

THE BEAM



NOVEMBER 1946
ENGINEERING
ISSUE

Christmas IS COMING

The reception accorded Sylvania Christmas Tree fluorescent light bulbs when they were produced last year was so enthusiastic that plans were laid for production in 1946. They are now being manufactured at Danvers Fluorescent plant. A pilot line is located at Salem.

Today Sylvania is still believed to be the only Company offering a fluorescent Christmas Tree light. Due to various unforeseen production and technical difficulties, however, the supply will again be far less than the demand.

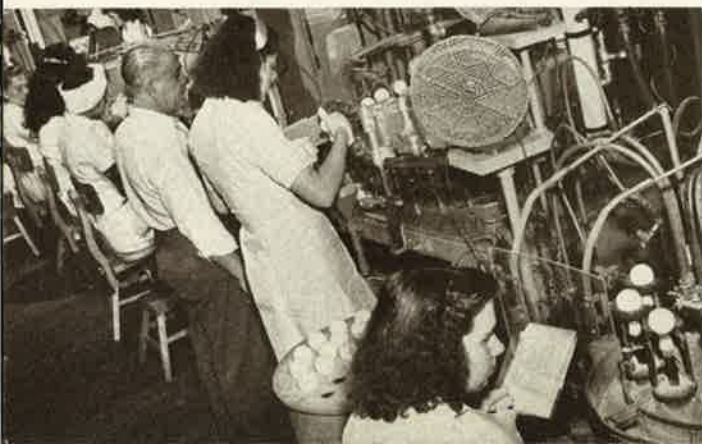


READY FOR SANTA. Soft fluorescent lights add beauty to a tree.



COATING AND DRYING is done by putting bulbs over spigots (at left) that squirt coating inside, then sending them into drying tunnel. Operators L to R: Elizabeth Stewart, Barbara Doty, Carmella Bellino.

SALEM PRODUCTION LINE. Front to back: Helen Picard, Marie Perrault, John Moreau, Eugenia Quadros, Julia Lewis, Ola Dubowicz.



FINISHING BULBS. Sealing-in, testing, exhausting, etc., before bulbs climb conveyor-ager in background, is done by (front to back): Lucy Czerniawski, Florence Lawnsy, Dorothy Guzski, Alice Elliott, Maud Hubbard, and Evelyn Sullivan.

BAKER & APPEARANCE INSPECTION (front to back): Cecile Prince, Rose De-meule, Mary Waite, Charlotte Reardon and Ina Howard. Opposite: Frank Dumeracki.



On the Beam

SYLVANIA NEWS LETTER

Nine months' report on Sylvania's business. (All figures include Sylvania and subsidiary companies.)

	<u>1946</u>	<u>1945</u>
<u>For the First 9 Months of the Year</u>		
Net Sales	\$44,962,081	\$100,254,788
Net Earnings	954,566	2,125,291
Earnings per share of common stock	0.65	2.11
Approximate Total Payroll	23,000,000	35,000,000
<u>For the Third Quarter of the Year (July, August, September)</u>		
Net Sales	\$16,774,353	\$24,432,914
Net Earnings	396,098	529,683
Earnings per share of common stock	0.29	0.52

From reconversion reserve set aside to cover the cost of conversion to peacetime production, the Company used \$301,796 in the third quarter and \$1,320,158 during the first nine months.

It is estimated now that sales for the entire year 1946 will be in the neighborhood of \$70,000,000.

International Trade--Sylvania continues to send top technical, production and merchandising men to various important foreign countries to stimulate the sale and manufacture of Sylvania type products in foreign lands. An interesting example of Sylvania's foreign sales efforts is the purchase of space on Belgian newsstands to advertise Sylvania fluorescent lamps.

Engineering points the way. During the war our Company's sales and the number of jobs at Sylvania were greatly increased by the fact that Sylvania's engineering staff was able to design numerous new types of products for war use. Peacetime sales and employment at Sylvania continue to depend in considerable measure upon the ability of our Engineering Department to develop profitable new or improved types of our products. A special section on engineering: Pages 2 to 8.

Job Evaluation: An article explaining Sylvania's job evaluation plan, Pages 9 and 10.

The United Nations, now convening on the site of the old New York World's Fair, owes a debt to the idealism and imagination of America's President during World War I, Woodrow Wilson. An Armistice Day article on Wilson: Page 16.

Because of Increased Sales the Company needs more money in order to pay for increased payrolls, material in stock, machinery, etc. and to carry increased inventory for the convenience of customers. To meet this problem, Sylvania has just arranged a \$10,000,000 credit with several banks at a rate of 2%. Three million has been borrowed of this amount up to the present.

THE SYLVANIA BEAM.

SYLVANIA ENGINEERING FACES THE CHALLENGE OF THE TIMES

By E. FINLEY CARTER

TWO OF OUR engineers have just returned from Europe. They went to observe tests on electronic aids to air navigation. Very shortly another member of our staff will fly to Germany to study synthetic mica developments carried on secretly by the Germans during the war. At the same time other Company specialists in both production and engineering work are giving the benefit of their knowledge and know-how to Sylvania affiliates in England, Mexico and elsewhere, in both the radio and lighting fields. These developments indicate how Sylvania has matured and grown in the last few years. They show the in-



COVER. Emporium's Maurice I. Kahl (center), Product Engineering Supervisor for the Cathode Ray Plant, examines ceramic spacer of cathode ray tube gun with Frank B. Bateman (left) and C. M. Harman, Quality Supervisors.

VICE PRESIDENT IN CHARGE OF ENGINEERING AND STAFF: (L to R) A. L. B. Richardson, Manager Patent Law; Bennett S. Ellefson, Director Central Engineering Laboratories; E. Finley Carter, Vice President; Fred E. Russell, Assistant to the Vice President; Virgil M. Graham, Director of Technical Relations; and Jerome R. Steen, Director of Quality Control.



A year ago, in the Sales Issue of the Beam, I pointed out that "Sales Mean Jobs." Before there can be sales there must be manufacturing and before manufacturing engineering must come. This is particularly true in a business such as ours where our products are all of a technical nature and engineering becomes, in fact, the cornerstone supporting all of our activities, directly or indirectly. During the war our engineers turned to many new and diversified fields allied to our original products. They produced many items that were most vital to the prosecution of the war as we all know. We now look to those engineers for new products and new fields of activity.

DON G. MITCHELL

creased responsibilities that challenge us to exert all of our ingenuity and resourcefulness to justify and improve the splendid position which the Company has gained.

Engineering as a function is one component of the Sylvania team. We appreciate our important responsibility for keeping the Company out in front in our highly technical industry. At the same time we must realize the mutual interest our profession holds with manufacturing, sales and administrative functions in making the overall operations of the Company successful.

In a number of fields Sylvania is out in front. It has achieved leadership within the industry. The Company's acquisition of Colonial Radio, the Wabash

Corp., and the establishment of our Electronics Division present us with a geometrically increasing field of problems for study and work. For aside from the more obvious opportunities in radio, television and FM, we know that the possibilities of electronics have as yet been only dimly realized. We know that as time progresses, the types of radio sets and other electronic and lighting devices which are now in our stores will be replaced by newer and more advanced models that incorporate broad improvements and new designs.

Problems of Leadership

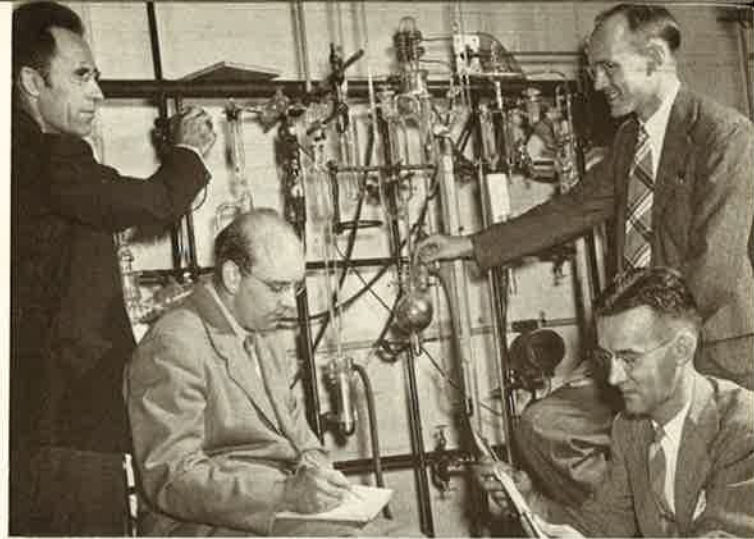
There are certain chances that a growing company can take in the engineering of a product. Once a position of leadership is established, however, it becomes much more important for products to be completely engineered in advance so that the introduction of new products will most certainly enhance our reputation and merit the investment of effort and funds required. So rapidly is our field expanding that to hesitate is to go backwards. A company out in front is vulnerable for it is harder to regain a reputation once lost than to create one.

