

WHEELABRATOR

PARADE

RECORD OF TRUST PARTICIPATION OF TYPICAL EMPLOYEE
 IN THE WHEELABRATOR EMPLOYEES' SAVINGS AND PROFIT-SHARING TRUST FUND

| Year | Age | My Savings | Total Savings | Share Company Profits | Trust Earnings | Other Credits or Debits | Total |
|------|-----|------------|---------------|-----------------------|----------------|-------------------------|---------|
| 1947 | 25 | 4350 | 4350 | 519.27 | | | 562.77 |
| 1948 | 26 | 220.50 | 264.00 | 487.73 | 6.74 | 12.57 | 1290.31 |



| | | | | | | | |
|------|----|--------|---------|--------|---------|-------|----------|
| 1966 | 44 | 500.00 | 6654.00 | 700.13 | 953.49 | 35.11 | 26425.31 |
| 1967 | 45 | 500.00 | 7154.00 | 575.41 | 1038.61 | 21.35 | 28560.68 |



Our National Sales and Service Coverage

How successful we are at Wheelabrator depends greatly upon how well we distribute — sell and service — our products. Our skill in distributing efficiently must equal or surpass our skill to produce.

Since Wheelabrator products are used in so many industries across the country in a broad spectrum of applications — metalworking, rubber, plastics, chemicals, rock products, municipal incineration, etc. — a far-flung sales organization is required to insure adequate coverage of all potential users.

A rather unique highly-efficient regional sales setup is utilized for this national coverage. Headed by a regional manager, each of the 6 offices is staffed with field sales engineers, service engineers and product specialists. Although each region is responsible to the Mishawaka sales management, it is operated autonomously to cope with its own individual business conditions and opportunities. This setup not only provides sales coverage but it also permits a continuing supply of vital services to be rendered to the customer.

The efforts of our field force, backed-up by all of us at Mishawaka in providing the finest products and customer services possible, insure continuing company growth and individual security.

James F. Connaughton

President

A Breakthrough in the Cement Industry...

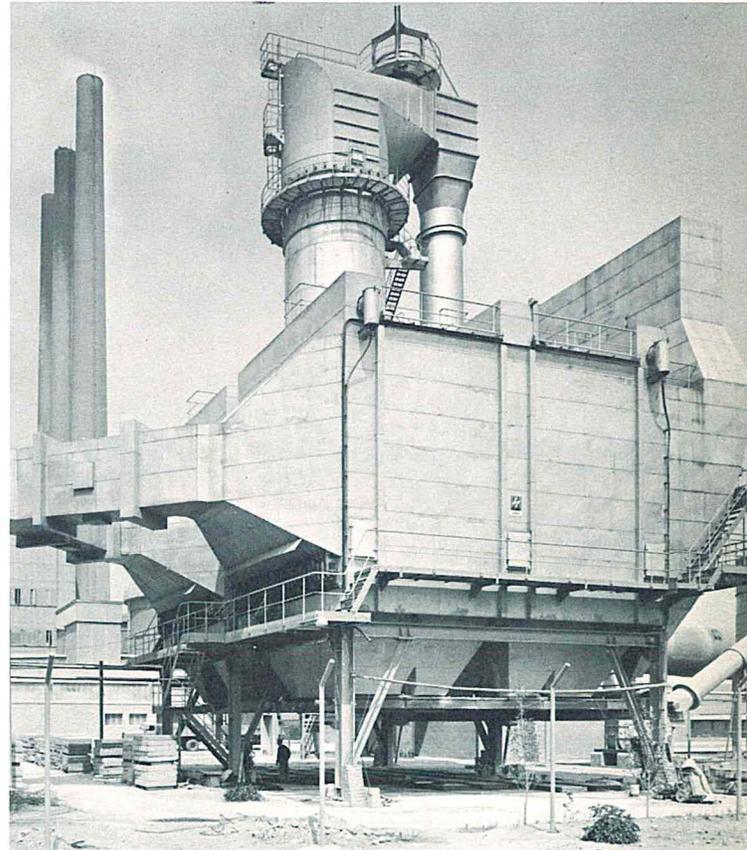
... FIRST U.S. SALE OF A WHEELABRATOR-LURGI ELECTROSTATIC PRECIPITATOR FOR VENTILATING A CEMENT KILN

Soon to be placed into operation at the Speed, Indiana cement plant of Louisville Cement Company is a Wheelabrator-Lurgi Electrostatic Precipitator for controlling air pollution from a cement kiln. This is an important breakthrough for the Air Pollution Control Division since it is the first United States installation of a Lurgi Precipitator in this industry.

An original approach to solve the problem at Louisville Cement was used to get the order. The low efficiency of existing dust collectors on the Brixment kiln at the Speed plant made necessary a change in collecting methods.

After searching for a year in the U. S. for a suitable control device, the concerned officials at Louisville Cement, at Wheelabrator's request, went to Europe to investigate the success of Lurgi Electrostatic Precipitator installations on kilns.

They liked what they saw! The answer was a Lurgi device which changes the electrical proper-



Lurgi Electrostatic Precipitator installed at a European cement plant. This installation is similar to the one to be placed into operation at Louisville Cement Company.

ties of the cement dust allowing it to be collected effectively in an electrostatic precipitator. This method is a process that sends the hot gas to an evaporation cooling tower, 90 feet tall and 20 feet in diameter, which reduces the temperature from 550 degrees to about 260 degrees before the dust laden gas enters the precipitator.

An order was given to Wheelabrator for the complete installation. With the anticipated successful operation of the unit, the way should be paved for additional precipitator sales to the cement industry.

Promotions and Appointments

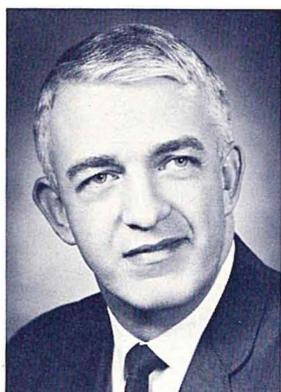
Len B. Nelson, who has been active in our firm's anti-pollution activities exclusively for 21 years, has been named Vice President of the Air Pollution Control Division.

Nelson will be responsible for our four basic air pollution control product lines as well as for the W. W. Criswell Company Division, Riverton, New Jersey, and Riverside California, and Barrday, Ltd., Galt, Ontario — two divisions which produce parts for fabric filter control systems.

Previous to his new post, Len was V.P. and General Mgr. of the Criswell Division since 1961, and in Wheelabrator air pollution control sales and engineering since 1946.



Nelson



Sanford

Ralph E. Sanford has joined our company as Director of Industrial Relations.

A business major from Hope College, Mr. Sanford has been engaged in industrial relation activities for the past 15 years.

