grateful, too, for the wisdom and experience which such people contribute toward the continued advancement of their company.

Peace of Mind

Recognizing that a mind at ease is a mind alert to concentrate on the work at hand, Wheelabrator Corporation programs promote stability and security for its employees.

A far-sighted profit-sharing plan, established in the days when such programs were the exception rather than the rule, gives Wheelabrator workers a greater stake in the future of their firm, and security for the days ahead when they may relax after their years of work.

Concern for the welfare of its employees during times of emergency is also an important part of Wheelabrator's policy. Liberal group health, accident, and life insurance programs offer an extra measure of security.

Workers and their families share the protection of Wheelabrator-sponsored insurance programs, which provide security during times of illness, when the employee is unable to work. Such protection has been a bulwark against financial disaster to scores of employees through the years.

Individual progress is encouraged, too. Educational opportunities exist, for employees to equip themselves for advancement, through training and formal education, sponsored in a large part by the Company.

And since the Minich and Pfaff Scholarships to Purdue University and the University of Notre Dame were initiated, 18 young men and women — most of them employees' sons and daughters — have been recipients of the awards.

More Than a Place to Work

To the thousand or more persons to whom Wheelabrator gives employment today, it is more than a place to work. It is a way of life. For management, aware of its responsibilities as well as its prerogatives, has created a climate that is conducive to teamwork and creativity.

Management must do more than manage — it must lead. And at Wheelabrator, this means the kind of leadership that inspires as well as directs. The kind of leadership that welcomes participation, that makes the worker feel a part of a team.

An open-minded attitude by Wheelabrator management encourages new ideas, new developments — a constant search for a better way and a better product. Wheelabrator employees are encouraged to think independently. To try — to experiment — to pioneer.

Yet, Wheelabrator Corporation recognizes that all work and no play is as harmful as the reverse of the situation. Activities are sponsored to provide relaxation and fellowship for employees. Programs

such as these help workers become the friendly, cooperative team that is so necessary to successful effort.

This is Wheelabrator

Now fifty-three years have elapsed since Wheelabrator Corporation began, as one man's effort. The years have brought change. Where one man labored alone, hundreds now work together. And hundreds of others have come and gone, adding something of themselves, and taking away something of Wheelabrator's.

Reviewing the hardships and successes of the past half century recalls the parallel experiences of many other businesses. But it also emphasizes the achievements that are possible under our economy of free enterprise, when men plan and work together, with vision — and courage — and determination.

That pioneering, inventive spirit which has permeated the organization since the early days of its founding persists today. This is the heart of Wheelabrator's business philosophy — the reason for its progress and leadership — and the basis for what success it has enjoyed.

This is the legacy of leadership which has been handed down from founder to successor, through the years of growth. It is the proud tradition that underlies all Wheelabrator's hopes for the future.

The progress of these years stands as a guide for the future. It marks the way to meet the challenge of tomorrow — the challenge that dawns with each new day.

The future is unlimited — for Wheelabrator, its employees, and those who use its products. For each new challenge is an opportunity. And the light of imagination and the courage of leadership will inevitably seek it out.

THIS IS WHEELABRATOR —

*... true to its traditions
... confident in its future.*

THE END



"Just had my car given a complete check-up and it's in A-1 condition," remarks the automobile owner.

When did this individual have a medical examination?

Ah, there's the rub, for too many people are more concerned with the mechanical functioning of their automobile than with their own physical well-being.

A complete medical examination which shows up no symptoms of illness will give a person and his wife and family some assurance that all is well.

Also, there is the possibility that some hidden ailment may be developing which can be cured if discovered early.

All persons over 35 years of age, male and female, should have a yearly check-up.