Every major function of the Company has an important bearing on the success of our efforts as a whole and thus on our jobs with Sylvania. Engineering, particularly, holds the responsibility for making sure that Sylvania products incorporate all the advantages that science has made possible for the benefit of the consumer. For by serving our customers we shall best advance our own interest.

The BEAM



RADIO TUBE DIVISION'S Chief Engineer Walter R. Jones (seated, center) approves this new television tube. His staff (L to R): R. K. Gessford, Television; H. E. Ackman, Quality; M. J. Orr, Cathode Ray; G. L. Rishell, Cost; N. L. Kiser, Design; R. F. Carlson, Services; and E. E. Overmier, Commercial.



CHEMICAL LABORATORY staff, headed by Chief Chemist Russell E. Palmateer (upper left), operates an intricate maze of apparatus used for purification of gas. Standing opposite the Chief Chemist is Milton C. Hoffman. Seated at left is Robert L. Lambert. Darwin R. Kiser is holding the slide rule.

EMPORIUM GENERAL ENGINEERING

The Emporium engineering group was one of two original engineering locations of Sylvania. It was then a part of the old Sylvania Products Company, founded by Bernard G. Erskine, which combined with Frank A. Poor's Hygrade Lamp Company in 1931 and later became the present Sylvania Electric Products Inc. Mr. Erskine's insistence on tube quality in the early days of his company is still a basic premise of engineering for all Sylvania products. In the late

Thirties Emporium had become the center of engineering for the Company's Radio Tube Division. During the war Emporium General Engineering personnel was responsible for many important tube developments that contributed to the war effort. Since the war these engineers have been busy with reconversion to meet requirements of peacetime customers, and are now primarily concerned with production designs of radio tubes and cathode ray tubes.

PERFECT FIT. Sylvania's new portable radio tube checker is easily slipped into new-type carton by Delos W. Taggart, of Packaging. With him are: John R. McClure (left), Standardizing; Allan Putnam, Inspection. (See back cover).

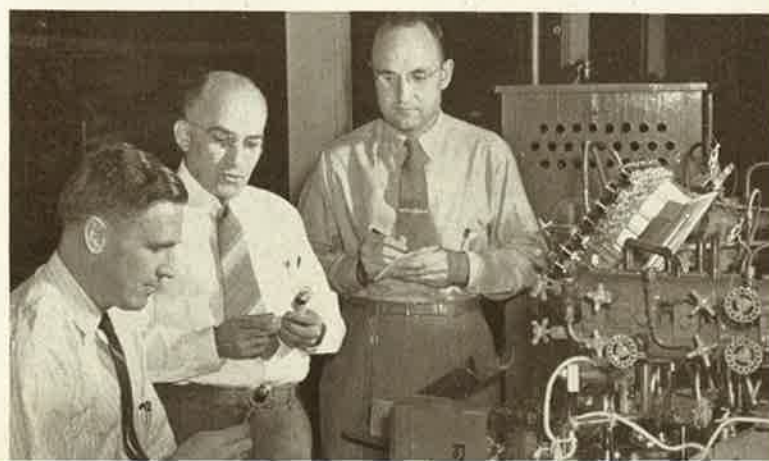


A BOMBARDER built at Williamsport Electronics Plant is checked by Supervisors of the Emporium Design Engineering Department. They are (L to R): Norman J. Reitz, H. F. Overmier, Gerald T. Curry and Clair W. Reash.

LATEST TUBE TEST equipment is demonstrated by Roy A. McNaughton, Equipment Design, for Edmund F. Kahl (seated, left), Applications Lab. Standing: Clair J. Pye (left), Commercial; G. H. Klinefister, Customer Services.



SEALEX MACHINE'S new-type tubes are carefully studied by more Supervisors of Emporium's Design Engineering Department. They are (L to R): Victor H. Campbell, seated, with Charles E. Foster and William A. Dickinson.



QUALITY IS OUR IDEAL

By JEROME R. STEEN

EVERYONE takes pride in the possession of a really fine article. This does not mean that it has to be the most expensive obtainable nor that it is necessary to compete with a more expensive article in the matter of niceties and refinements. It does mean, however, that it must perform satisfactorily in the use for which it was intended, and it must convey to the user the idea that value has been received.

There is a warm feeling of satisfaction associated with dependable performance and the knowledge that trouble-free operation is the indication of a job well done. Not less important is that feeling of personal satisfaction which must come to each and every one of us who has been associated with its manufacture.

Perhaps it would be well to pause for a moment and to weigh the meaning of "Ideal" as "That which is taken as a standard of excellence or an ultimate object of attainment." This expresses exactly the philosophy of our Company since, when an article is presented for acceptance by the public, it must meet the standards which have been established, and at the same time every effort must be put forth to improve upon those standards. Only by so doing may we hope to receive the favor of a continued public response.

Because of the importance placed on *quality* it is necessary that a ready means of assurance be determined which not only will indicate the quality of the article being produced but will also anticipate trends that may result in poor quality.

Such a means of assurance has been

found in scientific quality control which has as its object the maintenance of satisfactory quality in a manufactured product and at minimum cost. By establishing systematic sampling inspection procedures and routing methods for analysis of the results, quality control will locate the point in production processes at which defective material originates and will direct attention to the correction of the trouble. Thus it aims at the prevention of unsatisfactory output rather than the separation of defective articles from good articles at the end of the production line.

But no amount of quality control can be effective without the active and loyal support and cooperation of each and every employee. In the final analysis quality depends not upon the amount of inspection performed, but upon the individual effort put forth by each person concerned.

CENTRAL ENGINEERING LABORATORIES

Central Engineering consists of advanced development and research groups at three locations on Long Island: Kew Gardens, Flushing, and Bayside (Sylvania Center). Kew Gardens is engaged in a broad program of advanced development on radio tubes and microwaves, as well as other subjects of common interest throughout the Company. At Flushing Laboratory are Sylvania scientists conducting research and investigations that may be applicable to any or all of Sylvania's products in such fields as optics, radiometry and spectroscopy. At Bayside more Sylvania scientists specialize in metallurgical research and development, probing the mysteries of tungsten and other metals to find alloys for filaments and metal-and-glass sealing.

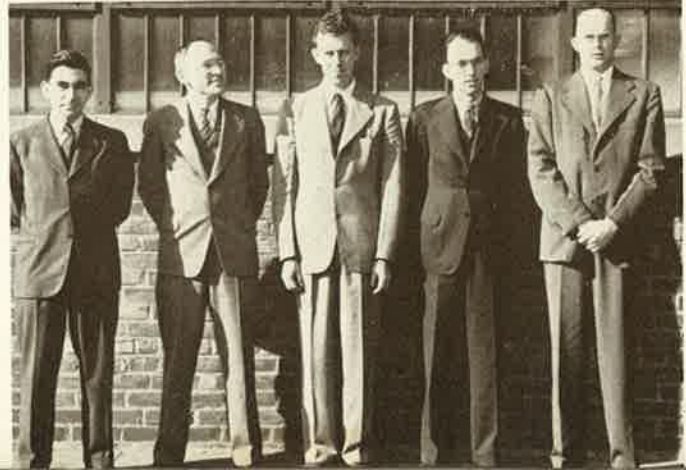


KEW GARDENS SUPERVISORY STAFF. Standing (L to R): George J. Imboden, Henry W. Parker, Robert F. Doran, Ray Zelt, Sanford Robinson, A. F. Boyer, George T. Gunnell, J. B. Parchman, Paul Haas, James Stepina, M. J. Rafale, R. N. Palmer and Marcus A. Acheson. Below: Vernon D. Goodwin, R. J. Straub, A. L. Dolnick, Paul Peters, R. H. Vanderkay and R. A. Young.

SYLVANIA CENTER metallurgical staff operating high temperature vacuum creep testing equipment are (L to R): Gordon Davis, Walter E. Kingston, Harold A. DeVincentis, Donald W. White and Boyd Metz.



RESEARCH STAFF AT FLUSHING (L to R): Herbert Bandes, Electrochemistry; Robert M. Bowie, Research Manager; Norman L. Harvey, Circuits; Howard S. Moncton, Asst. to Manager; Stuart L. Parsons, Optic.





FLUORESCENT QUALITY problems are tackled in conference by (L to R, background): R. H. Williams, Specifications; R. W. Drake, Packing; R. M. Smart, Circuits; and (seated L & R): T. Temple, Design; A. L. Peacock, Glow Lamps.



NEW INCANDESCENT Indirect Bowlite receives close inspection from (L to R): R. H. Dickinson, Design; W. Allphin, Applications; H. C. Alexander, Chemical; D. M. Villinger, Design; F. G. Fales, Quality; W. P. Matheson, Exhaust Procedures.



