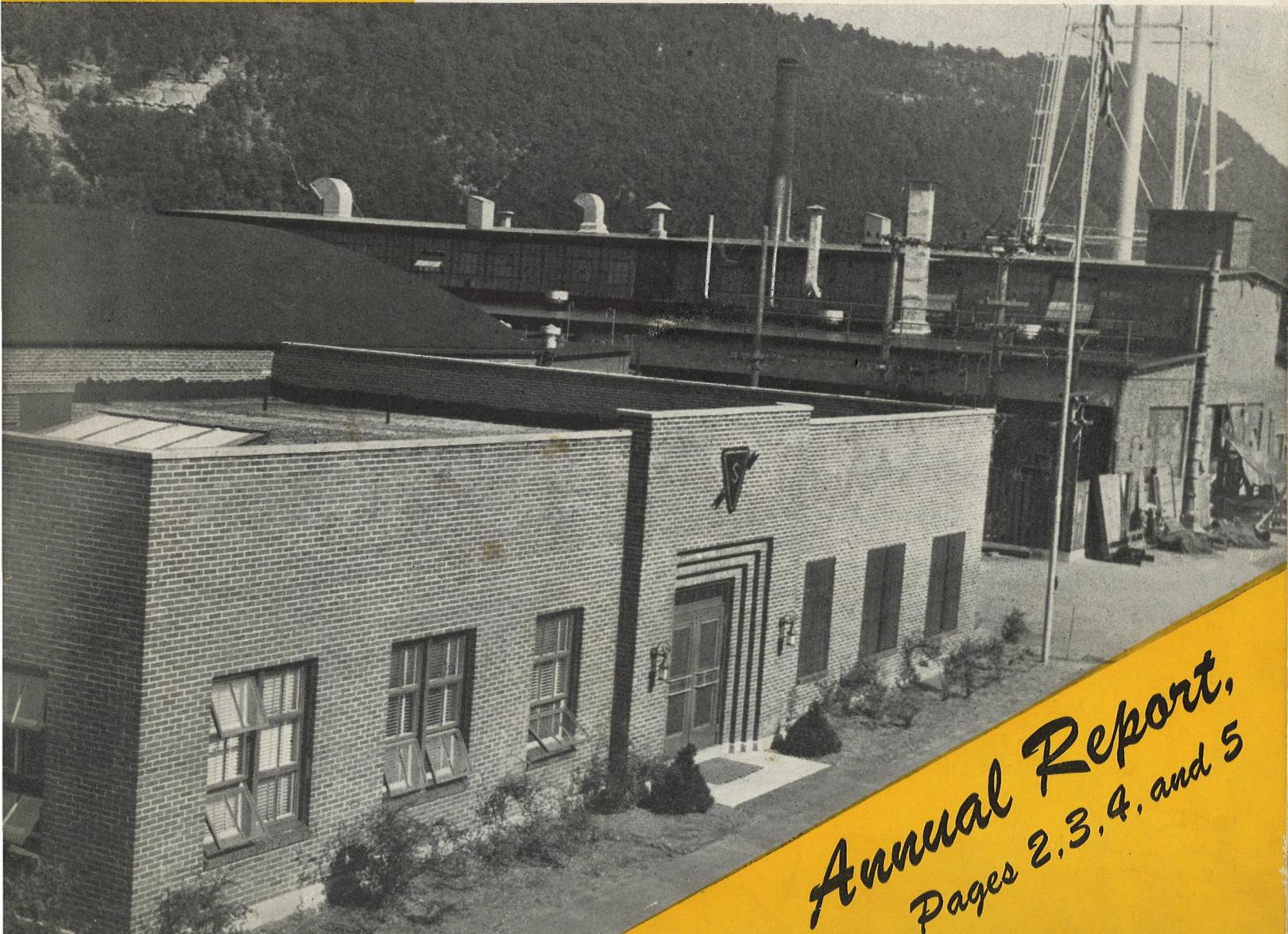


The Sylvania Beam

Volume VII • APRIL, 1947 • Number 4

Published Monthly for Employees of Sylvania Electric Products Inc.

TOWANDA PLANT



Annual Report,
Pages 2, 3, 4, and 5

15 YEARS OF PROGRESS

YEAR	NET SALES	AVERAGE EMPLOYMENT	TOTAL PAYROLL	TOTAL NET PROFITS	PERCENTAGE OF NET PROFIT ON SALES
*1931	\$ 8,800,000	1,763	\$ 1,887,000	\$1,414,268	16.1%
1932	5,800,000	1,480	1,655,000	851,527	14.7%
1933	7,000,000	2,888	2,870,000	655,072	9.3%
1934	7,850,000	3,099	3,009,000	874,416	11.0%
1935	7,850,000	2,970	3,136,000	776,850	9.8%
1936	10,250,000	3,207	3,788,000	1,034,736	10.1%
1937	9,500,000	3,393	3,925,000	868,064	9.2%
1938	7,850,000	2,074	2,777,000	438,691	5.5%
1939	11,000,000	3,261	3,887,000	856,806	7.8%
1940	14,250,000	4,247	5,013,000	880,625	6.1%
1941	20,561,246	5,250	6,892,000	1,067,185	5.2%
1942	32,338,870	8,050	12,746,000	1,057,759	3.3%
1943	60,473,821	13,691	23,248,000	1,567,935	2.6%
1944	101,527,015	20,712	37,650,000	2,053,235	2.0%
1945	126,792,723	22,500	41,361,500	2,136,300	1.7%
1946	69,313,127	15,349	32,246,337	†2,384,017	3.4%

†This includes a net tax credit of \$1,024,000 and the use of war reserves of \$1,315,000. See Page 3 of this issue.

*In 1931, the Hygrade Lamp Company of Salem, Mass. and the Sylvania Products Company of Emporium, Penna. merged to form the Hygrade Sylvania Corporation, which in 1942 was renamed Sylvania Electric Products Inc.

On the Beam

SYLVANIA NEWS LETTER

Annual Report of 1946 Operations—Four pages of highlights on Sylvania's 1946 operations begin on Page 2. Significant facts comparing 1946 with 1941 (last peace year) show sales up three times, employment up three times, payroll up five times. Also see analysis of profits, taxes, and where the Sylvania sales dollar went.

Towanda Plants of the Company are producing fluorescent powders and tungsten wire both for use within Sylvania and for sale outside the Company. A special story on Towanda, Page 6.

Profit-sharing distribution: Directors of Sylvania several months ago voted to increase the amount of the profit-sharing distribution from 4 to 6% of annual net profits before federal taxes. For every dollar invested in the Savings and Retirement fund during 1946 by an employee, he will receive a profit distribution of $22\frac{1}{2}$ cents.

Production at Sylvania is becoming more closely related to customer demand. Foreign Sales are increasing. Fixture Production is off for the moment due to shortage of steel and lower demand for residential models. Total Employment throughout the Company was off about 1000 from March to April.

THE SYLVANIA BEAM

HIGHLIGHTS *of* SYLVANIA'S 1946 OPERATIONS

(Covering entire Company, including Colonial and Wabash)

Sylvania's Annual Report for 1946 has recently been sent to stockholders and employees. The BEAM accordingly is presenting highlights of Sylvania's 1946 operations at this time.

1946 Compared to 1941, the last peacetime year

	1946	1941
NET SALES	\$69,313,000	\$20,561,000

Sales of our products in the first full peacetime year were more than triple what they were in 1941 and about 55% of what they were in 1945, the last wartime year. Sales in 1946 were limited to a considerable extent by our ability to produce rather than by the number of orders. Some parts and materials were scarce, particularly at Colonial Radio.

	1946	1941
AVERAGE NUMBER OF EMPLOYEES	15,349	5,264

The number of employees at Sylvania rose steadily during most of 1946 and reached a total in December of 17,300, a peacetime high. Average employment in 1946 was triple that in 1941.