Service has been a key issue in Ralph's life as an officer in World War II and the Korean War; a teacher in Shelby, Michigan; a YMCA board director; an instructor at Wayne State University; the first vice president Detroit Chapter of the American Society of Training Directors; a precinct delegate, and an active member in church activities.



Lynch

Promoted to the position of Manager of Steel Mill Equipment Sales is **Frank J. Lynch**.

Frank has been with Wheelabrator since 1960 starting in the Marketing Department. In 1961 he was transferred to the Chicago Region as a field engineer.

Sales experience in the South Chicago steel mill area has prepared him well for his new position.

Joseph E. O'Callaghan has been promoted to the position of Regional Manager of the East Central Region. Joe came to Wheelabrator in 1960 as a product engineer. Since then, he has served as regional abrasive engineer, field engineer, and as blast equipment regional engineer. He is a graduate of Notre Dame and an active member of the American Foundrymen's Society.

Recently joining the staff of our Air Pollution Control Division is **George B. Dehn**. George has been appointed to the position of Product Manager of the new Wheelabrator-Turbex line of wet collectors and scrubbers.

No newcomer to the control of air pollution, he has been affiliated with a prominent manufacturer of such equipment for eight years in engineering and sales positions. He is a member of the

American Foundrymen's Society and the Engineering Society of Detroit.

A new and welcome face across the border to the north is that of **Richard A. Walli**, Air Pollution Control Division, Wheelabrator Corporation of Canada, Ltd.

Dick received a diploma in Mining Technology from the Provincial Institute of Mining, Haileybury, Ontario; a B.S. Degree in Mining Engineering from Michigan Technological University, Houghton, Michigan; and a M.S. degree in Mining Engineering from Penn State University, University Park, Pa.

Professional affiliations include being a Registered Professional Engineer, Ontario Province; Sec.-Treasurer, Southern Ontario Section — American Industrial Hygiene Association and a member of the Ontario Section — Air Pollution Control Association.

Louis T. Kenney has been appointed to the newly created position of Wage and Salary Administrator.

For the last year and a half, Mr. Kenney has been Director of Industrial Relations. Prior to that time, he had been with United Welding Co., Middletown, Ohio as Vice President and General Manager.



O'Callaghan, Jr.



Dehn



Walli



Left to right: Bill Nastos, Jerry Hall, Ron Grompski, and Joe Fotia review the dry chemical fire extinguisher.

Plant Fire Brigade

The Plant Fire Brigade, organized in June of 1967 under the direction of Orville Nappier, Safety Supervisor, started with a total of 52 employees on three shifts representing departments throughout the plants.

These men have volunteered to serve on the Brigade and are now being trained to protect the lives and properties of the people and areas in which we work.

Each of these men is charged with the responsibility to respond immediately to any fire emergency in his department by reporting the fire location and then assisting in extinguishing, confining or controlling the fire until the local fire department arrives.

Learn While You Earn

Liberalization of the Wheelabrator Tuition Reimbursement program which will benefit those employees pursuing a college degree while working full time has just been announced by the Wheelabrator Scholarship Committee.

Employees studying for a Bachelor's or advanced degree by attending evening classes may now obtain tuition reimbursement of elective courses which may not be job-related but which are necessary to fulfill the degree requirements.

To be reimbursed for the cost of these courses the student will be required to obtain a statement admitting the student to the university to study for the degree and acknowledging that the specified course is an elective for that degree.

All applications must be turned in no later than March 1st. Standard forms for obtaining this certification and application forms are available at the Personnel Office.

We knew him when



RICHARD L. SMITH

South of the border — down Mexico way, we might find our Export Manager, Richard L. Smith. If not there, then perhaps in Venezuela, Latin America, or the Virgin Islands.

Dick is presently Director of the Michiana World Trade Club and a member of the Chicago World Trade Club. He enjoys woodworking, and devotes a great deal of time to taking 8 mm. movies of which he now can view over 15,000 feet. Many of these films concern our foreign associates and also machines installed in foreign countries.

Rather than weather the weather, Dick and his wife, Loretta, head for the sunshine states of Florida and California when vacation time rolls around, as they've done for the past 12 years. "We'd rather pick our own oranges", says Dick.

Since joining Wheelabrator in 1956, Dick has been a sales engineer in the Blast Division and in the Export Dept., and has served as Assistant Manager of Export Sales before his present promotion. The Smiths reside at 343 Riverdale in Elkhart.



WAYNE W. CLEMENTS

If Mr. Webster ever attempted to define a native of our Midwest, he would be taking a step in the right direction to meet Wayne W. Clements.

Wayne was born in Saline, Michigan, and graduated from Michigan State University with a B.S. in Engineering. He came to us in 1957, and has held field sales positions in several states before his present position as Manager of the Demonstration Department.

An ardent fan of competitive sports, he participates in the Wheelabrator golf and bowling leagues. Wayne especially enjoys football, but finds himself outnumbered when M.S.U. is on the N.D. roster. Wayne was recently reported to have "borrowed" N.D. #1 plates, which he considers outdated, for metal testing purposes in the lab.

Adult education has been another of his extra-curriculars, with studies in the areas of supervision, and he intends to continue and vary such studies. He and his wife, Jane, reside at 1740 Crestwood Boulevard, South Bend.

NEWS

AND



Left to right: Dick Houston, John Vaselein, Al Blaskie, Ed Sullivan, Walt Beatty, Jack Bowers, and Jack Metcalf gather for a photo during a retirement dinner in honor of Blaskie.

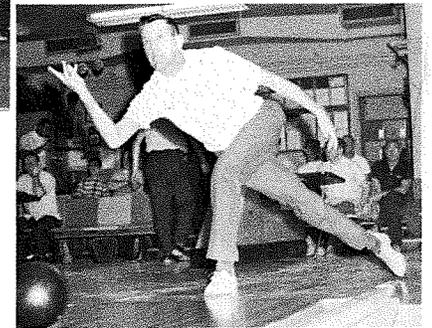


New officers of the Julianna Club were announced during their Christmas Party at the Morris Park Country Club. Standing left to right: Mrs. Maynard Lehman, vice-president; Mrs. Wayne Clements, past-president; Mrs. Robert LeMon, board member and Miss Virginia Wachs, secretary. Seated from left: Mrs. Mary Helen Driver, president, and Mrs. Joseph Leyes, board member.

