

# *The* SYLVANIA BEAM

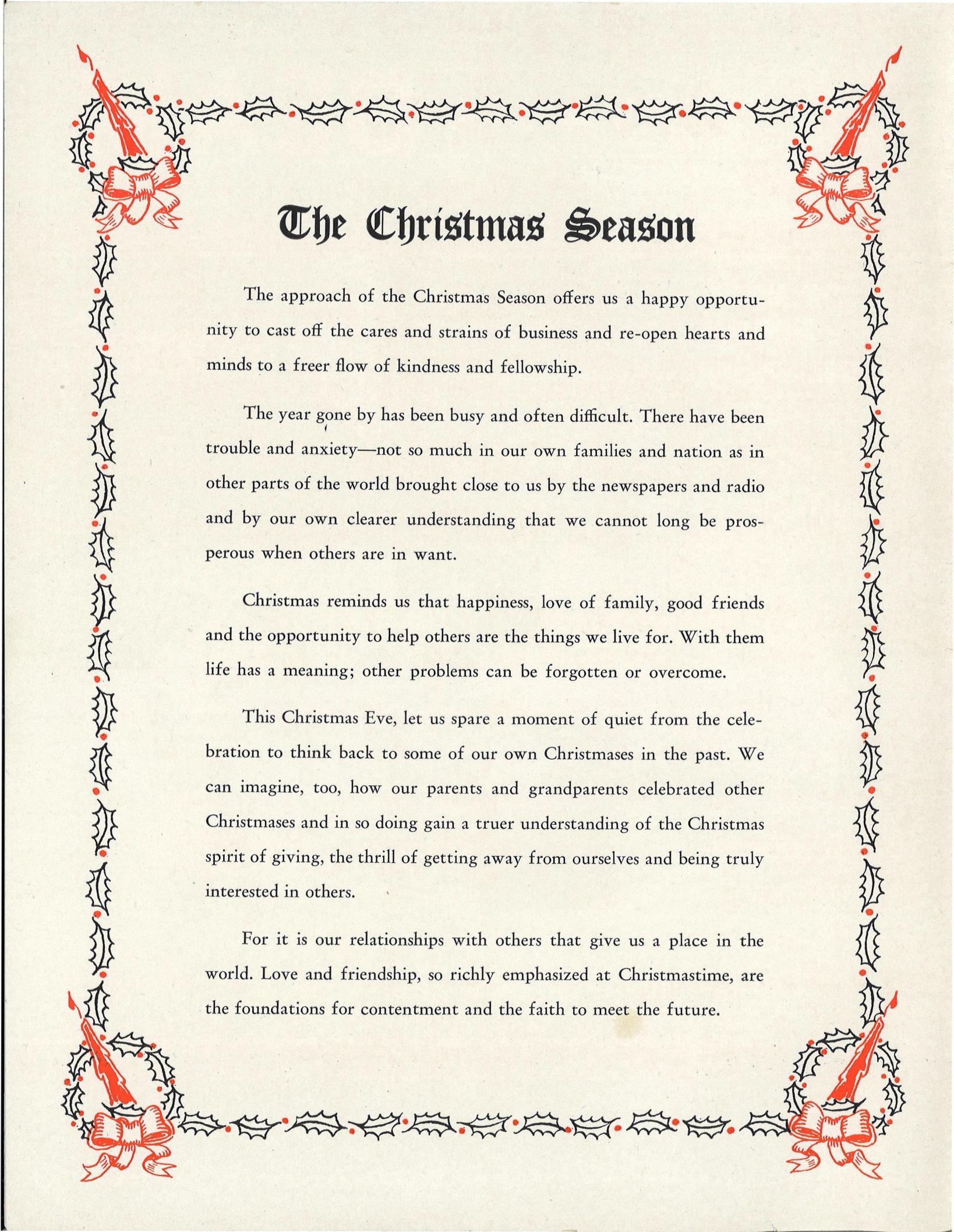
DECEMBER, 1947

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"TWAS THE NIGHT  
BEFORE CHRISTMAS"



PUBLISHED MONTHLY FOR EMPLOYEES OF SYLVANIA ELECTRIC PRODUCTS INC.



## The Christmas Season

The approach of the Christmas Season offers us a happy opportunity to cast off the cares and strains of business and re-open hearts and minds to a freer flow of kindness and fellowship.

The year gone by has been busy and often difficult. There have been trouble and anxiety—not so much in our own families and nation as in other parts of the world brought close to us by the newspapers and radio and by our own clearer understanding that we cannot long be prosperous when others are in want.

