

1962

Jan.-Feb.

Vol. 21 no. 1

WHEELABRATOR

PARADE



COMPANY CONTRIBUTES

\$164,941

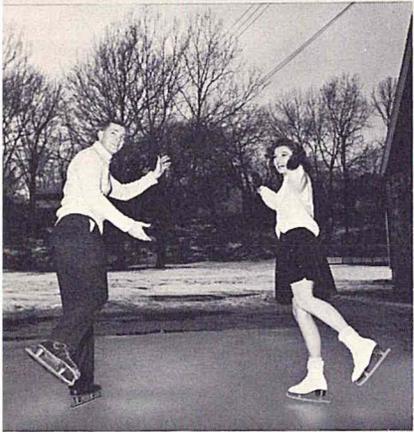
To

PROFIT-SHARING FUND

In

1961

cover story



The Art of Posing

To capture the flavor of Valentine's Day, the Winter season, and Profit-Sharing two young Wheelabrator employees donned ice skates and headed for a nearby rink.

Though the ice was a bit slushy, and the day a bit overcast, Sue Decker, Receptionist, and Joe Boland, Abrasives, gamely sought the "right" pose.

After near-mishaps, jeers from the passing school children, and ravings of the photographer, they met the challenge.

This is how they looked before the artist sketched in the heart, appropriate to the festival.

HEELABRATOR
PARADE

Published for Employees of
Wheelabrator Corporation
Mishawaka, Indiana

Vol. 21, No. 1 January-February, 1962



**What Does
Hold**

THE PICTURE for Wheelabrator Corporation in 1962 looks bright. We anticipate an increase in sales of at least 10% to 15%, because of four important factors:

First, the trend of our business during the last quarter of 1961 was strongly upward. Sales in December made this the best single month in Wheelabrator's recent history.

Secondly, we are starting the new year with a backlog that is 15% higher than the previous year.

Third, consumer spending is up, government outlays are continuing to rise, and the automotive industry, which is a big factor in our general economy, is confident of sales in excess of six and one-half million cars.

Fourth, Wheelabrator has strengthened its overall manufacturing position by expansion and acquisition and has uncovered a number of new markets that should give it a decided lift in sales.

Although economists predicted a sizable growth in the general economy for 1961, the year was generally a disappointing one. At Wheelabrator we were

1962 for Wheelabrator?

fortunate to keep sales almost even with the pace of the previous year and were able to keep employment at a high level.

In a capital equipment business such as ours, we are dependent upon industry generally for plant and equipment expansion. During the past several years, there has been a cautious attitude on the part of industry in this regard and spending has been curtailed because of the general lull in economic growth.

In view of this situation it has been necessary to develop new markets and applications to offset the lag in spending by industries that normally are our best markets.

Had it not been for progress in this direction, 1961 would have shown a definite curtailment in Wheelabrator's sales and earnings picture. However, the effect of such action has been strikingly apparent in the fact that our Abrasive Division had the second best year in tonnage sold.

The Dust and Fume Control Division has shown a 26% increase in shipments, and the Wheelabrator Division, though troubled by a depressed foundry industry market, was able to equal the previous year's

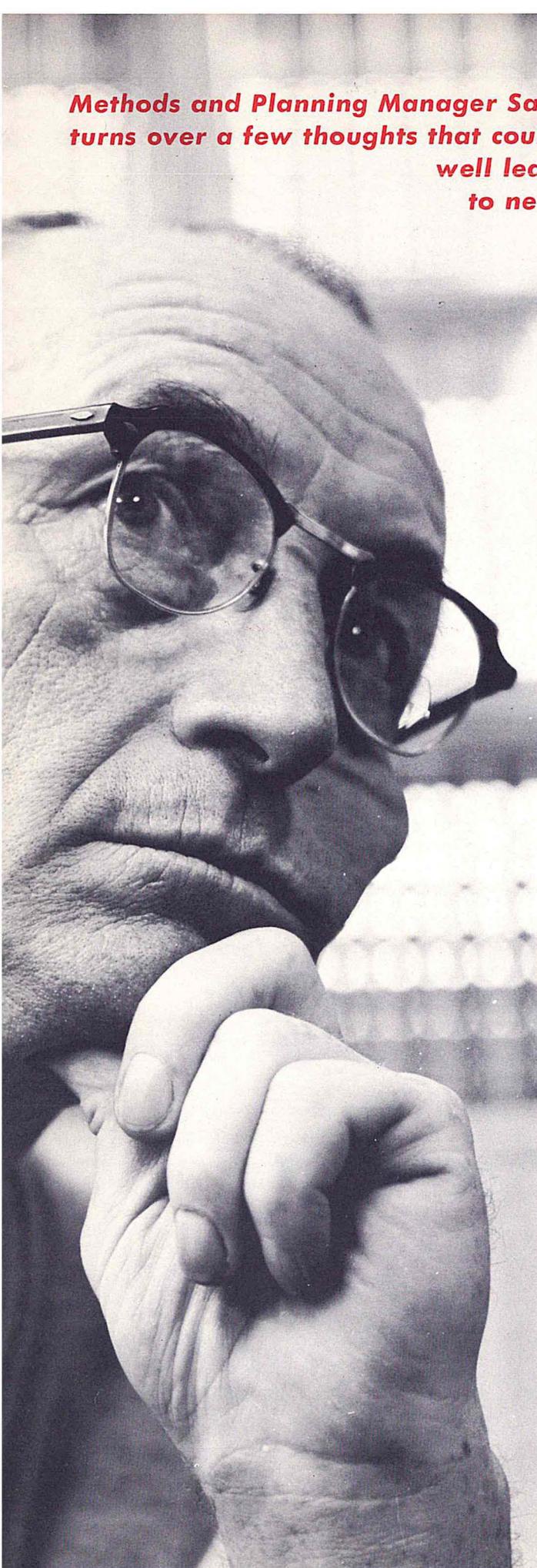
volume by successful development of the steel industry and a number of new markets.

Highlights in Wheelabrator's planning during 1961 for strengthening the company's future position were the following:

1. The company's Canadian operation was incorporated as a Canadian institution and its facilities were expanded to strengthen the company's position in the Canadian market.
2. A steel abrasive producing plant was built at LeCheylas in southern France to supply the ever-increasing demands for the material in the prosperous and growing European market.
3. The company purchased the plant and facilities of the W. W. Criswell Company, Riverton, N.J., manufacturers of filter media for dust and fume control, chemical and metallurgical processing, and other processes. This acquisition is expected to complement and assist in developing Wheelabrator's dust and fume control business on an enlarging scale.
4. New markets were uncovered in the metalworking industry which appear to have tremendous potential for the company's blast cleaning equipment. The biggest of these at present appears to be the cleaning of structural steel for bridges, buildings, and other structures. In this application steel is Wheelabrated prior to painting or surface finishing, thereby extending its corrosion-resisting characteristics tremendously.

Another example of unusual market development in the blast cleaning field is a Wheelabrator process for deflashing rubber, which the company perfected after three years of research and development.


President



**Methods and Planning Manager Sam Hearrell
turns over a few thoughts that could
well lead
to new . . .**

ideas

**to promote
production ease
and product quality**

THE METHODS and Planning Department is growing up.