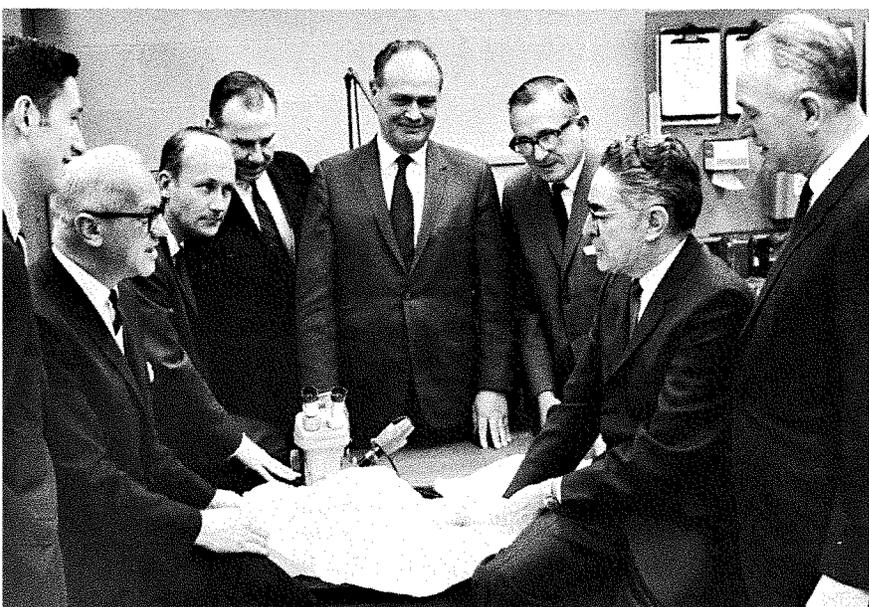


Bud Rich picks up a spare for the Office team.

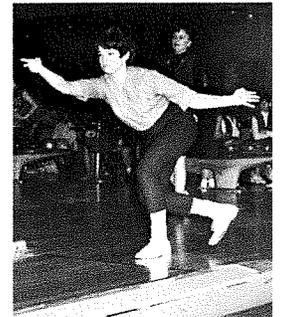
Emil DeVreese in good form with the Stockroom team.



Managers and Engineers from Owens-Corning Fiberglas recently met with Wheelabrator personnel to discuss research programs on new filter fabrics for air pollution control.



After a hard match, Elaine Baldini, Wheeler Dealer team, Jo Wiendels, Jean Vergon, Mary Helen Driver, Joan Schue and Jane Clements of The Four J's Plus 1, rest for awhile.

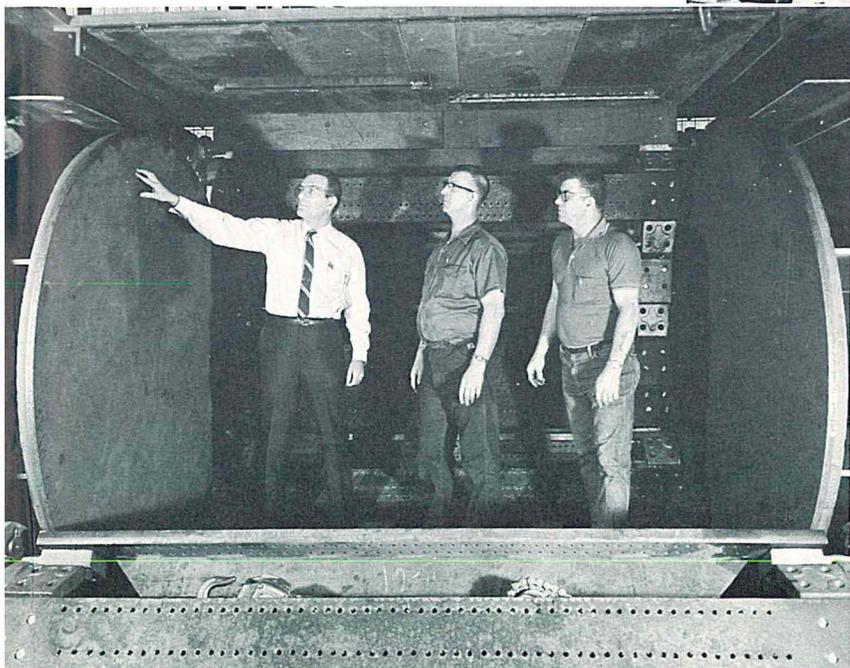


Sandy Phelps bowling with the Wheelettes.

Taking time out for a photo at a quarterly regional sales manager's meeting are seated from the left: L. W. Kohlmeyer, J. H. Burlingame, J. E. O'Callaghan, and R. L. Orth. Standing: J. H. Phelan, L. J. Wieschaus, J. H. Barnes, and J. H. Thomson.



VIEWS



Hardy Stebbins, Sales Manager of Standard Blast Equipment, Ray Lidgard, and Ray Spice are examining the constructional features of barrel head wear plates on one of two 100 cu. ft. Super Tumbblasts being built for Boston Naval Shipyard and Norfolk Naval Shipyard, Portsmouth, Virginia, for the cleaning of anchor chain.



Charles Raith, Paris, France, who spent eight months studying in the marketing and advertising department, is bid "Au Revoir".

Managers of Balcrank's Jet Pulser sales force met with representatives and distributors in recent seminar. Also in attendance were members of the advertising staff and agency.



Employees' Savings and Profit-Sharing

In the preface to the Profit-Sharing booklet, "Profit-Sharing Depends on You," president James F. Connaughton wrote:

"A profitable business is a vital business, a business that has in it the potential for growth. People want to invest in it, to do business with it, to work for it. Because such a business means opportunity . . . for the investor, the employee, even the customer.

"This is the kind of business I believe we have here at Wheelabrator. Which is why I say, 'Your future security and the future of this business depend on you. And when I say 'you', I really mean all of us.'"

Wheelabrator in 1967 remained firmly on the growth course which has characterized its operations for the past 10 years.

Shipments reached \$47,000,000 for the first time in history, almost three times greater than the volume of a decade ago. Earnings were up, too, enabling the company to make a higher contribution to the Wheelabrator Employees' Savings and Profit-Sharing Plan.

The contribution to the plan in 1967 was a record \$606,651, up from the \$590,898 in 1966, double the contribution of 1957. Distributable income was also higher, \$334,491. This compares with \$305,100 in

1966 and almost triples the \$118,020 of 10 years ago.

These levels of achievement were influenced by many factors — more products, more customers, more production capacity and more people. Without a larger work force, this progress could not have been attained.

A larger work force means a wider distribution of the benefits of the Profit-Sharing Plan. In 1967, there were 1,608 participants in the Plan, largest in its 21-year history, and 211 more than in 1966 and 628 more than in 1957.

The growth of the Profit-Sharing Plan in numbers of persons participating, as well as in the accumulated balance, is aligned directly with the growth of the company.

The fact that more employees are participating in the plan results in a greater sharing by a greater number of persons, thus enhancing the security of the Wheelabrator family of employees as well as adding a significant mark of stability to the economy of the community.

In addition to the greater number of persons participating in the Plan, there were also two other substantial influential factors — significant increases in eligible salaries and wages and a larger amount of overtime payments.