Christmas reminds us that happiness, love of family, good friends and the opportunity to help others are the things we live for. With them life has a meaning; other problems can be forgotten or overcome.

This Christmas Eve, let us spare a moment of quiet from the celebration to think back to some of our own Christmases in the past. We can imagine, too, how our parents and grandparents celebrated other Christmases and in so doing gain a truer understanding of the Christmas spirit of giving, the thrill of getting away from ourselves and being truly interested in others.

For it is our relationships with others that give us a place in the world. Love and friendship, so richly emphasized at Christmastime, are the foundations for contentment and the faith to meet the future.

*On the Beam*

## SYLVANIA NEWS LETTER

**TELEVISION TUBES** present an interesting case often encountered with technical products where the art of making the product has gone ahead more rapidly than the technical ability to measure and describe it. For example, the color and intensity of the light from a television tube is determined primarily by the powder used in coating the face of the tube. The color of the television picture may have a blue-black or greenish-black shade to it. Color is also affected by changes in voltage. Sylvania's Research Laboratory is now studying the means of measuring color and intensity to help the Company to produce tubes of standard color and light output with greatest effectiveness.

**MORE SAFETY AWARDS** have been won by Sylvania people. Kew Gardens and Linden Place laboratories each took top honors in their divisions in Greater New York's Annual Safety Contest, Page 13.

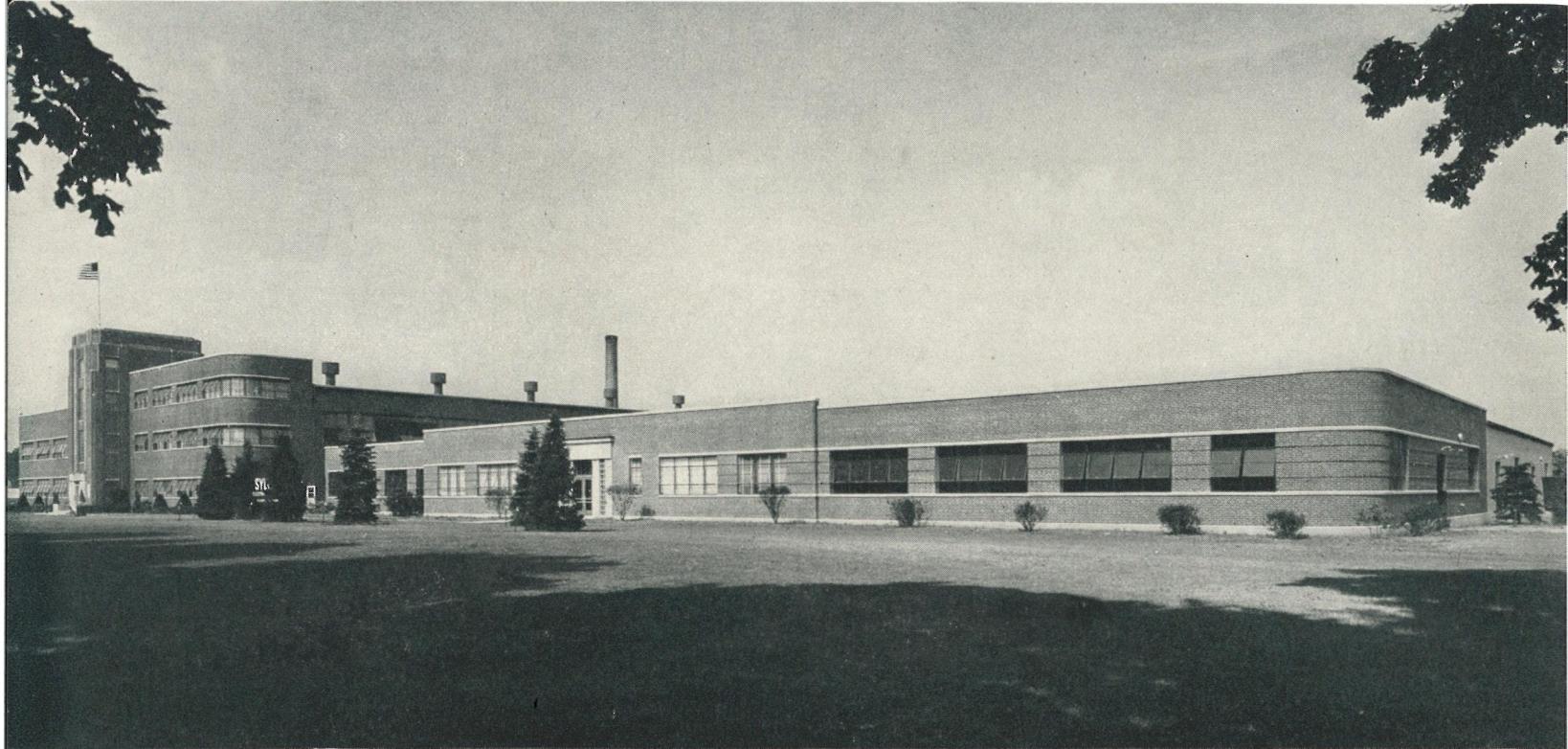
**CLOSING OF THE LOWELL WIRING DEVICES PLANT** around the end of the year has been announced. About 170 people will be affected. A decline in demand for the fixture parts made there and available space in other plants made the change necessary.