Nearing its fourth birthday, the Wheelabrator "idea center" continually adds important functions to its performance agenda. Success in past and current projects points to increased use of M & P in cutting production costs and increasing profit.

The more effective ideas advanced by this department, the better Wheelabrator will maintain and increase manufacturing facilities on a competitive basis. M & P deals mainly with finding ways to do a job simply and economically.

At the outset, M & P compiled data on job operations and parts processing, and set up piece work ratings. Today, they also serve as consultants to other departments.

For example, a department head with a production or cost problem will consult with Methods and Planning Manager Sam Hearrell to see what can be done about improving work details, and lowering the cost of the job while maintaining top grade performance.

Because Wheelabrator does little mass-producing (most equipment is specially designed), M & P constantly strives to revise and devise modifications of current equipment to effect savings. It does not overlook the human factor in streamlining and modernizing work processes. Nor does it place machine above man, or vice versa. M & P realizes the need for and limitations of both.

One example of how M & P increased product

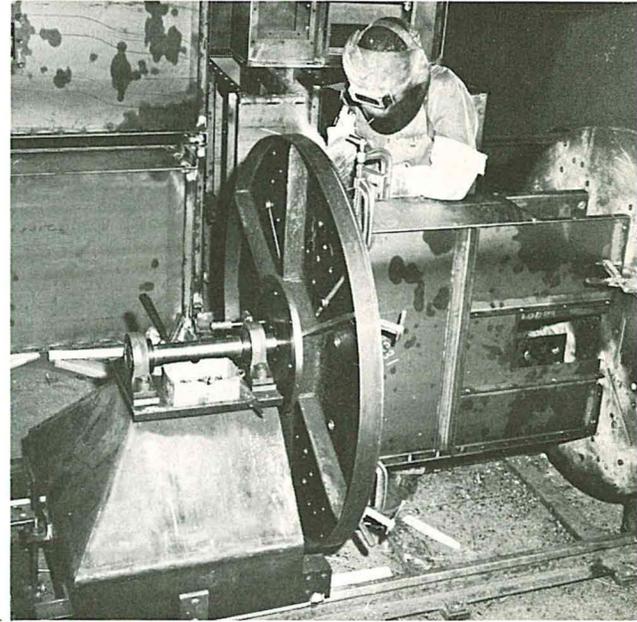
efficiency can be seen in the new style abrasive elevator for the Tumblast line. M & P assisted Engineering by designing and developing the 8-inch by 30-inch elevator, besides providing tooling and welding equipment to permit the fabrication of units at the lowest possible cost.

Example follows example as this nine-man, one-stenographer department grows in importance and stature in developing new cost-cutting processes.

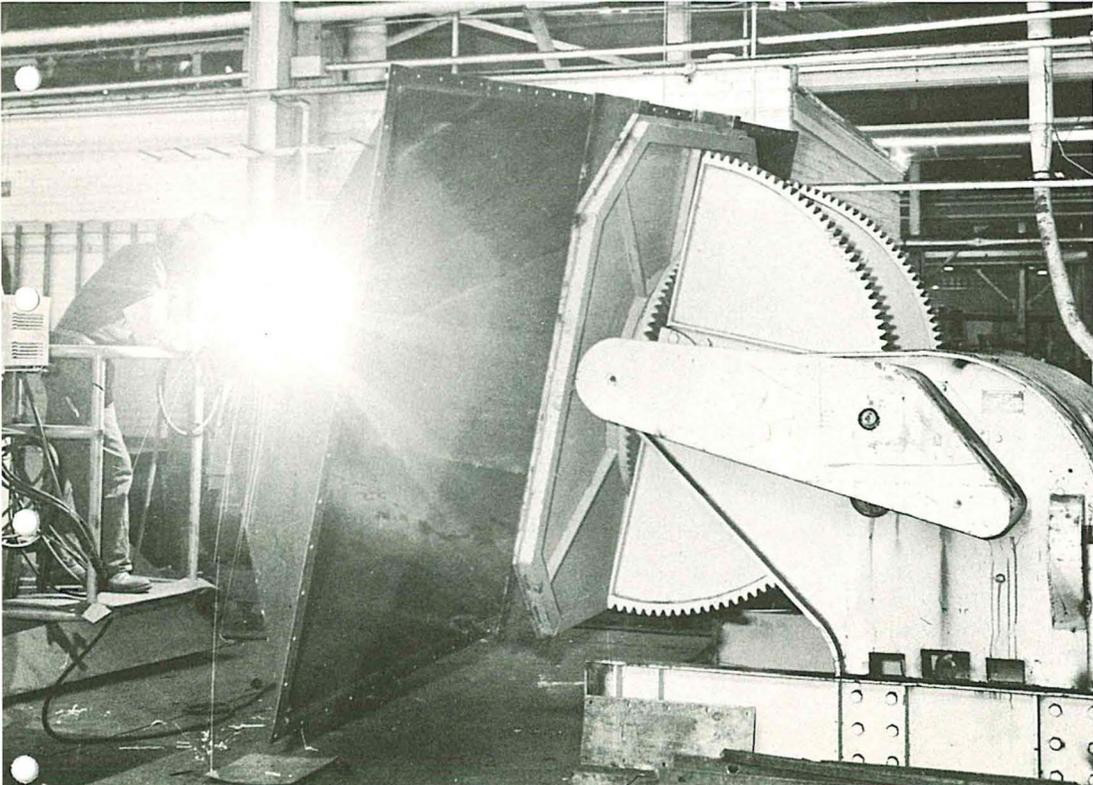
In the planning stages, M & P currently is reviewing shot-making methods, including the revisions of a shot-crushing machine. The goal being the most efficient, low cost way to make shot.

Despite reluctance and that old fear of the unknown by some, Methods and Planning leads the foray into the darkened jungle of cost reduction by good planning and effective spending judgments.

