

Merry Christmas

THE BEAM
DECEMBER 1946

On the Beam

SYLVANIA NEWS LETTER

Christmas is here. Products are in the stores this Yuletide season that we have not seen for many years. Shoppers once more are buying radios, electric lamps and other products in whose manufacture Sylvania plays an important part.

Sylvania men and women are safe workers. A detailed analysis of the first six months' safety record for Sylvania's plants shows many plants with exceptionally good records. Tabulations on page 6.

Brookville is another example of Sylvania's decentralization in small semi-agricultural communities. Stories and pictures of the Brookville Tube Plant, pages 2 to 4.

Why Sylvania stands for the American way of life is discussed by President Don G. Mitchell on page 1.

When the lights went on again all over the world, there was a shortage of sign tubing. Now, thanks to Sylvania's high-speed baker and other modernized methods, beautiful sign tubing for stores, theatres and other business establishments is plentiful. A picture story on back cover.

"And I heard him exclaim
Ere he drove out of sight,
'Merry Christmas to all
And to all a good night!'"

THE SYLVANIA BEAM

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Why THE AM WAY O

By Don G. Mit

FREEDOM to think and speak as we wish, freedom of religion, of press and of assembly are not just phrases in the Constitution. They are things that are precious to every one of us right here today. With our belief in what we call "the American way" comes a pride that goes with belonging to a great nation, one with great resources and opportunities, a nation that is as big in spirit and in its sense of fairness as it is in wealth and ownership of modern appliances. It is both natural and right, therefore, that the management of Sylvania Electric Products should believe in the American system and the American way of life.

I think most of us can agree on certain specific examples of the American way. We are proud of our great unfortified boundary with Canada. We are proud of the fact that we have fought in two immense wars seeking no gain for ourselves except the satisfaction of freeing other nations as well as ourselves from the threat of brutal dictatorship.

We see the American way expressed within our country in the relative harmony that exists between peoples of all races, creeds and colors. On almost any street of America, descendants of nations hostile to each other elsewhere in the world live side by side in friendship. We have a tradition that the underdog and the minority deserve special protection and have a right to be heard regardless of whether we happen to agree with them. We have checks and balances not only in our government where the Supreme Court, Congress and the President exert a restraining influence on each other, but also in our business and economic life. Both management and em-

we believe in AMERICAN LIFE

chell, President

ployees as well as other groups are restrained from going too far by the others and by laws and traditions that protect us generally.

At Sylvania, we are especially interested in the field of employer-employee relations. Our Company has the ambition and the intention of building its sales and jobs through the manufacture and merchandising of high-quality products that give the consumer value for the money he pays.

Sylvania's Objectives

We believe in seeking to increase real wages by enabling all Sylvanians to increase their productivity, which is basically the only way that real wages ever do increase.

We believe we have a right to be proud of the working conditions in Sylvania plants but we are in favor of continuing to improve them insofar as the profits and finances of the Company make it practical to do so.

We believe in profits and the profit system, not because the management or stockholders of the Company are greedy for gain but because profits mean that a company is healthy, that it can grow, that the number of jobs can be increased. Without profits which can be reinvested in the business, a company is forced to borrow money from the banks and pay out considerable amounts for interest on the bank loans. We know that a prosperous company is one that provides the maximum security as well as the most opportunity for individuals to get ahead. There are few raises granted in a concern that is losing money. When a company is profitable everyone benefits.



A street in Bayside, Long Island, where Sylvania Center is located, is typical of the American way of life.

Nothing ever stands still in industry. Here again, profits reinvested in the company are what enable us to continually improve our machines, our methods and products so that we can remain in the forefront of the industry and not fall behind.

There are enemies to our American way of life, some deliberate, others unknowing. Wasteful spending of our money by the government is one of the most dangerous threats we have to face. During the war we all understood the high cost of war as taxes were deducted from our pay checks. What is more difficult to understand is that taxes also add anywhere from 5 to 25% to the prices of the food, clothes, home equipment and other things that we buy. Taxes are necessary to pay for government services but we must never forget that government spending always decreases our own real wages by upping the cost of living.

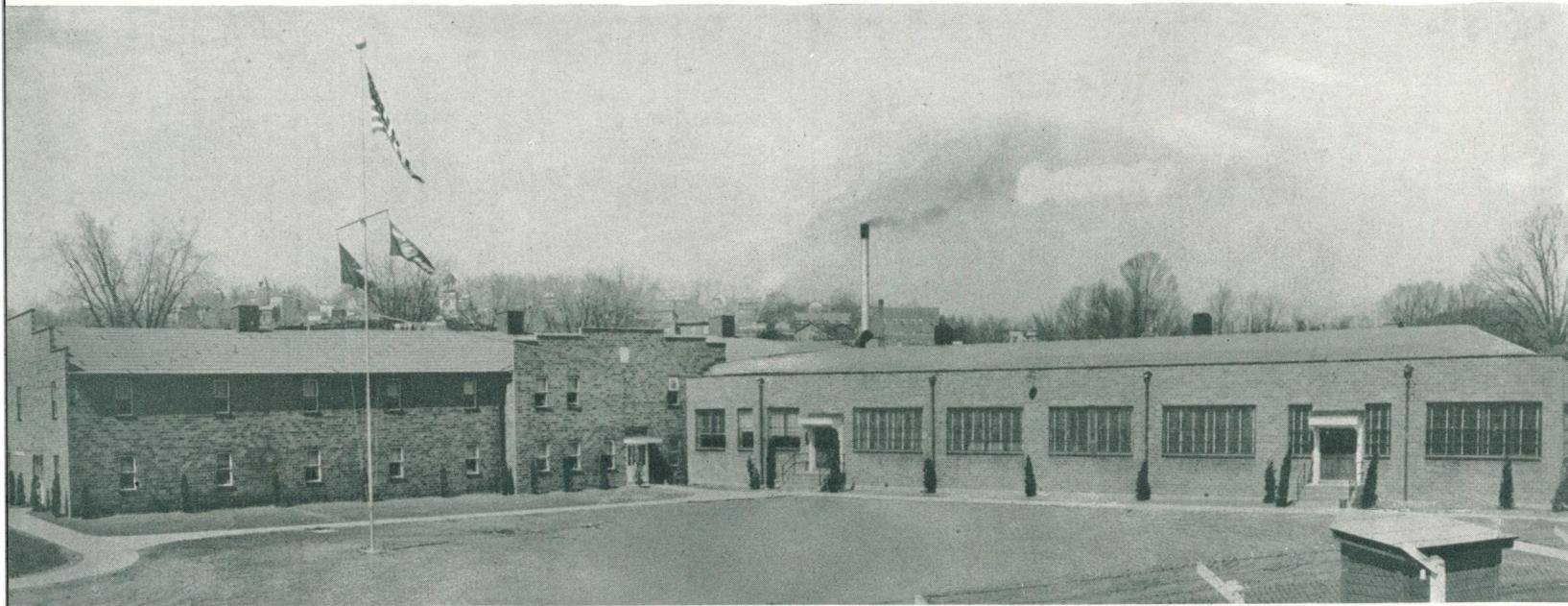
We have learned to oppose the concentration of too much power either in business, in government or in labor organizations. Most Americans have a natural suspicion of those who attempt to stir up class hatred and hatred between groups or against certain minorities. We should welcome any constructive changes that improve our political or economic systems but we have come to be suspicious of those who make a business of continual destructive criticism of everything American, of American leaders and of

the American economic and political system.

Americans Have a Choice

Our American way of life is, of course, not perfect and we as Americans have a duty to try to help correct these imperfections wherever we can. But under our American way the people are able to change policies in business, government, etc. when they become convinced that the policies are unsound. Such a choice does not exist in countries with totalitarian or dictatorial governments. It is hard to imagine any American who could become self-satisfied with conditions in this country after reading the front page of any of our newspapers. At the same time we have a right to be highly enthusiastic about our system that has given us world leadership not only in the good things of life and general prosperity but in the great intangibles of freedom, happiness and the ability to keep making progress. We are proud enough of our way of life to want to pass it on to other nations who want it. And we are proud enough of it to feel that there is little we can learn from totalitarian, reactionary or other backward governments elsewhere in the world.

Sylvania is an important industrial unit in the American business picture. Our job is to make it as fine a company and as fine an example of the American way as we know how.



BROOKVILLE combines modern industrial architecture with pleasant surroundings.

IN THE town of Brookville, Pa. some 850 girls at Sylvania's Radio Receiving Tube Plant turn out more tubes each month than are made in the entire Dominion of Canada. This is not only a boost for Brookville but highlights the extent of U. S. world leadership in the electronics field. Other notable Brookville products are gloves, bricks, woodwork and locomotives, including those of the midget variety which are used in the Andes, in the diamond mines of South Africa, in Burma and other out-of-the-way places of the world.

Brookville, 58 miles southwest of Emporium and about the same distance north northwest of Altoona, is a small town (population 5,000) lying in an attractive dairy and farming area where are also found soft coal mines and natural gas wells.

Youth is the keynote at the Brook-



Plant Mgr. Minno

BROOKVILLE

ville Plant. The operation was set up during the war in 1943 as a feeder plant for Emporium. So many good employees were found in the area that the factory was eventually made a complete finishing plant. The employees of Brookville are surprisingly young on the average—even for Sylvania. There were, for example, almost three times as many weddings announced for Sylvania girls in the Brookville Plant for the last six months as there were in the somewhat larger plant of Emporium. Of course, the Emporium answer to that could be "We just got there first."

John Minno, now Manager of the plant, was for several years Manufacturing Superintendent and previously worked in Emporium. Matt D. Burns, located at Emporium, is General Manufacturing Manager.

One of the particular farming crops of the Brookville area is the commercial

pea crop which is used for canning by the H. J. Heinz Company. The community is served by two weekly papers, the *Jeffersonian Democrat* and the *Brookville American*. The Democrat boasts over 100 years of history, one of the few weekly papers in the state to have reached that span. The community is governed by a burgess and town council with 2,210 registered voters.

All six of the plant's war veterans who sought to return have been reinstated and 18 veterans not formerly with the Company are also with the plant.