**LAMP PLANTS IN NEW ENGLAND** are featured in pictures and story beginning on Page 3.

**THE SYLVANIA EMPLOYEES CREDIT UNION** has increased its share deposits and loans over the past fiscal year, Page 11.

**HOW CHRISTMAS IS CELEBRATED** in foreign lands to the south of us is told by Sylvania representatives who live there, Page 11.

*Merry Christmas and A Happy New Year*  
*From THE SYLVANIA BEAM*



A NEW WAREHOUSE has been added to the Danvers Plant.

CARTONS OF FINISHED LAMPS  
are sealed and stapled, then passed  
along on ladder-like conveyors.

FROM DANVERS WAREHOUSE more Sylvania lamps begin  
their journey aboard hoisting truck to more American homes.

THE OFFICE  
at the Salem Me-  
chanical Development  
Plant. This group pic-  
ture shows Charles Lewis,  
Helen Tolios, Frank Neal, John  
Rhodes and Raymond Nolet, Henry  
Porcello, Emily Porcello, Douglas  
Milligan, Robert Lilly, James Gaff-  
ney, Anita Plante, Mary Stasiak, Charlotte  
Riordan, Bess Phelan, Mary Coughlin, Ruth  
Mahoney, Laurette Mallard and Isabelle Mooradian.





BEST QUALITY GROUP at Salem Loring Avenue, front row, l to r.: Anita Caron, Carmella Davis, Katherine Nickoloplus, Arthur Stone (Foreman), Katherine Danish, Catherine Karas, Marie Savoie. Standing: Stacia Kielbasa, Irene Levasseur, Ida Turley, Genevieve Batura, Mary Barry, Rose Nutting and Anne Geras. Mary Barry is the newly-elected President of the local union.

## SALEM AREA LAMP PLANTS MAKE LIGHT AT ITS FINEST

INCANDESCENT and fluorescent lamps and mechanical equipment for their production are made by Sylvania plants in the Salem area. Salem is also headquarters for the Company's Lamp

Division under Sylvania's plan of decentralized operation.

A fourth important lamp plant is located in St. Marys, Pa. This plant turns out lamps, like Salem Loring Avenue,

chiefly in the large volume, popular wattage sizes. The Montoursville, Pa., plant of the Company manufactures photo-

A PLEASANT GREETING at the Salem Loring Avenue Plant is provided by Regina Kowalski. She last appeared in BEAM posing with screen star George Murphy at a war production drive rally.





**CLOSE HARMONY** by a Salem Special Lamp Plant star production team making 7½ watt S-11 Candelabra Lamps. Natalie Mabey, Helen Kenny and Margaret Curtin gather around while Bert Galloway, Supervisor, plays.



**S. E. A. OFFICIALS** at the Salem Special Lamp Plant, l to r: Gordon Stanley, Treasurer; Irene Tarchini, Director; Ray Michaud, Director; Al Whitmarsh, Vice President; Henry McDonald, Director; Helen Darsney, Director; and Dora Ruscio, Secretary.

flash bulbs for the Wabash Corporation, Sylvania subsidiary.

The Salem Special Lamp Plant at Boston Street turns out the more unusual and, in most cases, higher priced units in the lamp line. These vary from tiny glow switches used in fluorescent starters to large bulbs for street and highway lighting. There are extensive warehouse

facilities at the plant.

The Salem Loring Avenue Plant has been in operation as a lamp plant for over a year now and is turning out a considerable volume of popular priced incandescent light bulbs such as the 15-watt through 200-watt sizes. The most popular sizes still cost the consumer less than he paid before the war.

**AMONG THE OUTSTANDING PRODUCTS** of the Salem Special Lamp Plant are these so ably exhibited items. Elinor Hourihan shows the Sylvania 3-Light Lamp; Phyllis Minter the Lumiline; Pat Donovan with the PS-60's; Loretta Morneau shows the tiny Glow Switch Fluorescent Starter Bulbs; and Rose Ambros exhibits famous Bolite Bulbs.