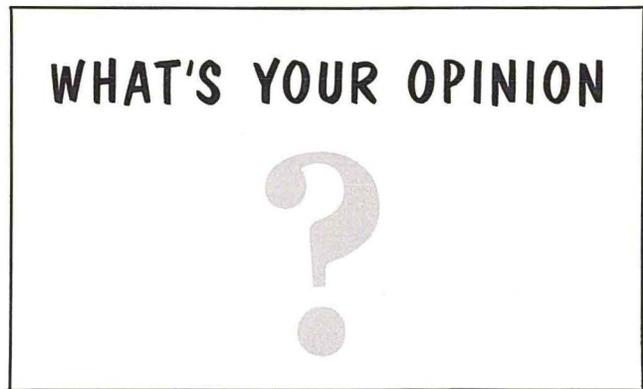
Also, the physician will discuss the family's medical history and such factors as unexplained weight changes, disturbing symptoms and persistent anxieties the person may have.

Medical examinations are not infallible, and it is possible for some maladies to appear immediately after a physical check-up.

But regular examinations are the best known means for detecting many diseases or conditions which can be corrected if detected early enough.

When a person has his automobile looked over, it should be a reminder to him to have himself looked over.

Routine medical examinations are the best insurance for a long and healthy life.



Question: "In what way do you feel you can best contribute to building Vital Values?"

Jim Fogle, Methods and Planning: "Our job in this department is to find better ways of producing quality products at the lowest possible cost. I can best help the Company in this important task by doing all I can to make sure we use the best equipment and methods in order to maintain a high degree of efficiency. Also, I must keep in mind that we can do things that many say are impossible. We've proven this before, and we've got to keep right on proving it."

Orville Potts, Demonstration Department: "Since my work often brings me into direct contact with our customers, they are apt to judge the Company by the way in which I do my job. This is why I can contribute the most to "Vital Values" by running efficient tests and proving that Wheelabrator appreciates the opportunity to show them what our equipment can do."

Ralph Harrington, foreman of Steel Fabrication: "Here in steel fabrication, the important thing is to utilize manpower and materials effectively so that waste is kept to a minimum. I can contribute most to this by seeing to it that we maintain safe working conditions, clean working spaces in which to move around, and good employee morale. All these things are essential and I consider them the key to maintaining a high level of efficiency."

Helen LaDow, Export Sales: "I try to do my work with the thought in mind that everything leaving my desk represents Wheelabrator Corporation and our "Vital Values" theme. Neat letters and the correct spelling of a person's name are especially important. I also try to give the Company a full day's work each day."



Passing PARADE

REPORTERS — Milferd Gardner • Blanche Null • Fred Bishop

Elsie Stefucza • Delores Burtfield • Gretchen Smith

Have you seen the sparkler on **Carol Abbiehl's** left hand? No wonder she's been wearing an extra glow. Congratulations to both Carol and the lucky guy — **Kenneth Vandygriff** . . . "**Bud**" **Bartlett** underwent surgery at Woodlawn Hospital in Rochester, Indiana, on June 27th. We sympathize with you and your chicken broth diet, Bud . . . **Nelson Hill** has returned to the Engineering Department after three years of army life, most of which was spent in Panama. During his last furlough, Nelson was married to Sharon Flint of Niles. They now live in Mishawaka . . . **Mary Lou Rethlake** passed her Red Cross swimming test at the Natatorium in South Bend . . . **Ray Leuthold** returned to work on July 17 after a long absence. Too bad the majority was on vacation and not here to welcome him back . . . We wish to express our sympathy to **John Straub** and family over the recent loss of his mother . . . **Don Schrader** was "volunteered" to jury duty . . . **Ron Majewski** won \$10.00 at the Wheelabrator golf outing at LaPorte for his low score of 81 . . . **Mike Oliver** is the new fellow in **Roy Guite's** section . . . **Tom Burmeister** was married to Judy Tschida on June 10 at Our Lady of Hungary Church. Tom has been attending Purdue University and will finish up next year . . . **Jim Daniels** has slipped a ring on Diane Refner's finger. We wondered if you would ever get around to it, Jim . . . VACATIONS: Most of us are just plain loafers and didn't get out of town. However the following have been a little more active. **Jim Hauger** travelled to Phoenix, **Rudy** and **Eleanor Destics** visited Yellowstone Park, **Nedra Pletcher** went to Fort Campbell, Kentucky and **Alfred Kroll** flew by jet to Frankfurt, Germany. Then he travelled to the old Hanseatic city of Luebeck where he was married on July 22 to Ingeborg Hasenkamp. During his seven week trip Alfred also visited with his family for the first time in over five years. Before leaving he received an invitation to visit his former employer, one of Europe's leading suppliers of dust control equipment. (E.S.)