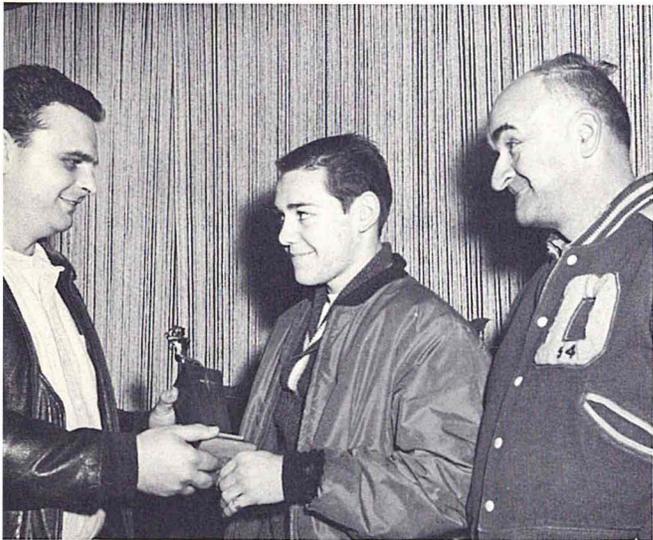
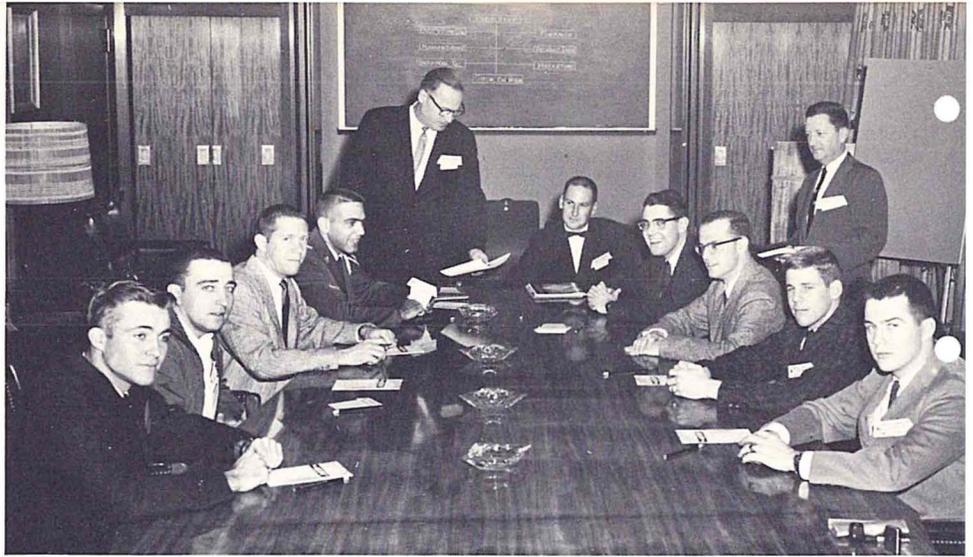
Elevator sections are now welded in the rig shown at the right. Besides assuring precision fittings, one man can handle the entire welding operation. In the past, two men were needed to do the job, and occasionally resulted in poor fit. This practice also came from M & P Department.



Use of this positioner in assembling cabinets provides an efficient means to weld components. Before M & P advised use of this equipment, assemblers were forced to crawl in and around the various sections. The welder below applies the torch to a hopper section while standing in the movable car. The hopper is attached to the positioner, and the welder can position the work to any desired angle, allowing easy access for welding.



Student members of Notre Dame's Business Forum for liberal arts scholars toured our facilities to learn of opportunities in business areas. Industrial Relations Director John Farabaugh, Sales Training Manager Gordon Medlock and Personnel Director Raymond Steele conducted the tour and business discussions. President James F. Connaughton described career potentials and business conditions in general.



NEWS

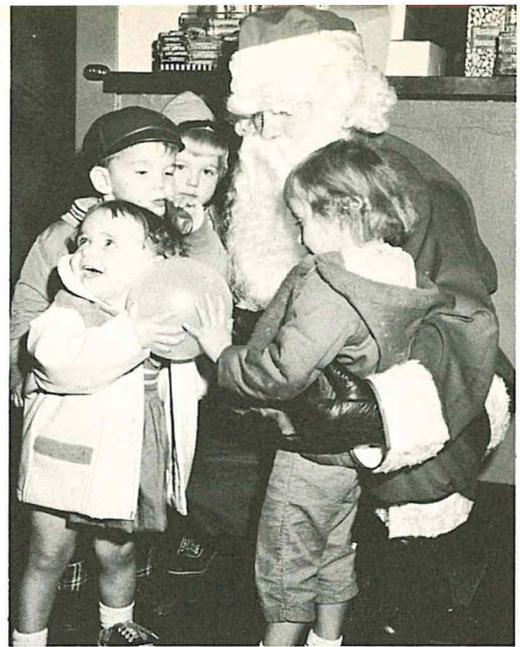
Harold Mayes, left, Wheelabrator Corporation Athletic Association President, accepted the Class C trophy from Dick Poynter, captain of the undefeated Junior WCAA Softball champions. Joe Baranowski, secretary of the Indiana Industrial Athletic Association of Mishawaka, stands by. The WCAA entry finished with a 10-0 mark led by most valuable player Poynter.

Mishawaka High School pupils, members of the Office Practice Class, visited Wheelabrator to learn on-the-job applications of what they have been studying. Mrs. Toby Smith, below, explains one of the mail room operations to the group.

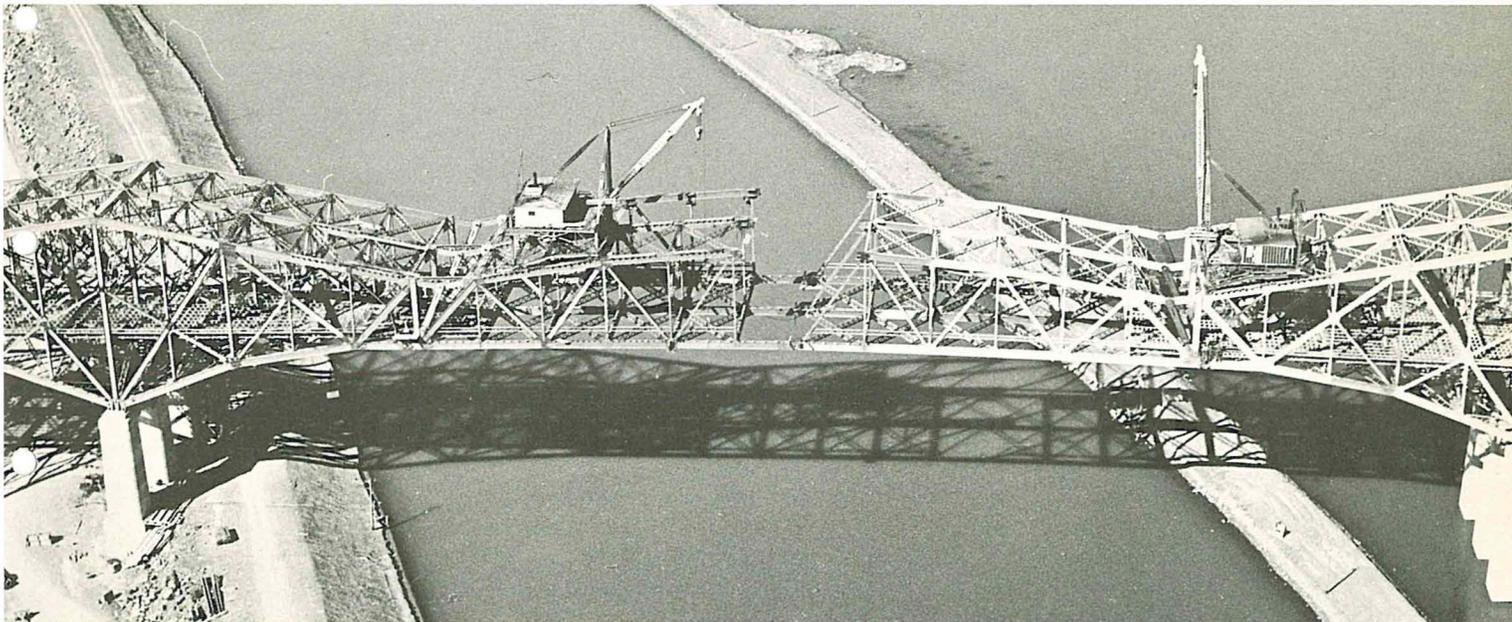




At the annual children's Christmas party in River Park Theater, Santa greeted employees' youngsters with candy, popcorn, balloons and gifts. At the Julianna Club gathering, Carol Biesbrouck, right, and Carolyn Powell, left, entertained with delightful pantomimes.