About 70% of Sylvania's employees are women. The Company is also relatively youthful.

	1946	1941
PAYROLL	\$32,246,000	\$6,892,000

The amount of wages and salaries received by Sylvania people for the work they performed was nearly five times what it was in 1941.

The percentage of the Sylvania sales dollar going for payroll in 1946 was 46.5%, the largest percentage in the Company's history.

AVERAGE PAY PER EMPLOYEE	1946	1941
	\$2,100	\$1,309

TOTAL INVESTED IN THE BUSINESS	1946	1941
	\$31,000,000	\$7,500,000

Four times as much money is now being used in the business as in 1941. These funds consist of money invested by common and preferred stockholders and reinvested earnings of past years.

NET PROFITS	1946	1941
	\$2,384,000	\$1,067,000

Earnings were benefited by a tax refund (explained below under "Federal Income Taxes") totalling \$1,580,000—without the tax refund, Company profits would have been about half the figure shown for 1946.

From reserves set up during the war years, \$1,315,000, was also used to offset part of the cost of reconversion but was not great enough and was not intended to take care of all the indirect costs that the Company incurred.

FEDERAL INCOME TAXES	1946 Net Credit	1941 Company Paid
	\$1,024,000	\$1,335,000

Sylvania paid federal income taxes of \$556,000 in 1946 but because of relatively low profits from operations, the Company receives a tax rebate of \$1,580,000; in other words, the Company receives from the government a credit of \$1,024,000 more than it paid out.

The government, during the war, set tax rates extremely high (in Sylvania's case averaging around 76% of net income before taxes) but with the understanding that if companies suffered losses or relatively low earnings in the reconversion period, they would be entitled to get back some of the taxes paid in wartime. Sylvania's rebate represents a refund on taxes paid by the Company two years previous—in 1944.

INVESTMENT BY STOCKHOLDERS PER EMPLOYEE

1946

\$2,019

1941

\$1,424

This shows the amount of investment necessary to put an individual to work.

PROFITS PER EMPLOYEE

1946

\$155

1941

\$202

How Profits Were Used

Profits are used for two purposes, (1) to pay a return to stockholders on the money they have invested in the plant, equipment and tools we work with, and (2) to reinvest in the business.

Paid in dividends to stockholders	\$1,656,000
Reinvested in the business	728,000
	<hr/>
	\$2,384,000

To reinvest in the business means to buy more equipment, be able to carry bigger inventories and increase business. This helps to put more people to work.

NUMBER OF COMMON STOCKHOLDERS

1946

7,757

1941

2,623

The number of common stockholders has increased steadily during the last six years. The present list of these stockholders is as follows:

Men	3,401
Women	2,813
Estates, trusts, companies and others	1,543
Total	7,757

Sylvania stockholders live in every state of the Union and in several foreign countries.

1,043	own 10 shares or less
5,598	own 11 to 100 shares
1,116	own more than 100 shares and of these, 32 are actively associated with the Company

DIVIDENDS RECEIVED BY AVERAGE COMMON STOCKHOLDER

1946

\$164

1941

\$209

The above figures are arrived at by dividing the total number of common stockholders into common dividends.

WHERE THE SYLVANIA SALES DOLLAR WENT

	1946	1941
Cost of Materials	28.6c	34c
Cost of Wages & Salaries	46.5c	33c
Cost of Selling, Administration and Manufacturing Expense—like phone, rent, gas, electricity, contributions to the Savings & Retirement Plan, etc.	20.0c	17c
Cost of Government—Taxes	*	9c
Cost of wear and tear on plant and equipment—Depreciation	1.4c	2c
Cost of using funds supplied by stockholders—Profit	3.5c	5c
The Sales Dollar	<hr/> \$1.00	<hr/> \$1.00

*State, local and social security taxes were offset by the federal tax rebate.



TOWANDA TUNGSTEN AND CHEMICAL PLANT NO. 2

THE BEST TEAMS — AND BEST FLUORESCENT POWDER COME FROM **TOWANDA**

THE best quality fluorescent powder in the world is made in Towanda, Pa., at Sylvania's Tungsten & Chemical Plants.

Towanda itself is a town of 4500, with a high school whose football and

basketball teams are undefeated and untied for a year in league competition and with a baseball team undefeated for two years. There are so many prominent diplomats with homes in Towanda that soda fountain conversation combines

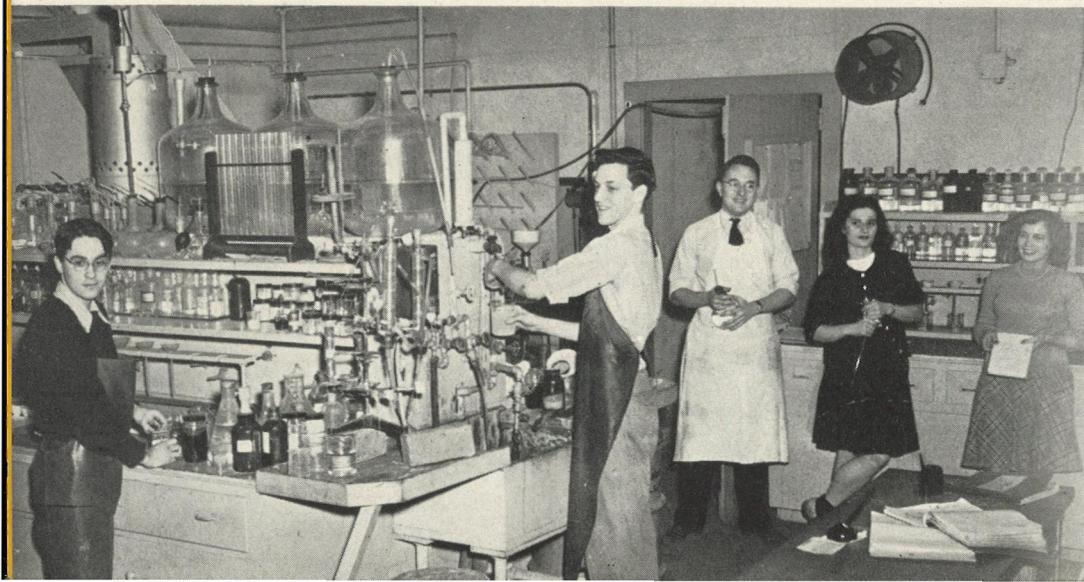
authentic information about international conditions with the local sports news.

Chemicals and tungsten wire from Towanda are essential in other Sylvania plants making radio tubes and incandescent and fluorescent lamps.

Reconversion Problem

Unlike most Sylvania plants, V-J Day meant that the major part of the Towanda operation had to be reconverted to entirely new products, such as special chemicals, electrodes and tungsten wire. During the war, the plant had made, besides its fluorescent powder, large quantities of tungsten rod and fabricated tungsten parts for radar tubes, tungsten powder for shells of unusually high penetrating power, and had a section working on the secret Navy prox-

SYLVANIA'S MOST ACTIVE CHEMICAL LAB is at Towanda. L to R: Clarence Vanderpool, Wendell Plummer, Lloyd Hall, Geraldine McMahon, Marjory Goodwin.



imity fuze tubes. Also, unlike other Sylvania plants which have been engaged in industries where the product technique was already highly developed, the Towanda plants have had to pretty much work out their own methods and ways of doing things. There were no textbooks to go by.

Quality is what the Towanda plant has to sell. It is especially interested in

FACTS ABOUT TOWANDA, PA.

Incorporated: 1828.

Population: 4500.

Location: 200 miles west of New York City. On U. S. Route 6 that begins in Provincetown, Mass. and is a main route through to the west coast.