On May 23 **Sue Young** became Mrs. Robert Graves. Sue was married in the St. Paul Episcopal Church . . . **Tom Hameline** won a beautiful transistor radio in a golf tournament sponsored by the St. Joseph Valley Alumni of Notre Dame. Tom will share his golfing knowledge with any would-be golfers for only \$5.00 per lesson . . . **Pat Harmon** is back working in Parts Service for the summer. She is replacing **Martha Heston**, who is spending the summer at home with her family . . . We were saddened to learn that **Frank Culhane's** mother and father were both killed in an automobile accident on June 27 near their home in Superior, Wisconsin. Frank is our Dust & Fume Division sales engineer in the Chicago area . . . We also wish to extend our sympathy to **Alberta** and **Paul Kaufman**. Alberta's father recently passed away . . . Many Wheelabrator folks had foreign exchange students for guests during the 4th of July weekend. The students who

are enroute home, travel throughout the country by bus and spend the weekends in American homes. Among the hosts were **Bob Schalliol**, **Julie Skene**, **Phil Jordan**, **Wilbur Sawdon**, **Anna** and **Margaret Sawyer**, **Harold Schulte**, and **Fred Ruff**. Wilbur's guest was a young French girl whose home is only about 40 miles from the new abrasive plant being constructed at LeCheylas. (G.S.)

Our sympathy is extended to **Paul** and **Mary Helen Driver**. Paul's father recently passed away. Many will remember Mr. Driver being on the Mishawaka police force . . . Here's the run-down on who went where during their vacation:

Helen Leyes	Cleveland
Hildreth Boehnlein	Christie Lake, Decatur, Michigan
Joan Kirkwood	Lake Huron, Ontario, Canada
Jim Curtis	Schoolcraft Lake, Walkerton, Michigan
Chuck Kwasny	Schoolcraft Lake, Walkerton, Michigan
Bill Haas	Yellowstone Park
Al DeGeeter	McLaren Lake, Hesperie, Michigan
Clark Unger	Milwaukee
Bob Lightner	Sault Ste. Marie, Ontario; parts of Northwest
Bob and Pat Sloan	Rhode Island

Al Ross's daughter-in-law arrived from Anaheim, California with his two grandchildren to spend a couple of months. Al took advantage while she was here to show her the deep South, mainly Atlanta, Georgia . . . Al's boy, Rodney, was the proud recipient of \$20.00 from the Mishawaka Building and Loan Association for the best model home constructed by high school students. (B.N.)

The charming new voice on the switchboard belongs to the relief operator, **Judy Rallo** . . . **George Mathewson**, Cost Department, is the newly-elected secretary of the Mishawaka Jaycees . . . **Clarence Soens**, Purchasing, has been forced by ill health to take an extended leave of absence. I'm sure we all miss seeing him in the Purchasing Department and hope he has a speedy recovery . . . We hear **Pat Mossey**, Purchasing, must have gotten a good night's sleep not long ago. She was still "sawing logs" at 9:30 a.m. and was gently awakened by a phone call from here . . . **Pat Stoekinger**, Switchboard, and husband vacationed this year in sunny California where they saw their son, Jerry, his family, and their new home. Main point of interest was a darling, dark-haired grandson, who is the light of grandma and grandpa "Stoek's" eyes. (D.B.)