PROCESSING PHOSPHORS, heart of the fluorescent lamp, are (L to R): E. L. Mager, Chemical; O. B. Goldsmith, Arc Discharge Lamps; P. H. Townsend, Photometric Measurements; K. H. Butler, Development; P. J. Hagleston, Plastics.

12-INCH CIRCULAR LAMP, in experimental production, undergoes the careful scrutiny of (L to R): A. B. Scholes, Glass & Ceramics; G. S. Quinn, Mechanical Development; J. H. Quinn, Jr., Machine Shop; C. L. Sinclair, Machine Design.



LAMP DIVISION GENERAL ENG'R'G

Located on several floors of two buildings at Salem, Lamp Division General Engineering is the fountain-head of designs for all the myriad types of lamps manufactured by the Company. In addition to the commonplace fluorescents and incandescents, these scientists, engineers and technicians also plot the construction of the more unusual black-light, infra-red and germicidal lamps. With Sylvania now making a serious bid for an important share of the country's highly competitive lighting business, heavy responsibility rests on their shoulders. In at least one respect they have more than fulfilled these demands, as several outstanding new types of lamps they have already developed for post-war markets will have to wait for production to catch up with present demands. The huge backlog of orders for standard types, which today plagues manufacturers of so many scarce products, must be cleared away before production on the new types can get under way.



STAFF CONFERENCE in Dr. R. M. Zabel's office, (L to R): R. J. McKenzie, Services; G. E. Carter, Jr., Development; E. F. Lowry, Fluorescent; S. S. Davis, Incandescent; R. M. Zabel, Chief Engineer; R. G. Slauer, Applications; R. B. Thomas, Special Lamps; (standing right) S. M. Gray, Tests.

GERMICIDAL LAMP is studied by (L to R): H. A. Lent, Equipment; P. J. Brown, Production; A. L. Mitchell, Bacteriology; H. H. Chun, Quality.



ELECTRONICS DIVISION ENGINEERING - BOSTON

Newest group is the Electronics Division at Boston. Its staff is charged with development of silicon crystals, magnetrons, radar and accessories, gas discharge lamps, hydrogen thyratrons, etc. Many of these were war-developed products which are continuing in peacetime demand. A part of this division, which grew up during the war at Emporium, is now located at Williamsport. It was the world's only producer of spectrum analyzers—vital to the radar program—while the war was being fought. At Ipswich another group of Electronics Division men is currently occupied with ironing out problems presented by the wire recorder.



BOSTON ELECTRONICS STAFF (L to R): O. Howard Biggs, General Manager Electronics Division; Henry J. McCarthy, Developments; and E. Thomas Casellini, Product Engineering.



AT WILLIAMSPORT is Electronics Division's Allan W. Keen, Product Engineering Supervisor.



ELECTRONICS DIVISION SUPERVISORS, L to R: Harold Heins, Applications; Theodore Wroblewski, Ipswich Section of Electronics Division; Nathaniel Rochester, Microwave Section.

IPSWICH FLUORESCENT FIXTURE ENGINEERING



NEW FIXTURE DESIGNS are subject of conference (L to R): D. D. Deans, Packing; John Shaheen, Ballasts; H. B. Fletcher, Specifications; W. P. Lowell, Chief Engineer; G. T. Shaefer, Design; R. G. Maurette, Design; P. E. LaValley, Chemistry; E. G. Johnson, Model shop.

These men are responsible for creating the Sylvania fluorescent fixtures built at the Ipswich Fixture Division. Consulting with experts and customers at every step of fixture design, development, and production, this group's job is to insure fixtures that will meet all requirements. For instance, a fixture must not only be competitively priced but compact and easy to ship or store; it also must be adapted to production methods, attractive in appearance and simple for users to operate and maintain. Sylvania is a leader in industrial and commercial types of fluorescent fixtures, with very attractive residential types now beginning to appear.

WHERE DO WE GO FROM HERE?

ALTHOUGH it was only a small company in 1938 with sales of less than \$8,000,000, Sylvania came forward the next year with the first complete commercial fluorescent lighting fixture. From that time on, it has been the largest manufacturer of fluorescent lighting fixtures in the country.

By 1941 Sylvania's sales were \$20,000,000. The Company was still, however, a relatively small member of the electronics industry. Yet through its work on the proximity fuze and other special radio and lighting products used in the war, Sylvania reached the peak of over \$125,000,000 sales in 1945 and Sylvania employees won what we believe is the largest number (22) of Navy Ordnance Awards ever received by the employees of one company. These are simply two examples of how important the development of new products is to the life of the company.

A talk with such members of the Engineering Department as Dr. Robert Bowie, Marcus Acheson and George Gunnell gives a startling picture of the engineering situation in our industry as seen from the scientific standpoint of these men. We realize that our new technical knowledge obtained in the war must now be adapted to something useful. On the face of it, many of the things we did during the war seem to lack too ready an application to our daily lives. Also it is a fact that today many of the products so proudly used during the war are regarded as obsolete in the light of scientific advances.

An example of the problems awaiting a scientific answer is the overloaded navigational systems of the United States airways. The Company's engineering men hope to carry on into peace the accelerated rate of technical advance that took place during the war. This work they feel contributed to the

United States supremacy in the war and this technical leadership should be retained in peacetime, not only for defense reasons, but because it has been paralleled very largely by an advance in the standard of living.

New automobiles appearing on the roads today are little different from pre-war models. After the first wave of pent-up postwar demand has been met, the automobile companies will have the opportunity to put into effect many great improvements. Similarly, greatly improved radio and lighting equipment may be expected to appear and attract an important share of the consumer purchasing power over the next few years. Present-day products will then look obsolete.

It is the old, old story. "Yes," our conscience tells us, "that was a pretty good job you did during the war.

"But what are you going to do tomorrow?"

RADIO DIVISION PRODUCT ENGINEERS

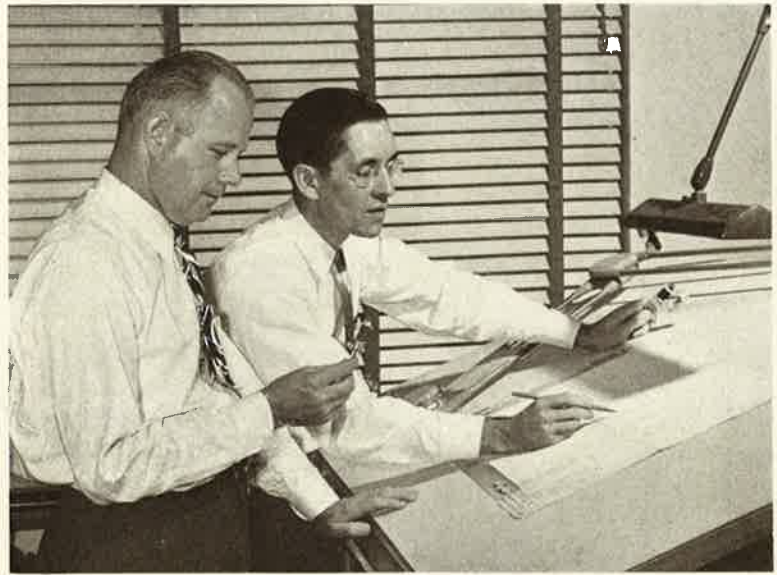


EMPORIUM AND HUNTINGTON Product Engineering Supervisors (L & R): Herbert A. Ehlers, John T. Lucas.



TOWANDA AND ALTOONA Product Engineering Supervisors (L & R): Harry E. Smithgall, Paul W. Felton.

The Radio Division's Product Engineers are located in the Company's tube plants where they execute important engineering functions involved in processing quality and cost control in manufacturing. From this position they are able to advise engineering and research on ways to improve the product.



MILL HALL AND MONTOURSVILLE Product Engineering Supervisors collaborate on designs. L. to R., respectively: Bruce R. Johnston, Harry L. Ratchford.

JOB EVALUATION

WHAT is job evaluation?

Every hourly job at Sylvania has been evaluated under the Company's job evaluation plan. Since so many Sylvania's are affected by job evaluation, it is important to know what job evaluation is—and also what it is not.

Briefly put, *job evaluation measures the relative difficulty of jobs in terms of their requirements on the individual.* It is a systematic method as scientific as has been developed today for determining whether your job, for example, is more or less difficult than some other entirely different job.

The point to remember is this: *job evaluation rates the job, not the individual on the job.*

Not many years ago rates of pay on many jobs were often decided by the "guess and by gorry" method. It was realized that it was difficult to tell at a glance whether a dishwasher's or a tool crib attendant's job required more ability and skill, but the installation of a systematic plan for solving such problems required time and considerable expense.