After all factors are computed, there may be slightly

| YEAR | Company Contribution | Savings | Earnings | Expenses & Adjustments of Investments to Quoted Market | Paid to Participants | Year-End Balance |
|------------------------|----------------------|--------------------|--------------------|--|----------------------|---------------------|
| 1967 | \$ 606,651 | \$ 525,565 | \$ 363,581 | (\$472,612) | \$ 587,522 | \$10,360,689 |
| 1966 | 590,898 | 416,921 | 331,492 | 1,030,302 | 507,582 | 8,979,802 |
| 1965 | 513,070 | 365,283 | 296,634 | (405,766) | 394,745 | 9,178,375 |
| 1964 | 429,410 | 319,859 | 264,592 | (420,357) | 443,844 | 7,992,367 |
| 1963 | 292,973 | 283,798 | 228,621 | (423,505) | 326,291 | 7,001,993 |
| 1962 | 323,139 | 268,862 | 206,812 | 428,394 | 282,780 | 6,099,387 |
| 1961 | 164,941 | 240,992 | 186,315 | (526,135) | 203,777 | 6,011,748 |
| 1960 | 264,422 | 228,185 | 169,929 | (131,332) | 249,357 | 5,097,142 |
| 1959 | 309,560 | 225,478 | 150,630 | 40,012 | 404,649 | 4,552,631 |
| 1958 | 120,401 | 205,982 | 141,179 | (182,381) | 318,921 | 4,311,624 |
| 1957 | 294,810 | 218,441 | 119,518 | 8,847 | 176,497 | 3,980,602 |
| 1956 | 384,041 | 197,178 | 94,294 | 174,088 | 125,428 | 3,533,177 |
| 1955 | 373,279 | 172,883 | 79,707 | 42,504 | 112,497 | 3,157,180 |
| 1954 (14 Mos.) | 262,681 | 178,802 | 70,010 | (36,276) | 76,497 | 2,686,312 |
| 1953 | 326,852 | 144,639 | 46,574 | 10,506 | 105,698 | 2,215,040 |
| 1952 | 363,923 | 141,618 | 34,535 | 1,388 | 43,166 | 1,813,179 |
| 1951 (10 Mos.) | 302,025 | 91,892 | 18,890 | 21,364 | 23,847 | 1,317,657 |
| 1950 | 222,615 | 80,295 | 15,805 | 12,876 | 42,066 | 950,061 |
| 1949 | 111,541 | 80,289 | 9,882 | 1,759 | 77,300 | 686,288 |
| 1948 | 238,049 | 93,382 | 2,608 | 3,590 | 11,265 | 563,635 |
| 1947 | 228,256 | 16,195 | — | — | — | 244,451 |
| Totals 12/31/67 | \$6,723,537 | \$4,496,539 | \$2,831,608 | (\$822,734) | \$4,513,729 | \$10,360,689 |

1967 Gross Earnings on Beginning Balance—4.0%. NOTE: The bracketed figures denote credits.

Plan Receives \$606,651 from Company

lower individual apportionments. Such a situation is unavoidable on the short-range basis but the overall, long-range benefits to all employees should equal or surpass the historical growth performance of the Profit-Sharing Plan.

This statement can be made since it is assumed the goal of all employees is the use of their skills and energies to generate increased productivity, more efficient work methods and whatever else is required to prevent higher costs from exercising any restraining hand on the profits of the company.

The accomplishments of 1967 can be a sound platform from which to gain higher plateaus in the future. New and modernized plant capacity now exists and

coupled with trained personnel, presents a strong front to capitalize on anticipated new business opportunities.

Wheelabrator has added new product lines and has other products which are on field site tests or in advanced stages of tests in the laboratories. These products are designed to extend positions in existing markets and open new marketing potentials. The list of industries served has expanded with each year and yet there are untapped opportunities for further growth.

International operations are now in 23 foreign countries and the company's joint venture and manufacturing associates have made and can be expected to continue to make significant contributions to Wheelabrator's overall profitability.

PROFIT-SHARING RECORD CHART

This 21-year record of profit-sharing participation for a typical employee dramatically illustrates how fast his retirement fund has grown.

Although he has saved the maximum 5% of his earnings each year, and now has accumulated over \$7,100 in his savings account, company contribution and trust earnings have added nearly \$21,500 to his account.

As Wheelabrator continues on its growth course and this employee continues to allocate the full percentage of savings allowed, at the age of 65 upon retirement his share of the Plan should be well over \$90,000.

The totals may come as a pleasant surprise to many, yet they could actually be on the conservative side if Wheelabrator and its employees move ahead as they have in the past two decades.

The record proves that in this 21-year period, a typical employee has doubled his annual earnings; strong testimony to the fact that as a company grows, so does the individual employee.

Much of this was borne out in the Personal Annual Reports distributed to all employees early in 1967. While this report, specially tailored to the status of the individual employee, contained a complete analysis of all benefits, current and cumulative, it nevertheless highlighted the impact of the Profit-Sharing Plan.

This information will be revised to reflect the progress of 1967 and a new Personal Annual Report will be mailed to each employee in the very near future.

ON THE COVER

Gathering in a family circle are John Mumby, his wife Barbara, and their three girls, Kris, Roxanne, and Dana, to discuss the security obtained with the Wheelabrator Profit-Sharing Plan. John, president of our athletic association, has been with the company for eleven years.