Form of Government: Burgess and town council.

Tax Rate: Combined town and school taxes \$40.50 on \$1,000 valuation. (Valuations about 35% of present selling prices.)

Industries: Fluorescent powder, tungsten rod and wire, X-ray screens, silk, rayon, hosiery, folding boxes, linotype parts, dairy farms, lumber, grain, etc.

Zoological Fact: Rattlesnakes at Towanda live on the west side of the Susquehanna River, copperhead snakes on the east side. Neither species will invade the territory of the other.

Personalities: David Kaufman, former Ambassador to Siam; Porter Kuykendall and Paul C. Betts, American diplomats, are residents. The late Stephen Foster (author of "My Old Kentucky Home") went to school in Towanda.

History: David Wilmot, author of "Wilmot Proviso" to ban slavery in territory obtained in the Mexican War, was a native.



TOWANDA'S ENTHUSIASTIC BOWLERS, Front Row, L to R: Dick Pierce, Bob Mahr, Delmar Vernes, Paul Felten, Harry Betts, Jimmy Meadows, Sterling Young. 2nd Row, L to R: Harold Sherman, Ann Shaw, Jean Kinnear, Dick YanAuken, Don Rehfeldt, John Merrill, Pat Towner, Winnie Stewart, Stu Parsons, Wally Harris, Fred Liedtke, Frances Clark, Walt Eberhard, Bill Bailey, Ray Booth.

quality because its products are a small but usually essential part of some other product. To be sure of quality, processes are carried right back to the raw product or ore which, from the time it comes into the plant until it leaves, undergoes a continual series of tests and analyses. The most advanced scientific methods of spectroscopy, microscopy and chemical analysis are used. Added to this, the plant works closely with its customers to make sure that the product is meeting their standards of quality—and also to get ideas for new materials that will do new or better jobs.

The plant is equipped to make other materials or chemicals requiring extreme care in preparation, control of quality, and uniformity of product.

Model Plant

Good records are pretty much of a habit at Towanda. During the war, the plant led the attendance contests with such persistence that along with St. Marys and some of the offices, it was finally taken out of the competition and put in a class by itself. For February, the absenteeism figure was 2.4%. Turnover was also low, in February reaching 3.3%. There were no 1947 accidents in the plant up to the time of the writing

(Continued on page 9)



DER CHOIMAN BAND of Towanda playing goat musik are Wally Harris, Frank Montgomery, Pat Towner, Paul Felten and Bill Bailey.

HAND SWAGING Allen Henry takes the heated tungsten bar with tongs and inserts it in the swaging machine. Charles Coveney shows lengths of bar before and after while Neva McPherson uses optical pyrometer to tell the temperature of the furnace (concealed at right) by its color.





ANN SHAW AT THE DENSITOMETER, which helps interpret spectrographs taken of ore samples. If line in spectrum is heavy, large amount of element is present.

WHAT TOWANDA PLANTS' PRODUCTS ARE USED FOR

Fluorescent Powder: Coating for fluorescent lights and sign tubing, television tubes, and magic eye tubes. Twenty-two types of powder are made, requiring from 30 to 40 different raw materials.

Tungsten Wire: Filaments for incandescent lamps, fluorescent lamps, infra-red lamps and radio tubes. A pound of .30 milligram wire produced at this plant would extend from Towanda to New York City. Hearing aid tubes use the smallest diameter tungsten wire made at Towanda. This helps keep the battery drain to a minimum.

Tungsten Rod: Radar power tubes, X-ray tubes, automobile ignition contacts, welding electrodes, and fabricated shapes for special applications.

Special Chemicals: For X-ray screens, fluorescent powders, optical glasses, paints and re-agents for biological work, and electronic parts.

In January, 38% of the division's products were used within the Company, 55% sold to outside companies (including some of our leading competitors), 7% for foreign export.

THE MACHINE SHOP. Front Row, L to R: Carlton Allis, Marrel Sherbeck, Gerald Bride, William Bendt, Delmar Verne. Standing, L to R: Ralph Lunger, John Foster, Sr., Bernard Welliver, William Bailey, Raymond Thurston, James Leljedal, Fred Van Orman, Verne Griffis, Albert Crandall.



INQUIRING

The Question: It has been said that what a person does outside of work reveals an important side of his character. What is your major interest outside of your work?

The Place: Towanda.

The Answers



THELMA ERLE, Wire Drawer: "Music. I play the piano, the slide trombone and violin and nearly all my family play the piano. I like any type of music, classical or popular. My brother has a clarinet and my sister a guitar. We could have a band."



HAROLD COOK, Ore Grinder: "There are a good many things I like to do. Mainly, my recreation is hunting and fishing, mostly small game, rabbits, grouse, ring-necked pheasants. I was just married recently and down south on my honeymoon I saw a lot of game birds that were migrating north."



ANN BRIDE, Supervisor Payroll Department: "My home. I have a five-room apartment with my daughter, Beverly Ann, and I enjoy her music. She is 7 and red-headed, and we spend about five hours a week practicing the piano. She is in the second grade and stays with her aunt afternoons. Aside from that, I like art, metal craft, knitting and other crafts."

REPORTER



CLYDE SCHON, Chemical Production: "Nothing outside of a family. I have three boys and two girls. The youngest is 10 and the oldest is 20. I try to give them the best schooling and let them make their own plans. One boy was in the Merchant Marine and is now studying to be a preacher. The second works here at Sylvania."



JOHN B. ROSS, Carbide Die Man: "Keeping up my home—improving it and repairing it. I have a brick bungalow and live there with my wife and son and daughter and I also own a farm in Wilmot Township."



THEODORE COYLE, Purchasing Agent: "The youth of the community. This area does not offer much in the way of recreation. We have an organization called 'Teen House, Inc.', a group that is trying to provide recreational and extra-curricular activities for school children. I am also Troop Committeeman and Scout Representative for this section. This work also leads somewhat into civic affairs."



LESTER SMITH, Furnace Operator: "I guess sports are the main thing. I like baseball, softball, basketball and most any other types you can mention. I am a member of the Sylvania softball and basketball teams. I like to play any kind of cards except Bridge and you can underscore 'Bridge'!"



TOWANDA HIGH SCHOOL'S league-leading basketball squad.

(Continued from page 7)
of this article. In 1946 there were none until November.

At the end of 1946 Towanda had 48 veterans on the payroll, 22 of whom were reinstated Sylvanians. The plant is one of the few that has been able to check on every one of its employees who went into the service. The record is now complete. Thirty-six went in, 5 are still in uniform, 22 returned and were reinstated, 9 have left the service and failed to reapply.

Lots of Activity

An outstanding event in Towanda is the annual Halloween festival, originally started by the late C. F. Lilley, the burgess of the town, to keep young folks out of mischief. It now draws hundreds of people from miles around. Now it's the old folks that get into mischief, they say. At the Sylvania plant there is an active Sylvania Employees' Association, with such varied activities as a German Band, a Men's Club and a Women's Club, and the usual basketball and bowling teams.

One more item that makes Towanda unusual for a Sylvania plant is that out of its 216 employees, 151 or 70% are men.



KEEP HEALTHY, say Towanda nurses, Jeanne V. Harris (left) and Veronica Shepard.

SWING IS OUT AT TOWANDA

Swing came in last in an employee poll on type of music preferred over the sound system conducted at Towanda about the first of this year. The ranking was as follows:

	Liked	Disliked
Waltzes	77	22
Hawaiian Music	68	30
Polkas and Folk Dances	68	33
Popular "Hit Parade"		
Dance Music	65	33
Band Music	55	41
Hillbilly and Western		
Music	50	50
Semi-Classical Music	45	48
Classical Music	31	63
Swing—Jive	24	68

It is possible that different preferences would be expressed in other plants. Towanda, of course, has high percentage (70%) of men.