Good Production Record

Right now, production is still on its way up. At the middle of last month, Jean Shaffer of the Personnel Department was looking for 200 more girls.

When Sylvania chose Brookville as a site for a feeder plant, they selected a building which had formerly been used

SYLVANIA PLANT MAKES MORE TUBES THAN CANADA



BURGESS of Brookville is E. H. McAninch.



ONLY TWO BLOCKS from this thriving business section of Brookville is the Sylvania plant.

H A S M I L K M A I D S A N D L O T S O F R A D I O T U B E S

as a skating rink. The 66 x 210-foot structure was speedily remodeled for the manufacture of radio tubes. Officials and production men were brought from other plants to train local employees as fast as the machinery and equipment

were installed. Facilities were increased as rapidly as the training would permit and in the fall of 1944 a new building was opened for use. The plant did so well, in fact, that it was awarded the Army-Navy Flag with one star—this in

spite of the fact it was a late starter in war production.

Because the first building was not designed as a Sylvania plant, it is unique among the Company's locations in that it possesses a mezzanine balcony which looks down upon the main production floor. This balcony is also utilized for production. One of the features of the building which was opened later is a spacious cafeteria that seats 200 persons.



IN THE CAFETERIA. Standing (L & R): Louise Diltz, and Florence Clark. Stock room men seated (F to B) are: left—Kenneth Bauers and Dick Lindermuth; right—Bernard Wilson, Fred Harriger and Bill DeMott.



AFTERNOON BREAK in the cafeteria is a pleasant time for relaxation. F to B, left: Dorothy Himes, Mary Lawton, Madge McKinley, Catherine Callen (hidden). At right: Norma LeVier, Alma McMillen, Robina Colville, Helen Matson. All are in Grid or Parts Depts.

BRIDES FROM BRAZIL AND BRITAIN NOW MAKE HOMES IN BROOKVILLE

A petite Brazilian miss (now Mrs.) who stands one meter, 54 centimeters (about five feet) in sandals is the Brookville Tube Plant's most exotic war bride, while an attractive English girl who married a U. S. Medical Corpsman is the plant's British representative.

Ruth Leao Martin Wisor of Bahia, Brazil was a government purchasing agent who flew from U. S. bases in Brazil into jungle areas to obtain fresh food. She met her American husband at the PX. Born on the frontier of Bolivia, Ruth is the daughter of an Irish father and a French mother born in Dubois, France. Brookville is about 25 miles from Dubois, Pa. While a child, her parents moved to Bolivia but due to one of the recurrent revolutions in that country, her father sent her back to school in Bahia.

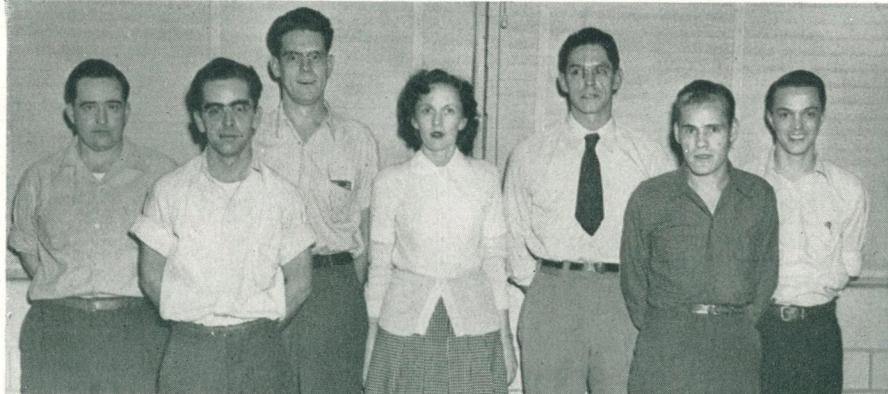
Because her missions took her to many different bases, it was quite difficult to make connections with her husband-to-be. Finally in desperation Mr. Wisor signed a special paper sent by air mail. This was returned to Ruth and a judge affixed necessary stamps and she was then married to a proxy,

a friend named Mario Leite de Oliva. Despite its predominantly Catholic population, Brazil does not recognize marriage by the church alone and fifteen days later Ruth was married to her true husband in the chapel at the American base at Belem.

Agnes Wilson, born in Wigan, a coal mining town in Lancashire, met her husband at a cocktail party in Warrenton and married him six months later. Agnes' father was a miner and during the war she was serving as an office worker in the Bradley Mills Munitions Factory.



WAR BRIDES: Agnes Wilson (L), Ruth Wisor.



REINSTATED VETERANS of Brookville (L to R): Joseph Devoe, A.; Kenneth Carrier, N.; Floyd Reed, N.; Anna Barr Shorkey, N.; Harold J. Hornung, A.; Darrell Bish, N.; John E. Bullers, A.



BROOKVILLE'S S.E.A. BOARD. Front (L to R): Chrmn. Marilyn Pergrim, Ellen Daugherty, Lavella Shattenberg. Back: Ray McAninch, Jack Lingenfelter, Gerald Teacher.



PULCHRITUDE APLENTY in Brookville. To wit (L to R): Betty Jean Lundberg, Virginia Gail Cook, Geraldine Caylor, Ruth Muth, Rosetta Elder, and Lillian Swineford. And this is only a hasty sampling of the tube plant's fascinating interior decoration.

COLLEGE MEN:

SURVEY SHOWS 699 AT SYLVANIA; PENN STATE, NORTHEASTERN LEAD

699 EMPLOYEES of Sylvania Electric Products are alumni (or alumnae) of colleges and universities scattered over 44 of the 48 states and including five foreign countries, according to a special study just made for use by the Company in recruiting contacts with college placement directors.

Pennsylvania State College noses out Northeastern University of Boston, Mass. by a narrow margin of one as the school most widely represented at Sylvania. Fourteen institutions of learning are represented by ten or more alumni at Sylvania: Penn State, 61; Northeastern, 60; Massachusetts Institute of Technology, 49; Tufts, 22; Dartmouth, 20; Harvard, 20; U. of Maine, 18; Boston U., 17; State U. of Iowa, 14; U. of Michigan, 12; Ohio State, 11; St. Lawrence U., 11; Bowdoin, 10; Boston College, 10.

Despite the number of college men at Sylvania, a number of top executives of the Company boast membership in the "school of experience," proving that though helpful, a college degree is not essential.

In the survey, universities with degree holders or Sylvania employees who attended four years were listed. It is estimated that roughly 650 individuals in the Company are college graduates. Several of the engineers have degrees from more than one college. Teachers' and agricultural colleges are represented as well as military institutes, the so-called ivy colleges and a number of West Coast universities.

The College of the City of London and Oxford University are the English schools represented and other foreign universities are the Royal Academy of Art, Denmark; University of Berlin; De La Salle College, Philippine Islands; and University of Alberta, Canada.

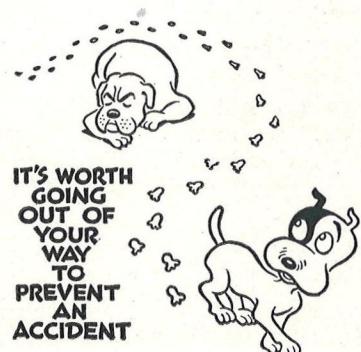
Although the Sylvania parent companies developed for a number of years in Pennsylvania and Massachusetts locations, 60% of the college men and

women within the Company are from outside these areas. The 12 states having the greatest number of alumni at Sylvania are: Massachusetts, 215; Pennsylvania, 124; New York, 82; Maine, 31; New Hampshire, 27; Ohio, 24; Indiana, 20; Michigan, 19; Iowa, 15; Illinois, 13; Wisconsin, 11; California, 9.

In addition to the first 14, 167 colleges and universities are represented making a total of 181. Colleges and universities with less than ten representatives at Sylvania are as follows: Alfred, 8; Bucknell, 8; New York U., 8; Purdue, 8; U. of Pennsylvania, 8; U. of Wisconsin, 8; U. of Rochester, 8; U. of New Hampshire, 7; Worcester Poly., 6; Cornell, 6; Brown, 5; Lock Haven State Teachers, 5; Rice, 5; U. of Pittsburgh, 5; U. of Vermont, 5; U. of Illinois, 5; Columbia, 4; Case School of Applied Science, 4; Holy Cross, 4; Johns Hopkins, 4; Lehigh, 4; Mass. State, 4; Nebraska Wesleyan U., 4; St. Bonaventure, 4; Stevens Inst. of Technology, 4; Tri-State, 4; U. of California, 4; U. of Kentucky, 4; U. of Kansas, 4; Williams, 4; Allegheny, 3; Armour Inst. of Technology, 3; Bates, 3; Clarkson College of Technology, 3; Carnegie Inst. of Technology, 3; Indiana Tech., 3; Lafayette, 3; Lincoln Tech., 3; Lawrence Inst. of Technology, 3; Mansfield State

Teachers, 3; Marshall, 3; Poly. Inst. of Brooklyn, 3; South Dakota State College of Agr. & Mech. Arts, 3; Syracuse, 3; U. of North Carolina, 3; Union, 3; U. of Minnesota, 3; Yale, 3; City College of N. Y., 3; Amherst, 2; Cooper Union, 2; De Pauw, 2; Georgetown, 2; George Washington, 2; Juniata, 2; Mass. School of Art, 2; Niagara, 2; Ohio Wesleyan, 2; Oregon State, 2; Princeton, 2; Rensselaer Poly., 2; Rochester Inst. of Technology, 2; St. Olaf, 2; Salem State Teachers, 2; Seton Hall, 2; Shippensburg State Teachers, 2; Skidmore, 2; Stanford, 2; Suffolk U. & Law School, 2; Swarthmore, 2; U. of Arkansas, 2; U. of Chicago, 2; U. of Cincinnati, 2; U. of Colorado, 2; U. of Missouri, 2; U. of Toledo, 2; U. of Washington, 2; Wesleyan, 2.