RECORD OF TRUST PARTICIPATION OF *TYPICAL EMPLOYEE*
IN THE WHEELABRATOR EMPLOYEES' SAVINGS AND PROFIT-SHARING TRUST FUND

| Year | Age | My Savings | Total Savings | Share Company Profits | Trust Earnings | Other Credits or Debits | Total |
|------|-----|------------|---------------|-----------------------|----------------|-------------------------|----------|
| 1947 | 25 | 4350 | 4350 | 519.27 | | | 562.77 |
| 1948 | 26 | 220.50 | 264.00 | 487.73 | 6.74 | 12.57 | 1290.31 |
| 1949 | 27 | 231.00 | 495.00 | 298.39 | 28.77 | 86.84 | 1935.31 |
| 1950 | 28 | 236.50 | 731.50 | 579.05 | 50.22 | 36.07 | 2837.15 |
| 1951 | 29 | 215.50 | 947.00 | 679.31 | 59.72 | 18.37 | 3760.05 |
| 1952 | 30 | 267.00 | 1214.00 | 630.25 | 104.11 | 19.95 | 4781.36 |
| 1953 | 31 | 294.00 | 1508.00 | 617.91 | 134.66 | 46.53 | 5874.46 |
| 1954 | 32 | 350.00 | 1858.00 | 468.07 | 195.42 | 75.68 | 6913.63 |
| 1955 | 33 | 303.50 | 2161.50 | 605.25 | 222.46 | 21.39 | 8066.73 |
| 1956 | 34 | 340.00 | 2501.50 | 614.78 | 243.89 | 35.00 | 9299.90 |
| 1957 | 35 | 355.00 | 2856.50 | 444.64 | 322.21 | 34.65 | 10456.40 |
| 1958 | 36 | 355.00 | 3211.50 | 195.86 | 402.50 | 70.65 | 11480.41 |
| 1959 | 37 | 357.50 | 3569.00 | 457.75 | 431.12 | 44.81 | 12771.59 |
| 1960 | 38 | 386.50 | 3955.00 | 419.68 | 518.94 | 48.12 | 14144.83 |
| 1961 | 39 | 414.00 | 4369.50 | 273.94 | 1017.17 | 18.88 | 15868.82 |
| 1962 | 40 | 415.50 | 4785.00 | 485.29 | 572.24 | 22.30 | 17364.15 |
| 1963 | 41 | 439.50 | 5224.50 | 441.64 | 627.29 | 78.64 | 18901.22 |
| 1964 | 42 | 445.00 | 5669.50 | 582.17 | 1415.17 | 19.49 | 21363.05 |
| 1965 | 43 | 485.00 | 6154.00 | 674.30 | 1672.09 | 42.14 | 24236.58 |
| 1966 | 44 | 500.00 | 6654.00 | 700.13 | 953.49 | 35.11 | 26425.31 |
| 1967 | 45 | 500.00 | 7154.00 | 575.41 | 1038.61 | 21.35 | 28560.68 |

people AND events IN THE NEWS

Shot Peening Presentations

A marketing program to follow up the Shot Peening Seminar held at Notre Dame last year has recently begun its initial effort.

Joseph J. Janush, Marketing Manager, designed a program which was presented by the team of **Fred Baldauf, Duke Mal-**

lory, Frank Scrima, John Phelan and Lee Wieschaus. The program acquainted and illustrated our capabilities and experience in aircraft shot peening to executives of Norair, Douglas, Lockheed, Convair, Ling Temco & Vought, and Lockheed-Georgia, aircraft companies.

Industrial Magazine Advertising

The effectiveness of industrial magazine advertising — does the ad attract attention, get read and result in desired action? — can be scientifically measured. Foundry magazine, for example, conducts surveys four times a year to determine the effectiveness of all advertisements in their magazine. Wheelabrator advertising consistently has rated among the top advertisements in its own product cate-

gories in these surveys.

It was especially gratifying to the Advertising Department to be notified that the Wheelabrator advertisement in the April 1967 issue of Foundry received the highest readership of all advertising in that issue. This advertisement was a two-page spread describing the automated Super Tumbblast cleaning line at Central Foundry Div., General Motors.

No Acid Descaling

The first sale in the United States of Wheelabrator's N.A.D. (no acid descaling) process has been made to U. S. Tube and Foundry Co., Inc., Brooklyn, New York. This firm had previously purchased all cold rolled steel

for processing into tubing. They anticipate making sizable savings by purchasing less costly hot rolled steel, descaling it in their N.A.D. equipment and then cold rolling the clean steel to their own specifications.

Culhane Speaks

Frank R. Culhane, Sales Mgr. Air Pollution Control Division, recently spoke to various seminars and conferences concerning air pollution control. Frank participated in a panel discussion on the "Control of Pollutants from Melting Units" at the 12th Ohio Regional Conference of the

American Foundrymen's Society, at the Sheraton-Columbus Motor Hotel, in Columbus, Ohio. He also represented Wheelabrator with a speech on fabric collectors at the Executive Seminar on Clean Air sponsored by Industrial Waste Control and Industrial Gas Cleaning Institute, Inc.

Dennis Hixenbaugh — City Councilman Elect

Dennis Hixenbaugh, Project Engineer, Air Pollution Control Division, was officially sworn into duty on January 1, as City Councilman Elect of the 5th Dis-

trict of Mishawaka.

Dennis ran in the election against his friend **Ernie Culp** who is employed in the Steel Shot Plant.

Schulte Speaks to Supervisors

Harold F. Schulte, Chief Engineer Blast and Metal Finishing Equipment, spoke to the Supervisor's Club during a recent meeting at the Mayfair Restaurant. His speech covered the his-

tory and background of associated engineering conferences with joint venture companies and the respective benefits derived.

ASTME Invites Balcrank Executives

E. A. Rich, Vice President Balcrank, and **Ray Donovan**, Manager Jet Pulser Sales, recently made illustrated presentations entitled, "The Revolution in Drilling Technology" at the invitation of chapters of the American Society of Tool and Manufacturing Engineers.

Technical societies addressed by Mr. Rich include the local chapters in Santa Clara, Oakland and San Francisco, California, and Seattle, Washington. Mr. Donovan presented similar papers to groups in Memphis, Tennessee and Hartford, Connecticut.

Balcrank Sells to Boeing

The Balcrank Division has recently installed a Central Jet Pulser System at The Boeing Airplane Company in Seattle, Washington. This central system will facilitate a substantial sav-

ings to The Boeing Company. The part being drilled is the landing gear spur for the new Boeing 747 five hundred passenger aircraft.

Medlock Presents Program

Gordon E. Medlock, Sales Manager of our Lorco Division, presented an illustrated program to the Cleveland Chapter of the American Electroplater's Society in Cleveland, Ohio.

The film pictured the versatility and operation of Lorco vibratory finishing for deburring, radiusing, polishing and surface preparation of metal parts in our customer's plants.

Engineering Sessions at Notre Dame

John Vasein and **Bill Geist** conducted a laboratory session on "The Fundamentals of Shielded Metal-Arc Welding" for a group of senior metallurgical and mechanical engineering students at

the University of Notre Dame.

This session was part of a course on "Welding and Casting" taught by Dr. Nicholas Fiore of Notre Dame's Metallurgy Department.

Anniversaries



STEVENS

WHITTAKER



HOOVER

PERSON

MCNEILE

40 Years

Andrew B. Stevens..... Materials
Ralph G. Whittaker..... Steel Shop

30 Years

Harold B. Hoover..... Steel Shop
Robert Pherson..... Plant Engineer
George R. McNeile..... Engineering

25 Years

Ray J. Knoll..... Steel Shop
Edward J. Hueimmer..... Payroll
Donald R. Ice..... Steel Shop
Harry N. Holmes..... Shipping
Edward Higginson..... Steel Shop
Robert Qualls..... Plant 2
George Wilfret, Jr...... Steel Shop
Arthur W. Fuller..... Advertising
Anton Koleszar..... Foundry
Raymond T. Vandewalle..... Engineering

20 Years

Kenneth E. Blessing... Management
Kenneth D. Maier..... Machine Shop
Charles E. Phillips..... Steel Shop
Alfred R. Smet..... Foundry

Warren O. Stickel

.....Balcrank Assembly

15 Years

Donald E. Schrader..... Engineering
Glen H. Marker..... Steel Shop
Harold Mayes..... Plant 2
Hugh Norton..... Plant 2
Harold Moore..... Machine Shop
Dennis LaPlace..... Plant 2
James Haus..... Production Control
Francis Kronewitter..... Plant 2
Medred Stevens..... Steel Shop
Gail Pringle..... Plant 2
Ralph Hensel..... Plant 2

10 Years

Thomas Mott..... Field Sales
James W. Fogle..... Operations
Wendell F. Cotton..... Field Sales
Glen F. Bohm..... Plant Engineer
Jack Blocker..... Engineer
Helen N. Leyes..... Shipping
Robert Nicholson..... Plant 2
Laverne McGrath..... Field Sales
Rufus F. Duff, Jr...... Field Sales

R. A. Campbell
Profit-Sharing Director

R. A. Campbell, President of Wheelabrator Corporation of Canada, Ltd., has been elected a Director of the American Section of the Council of Profit Sharing

Industries. Representing Canada on the American Board of Directors he has attended the national conference in San Francisco.