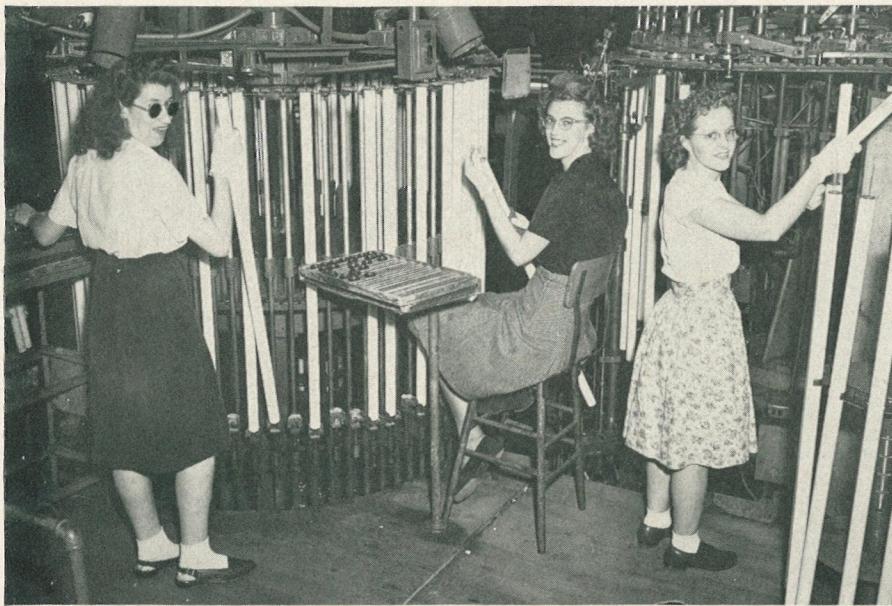


Thus, it is actually difficult under present-day conditions to operate such a plant with proper costs. Salem Loring Avenue is equipped to serve the customer efficiently and promptly and a warehouse attached to the plant in recent years insures an adequate stock for immediate shipment.

On the same location is situated the Mechanical Development Plant. Here Sylvania manufactures virtually all the equipment used in the manufacture of its fluorescent lamps and an increasing amount of its incandescent lamp equipment. The machines used to manufacture these products today are highly complicated and great numbers of man-hours go into the development and construction of a single unit.

#### Topflight Production

The Danvers Fluorescent Lamp Plant, about three miles from Salem, is today one of the outstanding fluorescent lamp plants in the United States. Production units now fill a large section of the extensive floor space on the plant's second floor. A new warehouse, recently constructed, boasts much of the latest equipment for speedy and economic handling of finished stock. Many of the operations at both plant and warehouse have



IT TAKES PRECISION-PLUS to do their work. At left, is one of two dozen units finishing fluorescent lamps at the Danvers Plant. From left to right, are seen Kathleen Quinn, Victoria Jaryzka and Beatrice Tibbets. At right is the Danvers Mount

been mechanized or are aided by ingenious equipment. This has helped keep Sylvania's position in the fluorescent lamp market and is a factor in keeping operations at the present level.

Sylvania's lamp quality is designed to be the highest that the customer can buy. Of course, quality standards themselves do not remain the same but are frequently improved. There is a constant competition between Sylvania and the other concerns in the industry to advance quality standards. Along with this goes price competition which has had the result of reducing present-day prices on the most popular wattage bulbs below their prewar 1941 price of 13¢.

The customer, of course, is the one who is getting a break in this situation.

There are few products he can buy today at a lower price than he paid before the war, but Sylvania 40 or 60-watt incandescent lamps are less today despite inflation. Fluorescent lamp prices in 1947 are also below 1941, for example the 40-watt fluorescent costing \$1.00 today was \$1.60 in 1941. From the standpoint of the producer, this situation calls for better methods, better machinery and better ways of doing things all up and down the line.



Dept. In clockwise direction, starting at left are: Marie Haight, Mary Mulry, Mary Micalchuck, Loretta Pacquin, Priscilla LeCain, Frances Lehto, Ruth Hockenhull, Esther Romani, Dorothy Perakis and Jane Osborn.

### FLUORESCENT MAKES RECORD

A new record for high production of fluorescent lamps by Sylvania is already assured for the year 1948.

From the quality standpoint, Sylvania fluorescent lamps now have longer life and higher lumen light output than ever before in history.

