

the Wheelagram



Materials Cleaning Systems Division
Wheelabrator-Frye Inc.

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DECEMBER 19, 1980

Seasons Greetings!

Once again the Holiday Season is with us — a time for problems and worry to be set aside. For Christmas is truly a time for the celebration of life and family. A season also for reflection — a time to remind ourselves of the good fortune we enjoy and the pleasant and happy memories of the past year.

Unfortunately, this past year has seen a dramatic decrease in the economic health of the country — our company and fellow employees have suffered the consequences. Due to the hard work and efforts of many, our situation is better than most.

While we can take some consolation in our relative well-being, we cannot afford to be complacent. As we have in the past, we simply will not be satisfied with allowing events to determine our future. We must be masters of our own good fortune — we cannot and will not settle for second best.

These words are fine as far as they go — but just words all the same. More is needed and together we have more to give. Where do we start?

First, let us all remember there's a real need in the marketplace for our products and services. We have many fine customers whom we've served for years and yet there are many other potential customers we've yet to win. It will take renewed dedication and enthusiastic and vigorous action by us all to meet the challenges we face.

*I ask each of you to think this out personally over this holiday period. Ask yourself if you are doing **your best** in finding and holding our customers. After all, the customer is our "boss." Whether you answer the telephone, enter an order, machine a part, or type a letter, you are an important part of the "boss'" team. How we each do our part will determine the well-being of us all. With your help, the future can be brighter for us all.*

With every good wish for a joyous Christmas and a satisfying New Year.



J. E. O'Callaghan

J. E. O'Callaghan
President

ANNIVERSARIES . . .



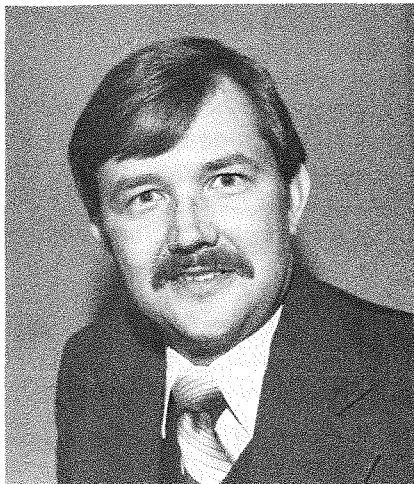
Dale "Tiny" Snyder
Power Saw Operator-
Steel Fabrication
40 Years (December 9)

Marking 15 years of company service this month are: **William White**, Arc Welder-Steel Fab (December 1); **Dennis Nitsche**, General Foreman-Foundry (December 6); **Raymond Degeyter**, Arc Welder-Steel Fab (December 6); **Richard Myers**, Tool & Cutter Grinder-Machine Shop (December 7); **Ronald Albright**, Utility Man-Steel Fab (December 7); **Frank Zappia, Jr.**, Scrap, Weight & Charge-Foundry (December 8); **Art Joye**, Construction Manager-Field Erection (December 13); **Charles Klein**, Turret Lathe Operator-Machine Shop (December 13); **Terry Spice**, Inspector-Inspection (December 16); **James Dixon**, Swing Table Operator-Foundry (December 20); **Paul Mutchler**, Stock Handler-Machine Shop (December 20); **Robert Hollingsworth**, Assistant Sales Manager-Jet Pulser, Balcrank Division (December 20); **Perry Case**, Power Saw Operator-Steel Fab (December 21); **Lucy Brunson**, Foreman-Brookins, Balcrank Division (December 27); **Arnold Kristowski**, Materials Handler-Balcrank Assembly (December 27).

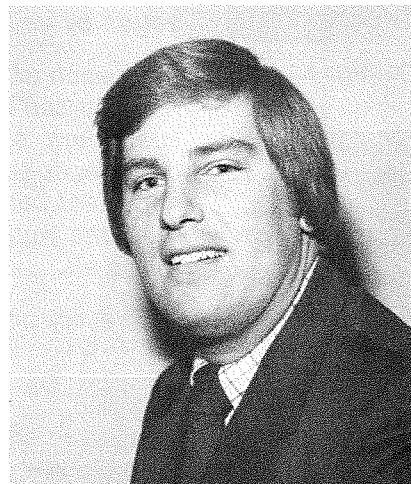


In Honor of the Occasion . . . The crew from Manufacturing Engineering gathered together on December 9 to honor co-worker **Russ Wade**, Senior Process Engineer, on the occasion of his fortieth year of company service.

NEW FACES . . .

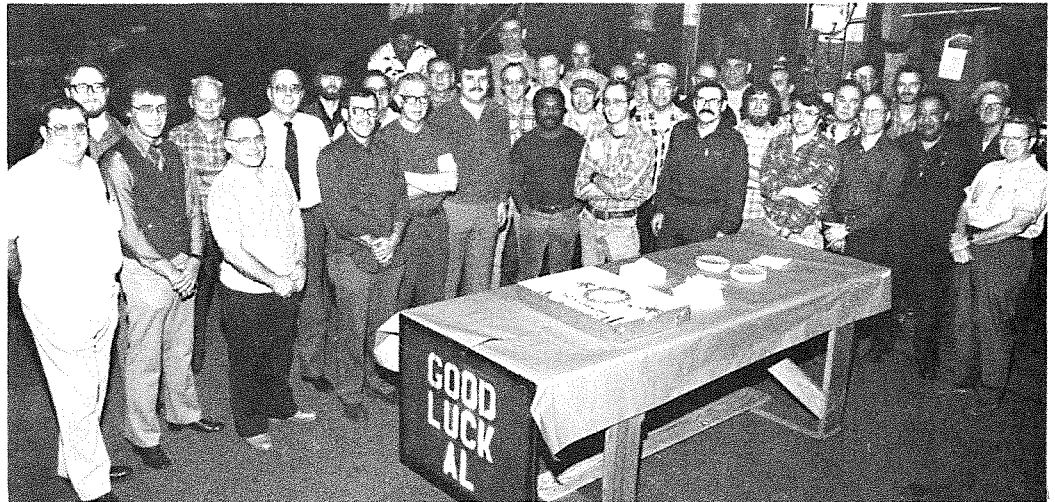
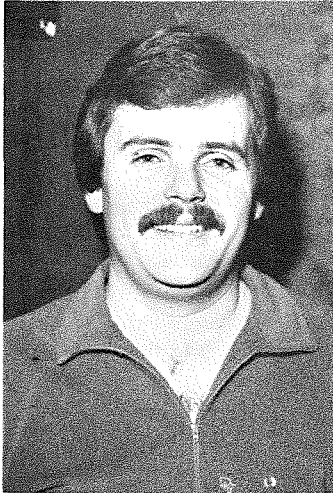