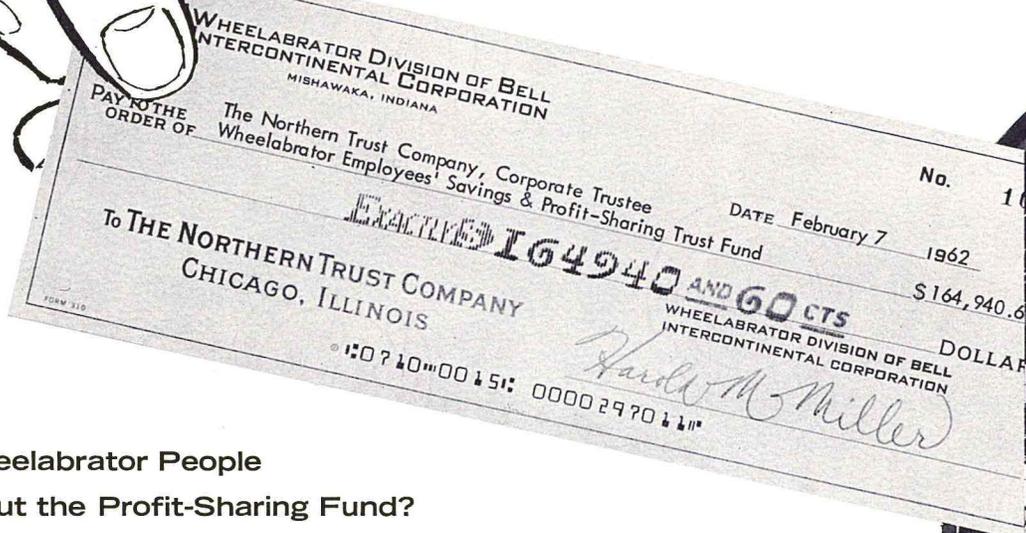
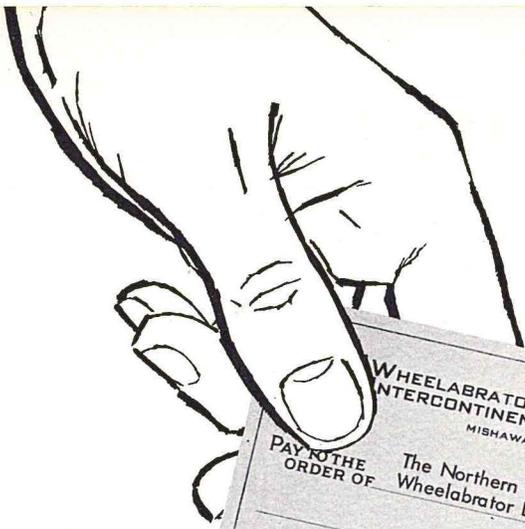
AND VIEWS



The Champlain Bridge, spanning the St. Lawrence River in Montreal, Canada, is one of the first construction projects to be completely cleaned by Wheelabrator equipment prior to erection. H. H. L. Pratley engineered the construction for

the National Harbours Board. The Canadian government is taking the lead in amending specifications, requiring structurals to be shot-blasted to reduce maintenance costs.

COMPANY COM PROFIT-SHARING



What are Wheelabrator People Thinking About the Profit-Sharing Fund?

A number of employees were asked to freely give comments on Profit-Sharing. A sampling appears here.

Everyone questioned had something constructive to say, and all seriously considered ways to improve the profit picture at Wheelabrator.



RAY LEUTHOLD, Engineering: To assist in reducing operating costs and thereby increasing profit margin, perhaps our sales of standard dust collector equipment should be emphasized. "Standards" lend themselves to mass-production methods, and mass-production is an effective way to build profits because of less engineering and production costs.



OMER BOEMBEKE, Steel Shop Layout: A better profit-sharing picture could be painted by curtailing wasted motion. If all repair part dimensions were noted on blue prints, the layout man would not have to take the time to measure the sizes needed to produce the part. Also, some differently numbered parts can be partially produced from a standard templet. Templet making time could be reduced, if a list were compiled denoting which parts can be so produced.



WALTER S. MILLER, retired: The Profit-Sharing Fund at Wheelabrator means only one thing to me — Security. I wouldn't be saying half enough, when I say it is the most wonderful thing that can happen to a retiree. My share of Profit-Sharing has been invested, and I now get dividends from this investment. And it's a comfortable feeling to know that should I need that money, I can take it out, and do with it what I desire. I'm for Profit-Sharing 100%, and any man who doesn't do his best to keep it growing, must be out of his mind . . .

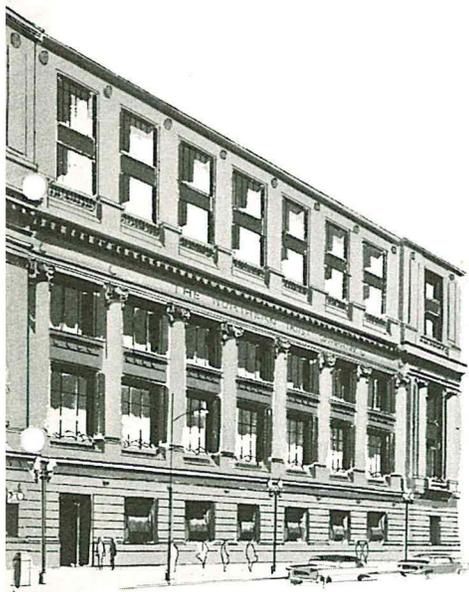


HILDRETH BOEHNLEIN, Methods and Planning: The best way I know to get Profit-Sharing where it should be is to do more work and less fooling around. Cooperation will create a better attitude all the way, and profits will come from this. We should do away with the little KINGDOMS, and forget about petty grievances. When we all get on the same team, we'll see the profit picture as it should be.

YEAR	Company Contribution	Savings
1961	\$ 164,941	\$ 240,992
1960	264,422	228,185
1959	309,560	225,478
1958	120,401	205,982
1957	294,810	218,441
1956	384,041	197,178
1955	373,279	172,883
1954 (14 Mos.)	262,681	178,802
1953	326,852	144,639
1952	363,923	141,618
1951 (10 Mos.)	302,025	91,892
1950	222,615	80,295
1949	111,541	80,289
1948	238,049	93,382
1947	228,256	16,195
Totals to 12/31/61	\$3,967,396	\$2,316,251

NOTE: The bracketed

CONTRIBUTION IN 1961 BUILDS G FUND TO \$6,011,748



The most popular subject of business discussions today centers on the unpopular "profit squeeze." A good illustration of this perplexing situation comes home when we look at the Company contribution to the Profit-Sharing Fund in 1961 compared to 1960.

The 1961 figure of \$164,941 is 38% less than 1960, although sales volume for both years was nearly identical. Why is it that in one year we can almost match sales volume of a previous year, yet fail to reach a similar profit figure?

Basically, it's this: Overall operating costs have risen while selling prices have remained constant (and in some cases, have decreased) because of competitive pressures in the market place.