THE BASE FILLING SECTION at Danvers, l to r, are: Mary Bouris, Rita Hooper, Lucy Vallancourt, Gertrude Ouellette, Alice A. Parsons, Mary Burkenshaw (operating the machine), Julia Heuvel, Katherine Leszczynski, Zelia Ouellette, Evelyn Demsey, Rose Devoe, Mildred Hilton and Mabel Mullaly.



# ORGANIZATION ANNOUNCEMENTS

MR. JAMES F. LUNN of Emporium, has been added to the staff of the Cost Control and Analysis Section of the Manufacturing Staff Dept. He reports to Mr. Charles H. Gleason, Manager.

Mr. Lunn graduated from the Wharton School of the University of Pennsylvania, following which he entered the Army as a private, advancing to the rank of Captain before leaving the service. He graduated from the Harvard Graduate School of Business Administration in September.

\* \* \*

MR. J. ARDEN STILL has been appointed Manager of the Southwestern Division of Sylvania's Distributor Tube Sales. He succeeds Mr. Ray Carson who resigned to establish his own business as a Manufacturers' Agent in San Antonio, Texas.

Mr. Still has been active as an amateur radio operator for the past 33 years. His previous positions include 13 years as Manager of the Radio Dept. of the Strauss Frank Company. He was a member of the Naval Reserve from 1938 to 1941. Mr. Still will make his headquarters in Houston, Texas.

\* \* \*

MR. AVERELL H. PETTENGILL, Manager of the Salem Special Lamp Plant, has made the following organization announcements:

MR. HAYDEN G. KIMBALL has been placed in charge of the third floor departments.

MR. STANLEY DUNN, Foreman of the Sealex and Finishing Departments, and Mr. E. P. Morrill, Foreman of the Stem and Mount Departments, will report to Mr. Kimball.

MR. CLARENCE A. TOWNER is in charge of the fourth floor departments with Mr. George Carter assisting him in the general supervision of the floor.

MR. PHILIP A. SMITH, Supervisor of Costs, and Mr. Albert W. Richards, Supervisor of Production Control, will report to Mr. Pettengill.

## PRESIDENT OF COLONIAL RADIO



Edward E. Lewis

MR. EDWARD E. LEWIS, formerly Executive Vice President, has been elected President of the Colonial Radio Corp., Sylvania's subsidiary in Buffalo, N. Y.

Mr. Lewis came to Sylvania originally as a Consultant on various problems connected with the management of Colonial. He was appointed Executive Vice President July 1.

Born in England, he came to this country as a young man and took his first job with the Maxwell-Briscoe Co. in Tarrytown, N. Y. He later joined a General Electric subsidiary of which he became Treasurer, shifting later to Schenectady where he was an Industrial Analyst. Later, he served as Treasurer and Works Manager of Eclipse Aviation Corp. From 1936 to 1945 he was with the R.C.A. Manufacturing Company where he was Vice President in charge of Accounts and Finance and Government Relations.

MR. ALLAN PUTNAM has been appointed Division Manager of Quality Control for the Radio Tube Division, replacing Mr. Walter Weiss who recently was appointed Manager of the Emporium Receiving Tube Plant. Mr. Putnam will report to Mr. H. Ward Zimmer, Vice President in charge of the Radio Tube Division.

MR. SELBOURNE C. OSTRUM has been appointed Supervisor of Quality Control at the Emporium Receiving Tube Plant succeeding Mr. Allan Putnam who has been assigned new duties.

\* \* \*

MR. RAYMOND W. ANDREWS, Merchandising Manager in the Radio Division, who has been located at the Williamsport Electronics Plant has been transferred to the Emporium Factory Office, reporting to Mr. C. W. Shaw. Mr. Andrews will be responsible for all sales activity in the Emporium Sales Office. His responsibilities will include the Customer Service Section and all duties falling under the duties of Merchandising Manager. Mr. Andrews will announce his organization in the near future.

MR. HAROLD H. RAINIER, Manager of Distributor Sales, now located in Chicago, has been transferred to the New York Office. The move will enable Mr. Rainier to work more closely with Mr. C. W. Shaw, to whom he reports, and with the Executive Sales and Advertising groups.

Both the above changes have been made following the resignation of Mr. R. P. Almy who is resigning effective January 1, 1948 to become a part owner and Vice President of the Dixie Radio Supply Company in Columbia, S. C.

## I.R.E. ELECTS THREE SYLVANIANS AS FELLOWS

Three Sylvaniaans were elected fellows of the Institute of Radio Engineers at a meeting of the Institute's Board of Directors on November 12. This is the highest grade of membership and its award is bestowed as an honor.