Albright, 1; Boston Museum of Fine Arts, 1; Bowling Green State, 1; Bryant Stratton, 1; Calif. Inst. of Technology, 1; Calif. Poly., 1; Canisius, 1; Carleton, 1; City of London, 1; Clark, 1; Colgate, 1; Colorado, 1; De La Salle, 1; Detroit Inst. of Technology, 1; Drexel Inst. of Technology, 1; Fisk, 1; Fordham, 1; Framingham State Teachers, 1; Franklin & Marshall, 1; Furman, 1; Georgia School of Technology, 1; Gettysburg, 1; Grinnell, 1; Howard, 1; Hunter, 1; Illinois State Normal, 1; Ithaca, 1; Jamestown, 1; Kansas State College of Agr. & Applied Science, 1; La Crosse State Teachers, 1; Lowell State Teachers, 1; Lowell Textile, 1; Mercer, 1; Michigan College of Mining & Technology, 1; Michigan State College of Agr. & Applied Science, 1; Middlebury, 1; Milwaukee State Teachers, 1; Montana School of Mines, 1; Muhlenberg, 1; Northern State Teachers, 1; Northwestern, 1; Norwich, 1; Omaha, 1; Oxford, 1; Penn. College for Women, 1; Pioneer State, 1; Queens, 1; Radcliffe, 1; Rhode Island State, 1; Rider, 1; Rockford, 1; Rose Poly., 1; Royal Academy of Art, 1; St. Johns, 1; St. Louis, 1; Slippery Rock State Teachers, 1; Smith, 1; State College of Washington, 1; Temple, 1; Thiel, 1; Trinity, 1; U. of Akron, 1; U. of Alabama, 1; U. of Alberta, 1; U. of Berlin, 1; U. of Buffalo, 1; U. of Delaware, 1; U. of Maryland, 1; U. of Nebraska, 1; U. of Nevada, 1; U. of Notre Dame, 1; U. of Oklahoma, 1; U. of Richmond, 1; U. of Southern California, 1; Ursinus, 1; Vanderbilt, 1; Virginia Military, 1; Virginia Poly, 1; Wabash, 1; Wake Forest, 1; Washburn Municipal, 1; Washington & Jefferson, 1; Washington, 1; Wellesley, 1; West Chester State Teachers, 1; Western Michigan College of Education, 1; West Virginia State, 1; Wilson, 1; Wittenberg, 1.



CREDIT UNION ELECTS NEW DIRECTORS



AT CREDIT UNION MEETING, standing (L to R): William C. Hall, Vice Pres.; Angus MacIntyre, Chrmn. Auditing Comm.; Robert F. Reed, President; Earle Knowlton, Asst. Treas. Seated: Eileen Dooley; Margaret Bradstreet, Chrmn. Credit Comm.; Charles A. Peterson, Jr., Treas.; Rena Fossa; Ann Flynn; Frank Marchant; John A. Whitmarsh; and Mary Kumph.

At the annual meeting of the Sylvania Employees Credit Union held at Salem General office recently, the following Directors were elected for terms of three years: Eileen Dooley, Ann Flynn, Rena Fossa and Frank Marchant. In addition to the new directors, the full Board of Directors also includes Margaret Bradstreet, William C. Hall, Earle R. Knowlton, Mary Kumph, W. Angus MacIntyre, Charles A. Peterson, Jr., Robert F. Reed and John A. Whitmarsh.

On October 31, 1946 the Credit Union completed its 25th year of successful operation. The number of members—2,600—remained about the same during the year, but total assets increased from \$460,202 to \$463,653.

IPSWICH EMPLOYEES WIN SAFETY OSCAR

The Ipswich Fixture Plant has been awarded a certificate from the Metals Section of the National Safety Congress stating that it has won an award for "outstanding achievement in reducing the frequency of disabling injuries." The period for which the award was given was from July 1, 1945 to June 30, 1946. In the first six months only two disabling injuries occurred during the 977,380 manhours worked. Mr. J. E. Johnson, assisted by Mr. L. R. Du-pray is in charge of accident prevention activities at the Fixture Plant. Announcement of the award was made by Russell C. Tirrell, Area Safety Engineer.

Savings accounts of members increased from \$294,095 to \$312,417. Loans aggregating \$58,934 were made to members during the year.

Dividends were paid on shares during the year at the annual rate of 3%, a 1% increase over the rate paid in recent years. Christmas and Vacation Clubs have proved very popular, and approximately \$87,500 was paid to 1946 Christmas Club members in November. Last May \$72,449 was paid to members of the Summer Club. Other than loans to members, which now total \$13,239, the funds of the Credit Union are invested in Government and other first-class bonds, deposited in savings banks, and in shares of cooperative banks. United States Government bonds held on October 31, 1946 amounted to \$182,400.

OVER HALF EMPLOYEES ARE MEMBERS OF S & R

Enrollments in the Sylvania Savings & Retirement Plan continue to list approximately 95% of eligible employees. One to three years of service with the Company is required for eligibility, depending upon an employee's age.

The total membership on October 31 as reported by Wilfred G. Larocque, Secretary, was 8,250. This is an increase of 1,096 members since the first of the year. About 61% of the total number of Sylvania employees are now members of the S & R Plan.

SAFETY REPORT

Russell C. Tirrell and James J. Lawler, Safety Engineers for the Massachusetts and Pennsylvania areas, have given the BEAM figures on the safety record in Sylvania plants for the first six months of 1946:

MASSACHUSETTS AREA MACHINERY AND METALS		
Plant	Frequency	Severity
Ipswich Fixture	0	0
Lowell—Switch & Socket	4.5	.06
Equipment Development, Salem	6.2	.124
<i>Industry Average</i>	11.7	.390

RADIO APPLIANCES & LAMPS		
Plant	Frequency	Severity
Boston Electronics	3.4	.046
Danvers Fluorescent	0	0
Ipswich Electronics	0	0
Ipswich Post War	0	0
Long Island Area	2.2	.03
General Engineering, Salem	0	0
Boston Street	3.6	.073
Loring Avenue	3.24	.026
Wakefield	0	0
<i>Massachusetts Area Average</i>	1.9	.026
<i>Industry Average</i>	2.9	.050

PENNSYLVANIA AREA		
Plant	Frequency	Severity
Altoona	1.44	.009
Brookville	8.36	.309
Emporium	5.79	.141
Huntington	0	0
Jamestown	34.43	.556
Johnstown	0	0
Mill Hall	0	0
Montoursville	5.20	.105
St. Marys	7.83	.331
Towanda	6.48	.006
Warren	16.37	.210
Williamsport	0	0
<i>Pennsylvania Area Average</i>	6.85	.151
<i>Industry Average</i>	12.8	.68

FREQUENCY: Number of lost time accidents per million man-hours worked.

SEVERITY: Number of days lost per thousand man-hours worked.

In the 1946 Third Quarter Report of the Massachusetts Safety Council, the Danvers Fluorescent Plant was one of three plants on the honor roll for operating over 455,000 employee hours without a lost-time accident, the best record in this classification. Ipswich Fixture Plant was also the leader in its group with no lost-time accidents for the third quarter. Wakefield won first place in the small units group with no lost-time accidents in the third quarter.

ORGANIZATION ANNOUNCEMENTS

MR. CHARLES H. GODDARD, formerly Merchandising Manager of Fixtures at Ipswich Fixture Plant, has been appointed Assistant General Sales Manager, Lighting Division, and is now located in the New York office. He reports directly to Barton K. Wickstrum, General Sales Manager for the Lighting Division.



Charles H. Goddard

MR. DAVID JONES has been appointed Division Controller for the Tungsten and Chemical Division, reporting directly to the General Manager, Mr. John B. Merrill.

MR. HAROLD W. HARRIS has been appointed Supervisor of Personnel at Towanda, reporting to Mr. C. J. Sparrow.

MR. GLENN W. VICTORY has been appointed Supervisor of Parts Production Planning of the Radio Tube Division, reporting directly to the Production Planning Manager of the Division. Mr. Victory assumes the duties formerly assigned to Mr. L. G. Taggart who now will devote full time as Production Planning Manager of the Division.

MR. HENRY S. PRISBY has been appointed Employment Counsellor and

Interviewer for the Personnel Department at the Ipswich Fixture Plant, reporting directly to Mr. John J. Kelly, Supervisor of Personnel. Mr. Prisby formerly worked in the Metal Department before joining the U. S. Army Air Corps in 1941.

* * *

MR. D. K. PHILLIPS has been appointed Merchandising Supervisor of Fluorescent Lamps reporting to Mr. W. S. Ferris.

* * *

MR. U. F. GERG has been appointed Supervisor of Tube Production Planning of the Radio Tube Division, reporting directly to the Manager of Production Planning. Mr. Gerg assumes the duties formerly assigned to Mr. H. J. Klein.

* * *



Ernest H. Powers

MR. ERNEST H. POWERS has been placed in charge of warehousing, trucking and shipping for all finished goods for the two Salem Lamp Plants, reporting directly to Mr. C. F. Horne. During the war Mr. Powers worked in the proximity fuze project, first in the setting up of the Appliance Plant at Ipswich and later becoming Manager of the Dover Appliance Plant.

MR. EUGENE J. HOFFMAN, formerly Manufacturing Superintendent, has been appointed Manager of the Huntington, W. Va. Tube Plant. He continues to report directly to Mr. M. D. Burns. Prior to his assignment to Huntington, Mr. Hoffman had worked in the setting up of the Mill Hall secret Navy tube plant during the war.