An accident that could have been more serious happened in Dustube on May 2. **Don Seltzer** was bolting an angle to a hopper as the crane held it up. The light chain hook straightened and slipped, and let the hopper fall on his arm. Luckily no bones were broken, but a bad cut and bruise resulted . . . **Gail Clark**, paint booth operator in North Shipping, has a hobby in which he takes great pleasure. He gets old cars or motors and reconditions them. He says he is not interested in the car body but "what's up front". Recently he had an old Packard Twin 6 he was working on. Gail often puts the old reconditioned motor in another car chassis. Says he wants an old Franklin next. Anybody got one or an old motor to sell or dicker with? Gail is interested if you have anything . . . **Clarence Nettrouer** is back to work after a two and one half month absence recovering from an operation . . . **Bill Geist** got his arm too close to the rear wheel of his go-kart. He pulled it away fast but not fast enough to prevent losing hair, hide, and flesh — all in one fast operation . . . **Chester Smith** went with a group up to Minnesota for a bit of fishing. Chet says the fishing was good. To prove it he

(Continued on page fourteen)

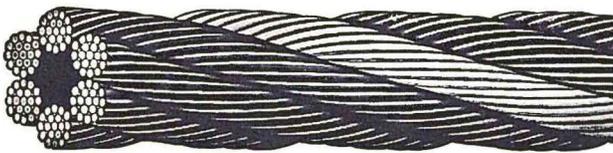
Passing Parade

(Continued from page thirteen)

brought back two coke coolers nearly full of northerns, walleyes, blue gills, and others . . . Ham radio operator **George Partridge**, chief electrician in Plant No. 2, can be observed each morning and noon trying to raise another ham on the new mobile unit in his car. George has had the mobile unit since about the middle of June. Says he has had the bug to be a ham operator for 30 years, but got married and the light dimmed for many years . . . **Fred Beals** reports that the Kilty Band is booked solid for the summer. Offers have been turned down but mostly on account of the distance to travel . . . **Herman Jones** and his wife spent nearly two weeks in Florida, down near Port Charles where they have some property. (M.G.)

Bill Kring has purchased a two-acre estate on Ironwood Road, just south of Ewing Avenue. It is complete with swimming pool and — well, we know now where we can go swimming — unless Bill locks the gate. Bill took his vacation the first two weeks in July and moved into the new home . . . **Ray Hutchins** accompanied a group of Explorer Scouts on a trip that took them 300 miles into Canada . . . **Harold Gay** and his wife went to their cabin in Northern Wisconsin . . . "**Doc**" **Stoddard** went to northern Michigan for some fishing . . . **Ray Reaker** went to northern Michigan and **Mac Carden** went to Maine and other New England states. **Joe Vogel**, who visited his native Germany last year, went to Florida . . . This little piggie just stayed home . . . **Bob Pherson** underwent gall bladder surgery on July 11 . . . Mr. and Mrs. **Don Miller**, who reside in Osceola, celebrated their silver anniversary on August 2 and held an open house on August 5. Don works in the Steel Shop Production Office. Congratulations to you. (M.G.)

LOOK AT THIS STEEL CABLE

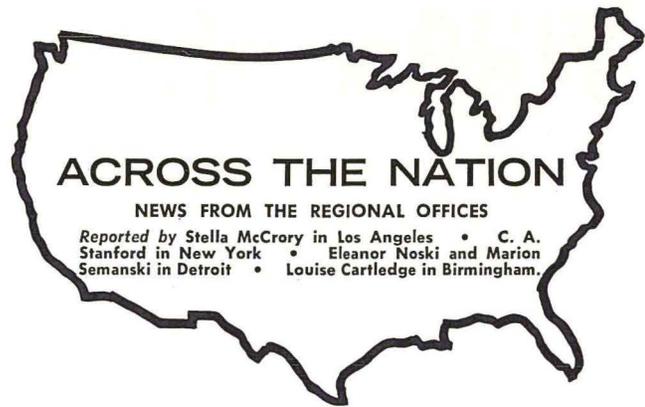


It's made of single strands of wire. Together they can do the biggest jobs.

Our Company works much the same way. Men, machines, plans, ideas . . . all pulling together.

One person alone cannot build the success of a company. It takes the combined effort and cooperation of all employees. But we know the importance of individual strength . . . the value of personal effort.