Sylvania's Method

Sylvania today has twenty labor grades. All Sylvania hourly jobs are given one of these grades. The most difficult job receives the highest grade, the easiest job the lowest grade. The jobs in between are ranked according to difficulty by the job evaluation system. Each job is graded according to the number of points it scores. The



WORKING CONDITIONS. *The hazards of a window washer deserve primary consideration.*



MENTAL ACTIVITY—*concentration of engraver.*



SKILL, AC

UATION

Sylvania job evaluation system was especially devised to fit the kind of jobs at Sylvania. Ten different factors are considered:

THE BASE FACTOR, which is a general score given to all jobs.

RESPONSIBILITY.

SKILL—ACCURACY—DEXTERITY.

PRACTICAL KNOWLEDGE.

EXPERIENCE AND TRAINING.

MENTAL ACTIVITY (Mental effort, concentration).

WORKING CONDITIONS (Hazards, surroundings, connected expense).

PHYSICAL REQUIREMENTS (Effort, etc.).

FATIGUE.

THE JOB FACTOR, an additional point allowance to take account of the increasing difficulty imposed by the combination of a number of factors.

Of course, not all jobs will score on every factor. The highest job evaluation score at the present time is

group leader tool and die maker which scores 796. The lowest score is 167 for gauging sleeves.

Each job is graded by job evaluation. In this way jobs are ranked as to which will receive the highest pay rate range, second highest, third, etc., within the present pay scale. What the specific top and bottom rates in dollars and cents will be is determined then by such things as current business and labor conditions and the laws of supply and demand. When the general pay level changes, job rates change accordingly and keep the fair relationship between one another.

Prevents Favoritism

One of job evaluation's greatest benefits is that it helps make possible equal pay for equal work. It prevents "easy" jobs which require little ability or effort on the part of the employee from receiving more pay than "hard" jobs that make greater demands upon the individual's skill and intellect. Under job evaluation, job rates cannot be lowered simply because a less experienced person is put on the job nor can a job rate be increased because the individual on it happens to be popular.

In its details, job evaluation is naturally complex. In order to score a job correctly one needs experience and judgment. By careful and consistent use of its scoring system, the fairest possible relationship between different jobs is obtained.

About 75% of the leading companies in the industry use job evaluation and throughout the country in general the use of the system is increasing rapidly as a fairer and sounder means of determining the relationship between various jobs. Job evaluation was first introduced at Sylvania in August 1944. It has been endorsed by an order of the War Labor Board.

To sum up, job evaluation is the best and most scientific method yet found to tell which of two jobs should receive a higher grade or whether the two jobs are equal in difficulty and in their requirements upon the individual.



ACCURACY, DEXTERITY — Surveyors.



RESPONSIBILITY—he answers for cost of errors.



EXPERIENCE & TRAINING—Skippers have both.

ORGANIZATION ANNOUNCEMENTS

MR. ROBERT L. KAYE, JR. has been appointed Division Cost Accountant of the Radio Tube Division and will report to Mr. R. J. Hartung, Manager of Accounting.

* * *

An announcement made by Mr. Frank J. Healy, Vice President in Charge of the Lamp Division, states that in order to relieve MR. CHESTER F. HORNE so that he may give his entire time and effort to the Incandescent Lamp and Globottle end of our business, the following functions and people will report directly to Mr. Healy:

Fluorescent Lamp and Christmas Tree Manufacture—HENRY F. CALLAHAN

Starters, Sockets and Wiring Devices—FRED W. FULLE

Mechanical Development and Equipment—ROLAND M. GARDNER

Purchasing Manager, Lamp Division—JOHN R. FULLER

MR. P. A. ARNOLD will continue as Assistant to Mr. Horne on Incandescent and Globottle manufacturing.

* * *

MR. FRED BRENNEN, formerly Assistant Traffic Manager of the Lamp Division at the Salem Lamp Office, has been

LIGHTING FIXTURE DIVISION HOST TO PURCHASING AGENTS

A tour of the Ipswich plant was an important feature of a recent meeting of the New England Purchasing Agents Association. The Lighting Fixture Division played host to the 36 members who attended and Louis S. Kimball, General Manager, outlined Sylvania's background and future in a brief address. Rene G. Maurette, Supervisor of Product Engineering, explained the manufacturing processes during the tour.

The Association is composed of procurement men of most of the business firms in New England, and is affiliated with the National Association of Purchasing Agents. James H. Dray, Division Manager of Purchasing, Irving R. Schaller and Henry G. Mahoney, Purchasing Agents of the Lighting Fixture Division, in charge of the meeting, are members of the Association.

appointed Traffic Manager of the Radio Tube Division.

* * *

MR. HENRY W. PARKER has been appointed Technical Advisor of the Central Engineering Laboratories, reporting to Dr. Bennett S. Ellefson, Director of Central Engineering Laboratories.

Transmitting Tube and Power Tube Development work will continue under the supervision of Mr. R. M. Palmer, reporting to Mr. Marcus A. Acheson, Manager of Advance^d Development at Kew Gardens.

\$1,141.50 AWARDED TO EMPLOYEES

With crisp autumn winds blowing and the scent of burning leaves in the air, Sylvania's are enthusiastically thinking of new ideas for improvement. Sixty-five employees were paid a total of \$1,141.50 for their suggestions this month. Banner award goes to Harry Woods, laboratory worker at Bayside, for suggesting a labor-saving method which improved and greatly simplified the preparation of samples for metalurgical examination. This suggestion netted him \$372.

SUGGESTION WINNERS

BAYSIDE

Harry Woods, IM, \$372.

DANVERS

James Lawlor, IM, \$5; Manuel Ignacio, IM, \$10; IM, \$3.

EMPORIUM

Art Winterquist, IE, \$25; Frank Grimone, ID, \$52; Nathan Osmanski, ID, \$77; Mildred Mambuca, I, \$5; Vincent Frank, GI, \$6; Edward Buerk, IE, \$11; ID, \$10; Norrine Stoppel, IM, \$10; Andrew Kriner, IE, \$5; Marjorie Knowles, I, \$17; Joseph Emerick, IM, \$9.

IPSWICH

Wendell Bagley, ID, \$40; Alphonse Gallant, SA, \$5; E. Eugene Poirier, IM, \$15; Chester H. Oliver, IM, \$25; Charles W. Sayward, GI, \$15; IM, \$15; Burley T. Cram, IM, \$10; C. Arthur Cobb, I, \$10; SA, \$3; Mabel Bragdon, IM, \$25; Ruth Gillis, IM, \$17; IM, \$7; Mary Sullivan, SA, \$3; Helen J. Christopher, IE, \$15.

JAMESTOWN

Alfred Vanstrom, IE, \$75; Erma Hershman, IC, \$3.

KEW GARDENS

Al Farquhar, IE, \$4; Rosemary Grayson, IC, \$4; Carmela Rubino, IC, \$4; Wilfred Lenze, I, \$4; Nancy Kletecka, IC, \$4; John Corl, SA, \$4.

KEW GARDENS ENGINEER RECEIVES A. S. A. AWARD

Vernon D. Goodwin, Supervisor of Standardizing at Kew Gardens Laboratory, was presented with a Certificate of Appreciation from the American Standards Association at a recent dinner held in the Officers Club of the Brooklyn Navy Yard to honor Mr. Goodwin and others who had voluntarily served on committees of the Association during the war.

The contribution of the A.S.A. War Committees was "signally honored by the Army and Navy," said A.S.A. Secretary P. G. Agnew, "and the A.S.A. feels it only right to pass this honor along to those who actually did the work."

LOWELL

Margaret Sayers, I, \$5; Annie Allard, I, \$3; Irene Asselin, I, \$3; Virginia Fanning, I, \$3; Mary Lou Clark, I, \$3; Sophie Suslovitch, I, \$3; Mary Walsh, I, \$5; Eva Worthy, I, \$5; May Wojcikiewicz, I, \$3; John Michael, I, \$5; Frank Stewart, I, \$10; Alberta LaBlanc, I, \$5; Leo Auger, I, \$25; Helen Mullin, I, \$10.

MONTOURSVILLE

Andrew Reese, IM, \$3; Bernard Fantaskey, IM, \$10; Paul Straub, IM, \$3; Charles LeFever, IM, \$10; IM, \$10; Margaret Lundy, IM, \$7.50; Clarence Boatman, IM, \$3.

SALEM GENERAL ENGINEERING

Ernest Richards, IM, \$3; Margaret Gagnon, SA, \$5; Catherine Bettencourt, IM, \$20; George Lindsay, IM, \$5.

SALEM LAMP

Louis W. Vitale, IM, \$8; Mary Miller, SA, \$5; Earl Perkins, SA, \$3; Chris Trayers, GI, \$5; James H. Small, IC, \$3; Arthur Glackin, Jr., SA, \$3; Howard Foss, IE, \$5; IE, \$3; Edna Lapham, IE, \$5; Charles Perry, IE, \$10.