Eugene J. Hoffman

* * *

Order Departm'ts Rushed

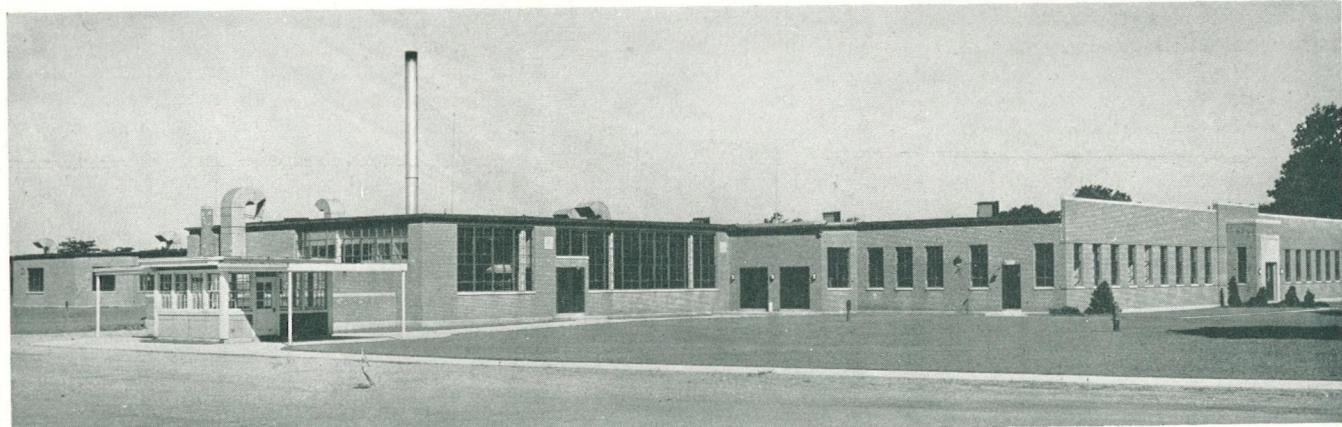
The end of the war has meant that instead of one big customer (Uncle Sam), Sylvania has had instead hundreds, indeed thousands, of civilian customers. Average orders are much smaller.

This greatly increased number of orders and the fact that many tubes are in short supply necessitating back order files on an allocation system have tremendously increased work of the Order and Billing Departments especially in the Radio Tube and Lamp Divisions of the Company.

Memo To YOU:

Does the Personnel Department have your new address?

If it doesn't, please notify them without further delay. Payroll checks, S.E.A. benefits, and other important mail have been delayed and held up because these records were not up to date. Don't let this happen to you.



NEW BLOOMFIELD (ILL.) PLANT of Colonial Radio Corporation (Sylvania Subsidiary) will speed production to meet demands of radio markets.

GOVERNOR VISITS EMPORIUM

Pennsylvania's Governor Edward Martin was a recent visitor at Emporium where he spoke to students of Emporium High School. The Governor was accompanied by George B. Erskine, Manager of Emporium Parts Factory.

Governor Martin praised the wartime record of Emporium schools in the sales of war bonds and stamps. Among the guests at the school were the five members of the Emporium Board of School Directors, three of whom are also Sylvanians: M. B. Howard, Board President; G. A. Kinsler, Jr., Vice President; and George L. Rishell, Finance Committee Chairman. The high school band provided music, and Geanine Fulton was soloist.

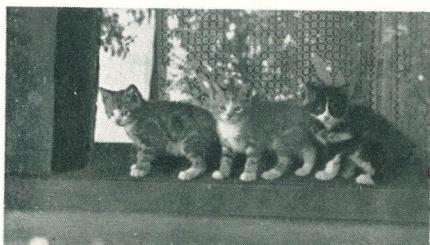
A TIP FOR CAMERA FANS

Although her hobby is not an unusual one, Marjorie E. Miller, Fabricator at Jamestown, derives a great deal of pleasure from "snapping" her favorite subjects—kittens and children. Both, says Marjorie, are "next to impossible" to pose. She often spends a whole afternoon arranging them before the camera, only to have them move at the crucial moment.

Marjorie has discovered that the best



"Aww-w . . . well, okay!"



"Ooooooh! It's so high up. Please hurry!"

way to photograph kittens is to place them on a window ledge high enough from the ground so they are afraid of falling. (See photo above for result.)

Children, of course, have to be followed around until they are in the mood to be photographed and then one must be ready with the camera or the moment is lost. Marjorie's nephew Bobby, for instance, finally capitulated (see photo). He agreed to the posing ordeal providing his aunt would "go 'way and let me play." Marjorie also has a collection of scenic snaps which are constant

News in



MASQUERADE Frances Faxon of Danvers' Quality Dept., an inveterate costume party-goer, models two of her Halloween '46 creations.

reminders of happy times spent in the great outdoors. Landscapes are easiest, Marjorie thinks—they "stay put."

ALL-STAR PITCHER AT BROOKVILLE

Out of 200 players in the JC League chosen for the 1946 All-Star Team by Northwestern Sports Writers Association, Chet Marshall was picked as the top pitcher. Chet, Grid Department Foreman at Brookville, played with Brookville, Emporium, Elk Run and Punxsutawney. He won 26 games and lost 6.

Brookville's other pitcher, Quay Rhodes, Lock-in Stem Supervisor, played with the Du Bois Reds in the JC League, winning 10 games and losing 3. He also played with Brookville, scoring 9 wins and no losses.

Quay and Mrs. Rhodes have something else to be proud of besides his pitching—a baby daughter, Kathleen Ann, born on July 28.

JOHNSTOWN BOWLING LEADERS

Frances Stombaugh tops the list of high individual scores in the Johnstown Bowling League's fall season. But her 193 score barely wins over Lois Williams' 192, however—"One point is as good as a hundred, though," remarks Lois ruefully.

A fund is accumulating at each meeting of the eight-team league which will be used at the end of the season to award prizes to the winners and honor



NEW VICE-PRESIDENT of Danvers S.E.A. is Carl Bayley, Production Control. He takes the place of George Manolakis, new president.

them at a banquet. Of the four mounting teams, one office team, one grid team, and two filament teams, the mounting team No. 1 leads the league with 24 games won and only 3 losses.

ALL IN THE FAMILY

The Hosterman family is almost an institution at Penn State, now that young Ken Hosterman has become key man of the soccer team. He is high scorer for the Lion Booters.

Bill Jeffrey's last unbeaten team was captained by Walt Hosterman, who was also an All-American. Another brother, Ralph, will be a candidate for the 1947 team.

Both are brothers of Charles W. Hosterman, Personnel Supervisor at Huntington. He was also in the limelight when, with Oscar W. Bierly, Mounting Foreman of Filament and Grid Departments, he recently participated in a group discussion in the Second Annual Regional Conference for Foremen, Managers and Personnel Directors under the sponsorship of Huntington's Marshall College. The conference aims to assist businessmen to promote better understanding of the interdependence of all those connected with industry.

Ipswich Fixture's annual Christmas party for employees' children under 12 will be held Sunday, December 22. There will also be an annual Christmas turkey raffle at the plant.

Review

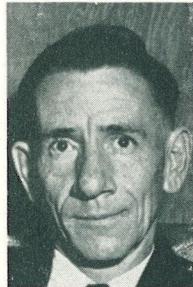
YOUTHFUL 25-YEAR MAN

Alvin Gribble, Supervisor in Base & Bulb Department at Emporium, is believed to be one of the youngest members of the Quarter Century Club in the Pennsylvania area. He is 42 years old.

Alvin, who became a member on July 17, 1946, joined the Novelty Incandescent Lamp Co. in 1920 and did carbon exhaust work. Since then his job at Sylvania has been varied, including the distribution of supplies, making and repairing of glass parts, unpacking and washing of bulbs, frosting of lamps and maintenance in the machine shop.

MOVE TO FLUSHING

It has been announced by Noel E. Keeler, Vice President and Controller, that a few office activities affecting from 40 to 50 clerical jobs will be transferred from Salem to new offices in the New York area as soon as the move can conveniently be made. The departments involved perform work of company-wide rather than of a divisional nature, and have been operating from Salem because of lack of sufficient floor space at the company's executive offices, long established at 500 Fifth Avenue, New



Alvin Gribble

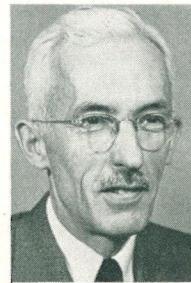
York. Recently, however, Sylvania has been able to lease a suitable office building at Flushing, New York, thus providing space for the centralization of these activities.

To the new Flushing location, which is in Greater New York City approximately nine miles from 500 Fifth Avenue, will also be moved some personnel now occupying space at Sylvania's New York executive offices and at certain Long Island locations. The move has no effect on the great bulk of Sylvania's office activities in the Salem area. Those office departments and executive personnel operating the Lamp Division of the company will continue to headquartered at Salem.

ENGINEER OVER 25 YEARS

Whiting W. Herrick, veteran Sylvania engineer now in charge of the Parts Catalog at Emporium's General Standardizing Section, recently became a member of the Company's Quarter Century Club. Whiting joined the Company June 9, 1919 after his return from two and one-half years' service with the army overseas.

During the ensuing years he served as head of a number of lamp manu-



Whiting W. Herrick



FASHION MODEL student Viola Surpicki, of Ipswich, is attending school in New York City.

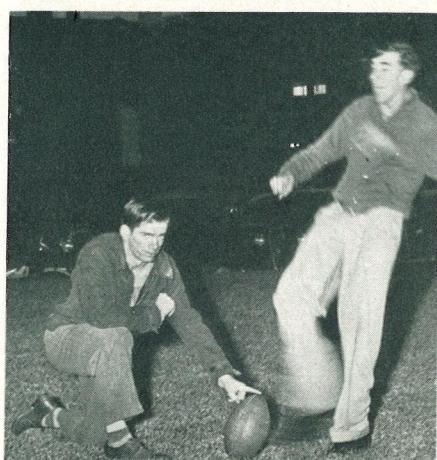
facturing departments and made many contributions to their development. He re-designed and modernized the telephone lamp, making it one of the best lamps of its kind. Another outstanding achievement was his development of the photo-electric photometer in conjunction with the Brook's potentiometer, used in lamp testing. This was the first equipment of its kind in this country and is still in use today.

JAMESTOWN FETES PERSONNEL HEAD

Mrs. Asia Anderson, head of the Jamestown Personnel Department, was guest of honor at a farewell party held recently by the office girls of the Jamestown Plant. Mrs. Anderson will rejoin her husband who is now in Japan. She is succeeded by Miss Helen Wilson, new head of the Jamestown Personnel Department.



FAREWELL PARTY for Mary Brown and Sally McMahon (seated 1st & 2d from R) by Bayside friends. Others seated (L to R): Jean Brouthers, Margaret Sheridan, Florence Langer. Standing: (L to R) Diana Bell, Ethel Springer, Virginia Hannaford, Eleanor Polukis, and Sara Yoseloff.



NIGHT FOOTBALL at Danvers became a feature of the second shift supper hour this Fall. Parking area floodlights were re-directed.