Wheelabrator believes it is good business for the Company to reward individual effort and loyalty, and it is good business for the Company to share with you profits you help create. Profit-Sharing is a way of providing extra security on the job and later, in retirement.



After spending the past several months working in the Texas area, **Odos Weeks** recently had the opportunity to spend an entire week on a job in his hometown of Chattanooga . . . **Lee Wieschaus** and family spent a week's vacation at Lake Martin in Alabama, where they enjoyed swimming and canoeing. Kathleen, Lee's oldest daughter who graduated from high school in June, is working full time this summer and plans to enter college in the fall . . . **Bob Davis** and his family recently enjoyed two weeks' vacation with their parents in Indiana and Ohio.

(Birmingham)

Mr. and Mrs. **Jim Ries** have been blessed with a son, James Michael. He arrived on June 21, weighing in at 6 pounds and 7 ounces. His sister, Susan Beth, cannot wait to play with him. She is so sure he is a doll . . . **John Burlingame**, will have to watch his step. His charming wife, Phyllis, was star of the Springfield Junior League Follies at their Annual Charity Show in Springfield, Massachusetts, on June 9. Hers was a brilliant performance that stopped the show. (New York)



From the looks of things, **Jim Barnes'** boy, Kevin, seems mighty interested in Bell Intercontinental Corporation's Annual Report. Maybe he wants to make an investment, or perhaps he's hoping for a future position on the board . . . **Bob Bunch** spent two weeks vacationing at his lake cottage in northern Michigan . . . **Len Nelson**

sold his home in Birmingham, Michigan and is looking forward to a new location. In the meantime, he is visiting in Kansas City with his family before going to a cottage on Diamond Lake. Then, back to work . . . **John Riedy**, who has been working with **Tom Mott** in the Saginaw Valley area is now assisting **Jim Barnes** in administrative duties. No more fishing off his back porch in Fenton . . . "No Putt" **Hank Ellis** chipped in an approach shot for an eagle on the 11th hole at Glenn Oaks during the A.F.S. outing. This, of "course," is the "hole truth" witnessed by **Jim Barnes** and **Walt Schlegel** . . . **Graham Markes'** youngest daughter, Frances, had an emergency appendectomy at Henry Ford Hospital. Everything came out okay. (Detroit)

WHO'S WHO

WHAT'S NEW

ANNIVERSARIES: Special congratulations go to three Wheelabrator veterans who have now reached the 35-year mark with the Company.

Ralph Harrington.....Steel Shop
Anna Sawyer.....Abrasive Division
Frank Rendel.....Plant Engineering

Also to be congratulated is **Maurice Roelandts**, Machine Shop, who has joined the list of 25-year members with the Company.

And during the months of July and August, five more employees celebrated 20-years of service.

John Peterson.....Steel Shop
Bob Reihl.....Steel Shop
Bill Haas.....Stockroom
Mack Carden.....Steel Shop
Stanley Hes.....Stockroom

PROMOTED: **Don Swardson**, formerly manager of abrasive and Long-Lyfe Parts sales, has been named marketing consultant to Societe pour la Fabrication de Grenailles Abrasive Wheelabrator-Allevar, Le Cheylas, France.

Joe O'Callaghan has been assigned to a sales engineering position in Chicago. He was previously a product specialist in the Abrasive Division.

Len Nelson has been promoted from Dust & Fume Division regional engineer to the new position, Fabric Products Manager.

NEW MEN: **Alex Burgin** has joined the Export Sales staff.

RETIRED: **Jesse Whittaker**, Steel Shop, retired on May 26, after 27 years with the Company.

Warren Hodges, Plant No. 2, retired on June 30. He had worked here since March, 1951.

Ben VanDaele, Maintenance Department and an employee for 10 years, retired on July 11.