J. Douglas Molden
Sales Engineer
Balcrank-Jet Pulser



Thomas W. Aliber
Account Sales Engineer-
Central Region

AL SLATER NAMED SERVICE SUPERVISOR-EASTERN REGION . . .



Last Friday, second shift Foreman **Al Slater** was given a fond farewell by the gang in Assembly. The occasion was Al's promotion — Service Supervisor — and move to our Eastern Region.



Replacing Al as second shift Foreman is **Leon Lindsey** (left), who most recently served as Foundry Foreman. To Al and Leon: Good luck in your new assignments!

HAPPY HOLIDAYS TO ALL . . . All departments will be closed Wednesday, December 24 through Monday, January 5, in observance of Christmas and the New Year. The next issue of *Wheelagram* will be in your area newsbox Friday, January 9.

CREDIT UNION FLASH . . .

Effective January 1, 1981 — all new loans and add-ons will be at an annual percentage rate of 15.00 per cent.

This will not affect existing loans, unless refinanced or altered.

'81 HOLIDAY SCHEDULE POSTED . . .

All Mishawaka-based employees make note of the following 1981 Holiday Schedule:

New Year's Day (Thursday) January 1
Day after New Year's Day (Friday) January 2
Good Friday, April 17
Memorial Day (Monday) May 25
Day before Independence Day (Friday) July 3
Labor Day (Monday) September 7
Thanksgiving Day (Thursday) November 26
Day after Thanksgiving Day (Friday)
November 27
Christmas Eve Day (Thursday) December 24
Christmas Day (Friday) December 25
Monday after Christmas, December 28
Tuesday after Christmas, December 29
Wednesday after Christmas, December 30
Thursday after Christmas, December 31
Day during the week of your Birthday

Due to production or other job demands, it may be necessary to schedule some employees to work during our scheduled holidays. When such circumstances arise, affected employees will be notified by their supervisors as early as possible prior to the holiday.

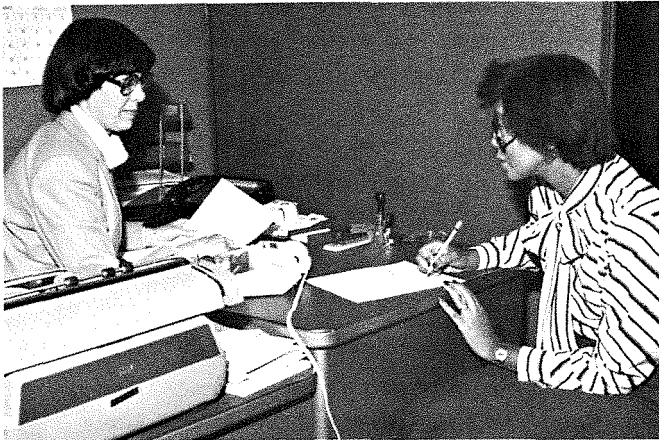
IT'S A WHALE OF A DEAL — Dependent Life Insurance Coverage Now Available . . . On January 1, 1981, our Group Life Insurance plan is being improved to include coverage for our dependents.

In a letter recently mailed to employees' homes, this new coverage was outlined as follows:

Dependent	Amount of Coverage
• Spouse	\$5,000.00
• Dependent Children (6 mos. to 19 yrs.)	\$1,000.00
• Dependent Children (to 6 mos.)	\$ 500.00

This optional coverage which is available for \$2.50 per month per family offers an excellent opportunity to provide low cost life insurance coverage for our dependents. During this initial enrollment period there are no age restrictions and no physical exam required; however, should we decide to enroll at a later date, proof of insurability (including a physical exam) will be required.

Completion of the enrollment form (which accompanied the letter announcing this coverage) is a **must** — whether we plan to participate or not . . . and **Monday, December 22, is the deadline.**



Balcrank's **Carol Flournoy** (r) completes her enrollment form for Benefits Counselor **Margaret Ping** (l).

Solution to last week's puzzle:

Three-fifths mile from the starting point.



WFI BOWLING LEAGUE . . . December 9 results: Stockroom (**B. Trytko, J. Medich, A. Kristowski, D. Austin, G. Scott**) holds on to first place with 41 wins and 15 losses. Team High Three Games (2908) North Shipping (**L. Young, R. Cukrowicz, O. Boembeke, B. Fore, C. VanBellegham**); Team High Game (1038) Stockroom; Individual High Single Game (259) **W. Young**; Individual High Three Games (649) **B. Trytko.**

Turning in 200 or better scores: **G. Scott** (227), **B. Trytko** (220), **J. Medich** (211), **J. Coleman** (224, 204), **D. Ansbaugh** (203), **R. Holbert** (201), **P. Davis** (223), **D. Schaut** (223), **A. Verbeke** (209).

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