News in Review

CHAMPION BLOOD DONOR?

With 41 blood transfusions donated to the Lock Haven State Hospital, Altoona and Mercy Hospitals, Good Samaritan Hospital in Lexington (Ky.), Army Air Force, and Huntington's Memorial Hospital in the past three years, G. William Emert, Grid Mechanic at Mill Hall, may have the finest record for blood donations in the Company. Do you know a better one?

EMPORIUM PARTY FOR VETS

Members of the Emporium S.E.A. decided to forego their annual picnic this summer. Instead they held an appreciation banquet and party recently in St. Mark's Parish Hall for war veteran members of the organization. About 150 ex-soldiers, sailors and marines were present, including a dozen or so former service women.

Heaping plates of turkey with all the trimmings, an unlimited supply of coffee and huge slabs of pie garnished with ice cream were served by the C. D. of A. Informal emceeing by Frank Ellis introduced numerous entertainers including "Sub" Ostrum, who led the group singing and also contributed several numbers himself, with Paul Tompkins and Dom Manginell at piano and accordion. Several reels of local movies were shown, including shots of the 1946 S.E.A. celebration.

The party was a complete success from the first glass of tomato juice until the S.E.A. presented each of the veterans

present with a gift of a handsome cigarette ash try. Many members then attended the dance held in the Maple Street Center.

BUSY SEASON AT LOWELL

The frosty nip of late autumn winds brought renewed activities to the Lowell S.E.A. Chapter. The annual Halloween party held at the Rex Penthouse brought out a large number of celebrants who joined in ducking for apples (won by Mary Lou Clark), chewing doughnuts on/and a string (Joe Dennis), and waltzing (Dorothea and John Kassin). Costume prizes were won by Marilyn Mullin (prettiest), Eleanor Clement (most original) and Marion Smith (funniest). The committee in charge was composed of Betty Burke, Arthur Millea, Eleanor Clement, Helen Donnelly and Elsie Miller.

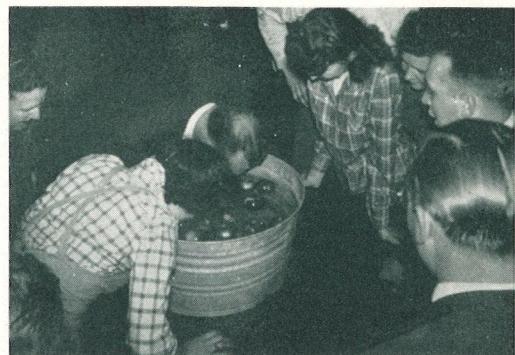
The bowling season is also in full swing at Lowell with an eight-team league headed by the following captains: Team A, Helen Svoaletopoulos; Team B, Frances McCarthy; Team C, Gertrude McGrath; Team D, Eleanor Clement; Team E, Vivian Espinola; Team F, Margaret Reilly; Team G, William Nadeau; Team H, Carlo Zanuccoli.

HELP WANTED

As of the middle part of November, the Emporium Tube, Brookville Tube, Montoursville Tube and Mill Hall Tube Plants, all in Pennsylvania, were looking for additional girl operators.



WAR VETERANS mobilized in force for the party given them by Emporium's S.E.A. (Story above.)



THE HARD WAY to eat an apple! Ask anyone who went to Johnstown's Halloween party. (Story opp.)



ENTERTAINERS at Danvers cafeteria include (L to R): Lillian LeBlanc, Doris Russell, Leo Bernier and Anne LePage. Better'n a juke box, and free!

CAFETERIA FLOOR SHOW

Danvers cafeteria has instituted an innovation that seems to top them all. First and second shift employees are now enjoying entertainment every Friday at the lunch and supper hours by all-employee singers and musicians.

Masterfully understating the result, George Manolakis says they "have proved quite popular." Perhaps that is because George is the acting master of ceremonies. Frank Fitzpatrick, studio pianist from station WESX, is accompanist to singers on both first and second shift shows. Although more talent has been appearing for each consecutive program, singers on the first shift show so far have been: Al Bovio, Paul Kerans, Carl Bayley, Norman Grant, Paul Crowley, Barbara Hall, Virginia Blake, Antoinette Conti, Ann Bartnicki, Mary Croft, and Mary Caswell. Second shift singers have been: Charles Burke, Lillian LeBlanc, Mary Venturo and Alma Masse.

The idea was begun by the second shift which formed the committee: Doris Russell, Ann LePage and Leo Bernier. Employees are looking forward with anticipation to the Christmas carols planned for this month.

GHOULS SEEN AT MILL HALL

Combining Halloween with Sadie Hawkins' Day, an S.E.A.-sponsored dance at the Mill Hall High School produced an eerie result. Costumes exceeded even the wildest dreams of Hollywood producers, according to amused S.E.A. committee members who had invited the "hallucinations" to appear. (See photo.)

Round and square dancing were other features of a hilarious evening, during which prizes were awarded for costumes and dancing (two large cakes were given for winners of the "cake walk"). Cider and doughnuts also vanished down the maws of the many weird ghouls attending.

JOHNSTOWN HALLOWEEN PARTY

About 150 Johnstown employees attended the S.E.A. Halloween party which featured the traditional fun of bobbing for apples. Colorful varieties of costumes appeared and prizes were awarded to: Bobby Slavick—most beautiful; Florence Ashurst—most original; and Myrtle Brown—most outstanding.

A chilling, thrilling mystery story was one of the high spots of the evening, told by Richard Stuart, radio announcer at Johnstown Station WARD. Refreshments and games completed the evening of fun.

SADIE HAWKINS AT JAMESTOWN

No matter how uppity they gits, that's somethin' 'bout Sadie Hawkins' Day that allus makes that blood boil—and so the sisters hit th' road to nab themselves a husband at the Second Annual Sadie Hawkins' Dance of Jamestown's own Dogpatch at Fluvanna Fire Hall, November 8.

Th' gals were really out for the kill in their plaid shirts and pigtales but Gladys Becker, from the Mounting Department, took the prize as Pappy Yokum's presarved turnip "Mammy"! Lena was noticeably absent—I think she gung!

Chairman for this shindig was hard workin' Carl "Rasputin" Johnson, and his right-hand polecat was Bud "Hairless Joe" Anderson. Other giggling gargoyles to make up the committees were Wallace "Lonesome Polecat" Keefe, Virginia "Moonbeam McSwine" Dake, Lillian "Lorna Goon" Lundy, Asia "Daisy Mae" Anderson. Kickapoo Joy Juice was donored by Mr. Norman "Lil Abner" Sintzel of our cafeteria. Propergander was in charge of Bob "Big Barnsmell" Seaberg, and Rootin' Tootin' was furnished by Mikes' Six Short Circuits.

Frances "Wolf Gal" Woodard, of the

Mounting Department, found the lil po' chop when she nabbed the \$35 War Bond.—Marjorie "Yokum" Davis.

. . . AND ALL FOR TWO BITS

"It was our advertising that did it," modestly averred the S.E.A. entertainment committee at Danvers when they were swamped by the crowd attending their Halloween party held at Sylvania Country Club. "Everyone wanted to know just how this committee was going to provide all the entertainment they advertised."

More than 300 jammed themselves into the ordinarily spacious chambers of the country club to sample the 20-foot festive board loaded with food and shrieked with horror at the Halloween witches, black cats and skeletons ogling

them from the club's walls and rafters.

The Halloween party committee was proudest of all that they had been able to produce at such low cost—25¢ per person. They were busily planning more parties of this kind for the future.

GODDARD TO NEW YORK

About 150 Sylvanians honored Charles H. Goddard, Ipswich Fixture Merchandising Manager, at a farewell party in Putnam Lodge at Danvers. Groups from Salem Sales and Engineering as well as a large group from Ipswich were present.

Gordon S. Hughes presented him with a gift from his friends at Ipswich. Mr. Goddard has taken over his new duties as Assistant General Sales Manager, Lighting Division.



EE-E-E-E-K! Mill Hall claims these are prize-winners at their Halloween party and, further, that they are (L to R) Mrs. and Mr. E. W. Blanchard, Mrs. Bernice Herman and Mrs. Sarah Wolfe.



DANVERS HALLOWEEN party committee included (L to R, front): Sophie Psaltas, Frances Faxon, Alice Sullivan, Doris Kelly, Constance Leonard; (back) Barbara Daly, Stacia Grabowska, Hattie Mruk, Margie Turpel, Genevieve Laskowska, Rose Maihos, Wayne Harwood. (Story above.)

News in Review

LETTER FROM AUSTRIA

Since publication of "Big Stuff in Small Towns," an article about Sylvania in the June 1946 *Readers Digest*, many very interesting letters have been received from all parts of the world by Sylvanians who were mentioned by name in the story. One of these was Rena Fossa of Danvers Fluorescent Plant.

DEAR MISS FOSSA,

It is highly fantastical that I write you. But I think a woman will easierly understand an other and so I dare it.

Surely you know from the newspapers what troubles are in Vienna with food, clothes and all things for living. I and my sister, who live together, have seven boys in the age from 13 to 23 years to feed. The boys would easily eat the ration for an entire week on two days. So they are always hungry. One gets things on the black market, but the prices are enormous. Five of the boys were in the war. When they left home they were boys, now they are men. The boys grow, shoes and clothes don't.

My husband had a factory of scythes in Hungary which was lost by the war events. Now we made a new enterprise and make articles from wood and would like to sell them abroad, especially in U.S.A. So I am mailing you samples and thought that perhaps in your big company will be a possibility to sell a bigger quantity. If you can't send us a bigger command (Ed: order), perhaps you would at least send me for the value of the samples a food parcel (sugar, breakfast cocoa, grease, milk powder, dried eggs, cereals, all sorts of canned food—each of them is highly desired).

My husband laughs at me and says there is no sentiment in connection with business but I believe that business and heart can stand together. So I hope you would not be indignant and help me if you can do it.

CHRISTINE WIESER
Wien, XIX., Grinzing,
Schreiberweg 43, Austria.

BELGIAN ENDS TOUR

Culminating a six-month visit to various Sylvania plants where he studied production methods, Paul Melsens recently returned to Brussels where he is associated with the firm of Andre P. Closset. Closset is the sole distributor of Sylvania products in Belgium.