TOWANDA TUNGSTEN AND CHEMICAL PLANT NO. 1



BEE IN HIS BONNET

Joe Russi, Foreman of the Paint Shop at the Ipswich Fixture Plant, is the proud "daddy" of the "Green Hornet." The "Hornet" is an automatic paint spraying machine which Joe invented. It transformed the job of painting from a manual to a completely automatic one. The "Hornet" is a long, bright green conveyor in which fluorescent fixture reflectors are sprayed. Joe's invention hummed so when it was first tried out, and with its green covering, it acquired its weird name.

"One day the idea of an automatic paint spraying machine struck me," Joe said. He told his Manufacturing Superintendent all about it. They went to see Lou Kimball who was Plant Manager at the time. From then on, the idea sold itself.

At the time, 1945, it was impossible for Sylvania to locate a company that was willing to build the Hornet. As a result, Lester Blaney, a mechanic, assisted by men from other departments, made the first pilot model. At 2:00 o'clock in the morning, July 4, 1945, the first production run was made by Joe Poor, Reg Tarr, Harold Daume, Al Butler, Charles Sayward, Bob Franklin, Jack Kelly, Bill Lazaropoulos, and Joe.

Joe said he had five patents in 1946, and in 1947 two patents are already pending.

HANDY HAVEN

Handy Haven was not much of a place when it started—just one room in a small building on Hepburn Street

where the teen-age kids of Williamsport could go for recreation.

The club had tough going for a while—it was evicted from its original site and had to move temporarily to the local Y.M.C.A.

But the club's break came when George Lamade of the Grit Publishing Company purchased Handy Haven's present location and provided \$10,000 for renovating the building. Work was done by interested local groups—the new club was ready for its grand opening by July of 1946.

For Williamsport's kids, there is dancing on the second floor, ping-pong, shuffleboard, checkers, billiards, and a reading room on the first.

Now, after eight months of operation, Handy Haven has an average attendance of 1800 a week. Every Saturday night, an orchestra is provided for dancing; other nights, a juke box. Bert Gumble of Williamsport's Assembly Dept. wrote this story. He is the new Treasurer of Handy Haven, Williamsport's answer to the problem of juvenile delinquency.

NEW TYPE RADIO TUBE

Sylvania's Electronics Division has designed two new types of Geiger-Mueller tubes for use by physicists, biologists, chemists, physicians, engineers and others working in the field of nuclear physics.

With auxiliary apparatus, these tubes detect the presence of radioactive substances. Important applications include industrial processing control and safety warning and control where exposure of personnel to dangerous radiations presents a serious problem.

EMPO



ED STERLEY AND LOUISE RODICH of the Parts Department danced a jig with Dan Cupid at Emporium's Valentine Party.

Off to Bermuda is the former Audrey Smith of Production Development. She married Carl Kramer, U. S. Navy, last January.

Audrey's brother married an Australian girl who found things in America very strange; such as bracelets for ankles, wallets for girls and a wide variety of shoes.

Now Audrey is to go and live among the British. Wonder how she'll find the bread and treacle (oleomargarine), the prams (baby carriages), and the warm ale?

Back in the days of the metal radio tube, five Emporiumites formed a bowling team. Charles Fields, Red Williams, Charles Foster, Vic Campbell and Monty Kiser called themselves the "Metal Tubers" and became the three-time winner of the Emporium City League Championship. The keglers once rolled 2919 for a three-game series.



THIRTY-THREE SKI ENTHUSIASTS from Sylvania's General Engineering Lab in Salem spent a cold weekend at North Conway in New Hampshire. The weekend had its "ups and downs" but everyone had an exciting time of it including Margaret Demas (center) and Fred Elley (right).



BETTY VOUGHT, President (center front); **Mary Rodich**, V. P. (center back); **Audrey Foster**, Treasurer (left) and **Sarah Klees**, Secretary (right) are the new officers of Emporium's N. H. D. Club.

Last year Fields, Kiser and Foster competed in the A. B. C. Championships in Buffalo, N. Y. This year they are to be held in Los Angeles so they won't make the trip. But 1948 will see the competition move to Detroit, Mich. and the team is hoping to be there.

George Hennessy has retired after 13½ years of service as Janitor in the Parts Factory. To add to his Company payments was a cash gift from his fellow workers.

Walter Jones, Chief Engineer at Emporium, has been elected head of Emporium's Boy Scout Council. Three other Sylvanians were elected to office: Max Balcom, Honorary Vice President; Edward Bohensky and H. Ward Zimmer, Board Members-at-Large.

Ed Sterley, Andy Sarick, Earl Foster and Fred Brown, and Emporium's S. E. A. turned the Sylvania tennis

courts into an ice skating rink for the winter. The rink was equipped with music, lights for night skating, instructors and a warm place to change. The weather turned warm after the first flooding, however. Perhaps it can be turned into a swimming hole this spring.

Things didn't go as well as usual this year for the Sylvania Foresters Basketball Team—one victory, 20 losses. But they did well financially, to say nothing of the fun they had. There were 14 on the squad: Carl Cedargreen, Coach; George Van Wert, Paul Larson, William Mason, Philip Schager, Pete Meyers, William Sullivan, William Grippo, Albert Kuleck, Donald Heck, Walter Clingan, Archie Robinson, Gene Williams and Tony Zito, Business Manager.

George Van Wert and Walter Clingan starred for the Foresters: George with his average of 15 points per game and Walter with his brilliant play despite the fact he has but one arm.

Even the girls got into the game. The Office Girls walked over the Factory Girls 23—8 in a preliminary to one of the men's league games. Factory lineup: Peters, Tauses, Troncone, Leonard, Zoszog, Beck and Acierno. Office Squad: Rodich, Severin, Clingan, Malizia, Mahoney, Caldwell, Drotos and Ostrum.

Cohick to London

Thomas Cohick, Supervisor in the Stem Department, will leave for London, England, in May to supervise the setting up of a 30-head stem machine for Electronic Tubes, Ltd. He expects to be gone for about three months.

N. H. D.?? Nobody outside of the N. H. D. knows what it means. In fact,

that's the reason this story is being written. Because the N. H. D. is a girls' club. And to think a group of women have kept a secret for 25 years.

The N. H. D. had its annual Installation Dinner at the Sylvania Club recently. New officers: Betty Vought, President; Mary Rodich, Vice President; Audrey Foster, Treasurer; Sally Klees, Secretary.

They're making plans for their 25th anniversary celebration in the spring. One must have been with the Company three years to join.

Valentine Celebration

Over 100 people turned out for Emporium's Valentine Party given by the Machine Shop Tool Room at their club in Cameron, Pa.

John Kinsler, Supervisor of Mills and Lathes, made a "special punch" and the next day was accused of using cutting oil in it. Joe Sterley of the Grinding Section didn't bring one girl. 'Tis said he brought four.

Retired: Mr. E. D. White at the age of 72 after 19 years' service with Sylvania in tax work.

BELL PREDICTED TELEVISION YEARS BEFORE HIS DEATH

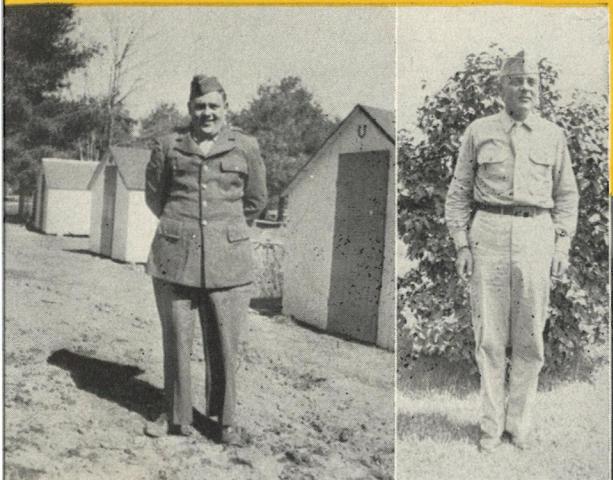
Alexander Graham Bell forecast the development of television several years before his death (1922), according to the inventor's eldest daughter, Mrs. Gilbert Grosvenor.