IM, Improved Method; IE, Improved Equipment; I, Improvement; GI, General Improvement; IC, Improved Conditions; ID, Improved Design; SA, Safety.



\$372 AWARD, month's largest, went to Harry Woods of Bayside (2nd from R). Others, L-R: W. E. Kingston, R. H. Vanderkay, E. P. Larson, D. B. Metz.

NEWS IN REVIEW

REMARKABLE RECORD

Candidate for second place among holders of records for years of service without absence is Earl Oliver of Loring Avenue. His friends claim that his 17 years of service with only one day of absence is the second best in the Company (first place is held by Joseph N. Russi, member of the Quarter Century Club who has never been absent).



Earl Oliver

"Ollie" Oliver joined Sylvania at about the same time radio tubes were first being manufactured. Starting in the Parts-Firing Department, his abilities soon made him head of that department. He still holds this position today. In addition to an enviable record, he is the pride of the plant safety engineers—he has never reported to the dispensary for illness or any type of accident.

YOUNGEST 25-YEAR MAN



Irving Schaller

Irving R. Schaller, Purchasing Agent at Ipswich, became the youngest member of the Massachusetts Division of the Quarter Century Club recently at initiation ceremonies in the Ipswich Purchasing Department office.

Frank A. Poor, a founder of the Company, presented Irving with a wrist watch. John Learoyd, Club secretary, pinned on his membership button.

Irving Schaller is only 42 years old and started working for Sylvania on September 13, 1921, at the age of 16. He was then employed in the Quality Department at the Lamp Division in Salem, under Russell Tirrell.

Three years later Irving changed to the Special Lamp Department under Hayden Kimball. In 1925 he took charge of that department. Thirteen years later, in 1938, he was transferred to the Cost Department under Chester Horne. When the fixture business started, he turned to the Purchasing Department on September 1, 1939. On January 1, 1940, he

took over as Fixture Purchasing Agent under James H. Dray, Divisional Purchasing Agent.

Besides the many hearty congratulations of his fellow workers and friends in the Ipswich plant, Irving Schaller was welcomed into the Quarter Century Club by two other members, Chester F. Horne and Hayden Kimball.

Irving and Mrs. Schaller live at Marblehead, Mass., and have a 16-year-old son. Golf and music are his hobbies—he plays both clarinet and piano, and was at one time a member of the Salem Cadet Band. He is also a member of the New England Purchasing Agents Association.

KEW GARDENS PIONEER

George J. Imboden of Kew Gardens, who has just rounded out twenty-five years of continuous service, was welcomed as a member of the Quarter Century Club at the October 14 meeting of the Supervisors' Group at the Cedar Creek Country Club. A gold Hamilton watch and the Quarter Century pin were presented by Dr. Bennett S. Ellefson, Director of Sylvania's Central Engineering Laboratories. George T. Gunnell, Kew Gardens Manager of Production, was



George Imboden

master of ceremonies, and the guests included Stewart Cunningham, Supervisor of Accounting at Bayside.

George Imboden first started work in the machine shops, and for three years was in the Special Equipment Section of the original Nilco Lamp Works. He was associated with the large and odd-size Lamp Department until 1932. Later, he was in the Experimental Engineering Department and was one of twelve Sylvania engineers who were recently awarded the Certificate of Exceptional Service by the Naval Bureau of Ordnance for their contribution to the development of proximity fuze tubes. George was also in charge of the East Allegany Laboratory. In May 1946 he came to Kew Gardens and is now connected with the Microwave Section. Married, his son Dick is now nineteen.

PENNSYLVANIA SUPERVISORS' PARTY

A giant "supervisors' roundup" was recently held at the Antlers Club near Williamsport for 140 Sylvania supervisors coming from Williamsport, Montoursville, Emporium, Mill Hall, Towanda, Brookville, Johnstown and St. Marys.

Although rain "washed out" most of the elaborate program that had been planned for the outing, the huge supervisory gathering was nevertheless a success. Those who attended announced that it was a good party. Howard Richardson and Gerry Morse, of the Industrial Relations Department in New York, also were there.



PORTABLE ELECTROFLASH units attracted great interest at the recent National Press Photographers Association Exhibit in New York. Seen at the opening (L to R): Don G. Mitchell, Lewis Gordon, Walter E. Poor, Robert H. Bishop, Phil Sperry, Henry Johnson and Curtis Haines.

NEWS IN REVIEW (cont'd)

UNUSUAL VISITOR AT EMPORIUM

Pfc. Oliver Carl Bacon was keenly interested during a recent visit to the Emporium plant. Pfc. Bacon, although blinded by a German bullet in World War II, "saw" the plant operations through the eyes of Howard Mayberry, his guide on the lengthy tour of buildings.



Oliver Carl Bacon

Howard described each machine and the blind soldier supplemented his description by touching the finished product. Pfc. Bacon had used many of Sylvania's electronic products while serving in the Signal Corps during the war and was particularly interested in improvements made on civilian production as a result of war experience. The Cathode Ray Division pleased him immensely.

Pfc. Bacon is a nephew of Dorothy Kerner, a Beam Reporter, and is spending a thirty-day furlough from the Valley Forge hospital, where he is a patient, with his family in Massachusetts. After his tour of duty with the Signal Corps during the war, Pfc. Bacon was transferred to the infantry. He was 19 years old at the time he was wounded.

The brightest spot in his military experience, said Bacon, was his dinner date with Lana Turner at MGM studios in Hollywood while he was a patient in a west coast hospital.

CLAMBAKE AT DANVERS

Danvers employees thoroughly enjoyed their clambake held recently on the beach at Sylvania Country Club. More than 100 people who enjoyed the feast proclaimed it the best party of the year.

Most of the credit for the party's success was heaped on William Thomas of the Methods Department who officiated as chief cook. His lobsters were praised as the tenderest anyone had ever eaten and his steamers were cooked to perfection. Such innovations as frankfurters broiled in ale attest the rare quality of his cuisine. After the clambake the party turned to the clubhouse for dancing.

Other members of the committee who were responsible for the clambake's success were: Manuel Ignacio, Solution Department; Joseph Devarenne, Glow Lamp; Lorretta Dufour, Production Control; Rose Maihos, Quality; John Keohane, Production Control; Rena Fossa, Betty Cassidy and George Manolakis, all of Personnel.

IPSWICH BAND LEADER

Billy Stone, well-known Quality Inspector at Ipswich, is better known as one of the up-and-coming band leaders of New England. His 12-piece orchestra has been featured at several of Boston's dance spots, including Kimball's Starlight and Ocean View Ballrooms.

Talent for music runs in Billy's family. He comes from a long line of musicians on both sides, and it was therefore not surprising that Billy's musical debut was made at the age of four when he amazed a variety show audience singing and playing a ukelele. New England has long appreciated his talents and he conducted the Hamilton High School orchestra for four years. He later played bass with different bands over WBZ and other Boston radio stations.

Billy did not come into his own, however, until he joined Sylvania in September 1941, when he emerged as band leader of his own band. Four members of his present band are also Sylvanians:

Drummer Gene Poirier, Assembly Inspection Supervisor; Bass Player Revere Brooks, Maintenance; Alto Douglas Farquhar and Trumpeter Frank Denno, both of the Ballast Department.

To date only the sullen Afrika Korps prisoners, whom Billy helped escort back from Africa, have failed to appreciate his musical ability. After his discharge from the service, Billy returned to his wife, the former Arlene Tucker of the Sylvania office, his two children, Billy (4) and Linda (2), and so to his job at Sylvania. In addition to outside engagements, Billy and his band are frequently in demand at Sylvania social affairs.—VIOLA A. JOHNSON.

WARREN FORMS GUN CLUB

At a recent meeting in the Warren cafeteria, 25 employees founded the Sylvania Gun Club of the Warren plant. The club intends to compete in organized gun meets if their petition for affiliation with the National Rifle Association is approved.

Gun Club officers who were elected at the meeting are: Ronald Dodds, President; Albert Watson, Vice President; Charles Lane, Secretary; and Frank Seeley, Treasurer.

WHY BE LATE?

"Let the last one who comes in blow the whistle," is the solution for tardiness offered by Bill Walsh of Mechanical Maintenance at the Salem Loring Ave. Lamp plant.



IPSWICH IMPRESARIO, Quality Inspector Billy Stone, conducting his 12-piece orchestra.



TOGETHER AGAIN, Kiki and Areti Zachariou exchange stories of their experiences during the war. Both are at Danvers (story below).

GREEK SISTERS REUNITED

Areti Zachariou is very glad to be back at Danvers with her sister, Kiki. She endured some of the hardships of the war with her family in Greece before returning here in August. Both sisters are now employed in the Danvers plant.