Today we pay more in taxes, materials, transportation, wages and salaries, and sundry other services which account for the higher cost of production. If we were able to sell our products at an increased price, we could always insure profitable operations. In a competitive market, however, this is not possible. Thus, the profit is squeezed. To illustrate this, let's take the simple example of the shoemaker.

It costs him, say, \$7 to make a pair of shoes, including material, labor, overhead, and getting the shoes on a pair of willing feet. He sells the shoes for \$10 one year, and makes \$3 profit. The next year, it costs him \$8 to obtain leather, thread, new sewing machine parts, and other increases necessary to sell shoes.

He could allow the customer to absorb the added \$1 operating cost, but other shoemakers are selling similar-quality shoes at \$9. They do this to make inroads in the shoe market. To remain competitive, our shoemaker then must sell at \$9 to prevent himself from being priced out of the market. His profit is squeezed to \$1, or 66% off the previous year.

Luckily he still is showing a profit. Just as we did in 1961.

But to overcome the price-cost pinch, the shoemaker (just as we) must do a number of things to improve his operations and increase efficiency. By taking advantage of all the new production developments, materials, and processes, and at the same time working more efficiently, he can turn out an increased number of shoes at a lower unit cost. These he can now sell at a competitive price to return an equitable profit.

To be sure, all industries are faced with a similar price-cost pinch. To meet the problem, efforts are being made to induce more sales at a lower cost per unit. When this is done, profit will stand on its hind legs and bark joyously.

in	Expenses & Adjustments of Investments to Quoted Market	Paid to Participants	Year-End Balance
5,316	(\$526,134)	\$ 203,777	\$6,011,748
7,929	(131,332)	249,357	5,097,142
0,630	40,012	404,649	4,552,631
1,179	(182,381)	318,921	4,311,624
7,518	8,847	176,497	3,980,602
4,294	174,088	125,428	3,533,177
7,707	42,504	112,497	3,157,180
0,010	(36,276)	76,497	2,686,312
5,574	10,506	105,698	2,215,040
4,535	1,388	43,166	1,813,179
3,890	21,364	23,847	1,317,657
5,805	12,876	42,066	950,061
7,882	1,759	77,300	686,288
2,008	3,590	11,265	563,635
-	-	-	244,451
7,877	(\$559,189)	\$1,970,965	\$6,011,748

es denote credits.

WANTED
MORE
VITAL VALUES
SUGGESTIONS

Response to President J. F. Connaughton's request for VITAL VALUES ideas has been heartening. More than half of the ideas received from employees already have been acted upon, and the survey committee continues to study and evaluate the remainder.

In calling for suggestions to bolster Wheelabrator's No. 1 position in the field, the President asked each employee to offer ideas that would tend to build buyer confidence in our products and personnel. To this end, we were requested to outline improvements for our individual jobs, our products, and other facets of plant-wide operations to reduce costs, increase profits, and, in general, help us to maintain leadership in the industry.

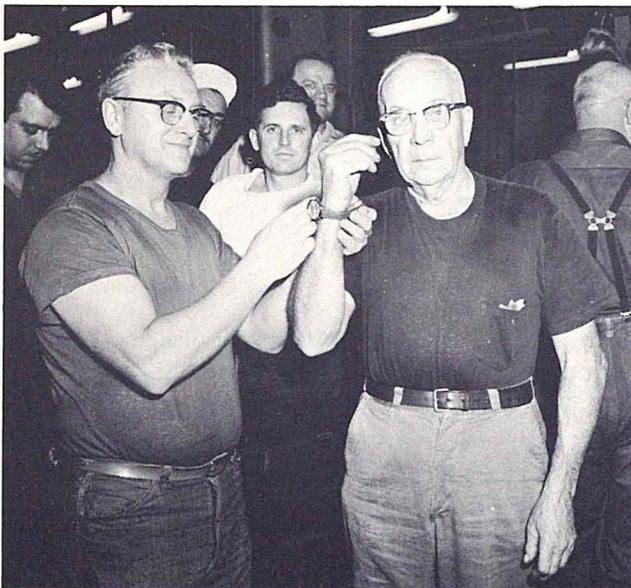
Employees have presented ideas that have ranged from the simple installation of a light bulb to completely revamping production methods. Each suggestion received thorough consideration, and some 20 ideas have cleared through the reviewing board, according to Mr. Connaughton. He said quite a few have been accepted and they are being incorporated at appropriate times, while others were rejected because of conditions and the nature of their plan.

Several of the good ideas exhibit varying degrees of complexity, and therefore need considerable time to review their relative merits. But, the committee has tackled the job with great enthusiasm.

Mr. Connaughton expressed his pleasure with the initial stages of the program, and personally answers those submitting ideas. He also urges more thinking along these lines, and hopes to see more ideas being tossed into the boiling pot.

Your supervisor or department head can obtain suggestion blanks for you. Look around your respective work areas to seek out cost-cutting and work-efficiency ideas that will make VITAL VALUES a continuing reality.

Submit these ideas to the President. They will add up to making Wheelabrator an even better place to work, and improve your own lot at the same time. Knowing you helped in this campaign will also instill personal pride in yourself, your job, and your company.



Louis Draving, Machine Shop, received a wrist watch from fellow workers upon his retirement after 20 years service. He is shown having the watch strapped to his wrist by Herman Mitchell, shop spokesman.