Bell wrote a letter several years before he died in which he forecast that soon scientists would devise a means of transmitting light just as the telephone transmitted sound vibrations.



LEFT, OFFICIALS OF TOWANDA'S MEN'S CLUB: I to r: Norman Vogt, Secretary; Joseph Bujan, Treasurer; Harry Van Auken, President and Walter Eberhard, V. P. **ABOVE, SYLVANIA'S EMPLOYEES ASSOCIATION COMMITTEE** at Towanda; I to r: Gerald Ayers, Vice Chairman; Gwin Johnston, member ex-officio; Charlotte White, Secretary-Treasurer; Martin Brennan, Chairman, and Joseph Kipling, Committee Member. **OFFICIALS OF SYLVANIA'S WOMEN'S CLUB:** I to r: Jean Smith, President; Donna Clagget, V. P.; Jane White, Secretary; and Julia Keller, Treasurer. These three Sylvania groups in Towanda are typical of such Sylvania groups everywhere. They keep themselves busy raising funds for the Visiting Nurse Association, Red Cross Drives and sponsoring local athletic groups.

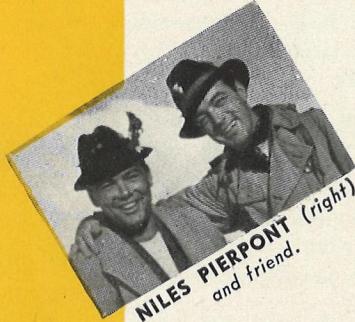




TAKE A LOOK at the two snapshots (left) to see the effect Uncle Sam's khaki had on Walt Woodbury of the Ipswich Fixture Plant. Back from the Pacific, Walt has returned to his job in Maintenance. **THESE FIVE SYLVANIANS** (center) made up five of the nine finalists of the American Institute of Electrical Engineers' Technical Papers and Speaking Contest. Bill Leyshon (3rd from left), Angus MacIntyre (2nd from left) and Charlie Murrish (right) were asked to compete in the tri-sectional contests. (Left) E. L. Wilkins and (4th from left) A. Zack. Right, is Dorothy Weakland, new nurse at Johnstown's Plant. For the past ten months she was at the St. David's Hospital, Austin, Texas as Assistant Supervisor of the Medical and Surgery Department.



SKI SPORTRAIT



This is to be a ski sportrait of Niles Pierpont, Foreman of Boston Electronics' Crystal Department . . .

Niles was an expert skier and instructor before he came to Sylvania in 1942.

He started to ski at the age of 24 and developed with amazing rapidity. Accompanied by his brother, Arnold "Shrimp" Pierpont, another well-known instructor, Niles sailed to Europe in the winter of 1937, where he spent three months in Austria studying the technique of skiing with Hannes Schneider

at St. Anton am Arlberg. He also skied with many of the brilliant down-hill runners who took part in the filming of "The Ski Chase." Niles tells of thrilling descents knee deep in powdered snow through the Austrian countryside for distances of five to seven miles.

Equipped with this experience, Niles started giving ski lessons as a resident instructor in the Newfound Region Ski School in 1933, where he also coached New Hampton Prep. He also gave lessons to the Innitou Ski Runners of Woburn, Mass.

Niles says skiing offers more thrills for him than any other sport . . . the speed, the sense of achievement, the spirit and the comradeship.

FIRST GROUP TO ATTAIN 85% EFFICIENCY in the Mounting Department at the Mill Hall Plant: Back Row (left to right): Dick O'Donnell, Supervisor; Lois Phillips; Ruth Snook; Rosanna Musselman; Dorothy Mapes; Lillian Andryka; and Luella Smith, Monitor. Front Row (left to right): Louise Lamey, Thelma Shirk, June Statton, Christine Bierly, Alice Holderman, Sylvia Ryan, Ellen Rote, and Marie Yarnell.



KEEPER OF THE "Rs"

Nothing gets by the Receiving Dept. at Ipswich that 'taint so. . . .

. . . For Cleon Johnson, who works in the Receiving Dept., was a teacher for 18 years before he came to Sylvania.

Cleon got his schooling at Massachusetts State in Amherst and graduated in 1923. After a year of teaching at Williamsburg, Mass., he became principal of the Hinsdale High School in New Hampshire.

But even more interesting is his fondness for animals. He is especially fond of dogs, chows in particular. He had a kennel of his own at one time. Chows have a Chinese origin. British officers returned from China to England with them after the Boxer Rebellion. Later they were brought to the United States. The chow is definitely a one-man dog—no child's pet.

Cleon is also interested in poultry and gardening. He has entered several of his birds in poultry shows and won many prizes with his Rhode Island Red rooster. Last Fall at the Topsfield Fair, every bird that he and his daughter, Rose, entered in the show won a first prize.

If you want to know how to raise chickens, stake out tomato plants, or how to begin a strawberry patch, Cleon Johnson can give you first-hand information.

Cleon gave up teaching and returned to his birthplace (Ipswich) in 1942 where he soon gravitated to Sylvania and its Receiving Dept.

BELLO LEFT: WAYNE HARWOOD AND PAUL KERANS (right) shake hands at their farewell party. Wayne has been transferred to the Sales Department and Paul is off to a job with a well-known sporting goods concern. **CENTER: TEAM HOLDING FIRST PLACE** in the Danvers' Girls Bowling League; *l to r*: Florence Di Isso, Marie Mahoney, Rita Lee, Emily Kohut and Victoria Jarcynka. **TOP RIGHT: SIX GALS WHO SCOOPED THE NATION'S FASHION PLATES.** *l to r*: Mary Carswell, Phyllis Osgood, Phyllis King, Lorraine Perry, Anne Bartnicki and Lorraine Demeritt, all of Danvers.



DANVERS FLUORESCES

... Danvers' Men's Bowling Team won the Essex County League Championship by one point in the final match of the season!

Karl Bayley, Wilbur Shackley, Kazimer Dombrowski, Frank Makar, Robert Betts and Wilfred Simard stood in second place going into that final match. They had to win three of the four possible points.

Sylvania won the first string; their opponents the second. Only two points remained: one for the final string and

TIT FOR TAT

THE BEAM reported in its January issue that there were just as many "ham" radio operators in the Flushing Research Laboratory as in the Boston Electronics Division. There were six hams in each location. Came February, we heard there were nine at Kew Gardens.

And now April is here, and Boston Electronics, not to be outdone, reports they now have 13 hams with four more awaiting their call letters. Their names are:

Bill Dow, WIIGV; Dana Atchley, WIHKK; Bob Moses, WIHMH; Skip Dodge, WIKZK; Dick Briggs, WIBVL; Bob Schmertz, W3VUA; Hum Kennedy, WICVM; Frank Loring, WIMHE; Harold Wolfe, WILNO; Rufus Turner, WIAY; Ray Bordman, WIBL; Al Keys, WIJWP; Robert Frye, WIEJU; Bill Woods, Francis Murphy, Malcohm Hunter and Bill Harper have sets and are now awaiting there call letters.

one for the total score and Sylvania was behind by one point. . . .

... They did it. They won both points and were crowned champions of the league.

In the girls' department, wee Rita Lee leads the entire league with an individual average of 88.2, with Florence (Porky) Dilsso a close second. But that's not all. Rita also leads in the following: individual three-string net high with 310; individual net high single string with 130. Rita's Captain of the team known as the Porkies which holds first place in the league and the team three-string gross high of 1647.