Areti and Kiki are American citizens. They were born at Peabody, Mass., but sailed a few years later with their parents to the Isle of Samos, Greece. Their father was a secretary in the Department of Health of the town of Karlovassi and they attended the local schools.

Kiki departed from Samos in February 1940 to live here with her aunt, Mrs. Charles Talambecos, and the following year joined the Fluorescent Division of Sylvania. Although Areti had planned to follow her sister soon, the war prevented her arrival until August of this year. Relating stories of the enemy, Areti says that when the armies of Il Duce entered the town of Karlovassi in 1941 all business establishments were closed. Merchants had taken their wares into hiding. When the Italians entered, not one civilian was to be found in the streets. They did not come out of hiding until it became apparent that the enemy had come to stay for some time. (This occupation lasted more than three years.)

The Italians mined the streets but treated the Samians well. Food was not plentiful, but most were able to produce enough from their gardens to tide them over. The Samians did not resume business, however, but turned to farming instead. The Italians set up a hospital and cared for the natives as well as their own troops.



NEW PRESIDENT of the Massachusetts S. E. A. is George Manolakis of Danvers. He will fill the unexpired term of John E. Fuir, Salem.

When the Italians began to evacuate in September 1944, conditions improved temporarily. The British brought food but left in four weeks and the more barbarous Nazis moved in. Warehouses that had been filled with food and clothing were pillaged. The Germans took all the produce that was grown and people were left to find food wherever they could. The Germans preferred to let natives die rather than use their precious dressings and hospital space for any but their own troops.

At last, in April 1945, the Nazis pulled their forces out of Samos after losing the great battles of Italy and Europe. The happy Samians rightly took this for the beginning of the end, and immediately began preparing for the postwar era. UNRRA helped by giving as much as possible. They were allowed

12 pounds of wheat per month, $\frac{3}{4}$ pounds of sugar every two months and on holidays a can of food was allowed per person. UNRRA also brought clothing which was distributed by lots—if your ticket was drawn you received whatever garment was there for you, large or small.—GEORGE MANOLAKIS.

PRINCESS "SEA NEVER DRY"

One of the more interesting requests recently received by Sylvania's International Division has been forwarded to the BEAM by E. W. Hazzard, Sylvania's Sales Manager for Asia and Australia. We quote:

EKUTE-METKA
NIGERIA, W. AFRICA

GENTLEMEN:

Kindly send me the free sample of your catalogue. I am a trading Princess and hearing of your valuable catalogue I write you for one. Wishing you best of lucks in this season.

PRINCESS DEYO E. BOOS
(Sea Never Dry)

WILLIAMSPORT KEGLERS GET SET

Williamsport bowling enthusiasts have announced that play in the 1946-47 bowling league has already begun. Eight teams are engaged in what is touted as the hottest bowling tourney seen at Williamsport in a decade.

Team captains are: Jean Foulk, Margaret Brown, Arlene Kuhns, Adrian Boudon, George Canaan, Durward Vergason, Robert Stroup and Robert Wood. Bowling each Wednesday night the league expects to award prizes to the winners at the end of the season.



FAREWELL SUPPER for James MacDonough, former Mount Dept. Supervisor at Wakefield, was held at a Boston night club. At his table were Mrs. MacDonough, James, Henry Murray, Helen Meisner, Edwina Petley, Ann Peterson. He accepted a position with the Post Office in Boston.

NEWS IN REVIEW (cont'd)

SYLVANIAN HEADS LIONS CLUB

Recently elected President of the Marblehead Lions Club is Roger S. Johnson, head of the Standardizing Department at Salem Tube. Roger has been a familiar figure to most Sylvanians for the past 13 years. When he moved to Marblehead a few years ago, he was invited to join the Lions Club there. He takes great pleasure and pride in his lawn and garden, and his home contains an elaborately equipped radio station. He is a qualified amateur radio operator. In addition, he is an enthusiastic golfer.



Roger Johnson

IPSWICH MOUNTAIN CLIMBERS

Mountain climbing Sylvanians of Ipswich recently sharpened their hobnails and unlimbered their ropes for the annual trek up the steep sides of Mount Chocorua, between Ossipee and Conway, N. H.

Edward Pulsifer, veteran climber of many years' experience, led the party up the Jim Liberty trail early on a Sunday morning. They arrived at the top in time to enjoy a well-earned lunch and a beautiful view of the surrounding country. Sylvania members of the expedition were: Robert Emerson, Shipping; Albert Tucker, Order and Billing; George Carpenter, Production; George Carpenter, Jr., Edmund Sheehan, and Jerome Jedrey. Pulsifer is a member of the Shipping Department.

This group made two climbs last year, up Mt. Washington and up Mt. Monadnock. They plan to climb the whole Presidential Range on a weekend some time next year. They estimate it would take about two and a half days.

WEDDINGS

BROOKVILLE

Miss Della Brey, Units Dept., to Mr. Ralph McCullough on September 25.
Miss Katherine Raybuck, Units Dept., to Mr. Harry Fetterman on October 26.
Miss Margaret Karkosky, Stem Dept., to Mr. Clarence E. Ishman on October 5.
Miss Velma Galbraith, Grid Dept., to Mr. John W. Anderson on September 30.
Miss Louise Miller, Mounting Dept., to Mr. Floyd Walters on October 10.
Miss Wilma Rydbom, Mounting Dept., to Mr. Elmer Garvey on September 20.
Miss Betty Ent, Mounting Dept., to Mr. David Duncan on September 19.
Miss Lois Brosious, Mounting Dept., to Mr. Paul Hetrick on September 15.
Miss Edna Vashbinder, Office, to Mr. Robert D. Summerville on August 26. The bride is chief BEAM reporter at Brookville.

DANVERS

Miss Esther MacMillan, Base Filling Dept., to Mr. Ivy Spence, Canada, on September 15.
Miss Evelyn DiPaulo, Finishing Dept., to Mr. Guido Liporto, Beverly, on September 8.
Miss Marion Joan Ciolek, Ipswich, to Mr. Wallace E. MacQuarrie, former Safety Supervisor, on September 22.
Miss Rita Gagnon, Commercial Engineering, to Mr. Thomas J. Cronin, Salem, on September 22.
Miss Beatrice Sterr, Engineering, to Mr. Edward Whittaker on October 12.
Miss Betty Lee, Finishing Dept., to Mr. Maurice Ripley, Salem, on September 29.
Miss Georgia Nickola, Finishing Dept., to Mr. George Avelis, Ipswich, on September 29.
Miss Joanne L. Staples, Lynn, to Mr. Robert S. Malcomson, Engineering Dept., on September 14.
Miss Cynthia T. McAuley to Mr. Joseph T. Roche on September 22.
Miss Hazel R. Mello to Mr. Donald J. Maguire on September 8.
Miss Ann Guisti to Mr. Joseph Shabowich on September 14.
Miss Anne Norton to Mr. Francis Haynes on September 22.
Miss Stacia Naworska to Mr. Spiro Kontarosis of Salem.
Miss Lorena Duest, Glow Lamp Dept., to Mr. Harry Clark on September 21.

EMPORIUM

Miss Irene Cukanna, Payroll Office, to Mr. Joseph Smee, Jr., Sykesville, on August 31.
Miss Jean McMurray, Brookville, Pa., to Mr. Frederick Sayer, Receiving Cost Accounting, on October 19.
Miss Josephine Potempa, Production Development, to Mr. Charles Copella, Erie Plastic, on September 28.
Miss Lucille Lagonia, Filament Dept., to Mr. Clarence Calvin on October 5.

REINSTATED VETERANS

DANVERS

Amy: Edmund Gesek, George LaCain, Albert Makar, Augustus Gomez, George Goodwin.

Navy: Raymond Robinson, Thayer Richardson, Henry Grabowski, Joe Espinola, Ernest George.

Marine: Arden Neiforth.

EMPORIUM

Amy: Charles Cooper, Kenny Smith, Francis Agliardo, Jack Cox, Edward Charlton, Arnold Gratton, Edward Henry, Arthur Harpster, Clyde Morrison, Jr., Harlan Miller, Howard Paul, Willis Reed, Harry Simon, Lloyd Stringfellow, Eben Tompkins, Gerald Rougeux, Joseph Sterley, Albert Streich, Jr.

Navy: John Bell, James Boyer, John Crum, Paul E. Larson, Lavern Wheaton, William Haley, Joseph Manginell, James Woomer.

IPSWICH

Amy: William Stone.

SALEM GENERAL ENGINEERING

Amy: Herman Bonney.

Navy: Cornelius J. Buckley, Richard Leahy, Herbert Alexander.

SALEM LAMP

Amy: Leo Marquis, Joseph Banville, Richard St. Pierre.