New Movies Available

Three color, sound movies have been added to the Wheelabrator film library. The first of two new structural steel films, "Surface Preparation of Structural Steel" cites reasons why steel should be descaled before prime coating; the second, "Building for the Future", illustrates how Wheelabrator struc-

tural steel descaling equipment will effect important benefits for the steel fabricator. "Years Ahead Now" dramatizes the story that a municipal incineration plant equipped with high efficiency air pollution control (Wheelabrator-Lurgi electrostatic precipitators) is the best method of solid waste disposal.

Wheelabrator Athletic Association Officers for 1968

President **John Mumby**
Treasurer **Delores Burtsfield**
Vice President... **Don Van Ooteghem**
Secretary..... **Mike Hillebrand**
Board Members
Jerry Johnson, Clem Sniadecki,

Duke Kovach, Dallas Acrey, Ray Celie, Neal Soule, Louis Cookie, Ernie Kolisiak, Clyde Hickman, Kenny Bidlack, Cal Barnes, Don Jergenson, Gene Dickerson, Don Stephens, Jim Montgomery.

Janush Speaks to Local Clubs

Joseph J. Janush, Marketing Mgr., has presented illustrated programs entitled, "Solid Waste Disposal and Air Pollution Control", to local chapters of the Lions and Rotary Clubs at the LH Inn.

Janush pointed out that municipal incineration can be acceptable only if air pollution can be controlled through high-efficiency electrostatic precipitation.

Margaret Harrington Scholarship

All employees interested in securing applications for the "Margaret Harrington Scholarship" should contact the Personnel Department. Applications must be turned in no later than March 1, 1968. This new scholarship, made available by the Julianna Club, will be given to a female high school graduate who is (1) a

daughter of any Wheelabrator employee, or (2) a Wheelabrator employee under 25 years of age, or (3) a graduate chosen by the Honors and Awards Committee of Mishawaka High School. The scholarship, amounting to \$1,200, or \$300 a year, requires full-time attendance at a four-year accredited college.

Meet the Field

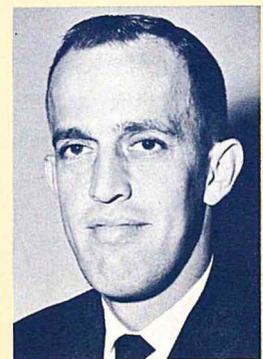


NICK SNYDER

A frustrated inland sailboat racer who has turned to golf is our own Nick Snyder, Regional Engineer, Air Pollution Control Division, Cincinnati and Pittsburgh. Nick was ivy seeded in his college years at Yale, with a B.S. in Industrial Administration, and at Harvard, for graduate studies. However, the nomadic way of life has kept the Snyder family's roots on the move. He is a member of the Air Pollution Control Association.

JAMES H. BARNES

Regional Manager for the Central Region is James H. Barnes. During World War II, he spent three years in the Army infantry. He then attended Purdue University and graduated with a B.S. in Chemistry. In 1954, he came to Wheelabrator as an Abrasive Specialist and has since directed Sales Training and served as Field Sales Manager. Professional affiliations include the American Foundrymen's Society and the Detroit Sales Executive Club.



Visitors to International Operations

Soli Commissariat, (center) Managing Director of Acme Centrifugal Pipe Works Ltd., Khapoli, India, discusses a possible new joint-venture between his company and Wheelabrator with J. L. Hesburgh, left, and S. F. Krzeszewski.



Tamotsu Kubota, Sales Director of Sintokogio, Nagoya, Japan, with interpreter, Miss Tamia, review the Sintobrotator joint-venture operations with J. Ponteri, J. L. Hesburgh, and R. L. Smith.



Herculano Cantu, center, Manager of a new metal cleaning facility in Monterey, Mexico, discusses the inauguration of the new operation with R. L. Smith, left and J. L. Hesburgh. Mr. Cantu represents Wheelabrator in the northern Monterey area.

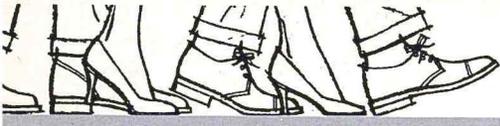


R. L. Smith, left, Jorge Herrendorf, V. P. Wheelabrator Argentina, review blast equipment machine designs with J. Skene.



Kenneth Southwick, (left), Technical Director of Bradley and Foster, sublicensee of Tilghman Wheelabrator Ltd., England, with S. F. Krzeszewski, W. D. Koontz, and J. L. Hesburgh.

PASSING PARADE



Pat Robertson made a five week visit to Viet Nam to see her husband, a civilian construction Supt., U. S. Government . . . **Leona Shaylor's** son, Randy, Co-captain of Mishawaka High School football team was chosen for the All-Conference and All-State teams, voted the most valuable lineman and received a trophy, and has been invited to play in the Shrine Bowl game in Indianapolis and the Indiana Boy's Club All-Star game at Indiana University . . . **Jim Millea's** five son basketball team now has a new cheerleader, Mary Margaret.

Betty Honold, Engineering

The **Bob Neidigh** family added sunshine to their holidays by visiting relatives in Florida. Also returning with a healthy Florida tan is the **Bill Yoder** family . . . We are all thankful that **Emil Horvath**, who was seriously injured on a field trip, was able to come home to his family of eight children over the holidays . . . **Brigitte Bartmann** was recently married to Gert Stigler in Germany . . . May we welcome **George** and **Shirley**, Susan and **Bill Dehn** to Wheelabrator and South Bend . . . Congratulations to **Patti Zieke** who is engaged to Tom Stoner of South Bend . . . **Jo Wiendels**, now out of her foot cast, handed her crutches over to **Frank Culhane** who was envious for attention. (He pulled a calf muscle playing handball.)