... Speaking of Sylvania "firsts," there are six gals from the Danvers Plant who scooped the nation's fashion plates!

The latest fad is a type of "sack" dress which requires only 50 minutes to make. These beauties made dresses of this type at least three months before an article about them appeared in a recent issue of a prominent magazine.

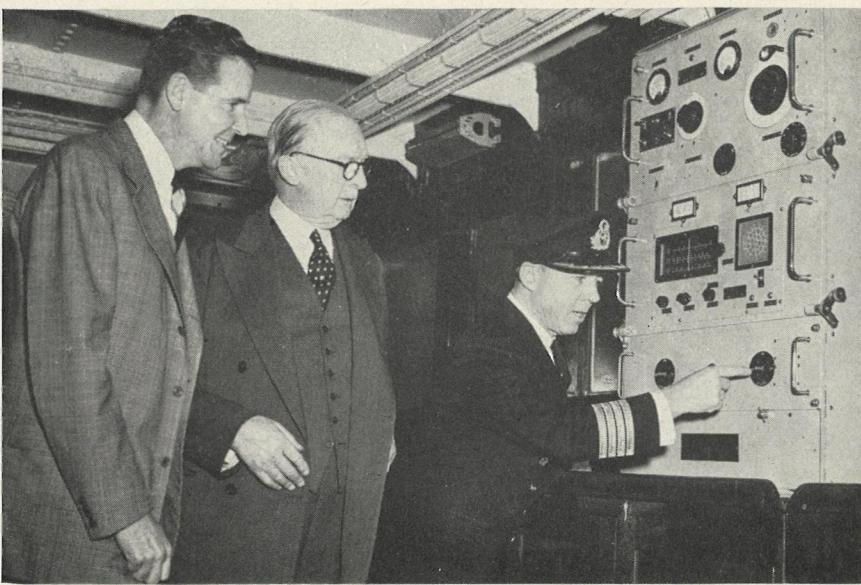
"Tis said: "Look to these girls for the latest trends in style."

... Danvers, once again, was the recipient of a plaque for being the safest plant in its classification in the state of Massachusetts. The plant also received honorable mention for the grand trophy.

... Peter Lotarski, Production Supervisor at Danvers, at a recent election, was elected Registrar of Voters for the town. This makes Pete the youngest man in the state of Massachusetts to hold such a post.

SECOND 35L6 MOUNTING TEAM TO MAKE "TOP RATE" at the Montoursville Tube Plant. *Left to right: Geraldine Thompson, Frances Hartzell, Catherine Miller, Doris Love, Margaret Sheats, Ruth Schneider and Monitor, Clara Garrison.*





DETAILS OF THE QUEEN ELIZABETH'S RADAR EQUIPMENT are pointed out to Don Mitchell, President of Sylvania, and T. A. Macauley, Chairman of A. C. Cossor, Limited. Cossor, which is associated with Sylvania, plans to produce and service commercial marine radar systems. The first unit was installed on the "Queen."

SHOWS ELECTRONIC MAGIC

Key Gardenites were treated to an evening of movies and magic by its S. E. A. February 28—color films of the proximity fuze in action were shown by Nelson Foley of Johns Hopkins Applied Physics Laboratory, musical and cartoon shorts by Cy Blanch of the Purchasing Department, and black magic by Electrical Engineer Lester Herman. Lester, merely by talking through the telephone, commanded various electrical appliances gathered about the hall to perform. Lamps lighted up, water flowed, a mixer whirred, an electric drill buzzed. He could stop them with a word, too.

QUARTER CENTURY CLUB MEMBERS

Two more names have been added to the growing list of Sylvanians who have been with the Company for a quarter of a century. The two latest additions come from Salem, Mass.: Edna Lapham and Ruth Russell.

Edna came to Sylvania in March of 1922. Her first job was in the Winding Department. In her years of experience, she has worked in every depart-

ment in Salem's Boston Street Plant.

Edna has received awards for three suggestions and had honorable mention for several others. All suggestions sent in by her are now in use.

Ruth joined the Company the same month as Edna. Her first job was basing in the Finishing Department. She also worked on high-production mounts and on high-production stem machines.

Before coming to Sylvania, she worked for her uncle in a restaurant in Beverly. Her hobbies are making hooked rugs, sewing and making homemade bread for the folks.

"GENERAL" SECRETARIAL WORK

Virginia Lent, now secretary to Stuart Parsons of Towanda, was a WAC during the war and had the distinction of working for a number of the leading Generals, including General Key, General Wedemeyer from China, Lieutenant General Walter Bedell Smith (now Ambassador to Russia). The biggest brass she worked for was General Mark Clark. "It was a big thrill to work for them," says Virginia. "They were wonderful."

The Sylvania Beam

Published monthly for all employees of Sylvania Electric Products Inc. Address news and editorial material to the Company's executive offices, 500 Fifth Avenue, New York 18, N. Y. Editor-in-Chief: Elliott W. Robbins, News Editor: Austin Heywood. Corresponding Editors: Margaret Bradstreet, John A. Gilmore, George Manolakis, Verna Dodson, Viola Johnson. Material may be reprinted with credit to "The Sylvania Beam."

MAILING THE BEAM

If you know of individuals, business establishments, libraries or other groups in your community that would like to be placed on The BEAM mailing list, kindly send their names and addresses to THE BEAM, Sylvania Electric Products Inc., 500 Fifth Avenue, New York City. We are glad to put these people on the mailing list for our magazine.

INDUSTRIAL RELATIONS TRAINS ITS OWN

Something new has been added to Sylvania's Department of Industrial Relations. The Department has created the position of "Industrial Relations Trainee."

First to be tried out in the position is Joseph (Pat) O'Connor, graduate of Fordham University and fresh from publicity work with a youth organization in New York City.

Pat will be trained for all types of personnel work. He will spend a year working in the Boston, Pennsylvania and New York areas before he is placed in the position where he is most needed.

Weddings

BROOKVILLE

Miss Martha Toth, Filament Dept., to Mr. Melvin Terwilliger, on February 15.

Miss Ann Hook, Filament Dept., to Mr. David Cessea, on March 8.

Miss Lois Key, Mounting Dept., to Mr. Eugene Moore, on February 2.

Miss Bernice Dobson, Mounting Dept., to Mr. Richard B. Lindemuth, on February 22.

Miss Althea Snyder, Mounting Dept., to Mr. William Becker, on February 28.

Miss Hazel Brocious, Mounting Dept., to Mr. Andrew Johnson, on February 21.

Miss Mary Blake, Mounting Dept., to Mr. William Wingart, on March 9.

Miss Miriam Conrad, Units Dept., to Mr. Robert Garner, Base and Bulb Dept., on February 14.

Miss Harriet Seeley, Grid Dept., to Mr. Boyd Muth, on March 1.

Miss June Black, Grid Dept., to Mr. Charles Cummings, on March 1.

DANVERS

Miss Louise Nelson, Finishing Dept., to Mr. George Cassidy.



Audrey and Carl Kramer

EMPORIUM

Miss Beatrice Leavitt, General Standardizing, to Mr. Arthur Smith on March 12.

Miss Catherine Chalawick, Units Dept., to Mr. Robert O. Raymond, on February 15.

HUNTINGTON

Miss Geraldine Lane, Instructor, to Mr. Garth D. Workman, Engineering Dept., on February 4.

JOHNSTOWN

Miss Virginia Weigle, Payroll Dept., to Mr. Dean C. Barrett, Plant Maintenance at the Huntington Plant, on March 1.

Miss Mary Hammer, Mounting Dept., to Mr. George College, on February 8. Groom is employed at Whitfield's Auto Body Garage.