Mr. Melsens was extravagant in his



Paul Melsens

the Battle of Essen. He later served in the occupation forces in Germany until his discharge last December.

MASS. S.E.A. FINANCIAL REPORT

For the period ending September 30 the Sylvania Employees' Association of the Massachusetts area reported assets of \$65,117.89. This represents an increase of about \$5,000 during the three-month period. Total membership has also increased to 4,587 employees. Since January 1, 1946 members have received sick benefits totaling \$26,683.02; sick benefits paid since the organization of S.E.A. total \$292,738.41. Death benefits paid during the first nine months total \$6,000; since organization of S.E.A. death benefits total \$64,000. Entertainment fund surplus on September 30 was \$2,138.09.



FIRST TEAM to make top rate on type 35L6 tubes at Montoursville (L to R): Monitor Ida Mae Thomas, Clara Garrison, Mae Dibble, Doris Eisenhuth, Mary Hauk, Rose Dunamon, Dorcas Faust.



BRIDAL SHOWER for Clarice Olson was given by Jamestown I.D.L.'s. Near side (L to R): Sarah Calanni, Doris Olson, Eleanor Gates, Connie Nelson, Barbara Sutton, Connie Basile, Katherine Otto, Priscilla Musty. Far side: Margaret Gaeta, Joyce Brown, Jean Prior, Gladys Hokanson, Clarice Olson, Virginia Dake, J. Bailey, Evelyn Lindblad, Mary Restiva, Sarah Lapoire.

'WHERE WERE YOU LAST CHRISTMAS?'

Viola A. Johnson, BEAM reporter at Ipswich, was certain that there were many Sylvanians a lot better off this Christmas than they had been in other years. To make sure, she questioned 22 ex-service men and women now employed in the Ipswich Fixture Plant. Their answers seem to prove her point:

ALPHONSE GALLANT, JR., *Receiving*: "Last year, we spent Christmas Day near Bremen, Germany. We had a wonderful Christmas dinner. But when I think of the Christmas of '44 at the Battle of the Bulge fighting the enemy, I sure am thankful to be home this Christmas."

WALTER MAIJENSKI, *Production Control*: "I spent last Christmas at Tent City Camp, Camp Phillip Morris, in LeHavre, France. I'm mighty glad to be home this year."

CARL E. SWANSON, *Industrial Engineering*: "Although I was stationed at Camp White, Medford, Oregon, last Christmas, I planned to spend my ten-day furlough with my sister who lives in San Francisco. I was fortunate in getting a ride with an ex-Navy man who was taking his brother to Frisco where he was stationed. We went up and down mountain sides covered with snow, and the car had no chains. We had to get out every time we made an uphill rise and push the car over, get on again, and drive a while. We barely made it in time for Christmas Eve."

PATRICK A. LOCKARD, *Production Control*: "We were aboard the Army transport on Christmas Day last year. I well remember the rough weather and the soup and apple we had at noontime. But in the evening we had so much turkey and fixings we couldn't eat it all."

MARY MAVRAIDES, *Assembly*: "I was stationed at Washington, D. C., and spent Christmas with friends."

DAVID M. DEANS, *Product Engineering*: "I spent last Christmas at home, but the Christmas before we were at Maui Island, near Hawaii, waiting to embark upon the Iwo Jima campaign."

THADDEUS S. SUWINSKI, *Production Control*: "My first Christmas home since my induction in '42 was last year."

B. GEORGE FRIZZELL, *Cost*: "Last Christmas was a sad one for me. We were told we would be home December 15, but Christmas Day came and found us aboard our transport ship off the coast of Cape Hatteras. We landed December 26. So near home, yet so far!"

ELEANORE A. AITKEN, *Assembly*: "I spent Christmas Eve at the Paladium in Hollywood. They were playing 'White Christmas' and it made me homesick."

GILBERT B. HAMM, *Maintenance*: "It felt so good to be home last Christmas, for I was given a hospital leave from the Naval Hospital in Astoria, Oregon."

WALTER KRAUS, *Metal Shop*: "Last year was my first Christmas home since I was in the Service. When I think of the Christmas of '44 at Nancy at the time of the Battle of the Bulge, I am amazed to recall that we had our best old-fashioned Christmas dinner there during my entire time in the service. Met Fred Ostrega, *Production Control*, at dinner, and it felt next to being home."

JOHN HUBBARD, *Quality*: "We spent an ordinary Christmas at Honolulu last year."

LEO MURRAY, *Paint Shop*: "I was headed for home on a Victory ship Christmas Day. I remember we had a good Christmas dinner with all the fixings."

PHIL McCRAVEN, *Assembly*: "My last Christmas was spent at home, but in '44 we had attended a Christmas party, went to midnight mass and went to bed as soon as possible for we were getting ready to go to the front on Christmas morning."

JAMES W. AUSTIN, *Purchasing*: "Last year, Christmas Day was just as monotonous as the day before. Christmas dinner made us realize that Christmas was at hand. We celebrated by seeing 'Wanderers of the Wasteland' for the fourth consecutive time. We were in Okinawa, 13,000 miles from home."

CLARENCE W. DUPRAY, *Maintenance*: "I was home for Christmas last year, but in '44 I spent it in the mountains of Italy."

JOHN W. COLLINS, *Purchasing*: "I was glad to be back last Christmas. The year before we were in Hurtgen Forest, Germany. We used the tinfoil strips from the anti-radar screen to decorate one of the few trees left standing."

ANTHONY CONTE, *Production Control*: "I know where I was last Christmas—back home! And did it feel good to be back!"

JOSEPH BIALEK, *Assembly*: "I was on Destroyer No. 764 at Midway Island last Christmas. This will be my first Christmas home in over three years."

JOHN F. FLYNN, *Production*: "Last Christmas I was aboard the heavy cruiser, USS Boston, off Tokyo Bay. Our main mission was to blow up ammunition dumps of all cities of Japan. We had a party aboard ship and plenty of eats, but that was nothing compared to what we will have this year at home!" (His first Christmas at home in four years.)

KENNETH J. MAXWELL, *Production Control*: "I spent my Christmas last year aboard a transport ship on my way home."

CLIFFORD J. APPLETON, *Metal Shop*: "We sailed on the Augusta from LeHavre, France about the 7th of December last year, expecting to be home for Christmas. When we were 1,000 miles out at sea, our ship developed engine trouble and we had to return to southern England for repairs. I attended church services on Christmas Day and had dinner at Hursley Park near Southampton all alone."

FIRST APPRENTICE GRADUATE

After two and one-half years as a flight officer in the air corps, E. Robert Howlett of Emporium re-entered the mechanical apprentice program and completed his training which the war had interrupted. He was Emporium's first veteran to receive a diploma. Robert is now a Tool and Die Maker in the Parts Factory.

SAFETY VETERAN

Russell C. Tirrell, New England Area Safety Engineer, has been unanimously chosen as Chairman of the Membership Committee of the Veterans of Safety, composed of safety engineers with fifteen or more years' experience in accident prevention work.



FAREWELL and stork shower for Sarah Montz was given by her friends in the Grid Department at Montoursville. Seated (L to R): L. Schich, B. Kahler, C. Meconi, L. Ramsdorf, P. Burgard, J. Manzetti, L. Klinefelter, E. Bennett, M. Root, Miss Montz. Standing: L. Sheets, E. Deitrich, F. Lofgren, M. Bateman, B. Phillips, E. Schich, K. Randall, B. Howard, G. Rall, E. Matthews, M. Crissman, E. Kaufman, K. Kuhns. Miss Montz has been employed by Sylvania 11 years.

News in Review

NEW IPSWICH PERSONNEL MAN

Henry S. Prisby is the new Employment Counsellor and Interviewer at Ipswich Fixture Plant and is naturally very happy about it. But it wasn't always as pleasant for Henry at Christmas time.



Henry S. Prisby

Only two years ago at this time, in fact, Henry sat glumly behind vicious-looking strands of barbed wire, in a German prison hospital at Meiningen. On that Christmas Day Henry and his nine comrades had just six coal briquettes for heat and one loaf of bread, but even today he grins at the memory of the Red Cross Christmas food packages that arrived just in time.

After he was released by men of the late General Patton's Third Army, he was brought home and hospitalized at Cushing General Hospital, and spent last Christmas with his family on leave. It was not until November 1 of this year, however, that Henry was discharged from Murphy General Hospital in Waltham. He reported to the Personnel Department on November 4. Henry had worked in the Ipswich Metal Shop before joining the U. S. Army Air Corps in 1941.

WARREN COUPLES

Speaking of happy plant families, many of Sylvania's Warren Plant employees have made this cliché literally true. At Warren there are no less than 13 married couples who not only elected to be married but also to work for the same company.

The "Lucky 13" are: Charles and Mary Rowland, Charles and Donna Warriner, Michael and Bernice Bobelak, Joseph and Rose Schuster, Floyd and Virginia Lindquist, Fred and Vivian Mahaffey, Jerry and Virginia Andrews, Dick and Leona Schell, Dick and Marjorie Rankin, Wade and Eleanor Gault, Derwin and Gretchen Stenstrom, Wadek and Gwendolyn Swartz, and William and Marjorie Jordan.

WEDDINGS

BAYSIDE

Miss Phyllis J. Woelkers, secretary to Dr. Bennett S. Ellefson, to Mr. Girard Jay Diamond, Glen Cove, L. I., on September 22. The bride is a BEAM reporter.

BOSTON ELECTRONICS

Miss Ruth Anderson, Accounting Dept., to Mr. David Nutter, Baltimore, Md., on November 10. Miss Julia Marie Drinan, Tube Development, to Mr. William James McShea on September 21.

BROOKVILLE

Miss Ruth Brilhart, Units Dept., to Mr. Howard Muth, Reynoldsville, on October 31.

Miss Carolyn Johns, Units Dept., to Mr. Frederick Wachob, Luthersburg, on October 26.

Miss Ruby Anderson, Filament Dept., to Mr. Harold Johnson on November 9.

Miss Mary Schock, Mounting Dept., to Mr. Wallace Bonsall on November 9.

Miss Helen Hetrick, Mounting Dept., to Mr. William DeMotte, Shipping Dept., on October 27.