Joan Wenger,
Air Pollution Control

We are all happy to see that **Clyde Snyder** has returned from the hospital to Wheelabrator . . . **Bruce Knight** recently celebrated his birthday . . . **Paul Hillebrand** was reported to have traveled to Wisconsin returning with 400 pounds of sausage

. . . The only soul to venture far over the holidays was your reporter, **Bob Hatch** to Georgia.

Bob Hatch, R&D

Josephine Dattolo had quite a surprise on her way home to Three Rivers when she hit a large deer which caused \$300 damage to her car — a rather expensive hood ornament but plenty of venison . . . Announcing a new arrival in the **Tom Burmeister** family, Beth Ann, their 2nd. Another arrival came to the **Frank Szabo** family, Anthony . . . After sun bathing and visiting friends in Florida for two weeks, Don Martin has returned to see how the other half lives — buried in snow.

Sandy Phelps, Materials

Congratulations to **Nancy DeLaurelle** who announced her engagement December 7, to Kip Ashley of South Bend . . . We would all like to welcome **Pam Scott** who transferred to our department.

Carol Hess, Purchasing

Congratulations to **Jewell Bradberry** and his wife Vera who celebrated their 25th anniversary — two of their sons, **Stanford** and **James**, work at Wheelabrator . . . Mr. and Mrs. **Alvin Berry** announced a son, Shawn Alan, born January 21 . . . **Ray Hutchins** and his wife journeyed to Pennsylvania and Delaware to spend the holidays with their daughter.

Ralph Holdeman, First Shift
Assembly & North Shipping

John Weaver and wife traveled through the state of Texas visiting friends and relatives for the holidays and met with **Walt Nelson**, Wheelabrator field man . . . **Stan Bober** and his wife have a new member in their family, a daughter, Toni Lynn . . . Another daughter, Leanne Renee, was announced by **Don Grezeskowiak** and his wife.

Dale Bressler, Second Shift
Assembly & North Shipping

Lucy Brunson's son, George, came

home on a 14 day leave from the Navy over the holidays, and is now on overseas duty in Viet Nam . . . Mr. and Mrs. Arthur Manuel, parents of **Helen Studon**, celebrated their 48th wedding anniversary — our congratulations . . . **Fred R. Hostetler**, after 25 years with Wheelabrator, is retiring and we'll miss him greatly.

Helen Studon,
Traffic & South Shipping

Don White, active member of Akawahism Camping Organization, is currently serving as president and is developing a summer session plan . . . Returning home after spending a year in Viet Nam is Gerry L. Davis, step-son of **Dan Maloney** . . . **Herman Mitchell's** son, Dennis, is leaving the Navy and plans to return to Ball State in the fall . . . Ron Maier, son of **Kenneth Maier** is serving in the Navy and is stationed in the Bahamas . . . Mr. and Mrs. **George Scott, Jr.** recently held an open house in honor of his father's recent marriage. George Sr. worked for Wheelabrator for 26 years before retiring.

Emily Cannel,
First Shift — Machine Shop

Jim Hanks, who has devoted 24 years to Scouting, has been on the Leadership Training Council for 22 years, and served as a scout master for five — a job well done . . . Mr. and Mrs. **Allen Kite** have a new daughter, Kandie Kae, and the **Todd Kovach** family has a new member, James Mathew . . . The men on the night shift presented **Barney Williams** with a guitar and case and wish him the best of luck in his retirement years.

Roger Coleman,
Second Shift — Machine Shop

Mr. and Mrs. **Fred Ruff** spent their holiday vacation visiting their daughter and aunt in Seattle, Washington . . . Ronald Wegnerowski, son of **Casimir Wegnerowski**, is currently serving in the U. S. Navy on the Pacific.

Omer Boembeke,
First Shift — Steel Shop

Our deepest sympathy to the family of **Chauncey L. Proudftit**, power saw operator in the Steel Shop, and to the family of **William Haynes**, coordinator, upon their recent deaths . . . **John Foriz's** son, Butch, returned from his duty in Viet Nam in time for the holidays . . . **Stan Bober** and his wife Betty are the proud parents of a new baby girl, Toni Lynn.

Mike Hillebrand,
Second Shift — Steel Shop



Fred Hostetler, retiring after 26 years with Wheelabrator, receives a present from the stockroom and production control men.

The men in the Foundry wish to express their sympathy to **John Balon** and **Neil Soule**. John's mother and Neale's father passed away just before the holidays . . . Our best to **Danny Hartnell** who is leaving to attend Purdue and plans to be a veterinarian . . . Congratulations to Mr. and Mrs. **Richard Slocum** on their 14th wedding anniversary . . . The men in the foundry presented a radio to **Al Blaskie** upon his retirement and want to wish him their very best.

Louis Ganus,
Foundry & Pattern Shop

Bob Trueax and his wife, Iris, are the proud grandparents of Timothy Branden Hoover . . . **Lambert Klaer** and his wife Raye are also proud grandparents of twins, Lisa Marie and Dennis Steven Klaer . . . Our best wishes for a happy married life go to **Diane** and **Don Rumpler, Jr.**, . . . The Methods & Planning Department took **Al Blaskie** to the LH Inn to wish him the very best in his retirement . . . The Methods & Planning bowling team placed third in the Wheelabrator Sweepstakes — congratulations fellas . . . On their vacation, **Jack Metcalf** and his wife traveled 13,000 air miles to Seattle, Wash.; Alaska, San Francisco, Cal., Miami, Fla., North Carolina, Georgia, New Orleans, and Pittsburgh, Pa.

Hildreth Boehnlein,
Methods & Planning

Jim Dubois has found it difficult to accept zero weather after flying down to Florida for a three week vacation . . . **Lloyd McCullough**, who spent a great deal of effort hunting deer in Michigan, is reported to be eating beef and pork like the rest of us! . . . Mr. and Mrs. **Al Ross** spent their vacation in California visiting their son and attending the Rose Bowl and Parade of Roses.

Gabe Leitsinger,
Plant Engineering

Everyone in Balcrank Assembly has missed **Wanda Wolf** who was severely burned in December and are hoping she will be back soon . . . After soaking in the Florida sunshine for three weeks with his folks, **Warren Stickle** is back with us . . . Would you believe Louis Cookie, Sr. and his wife left Florida to spend Christmas with his son's family here?

Louis Cookie, Jr.,
Balcrank Assembly

Engagements over the Holidays has been a major event with **Geri Seeley** receiving her ring from Michael Lucas on her 21st birthday; **Nancy Tubbs** announcing her en-

Machine Shop employees presented Biron Williams with a guitar and case upon his retirement after 21 years of service.



gagement to Dale Dustman; and **Lori Brockeveldt** announcing her engagement to Craig Pfender . . . Congratulations to **Ernie Kolesiak** and his wife on their new baby boy, Michael Anthony.