They are: Bennett S. Ellefson, Director of Central Engineering, Flushing-Lawrence St.; Dr. Robert M. Bowie, Engineering Manager, Flushing-Linden Place Laboratory; and Henry C. Forbes, Vice Pres. in charge of Engineering for Colonial Radio Corp.

Formal award of the fellowships will be made at I.R.E.'s National Conven-



tion in March. The citations for the three new fellows are as follows:

Bennett S. Ellefson: "For his contributions to cathode ray tube development, proximity fuse tube design, and wartime electronic research."

Dr. R. M. Bowie: "For his contributions in the fields of micro-wave techniques, spectroscopic methods and standards and for his development of the ion trap cathode-ray gun."

Henry C. Forbes: "For his contributions as an engineer and executive in the field of home and automobile broadcast receivers and military



Dr. R. M. Bowie

radio equipment."

With the latest awards, Sylvania now is represented by six fellows in the I.R.E. Those previously honored are E. Finley Carter, Vice President in charge of Engineering; Marcus A. Acheson, Manager of Advanced Development, Kew Gardens Laboratory; and Virgil M. Graham, Director of Technical Relations, Flushing-Lawrence St. Offices.

An award was also made to Arne Schleimann-Jensen of Stockholm, Sweden, who spent some time in the Engineering Dept. at Emporium between 1937 and 1939.



Henry C. Forbes

**WITH SYLVANIA SEVEN WEEKS,  
EMPORIUM YOUTH WINS  
\$25 SUGGESTION AWARD**

Anybody else might have lost his temper when those oven doors kept dropping and breaking mount trays.

Not George L. Leavitt, newcomer to Emporium Sylvania and high school graduate last year.

After seven weeks on the job, he calmly suggested changing the hinges on the oven doors from top to side. The suggestion took. The doors no longer drop and break the mounts off the trays, and George has a handy \$25 for his idea.

(P. S. He has still another idea in the works and it is being investigated now.)

**Still Paying Off**

Another suggestion star of the month is Arthur R. Smith, Emporium Stem Dept., whose improvement of pin machine equipment there has paid him \$225 during the last four and a half years. Since the idea has meant steady savings to Sylvania, the Company has been paying Art steady dividends. The last dividend was \$75.

Top suggestion money winner of the month was a young Ipswich man, John MacDonald, who worked out a wiring improvement that won him \$90.

Total awards for the last period were \$398 and were distributed among 29 winners.

**SUGGESTION WINNERS**

**EMPORIUM.** Arthur R. Smith, IM, \$75, AA; George L. Leavitt, IC, \$25; Bessie Sebring, IC, \$5; Robert E. Ostrum, SA, \$5; Rex Waddington, I, \$5; Nina Beach, IM, \$5; LuElla Close, SA, \$3.

**IPSWICH.** John MacDonald, ID, \$90; Angelo Geanopoulos, SA, \$5; Ethel Peterson, GI, \$5; Thaddeus Suwinski, SA, \$3; Walter Rath, SA, \$3.

**KEW GARDENS.** Arthur Andersen, IM, \$25; Irving Barnowsky, IE, \$16; IE, \$3; Arthur Andersen & Edward Miller, I, \$14; Hazel Schoenhals, IM, \$10; Ruth Turner, IM, \$9; John Weinz, I, \$7; IM, \$3; Benjamin Klecka, SA, \$4; Jack Geddes, GH, \$3; GH, \$3; Charlotte A. Osvath, SA, \$3.

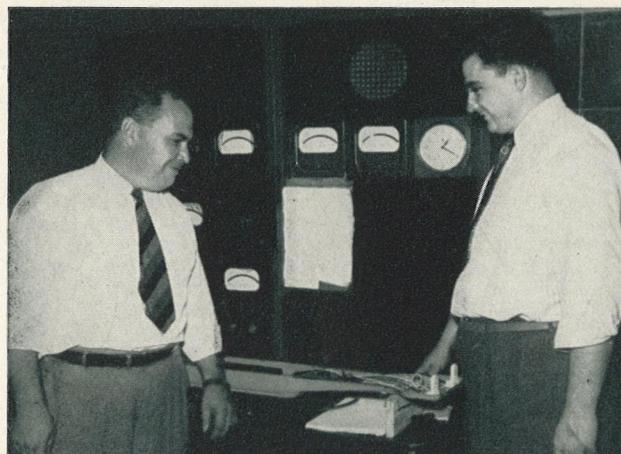
**DANVERS.** Harold McDermott, IM, \$25; Ernest Morin, IE, \$10; Manuel Ignacio, SA, \$5.