Navy: Hector Theriault, Mathew Lindgren, Rene Caron.

Marine: Pauline Rouleau.

TOWANDA

Amy: Edson M. Barnes, Robert W. Scott, Byron L. Clark, Howard E. Kerrick, John B. Webb, Harold W. Harris, George E. Allen.
Navy: Francis C. Pierce.



ALTOONA'S REINSTATED VETERANS. L to R: Frank Dixon, Units; Louis Mascitella, Receiving; Lorraine Brown, Ray Shoenfelt, Mary K. Miller, Cloyd Croft, Walter Marasco.

Miss Filomenia Lagonia, Production Development, to Mr. Norman Leete on October 5.

Miss Kathleen Dippold, Units Dept., to Mr. Sebastian Young, St. Marys, Pa., on September 17.

Miss Jean Marion Gleason, General Engineering, to Mr. Frank Schager, Factory Maintenance Units, on September 14.

Miss Jeune Lewis, Units Dept., to Mr. Thomas Woolslayer, Niagara Falls, N. Y., on October 7.

Miss Virginia Sherman, Engineering, to Mr. Gerald Andrews, Div. Cost, on September 28.

Miss Geraldine Lewis, Units Dept., to Mr. Donald L. Mose on September 28.

Miss Doris Moore, Grid Dept., to Cpl. Harold Pasperson, Warren, Pa., on September 21.

Miss Mary E. Emmert, Finishing Office, to Mr. Carl C. Hannibal, St. Marys, on September 19.

Miss Dorothy Keech, Eldred, Pa., to Mr. Aaron Haskins, W.A.A. Dept., on October 5. The bride was formerly with the Finishing Dept.

HUNTINGTON

Miss Garnet Adkins to Mr. Jefferson Spencer on October 5.

Miss Irene King to Mr. Lea Earl on October 5.

IPSWICH

Miss Louise Mary Curtis to Mr. Audrey M. Swicker on September 14.

Miss Mary Podmostka, Production Control, to Mr. Benjamin Stasiak on September 14.

Miss Bessie Galanis, Ballast Dept., to Mr. Leon Haserlat on October 6.

Miss Helen Callahan, Sales Dept., to Mr. Louis Pells, Newton, on October 17.

KEW GARDENS

Miss Rebecca Davidson, Administration, to Mr. Herbert Posner on September 22.

Miss Geraldine Altruda, Mounting, to Mr. Howard Meyer on September 28.

LOWELL

Miss Claire LaCourse, Salvage Dept., to Mr. Roland Dufresne on September 17.

Miss Ann LaFreniere, Switch Dept., to Mr. Neild C. Spinney on September 18.

Miss Julie Blazonis, Switch Dept., to Mr. William F. Wyman on September 31.

Miss Pauline Tulija, Switch Dept., to Mr. Walter Krol on September 30.

Miss Claire Denis, Salvage Dept., to Mr. Guy Roderick Glidden on October 2.

NEW YORK OFFICE

Miss Kathleen Hanway, Home Lighting Consultant, to Mr. Paul Stone on September 8.

Miss Doris Landes, Sec'y to Mr. E. Finley Carter, to Mr. Thomas F. Stevens, Wellington Sears Co., on September 22.

SALEM LAMP

Miss Laura Graglia, Special Stem, to Mr. John Phillips on September 7.

Miss Rita Derocher, Glostat, to Mr. Edward McMillen, Boston, on October 6.

Miss Elizabeth McCarthy, Sealex Stem, to Mr. Edgar Boucher on August 30.

Miss Elizia Luz, Sealex Stem, to Mr. Ernest C. Mattos, Jr., on September 30.

Miss Evelyn Benedetto, Sealex Finish, to Mr. Guido Marsello in September.

Miss Winifred Pepper, Reflector, to Mr. George Osborne on October 18.

SALEM MECHANICAL DEVELOPMENT

Miss Marian Tahaney, Receptionist, to Mr. Frank Reardon on September 28.

Miss Ruth Boivin, Design Dept., to Mr. Anthony Karol, Design Dept., on September 28.

SALEM TUBE

Miss Eva Lambert, Fil. & Cath., to Frank Vistorino, U. S. Army, on September 21.

Miss Beatrice Saulnier, Fil. & Cath., to Mr. Edward Daley, Salem, on October 12.

WARREN

Miss Jennie Barone, Wire Dept., to Mr. Joseph Colosimo on August 17.

Miss Edith Bower to Mr. Don Keller, Foreman Shipping Dept. Plant No. 2, on August 28.

Miss Dorothy Smith, M.I.D., to Mr. Norman Bowser on October 12.

Miss Louise Murphey to Mr. William Johnston on September 3.

WILLIAMSPORT

Miss Faye M. Goss to Mr. Merrill Benedict on October 12.

Miss Margaret Penman, Plating Dept., to Mr. Dick Brown on September 20.

BIRTHS

ALTOONA

To Mr. and Mrs. Earl Berkheimer, a son (7 lbs. 12 oz.), on September 5. Father is mechanic in Grid Dept.

DANVERS

To Mr. and Mrs. Edward DeCourcy, a son, Paul Edward (9 lbs.), on September 4. Mother is former Louise Jackman, daughter of Joseph J. Jackman, manager of Loring Avenue Plant. Father is supervisor in Finishing Dept.

EMPORIUM

To Mr. and Mrs. Robert Kaye, Jr., a son, Robert McCallum, on October 17. Mother is former Mary McCallum, recently employed in Superintendent's Office, Receiving Tube Plant. Father is Division Cost Accountant.

HUNTINGTON

To Mr. and Mrs. Douglas Wiseman, a daughter, Virginia Ellen. Mrs. Wiseman was formerly Betty Clark of the Mounting Dept.

IPSWICH

To Mr. and Mrs. Chester Bartnicki, a son, Walter (8 lbs. 8 oz.), on October 15. Father works in Shipping Dept.

To Mr. and Mrs. Charles P. Brown, a daughter, Leslie Ann (5 lbs. 10 oz.), on October 13. Father is Industrial Engineer.

To Mr. and Mrs. Robert Brockelbank, a daughter, Suzanne Kate. Father works at Carton Fabrication.

To Mr. and Mrs. Robert B. Frankin, a daughter, Joan Perry (8 lbs.), on September 8.

LONG ISLAND CITY

To Mr. and Mrs. Cole H. Pilcher, a son, Lawrence Colman (8 lbs. 3 oz.), on October 11. Father is Labor Law Attorney.



ENGLISH BRIDE. The former Margaret E. Bickman of Exeter, Devonshire—now Mrs. Warren E. Greenough of the Wakefield plant—rejoined her husband in Mass. last April.

LOWELL

To Mr. and Mrs. Robert Johnston, a daughter, Catheryn Louise (7 lbs. 4 oz.), on September 17. Father is General Foreman.

SALEM LAMP

To Mr. and Mrs. Stanley Dunn, a daughter, Kathleen, on October 6. Father is General Foreman, second shift.

To Mr. and Mrs. Willard Drew, a son, Willard P., on September 19. Father is Equipment Maintenance man, second shift.

SALEM MECHANICAL DEVELOPMENT

To Mr. and Mrs. Chester H. Young, a daughter, Joyce (9½ lbs.), on August 31. Father is with Design Dept.

SALEM TUBE

To Mr. and Mrs. Arthur Fraser, a son, Kenneth Arthur (8 lbs. 3 ozs.), on September 2.

TOWANDA

To Mr. and Mrs. Henry C. Glenn, a son, James Henry, on September 19. Father is Supervisor of Production Control.

To Mr. and Mrs. B. E. Nickerson, a daughter, Margo Ann, on October 6. Father is employed in Swaging Dept.

To Mr. and Mrs. D. B. Pelton, a son, William Dean, on October 14. Father is employed in Swaging Dept.

