

the Wheelagram



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NEW ORGANIZATION STRUCTURE FOR MCSD...

Historically our company has been organized on a functional basis with key management people responsible for the various disciplines involved. This form of organization has produced a successful and financially strong company. With our growth and success has come a complex diversity of markets, products, and competitive situations presenting an increasingly difficult management challenge to maintain our leadership and the ability to capitalize on our growth opportunities.

Recently, a number of evolutionary steps, to enhance our substantial growth prospects for the future, have been taken to reposition our company to achieve a decentralized division profit-center form of organization. In line with this thinking, President Joe O'Callaghan has announced the following management changes effective today:

James A. Schroeder has been appointed Vice President and General Manager of the Surface Preparation Systems Division, encompassing our present Manufacturing, Engineering, and Marketing Departments responsible for our Wheelabrator equipment and Renewal Parts business, with the exception of cast parts. In addition, Jim will assume responsibility for our Precision Finishing Products Division and our Blastrac Division.

(We welcome Jim who joins us from the Neptune Meter Division of Wheelabrator-Frye where he has served as President since 1975. Born and raised in Minnesota, Jim holds a B.A. in Economics from Wesleyan University and an M.B.A. from Harvard. Jim, his wife Becky, and three children are in the process of moving to our area.

(con't. back page, left col.)

WFI'S TOASTMASTERS ORGANIZE... Enthusiastic employees who will participate in our Toastmasters Program met Monday evening for an orientation. Interim officers elected were: **Duke Mallory**, President; **Gene Tarabek**, Educational Vice President; **Gary Weil**, Administrative Vice President; **Donna Bach**, Secretary; **Mary Lou Rethlake**, Treasurer and **Frank Pomarico**, Sergeant-at-Arms.

All of us can benefit from this program — men and women — shop, office, and management employees — from the novice to the most expert of public speakers. There's still time to sign up and become a "charter" member of this new club. Just pick up the phone and call **Bob Riordan** on ext. 455.

Mark your calendar for **Monday, February 4, 5:05 PM** and attend the next meeting of the program scheduled in the R & D Auditorium. An important item on the agenda will be the determination of the weekly meeting place, date, and time.

PROMOTIONS... Congratulations to: **James Robbins** promoted from Staff Accountant to Tax Manager-Accounting and **Tom Fozo**, from Programmer II-MIC to Payroll Manager. (Tom is replacing **Mike Burge** who has been named Cost Manager of our sister company, The Whiting Corporation. Good luck in your new assignment, Mike!)

WHEN ALL IS said and done, we usually wish we had done more and said less.



Assembly co-workers had an opportunity to extend personal best wishes to Assembler **AMOS PETCHER** who was in last week. Amos, who had been on sick leave since October, retired January 10, with 28 years of Wheelabrator service.

NEW ORGANIZATION STRUCTURE

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Robert J. Regal, Vice President and General Manager-Specialty Abrasives and Components Division. Bob joined our company late last year with the initial assignment of divisionalizing our abrasive business. He now assumes responsibility for all activities relating to our abrasives and cast parts business, including our subsidiary operations of Benfur Engineering Company in Grand Rapids, Michigan and Hessco Industrial Supply in Anniston, Alabama.

John A. Weiss, promoted to Vice President and General Manager-Specialty Products Division. Jack has been cited for the excellent performance and results his unit achieved over the past year and a half of his divisional profit-center management. This division will encompass all of the former Balcrank product lines and he will have complete responsibility for all activities associated with our Fluid Handling and Accessories business.

Our International Operations, which include Wheelabrator Sinto do Brasil and Wheelabrator de Mexico, will continue under the management of **John H. Burlingame**. John will also assume responsibility for our Abrasive Finishing (AFCO) subsidiary located in Gardena, California.

John T. Trant, Vice President-Administration, continues to maintain responsibility for the legal and patent activities for our Division and is accountable for Industrial and Employee Relations, Office Services, and other administrative functions of the Division. In addition, Jack is responsible for coordinating community and government relations for MCSD.

According to Joe O'Callaghan, "all of the foregoing changes including those announced here are clearly made with the objective of increasing our strength as a company for the future. I am personally enthusiastic over the prospects this approach will bring us all. With patience, dedication, and the teamwork exhibited so often in the past, our future can not only be more secure and exciting, we can achieve new meaning to the phrase 'We are too good not to be better!'"

ACHIEVERS ACHIEVE! . . .

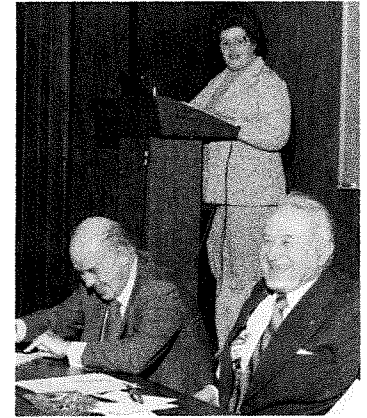
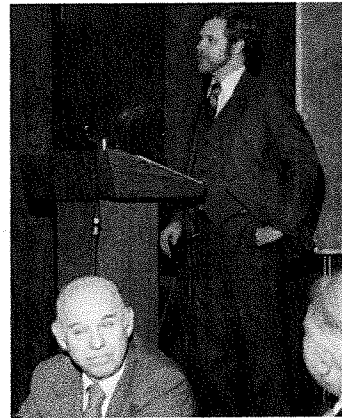


Dave Radecki (l), president of the Wheelabrator-sponsored Junior Achievement company "Active Dynamics," accepts the "Top Company" award from JA staff member **Brad Huston** (r). Active Dynamics placed first in the second accounting period for its business know-how. Serving as advisors to the company are Wheelabrator's **JOHN EARL**, **DAVE LANGE**, **ELAINE McCOOL**, **KEN RINKENBERG** and **JIM ROBBINS**.

NOTE: The annual JA Trade Fair will be held Saturday, February 9, and Sunday, February 10, at Scottsdale Mall.



ONE MEETING AND THEY'RE ALREADY ON THE SPEAKER'S PLATFORM!



Participants in the Toastmasters Program (photo left) listen and observe when the Credit Department's **JIM PAYNE** (photo center) and **WILLA MAE PARKER** (photo right), Manufacturing Engineering, step to the podium.