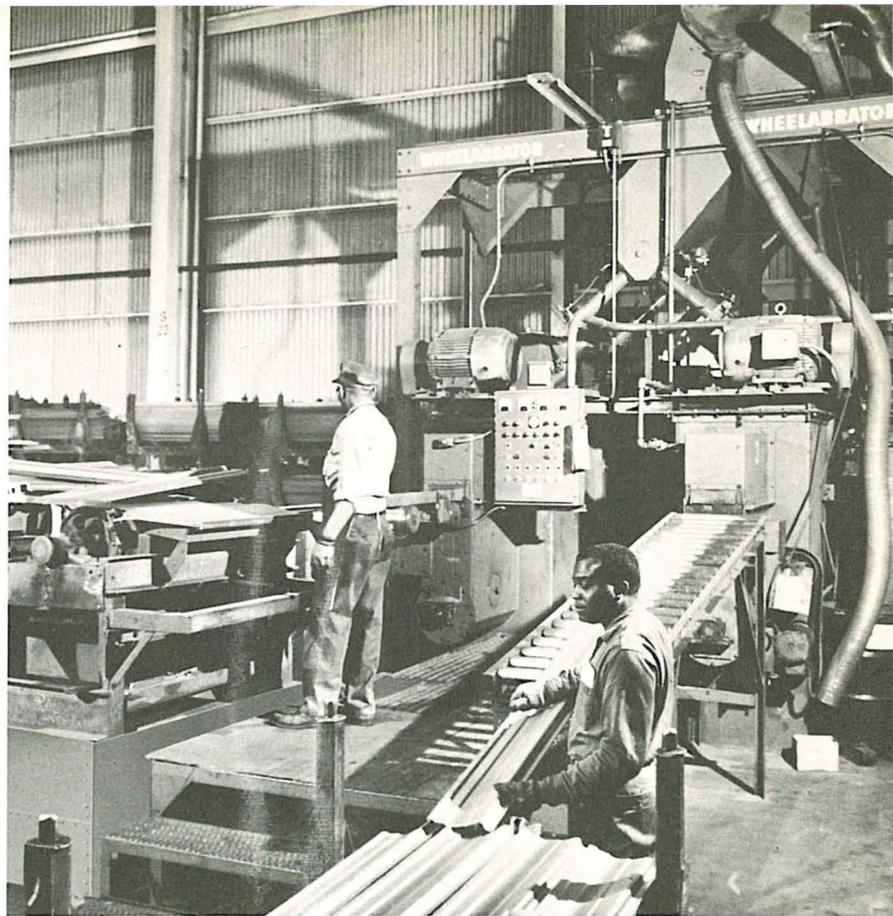
**We
 Knew Him
 When**



Fred Baldauf is now Manager, Sales Engineering, but **WE KNEW HIM WHEN** he started here in 1946 as New England serviceman. Following service as an Aerial Engineer in the Army Air Corps, Fred ran the gamut here — serviceman, home office, Philadelphia sales, and then Sales Engineering before assuming his present position in January, 1960. He dabbles in home gardening, bowls for relaxation, and spends quite a few hours with his Ham radio — K9 BZS are the call letters. A member of First Methodist Church and the Scottish Rite here, the Baldaufs have a son, Kirk, 11.

WHEEL FABRICATOR SAVES IN SWITCH TO BLAST CLEANING

Kelsey-Hayes reduces cleaning costs 55% by changing to Wheelabrator from pickling and gains time and space from the move.



A 55% cleaning cost reduction is one reason why Kelsey-Hayes Corporation, Romulus, Michigan, a major truck wheel fabricator, is a satisfied Wheelabrator customer.

Changing from acid pickling in another plant to blast cleaning in its own facilities produced the dollar savings per ton of hot rolled rim stock. A special four-wheel cabinet can clean 2,400 sheets during an eight-hour shift, and after more machine mechanization this output can be doubled, easily handling all the production in one shift.

Previously, the steel had been cleaned by a pickling process at McKeesport, Pennsylvania. Now, with the Wheelabrator under its roof, Kelsey-Hayes Corporation has effected savings in time, space and transportation, besides having direct control of the cleaning process.

The U-shaped blasting cabinet features two separate cabinets linked by a chain-type conveyor. The work is fed into one cabinet on a conveyor, blast cleaned on one side, and then flipped over on the chain conveyor. Work is then fed into the

second cabinet to clean the other side of heavy scale and storage residue.

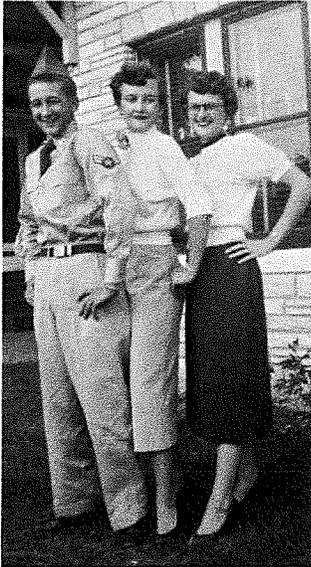
A fork lift truck brings the work to and from the machine where an operator and helper handle the operation. According to planned revisions, the operator alone will be able to handle the entire cleaning operation after installation of an automatic stacker.

At the beginning, the company experienced difficulties with wear of the cleaned rubber belt conveyors being exposed to the abrasive blast. But, by the addition of a heavy-duty belt, and armor plating of Long-Lyfe shingles to the belt, the problem was remedied. In over 300 hours of operation since this installation, the new belt shows no sign of visible wear, and the steel plates almost no wear. In over 850 wheel hours, no blades or other wheel parts have been replaced, although the operation has removed heavy scale and rust from the stock.

At the present time cost of descaling the steel pieces is estimated to be less than half of that required for acid pickling. When they complete their conveyorization at the machine, savings effected will be even greater.



Mr. and Mrs. William (Shorty) Ryman are pictured in a familiar pose in their Mishawaka home. Shown at right are their three children, Jack, Beverly and Darlene.



You could write a book about Mr. and Mrs. William (Shorty) Ryman and their 19 children.

Coincidentally, one of their 14 daughters is doing just that — writing a book of her often humorous, sometimes melancholy experiences with her true brother and sister, her six half-brothers and sisters, and her 10 foster brothers and sisters.

Confused? Really, it's quite simple.

Bill Ryman's first wife died. They had four children. He later married Hazel Vallance, a widow with two children. Bill and Hazel then had three children of their own. (Following so far?)

After these nine had married and left home, Mrs. Ryman became nervous and fidgety. The doctor's diagnosis? "Lonesome for children." The antidote? "Become a foster family."

And a foster family the Rymans became . . . with gusto.

Starting in 1953 when they were authorized by the state, nine girls and a boy have basked in the warmth and endearment of the Ryman household. Most of the children came from broken homes, but responded immediately to the love and affection that abounded at the Rymans. Some stayed only a few months, while others became part of the growing Ryman family.

Growing? At time of publication, Hazel and Bill have 22 grandchildren, two foster grandchildren, and four great-grandchildren.

Mrs. Ryman? She's not nervous anymore. She eagerly awaits visits from the growing family. And to fill the void, she baby-sits for nearly everyone in the neighborhood.

You'd think an experience like this would be harrowing and awesome for the normal man. Look at Bill Ryman today, however. At 67, he still bounces around Wheelabrator's steel shop. Always smiling. This is a contented man. He apparently knows the good he has accomplished in his lifetime.

ONE MAN'S FAMILY OF 19



Passing PARADE

REPORTERS — Delores Burtsfield • Lewis Cookie • Milferd Gardner
Marie Koldyke • John Lang • Blanche Null • Pamela Savadori

The turmoil of the new editorial "regime" has finally cleared, and the Passing PARADE again appears in familiar form. Joining the reporting staff on the in-plant safari are the following: **Marie Koldyke**, Dust & Fume; **John Lang**, Foundry; **Lewis Cookie**, Machine Shop, and **Pamela Savadori**, Engineering.

. . .

Personal: The loss of **Fred Bishop**, PARADE Reporter, will be felt by the readers who enjoyed his interesting articles over the years. **Ron Midday**, Office Clerk, has the job requisites of patience and ability, according to first impressions. The pleasure of jet travel helped the **Maurry Hufts** enjoy a holiday vacation to Florida, and **Jack Balentine** returned to work after a short illness. **Al Van Loecke** received a belated Christmas gift on December 28 — a baby daughter . . . *Sports:* The Be Kind to Animal advocates, **Cal Kelly** and friends, catch many stray rabbits in the Steel Yard and grant them sanctuary at the Conservation Club — or is that rabbit stew I detect cooking on the stove? . . . *Assorted Fax:* Hats off to the **McFarland Clan** — **Arden, Ralph** and **Monte**. They all have an equitable knowledge of foundry practice. This reporter claims distant relationship, by national origin, of course. (J.L.)

. . .