Mary Hildebrand, Sales

Don Vellucci, son-in-law of **Ronald Claeys**, is now serving in Viet Nam . . . Congratulations to **Wayne Clements** and **Ralph Minor** for being on the winning team of the Wheelabrator Sweepstakes — what ever happened to the Demonstration team?

Emil DeVreese,
Demonstration Dept.

Everyone at Plant #4 wants to express their sympathy to **Tony Peters** on the recent death of his mother-in-law, Mrs. Stella Beras, 83 years old . . . Congratulations to **Ray Flynn** who recently married Patricia O'Donnell . . . A warm welcome to **Maxine Spalazzi** who joined our division replacing Lynette Davidson.

Evelyn Fries, Balcrank Plant #4

All members of the Marketing and Advertising Department wish to extend their sympathy to Mr. **F. J. Pichard** and family on the recent death of his mother-in-law, Mrs. Caroline H. Boig . . . Congratulations to **Mary** and **Robert LeMon** on their 25th wedding anniversary.

Joan Schue,
Marketing & Advertising

We are going to miss our receptionist, **Diane (Kalil) Rumpler** and want to wish her and Don our very best . . . Congratulations to **Carol Truckowski** who announced her engagement to Glen Osman. The couple plan a June wedding . . . A welcome to **Joyce Nowak** who has transferred to our file room crew . . . During the festive season, **Leslie Cordell** traveled to visit her parents, Mr. and Mrs. John F. Cordell, in Mexico City and spent a weekend in glorious Acapulco.

Bob Kelley, Office Services

Our best wishes go to **Ruthann Butler** who was recently the bride of Richard Amacher . . . Mr. and Mrs. **Wayne Clements** spent their holidays in Detroit with resident relatives and others from California . . . Our congratulations to **Velda Cannel**, who is engaged to Larry Wesolowski . . . **Doug Armstrong** and his wife welcomed the arrival of a son, Brian Douglas . . . **Joanne Cupp** is bursting with pride over her grandson, Robert Nolan . . . **Linda David** is back from following our Hoosiers to Pasadena. Elaine Baldini, Financial

Our department would like to extend a warm welcome to **Ralph Sanford** and his family who have recently settled in the South Bend area . . . **Orville Nappier** also took recent occupancy of his new home in Mishawaka . . . **Louise** and **James Garrison** celebrated their wedding anniversary and traveled to New York over the holidays. Louise Garrison, Industrial Relations

Our congratulations to **Frank Kronewitter** on his February wedding anniversary . . . The men from plant 2 send their regrets to the **Don Clark** family on the death of their niece . . . All our best wishes go to **Sid Johnson** who will be retiring this month.

Virgil Epperson,
Plant 2 — First Shift

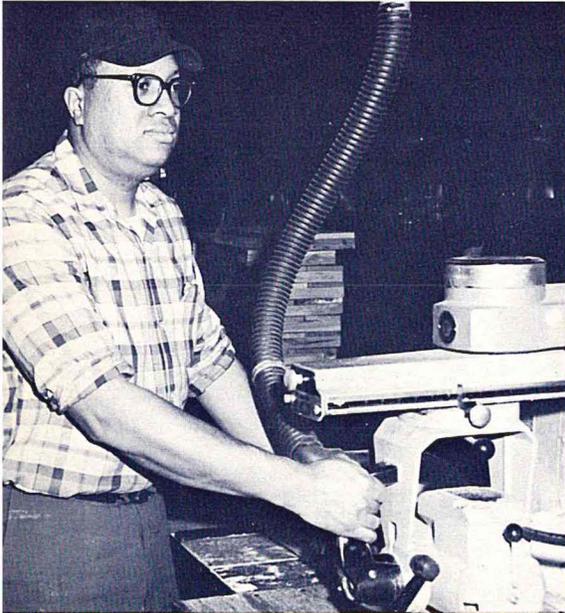
We would like to express our sympathy to **Mike Verspelt** whose mother recently passed away.

Don Jergenson,
Second Shift — Steel Shot

Dick Johnson and **Russ Folk** want to express their appreciation for their family insurance made available to them from Wheelabrator. Both men's wives are recovering from hospital surgery and are doing fine . . . Happy "Birthaversary" to **Dave Wickham** who celebrated his birthday and anniversary with the company on the same day.

Russell Folk,
Steel Shop — Third Shift

BULK RATE
U.S. POSTAGE
PAID
Permit No. 8
Mishawaka, Ind.



Thomas H. Crider, a carpenter in South Shipping, claims his wife, Norma, who works in Engineering, has yet to see victory in their favorite pastime of bowling.

Another thing Tom hasn't lost, as a result of Norma's good cooking, is his healthy appearance.

With a cousin, William Turpin in Dustube Fabrication and an uncle, Tampa Loder in the Steel Shop, their "Tree" has well-seeded roots at Wheelabrator.

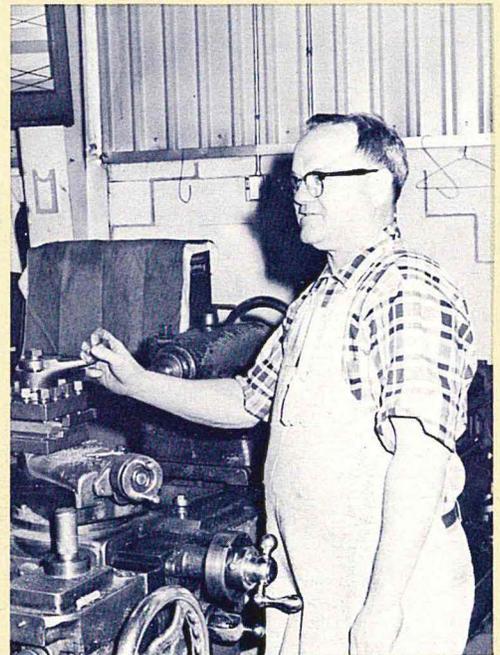


A familiar smile to many of us, especially those who burn the midnight oil at Wheelabrator, is found on **Belle H. Colwell** who has kept our offices in order for the past 26 years. Flowers are Belle's spare time specialty and one look at her garden at 901 Hendricks Street in Mishawaka would prove her green thumb.

On the Job

A fan of the Water-Wonderland is **Richard J. Gildner** who enjoys fishing the Michigan lakes at his leisure.

Dick and his wife, Martha, who have a married son and two grandchildren and also have a daughter attending Ball State University, reside in Mishawaka at 3624 York Street. Dick came to Wheelabrator in 1942 and is an assembler in the Steel Shop.



Big Fish Lake in Marcellus, Michigan often finds **Maurice R. Roelands** in his 50 foot trailer, or kicking a rooster on the way to catch "the big ones" before dawn. A lathe operator with Wheelabrator for 32 years, he and his wife Martha reside at 617 West 9th Street in Mishawaka.