**BOSTON ELECTRONICS.** Rudy Marcucci, IM, \$10; John Martin, SA, \$3.

**JAMESTOWN.** Walter Bixler, ID, \$10; Cleo Swanson, IM, \$3; Madeline Finch, GH, \$3.

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

**THEIR IDEAS PAID DIVIDENDS**



JOHN MACDONALD of Ipswich shows \$90 wiring suggestion to Product Foreman Jim Regan. Alert young GEORGE L. LEAVITT (upper right) was seven weeks with Sylvania Emporium when he scored with a \$25 idea. ART SMITH, Emporium (lower right) has won a total \$225 for an improvement on pin machines he made 4½ years ago. His last dividend from the idea was \$75.

**LAMP DIVISION'S DR. LOWRY  
ADDRESSES AMERICAN CHEMICAL SOCIETY**

Highlighting chemistry's role in the manufacture of fluorescent lamps, Dr. Erwin F. Lowry of Salem was the principal speaker before the Detroit Section of the American Chemical Society at its meeting on October 21. In his talk, he showed some of the interesting aspects of the way trace impurities affect the behaviour of fluorescent lamps and emphasized the need of careful controls. He spoke further on the effect of changes in the composition of phosphor on color and on brightness of the light generated. His audience included many of the nation's outstanding chemical engineers.

Announcement of Dr. Lowry as the principal speaker before the group was the subject of a leading article in the October issue of the "Detroit Chemist."

**Pioneered In Field**

Of Sylvania's Manager of Fluorescent Engineering, the article said, "Dr. Lowry has figured in almost all the important advances in fluorescent engineering and in the manufacture of fluorescent lamps. He is the inventor or co-inventor of some 25 patented devices and methods applied to cathodes and discharge tubes.

"One of the earliest and most important of his patents is an electrode alloy known as Konal which is the basis of all alloy filaments manufactured today."

**Directed Research**

Dr. Lowry received his Ph.D. in physics at Ohio State University in 1923. Before joining Sylvania in 1940, he was instructor of physics at three universities for a total of nine years. He was later Director of Research for the Flexolite Company and for the Continental Electric Company and was in charge of research and development of oxide cathodes at Westinghouse.

**SHE FLIES TO SALEM  
TO HELP ELECT FRIEND**

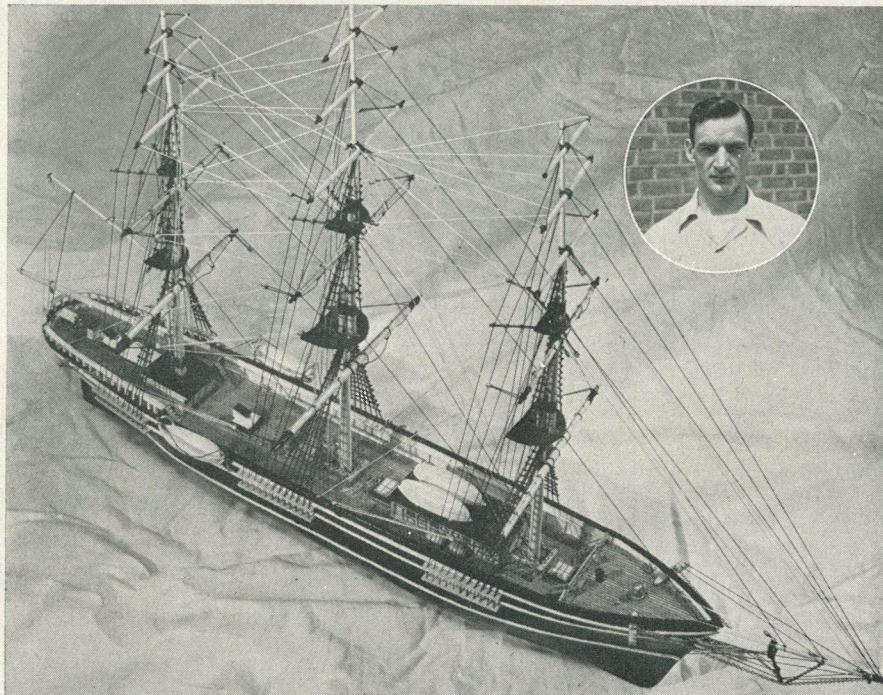
A loyal friend of Salem's mayor-elect Joseph B. Harrington, Florence C. Hayes of Flushing Sylvania, went out of her way on December 2 to cast a ballot for the successful candidate.