Olive Hartung, Sales, has the cast off her leg following an operation, and is progressing well. We expect Olive back to work in a short while . . . **Clayton Dinger**, Dust & Fume, finally found a team to play with in the Bowling League after a tenure as substitute. He claimed he outshone those he had substituted for. Kidding aside, guess he is a pretty good kegler . . . Engagement rings grace the

fingers of **Linda Marker**, TWX operator, and **Karen Kidder**, Files. Linda and Jerry Bontrager of Wakarusa set February 24 as the date. Karen and Richard Manley, serving aboard the USS Sampson, have no definite date in mind . . . At the WCAA Skating Party, **Martha Heston** and **Chuck Ludwig** stole the spotlight with some pretty fancy figure skating. The time they spilled onto the floor resulted from avoiding a little girl skater — or so they say . . . **Willie Smith**, Cost, at the same soiree, lost his back wheels and did an impromptu flip-flop. No serious wounds, except to pride, of course . . . **Pat Sloan** and **Mary Helen Driver** cooperated on organizing the cooperative Christmas Party held by Sales, Abrasives, Parts Service, Dust & Fume, and Files. The food was delicious, and there was plenty of it . . . Former employees, Pearl and Kenny Sill, dropped Christmas greetings to old friends here, and all were glad to hear they are both well and perking right along . . . Julianna Club honored members with 15 years of continuous service at the annual end-of-the-year party. Receiving pins or charm bracelets were **Bell Calwell**, **Juanita Cannon**, **Anna Sawyer**, **Margaret Sawyer**, **Odelia Schaut**, **Margaret Hadaway**, **Julia Baugher**, **Esther Harley**, **Dottie Whitmer**, **Del Brambert**, **Jean Seybold**, **Del Canarecci**, **Mary Golba**, **Blanche Null**, **Josephine Dattalo**, **Sophia Burkhart**, **Eva Copp**, **Gladys Warren** and **Hazel Pace**. Entertainment at the Julianna Club party topped the evening. **Joan Schue**, **Carolyn Powell**, **Pat Sloan**, **Carol Biesbrouck**, **Carol Vandyriff**, and **Jeanette Taylor** sang as sextet with **Janet Dawson** as accompanist. Pantomimes were beautifully done by **Carol Biesbrouck**, **Carolyn Powell**, **Mary Helen Driver** and **Willa Mae Parker**. **Alberta Kaufman**, **Julia Ciszson** and **Helen LaDow** taught us how to "Tennessee Wig-Walk." All in all, the entire show proved we have some valuable "ham" in the club. The membership also wishes to extend warm thanks to the out-going officers. They did a fine job . . . Some real decorating rivalry was exhibited over the office Christmas trees this year. In our opinion, though, Accounting had the most novel tree trimmed with lace, popcorn, and assorted trinkets. (Ed. Note: The bough in Advertising and Abrasives was well decorated, too, but hardly enough to cop any prizes.) (M.K.)

. . .

Proud grandmothers: **Sue Boehnlein**, Cost, announced the arrival of a granddaughter December 7, born to Carol Boehnlein Elmo. Carol, you may recall, worked here in Sales. Sue, by the way, is home recovering from a heart spell. **Marie Lehman**, Purchasing, has a new grandson born December 5 to Mr. and Robert Vendrick. Carol Leh-

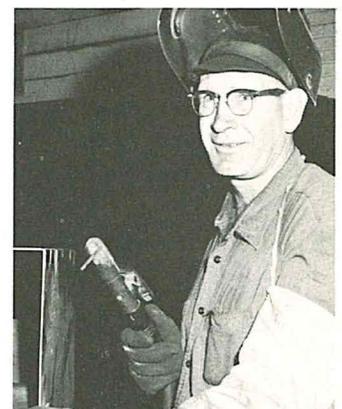
(Continued on page fourteen)



ON THE JOB

Donald E. Schrader, Engineer in Proposal Design, will complete his tenth year here in the fall. Shown ON THE JOB, the WW II veteran started as a design draftsman. Active in the Boy Scouts, Don is Committeeman for Troop 581, South Bend. He is also Production Advisor for the Wheelabrator Junior Achievers. A varsity fencer at Purdue, Don limits his weldings to his Ham radio operation — call letters K9 GXD.

John Van Belleghem, Steel Shop Welder, started as a sweeper back in 1935. In this interim, he also worked as an assembler and set-up man on the road. A former Wheelabrator softball player, John has coached for St. Joseph's Athletic Association. From 1955 on, he has concentrated on building a new home in Penn Township, and is currently putting the finishing touches on it. He enjoys puttering around the house.



Passing Parade

(Continued from page thirteen)

man Vendrick formerly worked in Engineering . . . Christmas engagements: **Robbye Lou Dunn**, Cost to **Bob Lennox**, Receiving; **Charlene Persyn**, Switchboard, to Harry Hyska, and **Sue Decker**, Receptionist, to Notre Dame footballer, Max Burnell . . . The corner office lights downstairs are burning again with the return of **Stanley E. Krzeszewski** from a business trip to France. He arrived in the states in time for Christmas after visiting our new steel abrasives plant . . . **Colette Eastburn**, a native of France, is a new employee in Purchasing. She works for **C. A. Soens**. (D.B.)

Sympathies to **Don Raabe**, whose father, William, passed away. Bill, 71, retired from the Machine Shop as a tool and die man . . . **Don White** has returned from two weeks at Key West, Florida, with the Naval Reserves . . . **Art Martin** comes up with tall tale: A door fell on his head. He's got the knot on his noggin to prove it. Seems an overhead door was being lowered as he stood under it. Ohhh, that smarts . . . **Louie Draving** retired December 29 after 20 years of service. An out-doors enthusiast, Louie will take a southern trip before returning to Mishawaka to enjoy the benefits of retired life. While here, Louie worked on grinding and lathe work while with the Company. (L.C.)

John Kijak, Steel Shop, may give up indoor football at home — damage to furniture and self are factors in his decision. The lengths some people go to get a vacation . . . Like **George Pattliff**, he broke an arm to get one — his . . . **Lysle Coe** joins the build-your-home addicts — his new one is on Cleveland Road . . . **George Gay** was building his, too, but stopped to help build a church . . . **Russell Termont** is already living in his . . . Wearing Air Force blue now is **Klaus Radandt**. The German native hopes he is sent to the land he left when only 12 . . . A farmer told a city slicker that his South American hen laid 355 eggs in 365 days. The unimpressed slicker asked, "What was she doing the other 10 days?" . . . **Al Rosell** will be back on his hydraulic press by the time you read this. He left to attend to an injury to his hand . . . **Bob Whitaker**, a farm boy at heart, talks of little else but "going back to the farm." If his latest "threat" is taken to heart, he will be back in Florence, Alabama, by the time this reaches print. (M.G.)

ACROSS THE NATION

NEWS FROM THE REGIONAL OFFICES

Reported by Stella McCrory in Los Angeles • C. A. Stanford in New York • Eleanor Noski and Marion Semanski in Detroit • Louise Cartledge in Birmingham.