Miss Lillian Wonderling, Filament Dept., to Mr. Walter Swineford, Knoxdale, on October 26.

Miss Delores Woods, Grid Dept., to Mr. Thomas Rowan on November 6.

Miss Marceline Dixon, Parts Preparation Dept., to Mr. William Strong, Jr., on October 26.

Miss Margaret McDowell, Grid Dept., to Mr. Edwin Bish, Dayton, on November 10.

DANVERS

Miss Virginia D. Atwood to Mr. Edward L. Wilchinski, Shipping Room, on September 15.

Miss Helen Zdanowicz, Coating Dept., to Mr. Louis Buras on November 16.

Miss Ruth Morgan, Bulb Preparation Dept., to Mr. Frank Bohasek on October 27.

Miss Shirley M. Jones, Finishing Dept., to Mr. Lawrence I. Smith on October 27.

EMPORIUM

Miss Regis Black, Finishing Dept., to Mr. Leslie Van Derlin on October 19.



DOUBLE WEDDING of Mill Hall sisters on Oct. 14 at Hagerstown, Md. married Mrs. Ethel Bennett to Truman E. Sellinger (at left) and her sister, Georgia Farley, to Ray Clark (at right).

Miss Mary La Borde, Finishing Dept., to Mr. Keith Ostrum on November 23. Mr. Ostrum was formerly with the Shipping Dept.

Miss Elouise Anderson, Mounting Dept., to Mr. William Swanson, Mt. Jewett, on October 19.

Miss Veronica Skryzpek, Mounting Dept., to Geno Paneghetti, U. S. Navy, on October 26.

Miss Hazel Neeley, Mounting Dept., to Mr. Otto Luce, Rockton, on October 26.

Miss Burneda Morehead, Units Dept., to Mr. Herbert Fledderman, St. Marys, on October 19.

Miss Marguerite Johnson, Units Dept., to Mr. Joseph J. Callahan, Philadelphia, in October.

Miss Audene Anderson, Units Dept., to Mr. Robert Dibler, Clermont, on November 3.

Miss Valia Agosti, Production Development, to Mr. John Scolarion on October 10.

Miss Alice Grande, Cathode Ray, to Mr. Steven Mahovlich, St. Marys, on October 26.

IPSWICH

Miss Paula Budzianowski, formerly of Assembly, to Mr. Anthony Tlumacki, Receiving, on November 24.

Miss Marie Galanis, Assembly, to Mr. Philip Viladenis, Production Supervisor, on November 24.

Miss Charlotte Clements, formerly of Assembly, to Mr. Harland Durkee, Production Supervisor, on November 30.

Miss Shirley Somers to Mr. Leo Gallant, Paint Shop, on November 28.

Miss Lillian Kasten to Mr. James Leosz, Production, on October 20.

Miss Eleanore McGlew, Ballast, to Mr. Robert Sheehan on November 11.

Miss Carol Sheridan, Ballast, to Mr. David Woundy on October 12.

JAMESTOWN

Miss Clarice Olson, Sorting Dept., to Mr. Donald Travis on October 26.

Miss Mary Lou Willis, Sorter, to Mr. Eugene Jaquay on October 26.

Miss Dorothy Olson, Mounting Dept., to Mr. Henry Della Penna on September 14.

Miss Leah Wheeler, Mounting Dept., to Mr. Delbert Young on September 28.

Miss Winifred Decker, Mounting Dept., to Mr. Alvin Dickson on October 5.

Miss Donelda Brockway, Mounting Dept., to Mr. Harold Ocoboc on October 12.

Miss Evelyn Ralyea, Mounting Dept., to Mr. Roland Yeager on October 12.

Miss Donette Button, Mounting Dept., to Mr. Clayton Card on November 1.



BIRTHS

BOSTON ELECTRONICS

To Mr. and Mrs. Robert C. Snyder, a daughter, Sara Penelope (6 lbs. 9 oz.) on November 5. The father is Division Accountant and Office Manager of the Electronics Division.

To Mr. and Mrs. William H. O'Connell, a daughter, Ann Marie, on August 17. Father is in Production Control.

To Mr. and Mrs. Don Coggins, a son, Glenn Alan, on August 31. Don is Engineer in Charge of Appliances.

To Mr. and Mrs. Jack Kiernan, a daughter, Carol Lee, on November 1. Father is Supervisor of the Geiger Counter.

To Mr. and Mrs. Albin Mistkowski, a daughter, Lorraine Evelyn, on October 3. Father is in Production Control.

To Mr. and Mrs. John Jasionis, a daughter, Linda, on October 29. Father is Engineer in Tube Development.

To Mr. and Mrs. Gene Deschene, a daughter, Jean, on September 19. Father is a Supervisor in Glass Dept.

To Mr. and Mrs. Carl Burkhardt, a son, Carl William, Jr., on October 17. Father is Foreman in Finishing Dept.

To Mr. and Mrs. Walter Barron, a son, Ronald Joseph, on August 13. Father is a Foreman in Crystal Dept.

CHICAGO WAREHOUSE

To Mr. and Mrs. Joseph Valentino, a son, Joseph, Jr. (7 lbs. 6 oz.), on October 1. Father is with the Shipping Dept.

DANVERS

To Mr. and Mrs. Wilbur H. Legro, a son, Alfred (8 lbs. 15 1/2 oz.), on October 12. Father is with Mechanical Maintenance Dept.

To Mr. and Mrs. Clifton Durkee, a son, Kenneth Bruce, on September 12. Father is with Shipping Dept.

To Mr. and Mrs. Richard T. Fanning, a son, Richard T., Jr., on September 13. Father is with Shipping Dept.

To Mr. and Mrs. Brimicombe, a daughter, on November 5. Mr. Brimicombe is with M.I.D. Dept.

EMPORIUM

To Mr. and Mrs. William Snyder, a son, David Ross (8 lbs. 9 oz.), on October 31. Father is group leader in Production Development.

To Mr. and Mrs. Francis Shelley, a son, Terrance Matthew, on October 30. Father is in Parts Factory.

To Mr. and Mrs. Clinton Felton, a daughter. Mr. Felton is Metal Supervisor in Parts.

To Mr. and Mrs. Carl Streich, a daughter, on November 2. Father is Supervisor in

HER TWENTIETH!

For the twentieth time, Grace Van Tassel of Jamestown received congratulations from her many friends in the plant. She had just been notified of the birth on Oct. 17 of her twentieth grandchild. Grace is a member of the Sorting Department, and is the mother of four children herself.

Parts. Mother, the former Florine Kolkwaski, was in the Parts office.

To Mr. and Mrs. Grant Hart, a son, Robert Guy, on November 1. Father is in Four-Slide Section of Parts Factory.

To Mr. and Mrs. Clarence Sebring, a son, James Clair (7 lbs. 2 oz.), on October 26.

HUNTINGTON

To Mr. and Mrs. Earl Altizer, a daughter, Susan Louise (8 lbs. 10 oz.), on October 25. Father is Receiving Clerk.

To Mr. and Mrs. John Wiles, a daughter, Jennifer Lee (6 lbs. 3 oz.) on October 20. Father is Foreman in Electrical Maintenance Dept.

IPSWICH

To Mr. and Mrs. Norman R. Hopping, a son (8 lbs. 15 oz.), on October 17. Father works in Paint Shop.

To Mr. and Mrs. Louis McGee, a daughter (7 1/2 lbs.) on October 11. Mother is former Gertrude Leach of the Sorting Dept.

LOWELL

To Mr. and Mrs. John Hickey, a son, on September 13. Father is Socket Supervisor.

To Mr. and Mrs. Hector DeNomme, a daughter, on September 14. Father is in Maintenance Dept.

MILL HALL

To Mr. and Mrs. Henry G. Hartwell, a daughter, on October 7. Father is Supervisor of Quality Dept.

To Mr. and Mrs. Harry Esenwine, a son, on July 28. Mother is with Units Dept.

MONTOURSVILLE

To Mr. and Mrs. Donald Lohr, a son, Richard Donald, on October 23. Father is studying Tool Designing at Williamsport Technical Institute at night and works in Mounting Dept. during the day.

SALEM LAMP

To Mr. and Mrs. Ralph Carson, a son, Bruce, on October 24. Father is a Foreman in Sealex Dept.

TOWANDA

To Mr. and Mrs. Harry Root, a daughter, Linda Jean (8 lbs. 12 oz.), on September 1. Father is in Chemical Production Dept.

WILLIAMSPORT ELECTRONICS

To Mr. and Mrs. Glen H. Shaw, a son, Gregory Lynn (7 lbs. 4 oz.), on October 15. Father is a Junior Engineer.

DEATHS

GUSTAF H. ERICKSON, 49, died suddenly on October 21 following a heart attack. A resident of Danvers for 29 years, Mr. Erickson was government contract termination officer at the Ipswich and Boston Electronics Plants until a few days before his death, when he was promoted to the International Sales Department. One of Danvers' most active citizens, he was a Boy Scout Leader for many years, an official of the North Shore Council, served on the town building committee, the school committee and was a past Chairman of the town Finance Committee. He was also a former trustee of Maple Street Congregational Church and a member of Amity Lodge, A. F. & A. M. Surviving him are his wife and two sons.



LOWELL'S Mona Gillibrand (Switch Dept.) married Charles Barrows at St. Anne's Church on Oct. 19.

JOHNSTOWN

Miss Mary Lukasiewicz, Mounting Dept., to Mr. William Vargo, Bethlehem Steel Co., on November 7.

LOWELL

Miss Mona Gillibrand, Switch Dept., to Mr. Charles Barrows on October 19.

MILL HALL

Miss Marie E. Smith, Filament Dept., to Mr. Samuel Lucas, American Aniline Products Co., on September 15.

Miss Betty Fravel, Cost Dept., to Mr. J. Walter Allen, NY & Penna. Paper Co., on October 18.

Miss Elsie Rogers, Stem Dept., to Mr. Charles Hahn, Piper Aircraft Corp., on November 15.

Miss Kathryn Kerin, Units Dept., to Mr. Peter Severts, Winburn Coal Co., on October 12.