Miss Josephine Motak, Mounting Dept., to Mr. Stephen Kralik, on February 21. Groom is employed at the Bethlehem Steel Co.

Miss Vilma Johns, Mounting Dept., to Mr. Robert Vandenberg, on March 1. Groom is employed at the Monroe Coal Co., Revloc.

LOWELL

Miss Barbara Shay, Production Control, to Mr. Thomas Lalley, on April 12.

MILL HALL

Miss Betty L. Kitchen, Filament Dept., to Mr. Benjamin E. Bartges, on February 7. Mr. Bartges is employed by Piper Aircraft Corp., Lock Haven.

Miss Louise Bowers, Stem Dept., to Mr. Raymond Miller, on February 14. Mr. Miller is employed by Pipe Aircraft Corp., Lock Haven.

SALEM, BOSTON STREET

Miss Florence Beaulieu, Glostat, to Mr. Thomas Owens, on February 9.

Miss Cecile Soucy, Plant Accounting, to Mr. Ulysses Marchand, on February 15.

WILLIAMSPORT

Miss Louise Graff, Personnel Dept., to Mr. I. John Winter, on February 1.

Miss Helen Heivly, Finishing and Shipping Dept., to Mr. Franklin M. Woodside, on February 1.

Births

BOSTON ELECTRONICS

To Mr. & Mrs. Arthur Bourbeau, a daughter, Donna Jean, on February 19. Father is a maintenance mechanic.

To Mr. & Mrs. Robert Claise, a son, Raymond Arthur, on March 3. Father is a supervisor in the Hand Glass Dept.

To Mr. & Mrs. Marshall Young, a son, Marshall Lorn, on March 5. Father is a glass blower.

To Mr. & Mrs. Charles Cooney, a daughter, Susan, on March 7. Mrs. Cooney is a daughter of Mr. Frank Becker, Division Manager of Quality Control and a member of our 25 year club.

BROOKVILLE

To Mr. & Mrs. Reuben Bennett, a daughter, Brenda Joyce (7 lbs.), on February 18. Father is a mechanic in Base and Bulb Dept.

DANVERS

To Mr. & Mrs. Albert Remsen, a daughter, on March 10. Father is connected with the Coating Dept.

To Mr. & Mrs. Roger Soucy, a daughter, Karen Irene, (8 lbs. 1 oz.), on March 4. Father is connected with the Production Control Dept.

EMPORIUM

To Mr. & Mrs. John J. Glass, a daughter, Eleanor Palmer, (6 lbs.), on February 26. Father is Foreman of Production Development.

To Mr. & Mrs. D. J. Knowles, a son, John Keith, (8 lbs. 14 oz.), on March 16. The father is an engineer of the Design and Development Section of General Engineering. The mother was formerly with the Order Dept.

To Mr. & Mrs. Melvin Hayes, a daughter, (7 lbs. 8 oz.), on February 8. Father works as a case packer in the Shipping Dept.

To Mr. & Mrs. Ronald P. Morrison, a son, (6 lbs. 14 oz.), on March 8. Father works in Parts M. I. D.

To Mr. & Mrs. Urban Reed, a daughter, on February 20. Father works in Stem Dept.

To Mr. & Mrs. Clarence Cunningham, twin daughters, Judy Ann and Joyce Marie, on February 20. Mother is a former employee of Stem Dept.

SALEM, BOSTON STREET

To Mr. & Mrs. George Harrigan, a daughter, Marilyn Lee, on February 19. Father is employed in the Shipping Room.

WILLIAMSPORT

To Mr. & Mrs. Paul Shoemaker, a daughter, on March 9. Father is employed in the Machine Shop.

To Mr. & Mrs. Durward L. Vergason, a son, Larry Allen, on February 7. Father is Chief Draftsman.

To Mr. & Mrs. Adrian P. Boudon, a daughter, Betty Jean, on February 6. Father is a junior quality engineer.

THIS MONTH'S SUGGESTION WINNERS

DANVERS. Joseph Brooks and Zenon Gawrys, IE, \$54; Zenon Gawrys, IE, \$10; Eino Mackey, IE, \$5; Florence Beck, IE, \$5; Harold Schrempf, GH, \$3.

EMPORIUM. Blanch Regec, IE, \$35; Velma Freedline, IE, \$25; Judson Ballou, SA, \$3; Francis Marshall, IE, \$5; Harold Witham, IE, \$3.

IPSWICH. Edna Prime, ID, \$10; James O'Rourke, ID, \$10; John Farquhar, IM, \$8; Clarence Connor, IM, \$8; Robert Brockelbank, IM, \$5; Alphonse Gallant, SA, \$3; M. L. Minichello, SA, \$3; Clarence Connor, SA, \$3.

JAMESTOWN. Philip L. Cala, IM, \$7.50.

WILLIAMSPORT. Robert Irvin, IE, \$10; Joseph Scarfo, IM, \$7.50, AA; Donald Neyhart, IM, \$5; Commodore Keller, IM, \$3.

IE, Improved Equipment; ID, Improved Design; IM, Improved Method; GI, General Improvement; GH, Good Housekeeping; SA, Safety; AA, Additional Award.

WHAT ABOUT THE NEXT 15 YEARS

When a company increases its sales and employment eight times in 15 years, it would be false modesty not to admit that the growth has been remarkable. But this is April 1947 and the payrolls of the past 15 years have been spent.

Our problem today is, "What about the next 15 years?" What will we have to look back on by 1962?

To plan ahead, it will help us to study the things responsible for our success to date. We have had an ideal of making the quality of our products "tops." We have worked to conserve time and materials, to keep costs down and to stay in a competitive position.

We know that one of the things that explains our successes is that our people definitely have done a good job. We have had good engineering that has provided us with up-to-date, new, more profitable products. Our employees have been well above the average in skill and conscientiousness. Supervision has been keen and probably all of us have been just a little bit lucky in being in two industries—lighting and radio—that have grown greatly in the past generation.

What are some of our new problems? We are up against a much tougher competitive situation. We are going to have to do a better selling job with better merchandising, better market research and better advertising. We will have to achieve truly efficient production.

Because we are bigger, we have lost some of the sense of working together that existed under Frank Poor and Ben Erskine when they had their own small



Howard L. Richardson

organizations years ago. Each one of our Division Managers, however, has the opportunity to build up a real team spirit in his division. Profits are not as high proportionally as they used to be. For example, with sales of \$8,800,000 in 1931, we made a profit of \$1,414,000. With sales eight times as great in 1946, profits were \$2,384,000 and this was only after a million dollar tax rebate and using up certain of our reserves.

Management wants to be sure it is paying people fairly for the work they do. We know the value of the dollar is not the same today as it was 15 years ago. At the same time, we must all give a day's work for a day's pay. It is bad business for the Company and for employees alike to have individuals on the payroll who are not pulling their weight.

We also want to be sure we are putting enough money into engineering and equipment so that we can keep up with the parade technically, keep a good patent position and not be caught with out-of-date products or methods.

If we can face these new problems as a challenge, I am extremely hopeful of the future for Sylvania. We are still flexible enough to meet the changing demands of Mr. and Mrs. Customer.

If we can do a job each day efficiently and plan intelligently a few steps beyond, we should continue to grow and prosper.

HOWARD L. RICHARDSON,
Director of Industrial Relations.

TO THE EDITOR

IT WAS McAULIFFE

On page 11, (Feb. issue), a couple of Sylvaniaans visited Bastogne where a U. S. General answered a demand for surrender with "Nuts." Although you

have mentioned Gen. Clay in the account, I believe that Major Gen. Anthony McAuliffe has previously been given credit for the above reply.

ARTHUR COHEN—Kew Gardens.

WHO GETS WHAT PENNY?