WARREN

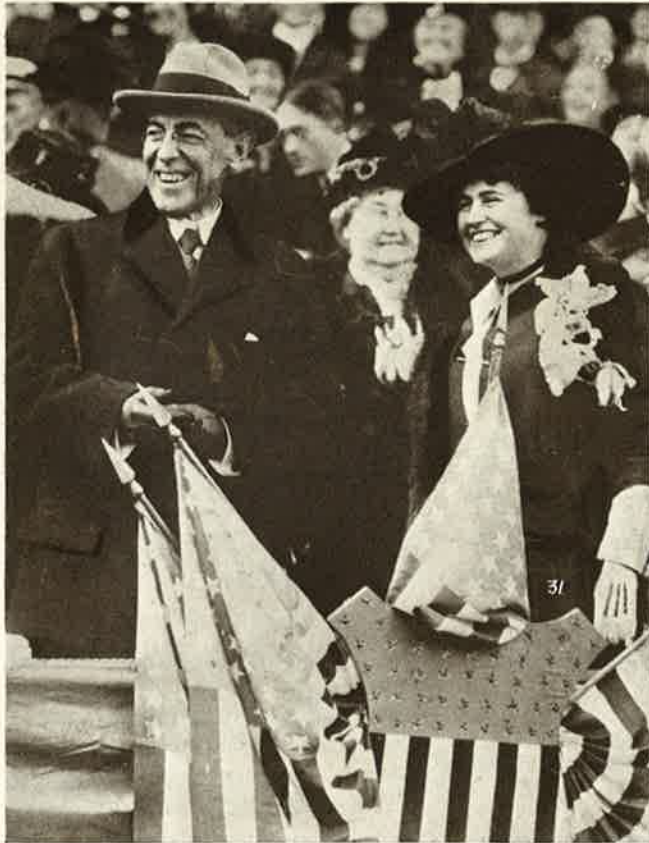
To Mr. and Mrs. J. A. Loranger, a son, George Peter, on September 14. Father is plastic engineer at Plant No. 2.

To Mr. and Mrs. Paul Ballard, a daughter (6 lbs. 15 oz.), on September 6. Father is with the Engineering Dept.

WILLIAMSPORT

To Mr. and Mrs. M. Oliver Bates, a son. Mother is former Phyllis Johnson of the Assembly Dept. Father is with the F&S Dept.

To Mr. and Mrs. Harry Shemery, a daughter. Father is with the Plating Dept.



President and Mrs. Woodrow Wilson attend a Washington ball game. Wilson was a great sports fan and once coached a football team.

I CAN PREDICT with absolute certainty that within another generation there will be another world war if the nations of the world do not concert the method by which to prevent it."

The speaker was Woodrow Wilson, great American president of World War I, father of the League of Nations and originator of the famous 25 points. Twenty years later, almost to the month, Adolph Hitler, with Hermann Goering's air armada paving the way, drove into Poland in the opening act of World War II. The Wilson prophecy was fulfilled.

Wilson, whom every American should honor on Armistice Day, in the words* of Herbert Hoover "Represented fully the idealism of America. Time will wear away the minor shadows, and he will stand out as a great warrior for righteousness."

Second Prediction

On the last Armistice Day of Wilson's life (1923) a small group of well-wishers gathered outside the Washington home of the invalid ex-president. He stepped out on the porch to thank them and at that time made a second prediction. The great principles of the rights of peoples and the League of Nations had not failed, he said, but would prevail. This was sure, he said, as sure as "that God reigns."

*"America's First Crusade," Scribner's.

WOODROW

Today, in the old World's Fair building at Flushing, only a few miles from our Company's central engineering laboratories at Sylvania Center, Bayside, the United Nations is holding almost daily meetings. The nations of the world are groping there to find the solution Wilson so boldly presented. World War II is only one Armistice Day behind us and it is well to recall some of Wilson's ideals.

In December 1918, President Wilson left on his historic trip to Europe to the Paris Peace Conference. He carried with him the power of the great young nation that had made victory possible. Even more, he personified the ideals and hopes for a better world. His reception was fantastic. No man of modern times ever received the hysterical acclaim that starving, war-torn Europe heaped upon the American president. People regarded him as a saviour. Children strewed flowers in his path. Shrines were built and candles burned in his name. In contrast to the pessimism that has followed World War II, people in 1918 (especially the Americans) believed that the world had been made "safe for democracy." Many thought they had witnessed the "war to end war."

Germany had surrendered on the basis of Wilson's famous "fourteen points" supplemented by eleven other points. The 14th point (an association of nations) was also an objective of President Roosevelt in World War II.

The "Fourteen Points"

Wilson's fourteen, later expanded to twenty-five, points were of tremendous importance since they hastened the surrender of Germany and were understood by the Germans to represent the terms upon which the peace would be laid down. Many are as familiar today to American school children as the Bill of Rights in our own Constitution. They are:

- | | |
|---|---|
| *1. Open covenants openly arrived at. | boundary lines according to nationality. |
| *2. Freedom of the seas. | 10. Greater freedom for the Austro-Hungarian Empire, with independence for Czechoslovakia and additions to Serbia and Poland. |
| *3. Removal of trade barriers. | |
| *4. Disarmament. | |
| *5. Colonial settlements in the interest of people concerned. | 11. Restoration of Rumania, Serbia and Montenegro on lines of nationality. |
| 6. No molestation of Russia. | 12. Autonomy for the Armenians and other nationalities under Turkey. |
| 7. Restoration of Belgium. | |
| 8. Restoration of Alsace-Lorraine. | 13. Re-creation of Poland. |
| 9. Readjustment of Italian | *14. League of Nations. |
| | *15. A new order based on |

WILSON... PATRON OF ARMISTICE DAY



Courtesy 20th Century-Fox

In the motion picture "Wilson," Alexander Knox and Geraldine Fitzgerald re-enact the original scene on page opposite. Other actors are Vincent Price, Thomas Mitchell and Harold Schlickemeyer.

- | | |
|---|---|
| principles of right and justice. | *20. The world safe for democracy. |
| *16. Destruction of arbitrary power anywhere. | *21. Free and self-governed peoples everywhere. |
| *17. Abolition of all military alliances and balances of power. | *22. No annexations. |
| *18. Equality of all nations. | 23. A negotiated peace. |
| *19. The self-determination of peoples. | 24. Impartial justice in the peace settlement. |
| | 25. No reparations. |

A popular sport of European diplomats has been to blame the United States for failure of the Versailles Treaty and the

League of Nations. A mere reading of Wilson's twenty-five points, however, makes it obvious that most of them were never incorporated either in the Treaty of Versailles or in the policies of the League of Nations itself. Both Lloyd George and Clemenceau regarded Wilson's proposals chiefly as window dressing that helped speed the surrender but which should not be allowed to interfere with their own private treaties, land grabs, reparations, etc. Immediately after the peace, democratic revolutions occurred in 17 European nations, four of them former enemies. But even they soon engaged in grabbing territory and erecting trade barriers as fast as possible.

League Became a Tool

Out of Wilson's 25 points not more than 7 or 8 (6, 7, 8, 9, 13, 14, 20) can be considered to have been carried out at the time. One of these was the League, but here again the failure to incorporate the Wilsonian ideals more fully made the League itself the mere tool of the victorious European powers to enforce the ruthless Treaty of Versailles and preserve the status quo. Wilson's vision was murdered by Lloyd George and Clemenceau before the peace was signed and the League itself was doomed before it began.

Today, America has preserved its military position to a much greater extent than in 1919. Our foreign policy pursues a less lofty and perhaps more practical course than that of Wilson. Yet while the non-specific points (checked with asterisk) lack a world spokesman such as Wilson today, the great lessons of World War I and its aftermath stand in the record for everyone to see. As summed up by Herbert Hoover, who worked so closely with Wilson in Paris, these lessons are that representative government, prosperity, the force of religion, a belief in liberty and justice and the willingness to cooperate are the five great essentials to the creation of peace and the welfare of the world.

SYLVANIA POLICY FILE

No. 118—An excerpt from the Policy and Standard Practice Manual. These policies are formulated by Sylvania's Management and issued by Industrial Relations.

PHYSICAL EXAMINATIONS

Every prospective employee shall be given a physical examination at Company expense before he is finally accepted for employment or permitted to begin work.

Persons hired at our plant or office locations

will have the physical examination given by a company-designated physician.

The pre-employment physical examination report will be maintained as part of the individual's personnel record.

new products



ELECTRON TUBE TESTER

The smart-looking instrument at left is one of the two new electron tube testers now being manufactured at Sylvania's Williamsport Electronics Plant. It is the portable type 140. The other is an equally trim counter model for stores and shops, type 139. Both are based on a patented circuit suitable for all standard receiving and several special types of tubes, and provide comprehensive testing under actual circuit conditions for shop, home, industrial, automobile and mobile radio equipment. Extra tube sockets and switch contacts are included so that the testers may be adapted to new types of tubes when they are developed. Best of all, they incorporate the Sylvania engineering genius featured in this issue.

RECORDING DILATOMETER

It can heat sample materials to 1000°C . or chill them at sub-zero temperatures, at the same time recording expansion and contraction of the samples throughout a 12-hour period. A scientific phenomenon to the man in the street, Sylvania's Improved Recording Dilatometer is a marvelous aid to laboratory men who can obtain precise information about the behavior of materials over a continuous period automatically. It is not even necessary to remain with the recorder while it does its work, for it shuts itself off after the required period of time. Measurements begun in the afternoon may be completed during the night. A wide variety of materials can be tested, including metals, glass, ceramics and plastics. The Improved Recording Dilatometer is based on original design and development by Walter E. Kingston, Manager of Metallurgical Research and Development at Bayside, L. I.