Miss Gertrude Barnes, Units Dept., to Mr. Richard Flannigan, Lock Haven Silk Mill, on October 25.

MONTOURSVILLE

Miss Ann Takarz, Mounting Dept., to Mr. John Staron on October 26.

Miss Majorie Griggs, Mounting Dept., to Mr. Dave Best on September 28.

Miss Blanche Hester, Mounting Dept., to Mr. Alvin Doebler, Mounting Dept., on November 21.

Miss Shirley McMichael, Mounting Dept., to Mr. Carl Flook on November 2.

Miss Virginia Snook, Mounting Dept., to Mr. Robert Prior on November 2.

TOWANDA

Miss Ruth A. Allis to Mr. George E. Rogers, Wire Drawing Dept., on October 5.

Miss Hilda M. Bidlack to Mr. Ivan E. Jones, Wire Drawing Dept., on November 2.

Miss Geraldine L. Mahoney, Wire Drawing Dept., to Mr. James E. Herda on October 28.

WILLIAMSPORT ELECTRONICS

Miss Norma L. Baker to Mr. A. Neale Winner, Quality Dept., on October 30.



THIS? It's an actual photograph of an early Sylvania production line. Time: The early 1900's; place: Middleton, Mass.

WHAT is Progress? Is it a vicious speed-up method by which the individual is driven to work at an ever faster rate at no benefit to himself?

OR

Is it using better machines and better methods to make more and better products with the same or even less effort and to everybody's benefit?

We believe the second definition is correct. We believe progress, the improved methods and machines way, benefits the individual employee not only by giving him greater job security but by making his work easier and making greater earnings possible.

Suppose progress were really a bad thing, as some people seem to think in their attacks on improved methods, labor saving devices and higher speeds. That would mean we would keep using the same old machines, horses instead of autos, the kerosene lamp instead of electric lights, couriers instead of radio.

The American way has been to develop high speed mass production methods to put new products within the reach of the greatest possible number. Certainly it's better to follow this American way than to refuse to use more efficient methods without which competition soon would be ahead of us. They would cut prices, take our business away and we, at Sylvania, would be without jobs. It's as simple as that.

When industry uses better methods and machines, the whole community benefits. The amount of goods increases. The cost of living and prices go down.



OR THIS? Modern machines and production planning do make a difference. Photo shows part of main floor at Danvers Fluorescent.

WHAT IS PROGRESS?

The only way this country has raised our standard of living and can continue to raise our standard of living is by increasing the output of each individual through better methods and better machines.

There is no other way.

Real Wages Important

The last few years have shown us all that higher wage rates mean little if prices keep going up, too. In fact if the two go up the same amount, the worker may suffer because his taxes under our present law may go up even faster.

When inflation occurs (wage and prices both go up), we know the buying power of our savings accounts, war bonds, insurance policies and pensions goes down. It is that much harder to provide for security in our old age.

What people all want is more of the good things of life—more "consumption" as economists call it. To consume more we must produce more.

The only way to produce more is to produce more efficiently by faster, better machines and methods.

Speeding up production means speeding up the creation of wealth in which we and the whole nation can share.

You can't stand still in any organi-

zation or business effort. It's a case of make progress or fall back. And the man or woman who whispers the siren song of "slow-down" and "back to the old slow way of doing things" is the worst reactionary.

We earn more, play more and enjoy easier, more interesting lives and use more mechanical conveniences than our grandparents.

There is only one reason: People and business organizations have found better and faster ways of doing things and making things.

Increasing the output of the individual is the way to a higher standard of living. Slow down is a reaction that would take us back to horse and buggy days.

What would you like for Christmas? —An automobile, a radio-phonograph, a new home with all the modern conveniences?

There are only two questions holding you back. Can you pay the price? Can you get delivery?

Here again is where you benefit from do-it-better-and-faster speed-up. High output brings more goods at lower prices—and faster. Reactionary slow-down means high costs and high prices—and slow deliveries.

TUBE BAKER OUTSTRIPS SALES

In these days of worrisome shortages Danvers Fluorescent Plant, for the first time in its history, is in the enviable position of being ahead of sales in production of sign and cold cathode tubing.

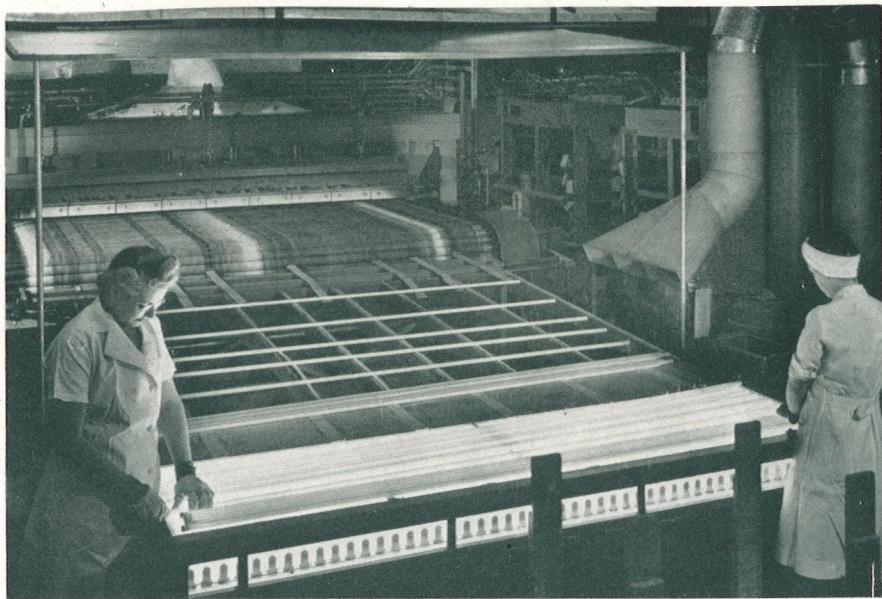
"It's our new giant high-speed baker that's helped do the job," says the plant organization. "It has a capacity of 1,400,000 feet a month. That's about 265 miles of fluorescent tubing."

In spite of the colossal capacity of the baker (believed to be the largest in the world), there has been no compromise on quality. Two shifts of Danvers employees have steadily maintained the most rigorous standards despite the heavy flow. John Casey, head of sign tubing production at Danvers, says it is the finest tubing offered for sale today.

The Reasons Why

Reason number one for this unbeatable quality is that, like the standard Sylvania fluorescent lamps, the tubing gives 10% more light than that of competitors. This is because the same phosphors used in the lamps are used in the tubing. In addition the characteristically smooth coating of Sylvania fluorescent tubing is assured by the careful production methods observed—coating of tubes is done in a room where the atmosphere is automatically controlled by the latest air conditioning equipment, and light specifications are set up to secure absolute uniformity throughout the length of the tube.

A third (and highly important to



LAID END TO END, less than a month's production of these tubes rolling out of Danvers' new high-speed baker would reach from the plant to Times Square in New York City. But don't try it.

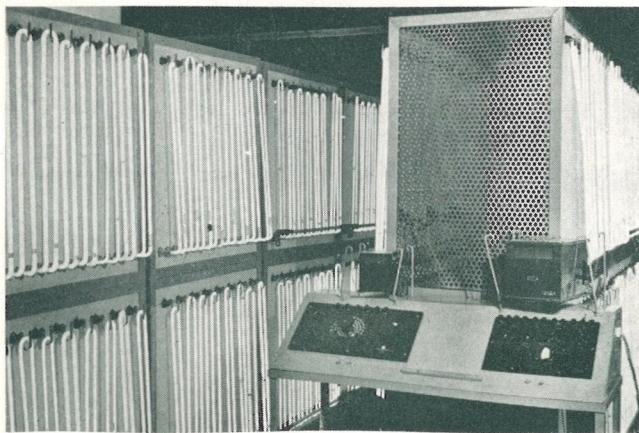
customers) reason is color constancy. Both fluorescent lamp and tubing phosphors are made at Towanda, where rigid tests insure that there will be no variation between individual batches of phosphor mixture or between lamps made from the same batches.

Perfection Required

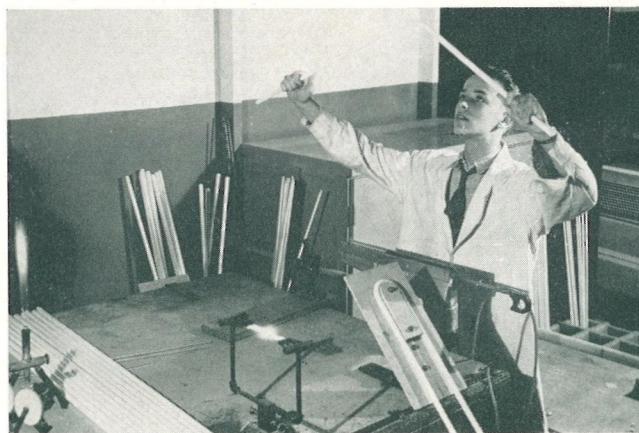
Other quality safeguards are scrupulously followed. For instance, although it is almost imperceptible to the eye, dust and a certain amount of "weathering" are bound to cloud the tubing

between the time of its manufacture and its coating with fluorescent powders. So the tubing is scalded under hot water in a huge washing machine. Thus made clean and bright before processing, it guarantees better light. For the same reason the tubing is carefully cork-sealed as it leaves the giant baker, assuring customers of "oven-fresh" quality.

Finally, the tubing is exhaustively tested and inspected throughout the manufacturing process. A polaroscope is used to help avoid structural strains on the glass.



ELABORATE 'LIFE TEST' equipment checks not only the longevity of tube lives, but also their quality—such as brightness, etc.



SAMPLE TESTS of each day's production simulate actual use, such as bending for electric signs. Glenn Kemmer is tester.

Who WANTS MORE PRODUCTION?



WOMEN SHOPPERS...

WORKERS...

More production means lower prices and higher real wages



FOREIGN NATIONS...

Please!

UNCLE SAM...

More production means higher tax returns to pay off government debts



HEAD OF FAMILY...

Unless we get production, inflation will devalue savings and insurance

FOREMAN...

He shows the way to more production.



**YES, ALL OF US WANT
MORE PRODUCTION FOR PROSPERITY!**