

the Wheelagram



Materials Cleaning Systems Division
Wheelabrator-Frye Inc.

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NEW FACES . . . Welcome to: **George A. Bittner**, Account Sales Engineer; **Robert L. DeVolt**, Service Engineer.

PROMOTIONS . . . Congratulations and good luck to: **Debbie Loci**, promoted from Secretary to Executive Secretary to Messrs. McNamer and Margraf; **Mike Dingman, Jr.**, from Sales Trainee to Proposal Engineer-Marketing.



THE BETTER TO SEE YOU WITH, MY DEAR . . . Representatives of salary and hourly employees recently met with representatives from Blue Cross-Blue Shield to finalize steps to putting the Vision and Hearing Benefits Program into action January 1. Individual summaries, including benefit information as well as details on claim processing, will be distributed to employees as early as possible prior to January 1.

THE EYES OF INDIANA WERE UPON US when the company and the union agreed to conduct a training seminar on "Grievance Arbitration." According to the faculty of Indiana University's Labor Studies Department, this was a "first" and the results are being watched to determine similar programs elsewhere.

Wheelabrator-Frye and Local 995 have a history of "good relations" and because of this are able to do things together not done elsewhere.

The seminar had the added advantage of being planned and conducted by a well known I.U.S.B. professor and labor studies coordinator, Keith D. Knauss.

Attending the seminar were members of the Executive Board of Local 995 and management personnel from Manufacturing and Industrial Relations. The attendees received certificates of completion.

THIS WILL BE THE SCENE . . .



On Tuesday, December 19, we will turn in our IBM ID card in exchange for a Christmas ham and turkey. Distribution points are as follows: A. From a trailer parked on the North Drive adjacent to the North Gate (from 6:30 A.M.-Midnight); B. Inside the new Shipping Building from a trailer parked at the dock next to the new employee entrance into the Shipping Building (from 6:30 A.M.-4:00 P.M.).

EMPLOYEES OPT . . . Salaried employees enrolled in the Profit Sharing Plan prior to the merger and all hourly employees enrolled before and after the merger, recently exercised their option as to how monies in their accounts are to be invested, effective the first of the year.

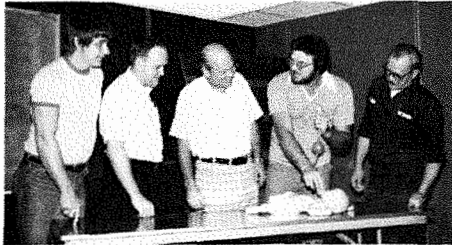
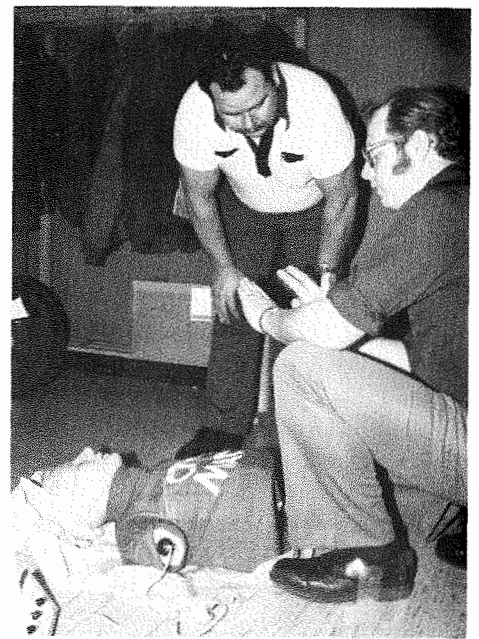
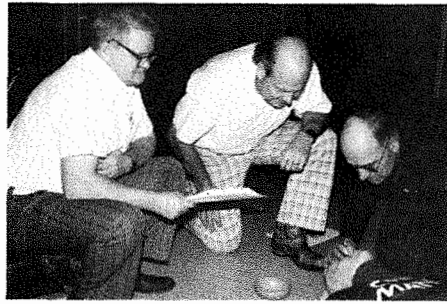
These employees could select one of the following two options: Fund A which has the objective of maintaining principal and earning a guaranteed rate of return. Investment instruments will consist principally of insurance contracts providing guaranteed rates of return, time deposits, certificates of deposits, and similar forms of investments.

Fund B is a "Balanced Fund" and will be invested and re-invested in such investments as common stocks, preferred stocks, bonds, notes, debentures, mortgages, certificates of deposit and annuity contracts.

Of the two funds, Fund A is the more conservative with preservation of principal as its main objective, while Fund B will generally be more sensitive to changes in financial market conditions and interest rates.

The employees will have the opportunity to change their individual investment election once each year during the month of September. The change, if any, would take effect January 1 of the following year.

CPR INSTRUCTION HELD . . . Co-ordinated by **Dale Bressler** (Assembly) and conducted by **George Smith** (Machine Shop) and **Jim Smith** (Foundry), instruction in lifesaving CPR (Cardio Pulmonary Resuscitation) was given last week at the R & D auditorium. Initiated by Local 995, the course will be offered again during the first of the year. Anyone interested in participating (on their own time) contact Dale Bressler or the Personnel Department.



CONGRATULATIONS to **Bo Klink** who has been named General Manager of the newly formed Blastrac Division. During the past two years, Blastrac has operated as an arm of our Marketing Department while undergoing the initial technical and market development activities normally associated with the introduction of a new product. Good luck in your new assignment, Bo!

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MONTANA KID . . .



Industrial Engineering's **JOHN STULL** proudly displays the 10-point trophy presented to him by co-workers in lieu of the "one that got away." Actually John did bag a 4-pointer on his first Montana safari. The action took place during a three-day prowl through Prairie County.