We in the Atlanta Office will gladly split the 1% not accounted for in "Who Gets the Dollar" in the February BEAM.

Since the January edition of the BEAM stated that Sylvania took in a total of \$100,000,000 during 1946, and since no one seems to be particularly interested in the extra penny, kindly forward check for \$200,000 to each of the following:

HUGH SAUSSY
DAVID LAMBETH
EDITH ANDERSON
RUTH BERRYHILL
ELISE MONCRIEF

Answer: Come down out of the clouds. We hope you haven't spent the money already. Thirty cents for the dealer; 16¢ for the jobber, makes 46¢. Employees 19¢, materials 18¢, manufacturing, administration and sales expense 9¢, taxes 4¢, depreciation 1¢, profit 3¢, still adds up to \$1.00 on our adding machine.—Editor.

P. S. Cover of January BEAM estimated '46 sales at \$70,000,000.

DEATHS

JOSEPH C. NARBY died suddenly of a heart ailment February 13 at the age of 27 in his home in Emporia. Mr. Narby came to work for Sylvania in 1938 in the Parts Plant. At the time of his death he was Accounting Section Supervisor.

CHARLES H. WAGNER died at his home in Williamsport on March 9, due to a cardiac condition. Mr. Wagner had been an employee of Sylvania since March of 1944. Surviving him are his wife Hilda, and his sons and daughters: Alvin, Charles, Sara, Mrs. Lois Swinehart and Mrs. Clara Connor. Alvin, Lois and Francis Connor, his son-in-law, are all former employees of Sylvania.

MRS. HELEN WICKERS, of Sylvania's Salem Loring Avenue Plant (Wire Dept.) died at the age of 33, on February 7. Besides her parents, she leaves three brothers, four sisters, and three children: Lorraine, Kathleen and Charles, Jr.

Died, March 20, MRS. MAE KERANS of Salem Loring Avenue's Sealex Finishing Dept. Mrs. Kerans had been with Sylvania since August, 1942.

ORGANIZATION ANNOUNCEMENTS

MR. A. H. SERAFINI has been appointed Foreman in charge of the Mounting Department at the Brookville Tube Plant.

MR. H. E. ACKMAN has been appointed Standards Engineering Manager in Radio Tube Engineering at Emporium. The Standardizing Section of the Engineering Services group has been transferred to the Standards Engineering group and now reports to Mr. Ackman.

MR. RUSS R. VANATTA has been appointed Steward of the Sylvania Club. He succeeds Mr. Cash Henry whose resignation was accepted with regret. Cash will be missed by his many friends.

MR. GEORGE L. RISHELL has been appointed as Assistant to the Chief Engineer of the Radio Tube Division.

MR. NOLAN ELMER has been appointed Supervisor of Quality Control at the Mill Hall Tube Plant.

MR. ROBERT E. LAMAR has been appointed to the advertising staff of the Radio Tube Division. He was formerly News Editor of The BEAM.

MR. HENRY G. MAHONEY has been appointed Manager of Purchasing in the Lighting Fixture Division of the Company. He joined Sylvania in 1943 as Assistant Purchasing Agent in the Appliance Division and

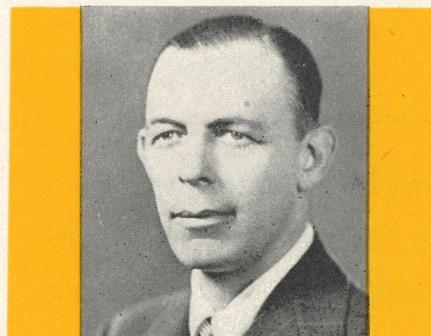
later became Purchasing Agent for the Lighting Fixture Division.

MR. FRED E. RUSSELL has been appointed Controller of the Central Engineering Department, reporting to Mr. E. Finley Carter. He will be located in the Lawrence Street, Flushing, offices of the company.

MR. JAMES J. SUTHERLAND, Controller of the Electronics Division, has announced his organization as follows:

MR. EDWARD A. CRADDOCK, Division Cost Accountant.

MR. JOSEPH GAGE, Supervisor of Credits, Collections and Traffic.



EDWARD H. BUTLER, recently appointed General Manager of the Electronics Division at Boston.

MR. JOSEPH A. POITRAS, Supervisor of Order, Billing and Statistics.

MR. ROBERT SNYDER, Office Manager and Administrative Assistant to the Controller.

MR. FRANK WOODBRIDGE, Division General Accountant.

MR. RICHARD N. STOCKER has been appointed Supervisor of Plant Accounting for Wabash Corp., succeeding Mr. Edward A. Craddock. He reports to Mr. Frank M. Mitchell.

MR. KENNETH A. BISSIG has been appointed Supervisor of Cost Accounting at the Mill Hall Plant, succeeding Mr. R. N. Stocker.

MR. NORMAN A. MARSHALL has been appointed Sales Service Representative in the Massachusetts Area for the International Division. He will be located at the Salem Boston Street office and reports to Mr. Walter A. Coogan, Director of the International Division.

MR. EARL M. SCHARA has been appointed Merchandising Supervisor of Appliances for the International Division. Located at 50 Broadway, New York, he will report to Mr. Walter A. Coogan. Mr. Schara will be responsible for merchandising activities on products not manufactured by Sylvania, and also for making original contacts with potential suppliers for additional outside lines.

SYLVANIA POLICY FILE

No. 315—An excerpt from the Policy and Standard Practice Manual. These policies are formulated by Sylvania's Management and issued by Industrial Relations.

SAVINGS AND RETIREMENT PLAN—ELIGIBILITY FOR PROFIT DISTRIBUTION

Members of the Savings & Retirement Plan who have made contributions to the Plan during the year and are "in service" on December 31, will receive a share of the profit distribution for that year in proportion to the respective amounts contributed by such members during that year, as provided in Section 5, sub section (2) (b) of the Plan's Rules and Regulations.

Members will be considered "in ser-

vice" if they fall within any one of the following groups:

- (a) on payroll
- (b) military leave of absence
- (c) excused absence, including sickness or pregnancy, not exceeding 18 months
- (d) layoff for lack of work not exceeding 18 months.

Members who fall in the following groups on December 31, will not be considered "in service" and will not

therefore be entitled to any profit distribution for that year.

- (a) resigned
- (b) discharged without prejudice
- (c) discharged for misconduct

Employees whose membership in the Plan was interrupted during the year, but who are found to be Members "in service" on December 31, will of course be entitled to profit distribution only during the period since the re-establishment of Membership.

200 MILES OF WIRE FROM A POUND OF TUNGSTEN

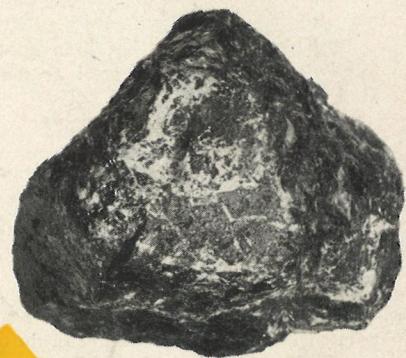
SYLVANIA takes a pound of tungsten and forms it into a wire that will reach from New York to Salem!

Such highly perfected products as this ultra-fine wire require the utmost in experience, design and precision-perfect manufacturing techniques. Sylvania has its research laboratories, its engineers and 46 years of "know how" working to that end.

Sylvania's Towanda plant turns out tungsten wire and rod, fluorescent powder and sodium tungstate.

Towanda's products are used in Sylvania's incandescent and fluorescent lamps, "special" lamps, radio tubes, and in other highly specialized products—X-ray tubes, re-agents for biological work, etc. . . .

Quality comes first. Precision, perfected manufacturing methods, research and experience are all essential in the creation of the fine, near-invisible wire.



(Tungsten ore)