The Company's Profit-Sharing Contribution as of June 30 was \$64,689... **Gilbert Dill**, staff assistant to the president for the steel industry, won the Wire Association's 1960 Gold Medal for his article, "An Economic Analysis of Acid Pickling Vs. Multiple Strand Blast Cleaning of Wire Rod," which appeared in the October issue of **WIRE AND WIRE PRODUCTS**. The award presentation will be made this fall... Wheelabrator Corporation is sponsoring a team in South Bend's Babe Ruth League for the second consecutive year... **Frank Claeys**, Cost



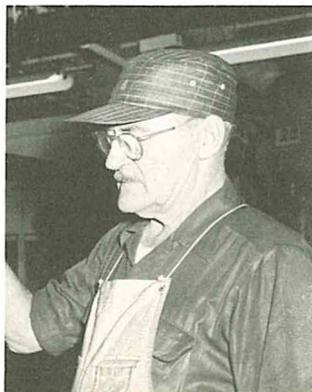
Department, recently received his Certified Public Accountant certificate. Although he passed the required series of examinations in 1957, the certificate was not awarded until he had satisfied certain requirements in business experience. Frank is a graduate

of Indiana University and is a part time accounting instructor at the local I.U. Extension Center... A four-page feature article announcing our rubber deflashing process was published in the May issue of **RUBBER WORLD**, one of two magazines devoted exclusively to the rubber industry. The publication also used its cover to draw attention to the new development. **MACHINE DESIGN AND PRODUCT ENGINEERING** likewise reported on the new process. This publicity was a direct result of the press conference held here in April to announce the new design... **Four drum cleaning machines** were sold the week following the **National Barrel and Drum show** in New York. This goes to prove once again how valuable trade shows are in helping us tell our story to the right people... President J. F. Connaughton has received many congratulatory letters for our new trademark and the special "Vital Values" issue of **PARADE**, which presented it to employees.

Jesse Whittaker

Warren Hodges

Ben VanDaele



WHEELABRATOR EMPLOYEES' TUITION REIMBURSEMENT PROGRAM



WHY WHEELABRATOR WANTS YOU TO GROW WITH US

One of the biggest problems facing any manufacturing concern is that of personnel recruitment. The total productive capacity of the United States has more than doubled in the last 15 years — and is certain to expand even greater in the next 15 years.

Any company that has failed to keep up with this growth is not realizing its full potential. Wheelabrator has actually grown faster than the average industrial concern during this period. And we intend to continue to do so. The result is that we constantly need trained people to help us keep up with ourselves. It is much more satisfactory for us to get these people from within our own organization. That way our training problems are decreased since we can hire new people for the less skilled jobs that are vacated as we promote within our own company. To be sure you have every opportunity to gain the skills necessary for advancement, Wheelabrator is willing to help you pay for the training involved.

HOW THE PROGRAM WORKS

You decide what you want to study and how valuable it is to you in terms of opportunity. You gather all the information on classes, instructors, and credits. You attend the classes on your own time. You pay the bills originally. On completion, Wheelabrator repays you the cost of tuition, based on how effective you have been in mastering the course selected. For an A you receive 90 percent reimbursement; for a B, 65 percent; a C, 40 percent; and for a D, F or dropped course, you receive no reimbursement.

VISIT THE PERSONNEL OFFICE

If you have misplaced your copy of the booklet explaining the plan, Bob Leliaert or Ray Steele in the Personnel Office will be happy to give you another one . . . or answer any questions you may have regarding the Wheelabrator Employees' Tuition Reimbursement Program.

● SUGGESTED ● COURSES

- Drafting
- Tool and Die Design
- Welding Practice
- Blueprint Reading
- Traffic Management
- Secretarial
- Shorthand
- Typing
- Business Law
- Mathematics
- English Composition
- Industrial Organization and Production
- Industrial Psychology
- Human Relations in Industry
- Graphical Computations
- Technical Report Writing
- Industrial Safety
- Production Planning and Control
- Public Speaking
- Speed Reading
- Foremanship Training
- Metallurgy
- Marketing
- Salesmanship
- Business Management
- Accounting and Auditing
- Engineering
- Chemistry
- Physics
- Foundry Practice
- Economics
- Materials and Processes
- Quality Control
- Industrial Management
- Electrical Technology
- Motion and Time Study
- Plant Layout
- Production Techniques
- Cost Control