It was a happy holiday for **Andy Joye**. His son, who is in the Air Force, was able to jet home from California for the holidays . . . Honored guest: **John Riedy** paid a visit to the Detroit group for the holidays . . . **Graham Markes** saved a week's vacation and spent Christmas week in

Canada . . . **Hank Ellis** laments being a one-man bowling team. Seems no one else shows up for league play . . . No, that's not a Seminole Indian in our office — Just **Eleanor Noski**. She spent her recent vacation in the sunny South. Must really be sunny down south! (Detroit)

Although we did not enjoy a White Christmas down south, everyone had a most enjoyable holiday season. **Bill Scherrer's** son, Jimmy, who attends the University of Cincinnati, spent the vacation from books with his family, as did **Lee Wieschaus'** daughter, Kathleen, who attends Sienna College in Memphis. (Birmingham)

Joe O'Callaghan added a fourth heir on December 9 when Kathleen Riley O'Callaghan appeared on the scene. The O'Callaghan clan still resides in Mishawaka until arrangements can be made to move to the new office. (Chicago)

COMMENTS MADE ON "REFLECTIONS"

A sampling of the comments received in response to the 1961 edition of REFLECTIONS OF CHRISTMAS is a tribute to those who believe Christmas is more than Santa Claus, tinsel, and pure commercialism. A few excerpts appear here as a reminder.

A housewife from East Moline, Illinois, wrote, "My four daughters love to hear the stories and poems all year around . . . it helps teach the girls there is more to Christmas than Santa Claus . . ."

From St. Mark's Anglican Church, Innisfail, Alberta, Canada, weekly bulletin, ". . . a fine publication will be enclosed with the Warden's annual letter . . . I am not sure how Wheelabrator Corporation will receive any return on their investment, but congratulations on a fine piece of public relations, and we say Thank You."

A minister in Yankton, South Dakota, opined, ". . . sincere thanks . . . as always it is an outstanding collection."

A score or more of similar letters came from all over the country, and Canada. There was delightful commentary from crippled children's homes, detention homes, public officials, top executives, and just plain folks, who enjoy a rebirth of faith in observing the Birth of Jesus by reading our little collection of poems and stories.

WHO'S WHO

ANNIVERSARIES: Joining the quarter-century employees are:

Walt Beatty	Methods and Planning
Raymond Steele	Personnel
Cecil Millemon	Cost Accounting
Marvalynn Powell	Steel Shop
William Whitaker	Steel Shop
William Shultz	Machine Shop
Jack Bowers	Steel Shop
Donald Martin	Production Control

New 20-year veterans are:

Claude Wiseman	Plant 2
Elmer Byrd	Steel Shop
Robbin Wall	Engineering
Casimir Truckowski	Machine Shop
Elmer Mast	Steel Shop
Richard Gildner	Steel Shop
Mary Golba	Parts Service

. . .

TRANSFERS: Two transfers within the Detroit Regional Office were announced by **J. H. Barnes**, Manager. **Graham Markes**, formerly Field Engineer for Lord Chemical, is now Precision Finishing Specialist, and **Tom Mott**, formerly Field Engineer, is now Regional Engineer-Equipment. Barnes also announced that **Fred Smith** has returned as Field Engineer.

. . .

RETIREMENTS: **Louis Draving**, Machine Shop, retired in late December after 20 years of service. **Sam West**, a 22-year veteran, and a fellow machinist of Louie's, joined the retired ranks in early February. **Glen Wolfe**, Steel Shop, retired in January after more than 22 years with the Company.



Retired employees gathered at the Kosciusko Club for the union-sponsored dinner, exchanging chit-chat and reminiscing about the "good old days." Above, Percy Retter, Dustubes, and Earl Haslett, Steel Shop, enjoy a few friendly words, while Camil Bonne, Elevator Assembly, proudly displays pictures of his native Belgium to Marv Powell, Dustube foreman.

WHAT'S NEW



The 1962 officers of Julianna Club pose following festivities at the Club Normandy. Pictured above are: Alberta Kaufman, president; Pamela Savadori, board member; Willa Mae Parker, retiring president and new board member; Rena Lester, secretary-treasurer, and Lillian Zimmerman, vice president. Martha Kemp, another board member, was unable to attend the election-meeting-banquet.

. . .

Duff Watson, Marketing, has added another link in his chain of curricular activities. He teaches a weekly Christian Confraternity Doctrine class for Catholic high school pupils, who attend public schools. Duff took a two-year training course to prepare for this assignment.

. . .

Art Fuller, Advertising, has double reason for looking forward to 1962. He was elected Worshipful Master of Tyrian Lodge, No. 718, Free and Accepted Masons of Elkhart, and proudly announced the birth of his first grandson, Steven Douglas Thorpe. Art's daughter, El-Donna, had worked in Billing.

. . .

Gordon E. Medlock, Sales Training, saw a contest advertised in a trade magazine, entered it, and won two tickets to the Orange Bowl. Circumstances prevented him from attending the game in Miami, but he turned the ducats over to a Miami orphanage. His entry in the Mann-craft Exhibitors Service contest was a novel approach to "Why Show Management Should Not Be a Function of Convention or Trade Show Service Contractors" in 150 words, or less.

. . .

A key to success: Customer relations can extend a great deal toward promoting a sale. Take, for example, the case of John T. Montgomery of the Burke Rubber Co., who visited the plant recently for a demonstration of equipment. Suffering from a heavy cold, Montgomery received treatment here for the cold. He responded with a letter of cordial thanks, and requested pertinent information which may lead to the sale of a rubber deflashing unit. Whether the good treatment he received here assisted in putting over the sales pitch probably will never be proved. But, it certainly didn't hurt the cause.



BIETRIX

DISSEZ

BAYLOT

VAN DEN BOSCH

DETANGER

CAPITANT

ROCHÉ

LeCheylas, France

Abrasives Plant Now in Operation

The new steel shot plant in LeCheylas, France, poured its first "heat" November 6, a year after plans for the most modern abrasives facility in Europe were laid.

Wheelabrator Vice President Stanley Krzeszewski, who recently returned from France where he supervised equipment purchases, plant construction, and production procedures, highly praised the plant's executive management. The new company, named Pour La Fabrication Des Grenailles Abrasives Wheelabrator — Allevard, will be managed by men with varied experience in the European steelmaking industry.

Mr. Georges T. Bietrix, President and Director-General, is a graduate and practicing engineer with manufacturing and administrative experience in steelmaking.

Mr. Pierre Dissez, Secretary-Treasurer, is a graduate engineer with additional honors in law and accounting. He will handle the legal, financial and accounting matters. Mr. Pierre A. Baylot, Technical Director, is a graduate metallurgical engineer, who will direct all shop operations.

Mr. Andre B. Van Den Bosch, Director of Research and Development, is also Chief Metallurgist, and will be responsible for quality control. Mr. Bernard Detanger, Director of Sales, will devote full time to abrasive sales and distribution.

Mr. Jean M. Capitant, Plant Superintendent, is also a metallurgical engineer. He spent seven weeks in Mishawaka learning steel shot production methods. Mr. Jean S. Roché, Plant Engineer, is a graduate mechanical engineer, who worked closely with Mr. Krzeszewski during plant construction.

The plant, owned jointly by Bell Intercontinental and Societe Des Hauts-Fourneaux et Forges D'Allevard (producers of alloys, iron powders and steel), was formed to allow us to compete in the Continental market with other abrasives made in Europe. Previously, our exported quality steel abrasives could not compete against European-produced abrasives, such as chilled iron and cut wire products, because of high tariffs and high transportation costs.