Flo left her desk in Office Methods and Planning Dept., at 5 o'clock on election eve, boarded a plane at LaGuardia Field and arrived in Salem in time to vote.

She spent a few pleasant hours during the evening at the Victory Rally and then, minus many winks of sleep, left the Boston airport at the crack of dawn the following morning for New York.

Before her transfer to Flushing, Flo was attached to the Company's Office Methods and Planning Dept. in Salem, her home.

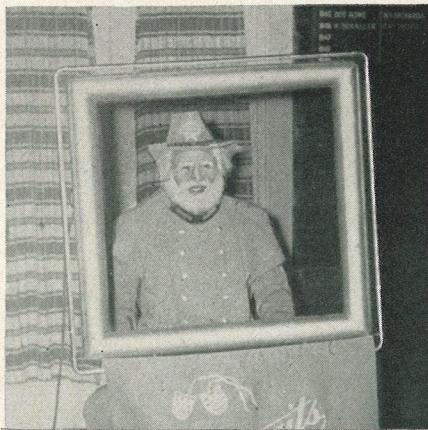
# Photo Around the S



**SOVEREIGN OF THE SEAS** they called her in the old Yankee sailing days. Here she is again in model form as built by Al Ramm (inset), a draftsman in the Flushing Research Laboratory. The Sovereign took Al four months to build right from her keel to her top gallants. He spent three months on the rigging alone, a delicate operation that required threading line through pulleys and deadeyes only one sixteenth of an inch in diameter. A skilled craftsman, Al also makes model aircraft and furniture for his home.



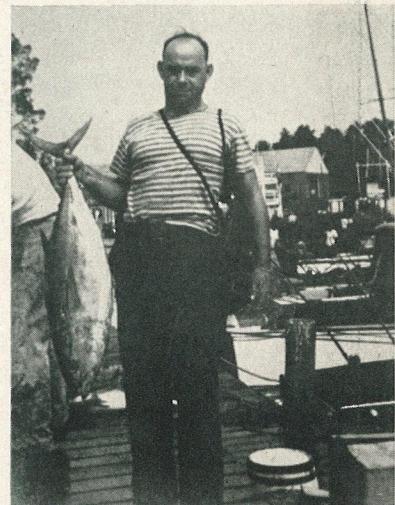
**PRETTIEST, FUNNIEST, most original is the way this threesome scored in polling at Warren Hallowe'en capers. Need to be told which is which? (L to R) Louise Bell, Ted Maniakis and Louise Anderson.**



**DON'T TAKE HIM FOR GRANT-ED:** He's General Robert E. Lee. Personifying the Confederate hero at Danvers Hallowe'en party is W. J. Johnson.



**TOPS IN GRID PRODUCTION** are these two teams from the Brookville Plant. At left, Grid Machine Operators Ruth Wallace, Lolita Grube, Naomi Keller, Nellie Dinger, Mary Dubensky, Connie Richards, Mae Fuller, Grace Ochs, Wilma Reinsel,



**STAYED HOOKED:** These two against Warren's top anglers, Clar They—and 24 more like 'em—won on a recent day's fishing off New ren Plant ate tuna fish for lunch.



**FAREWELL TO TOWANDA's** Jesse Gore, left, and Howard Brown who left Sylvania recently on reaching the 65-year retirement age. Fellow employees gave them a send-off party and gifts to go with them. Howard's wife, Mrs. Mabel Brown, is Towanda's cafeteria cook.

# Flashes sylvania Circuit



oriny battlers never had a chance  
nce Jordan (left) and Rex White.  
re hooked by Clarence and Rex  
Jersey's Coast. Next day the War-



STARRING SYLVANIA at home and overseas. Top, Sylvania exhibits in Brussels, Belgium, attracting many a solid citizen like cigar-puffing Burgomaster Van De Meulebroeck and to his left the city's Minister of Public Works. Right, Warren's fluorescent and incandescent lamps make an eye-stopping window display during Pennsylvania Week.



A DRYING EXPERIENCE but Burley T. Cram of Ipswich doesn't mind. Here he is at the clothesline hanging up a fresh batch of son Kenneth's diapers. Kenneth is five months old now.



Ruth Wisor. At right, more Grid Machine experts: Betty Sellers, Supervisor, and Monitors Julia Reed, Madge McKinley, Dorothy Powell, Marie Lyle, and Ethel Britton.



TURN ABOUT'S FAIR PLAY at any Hallowe'en party. When Flushing-Lawrence Street held theirs, Art Sattler turned up as the beguiling matron above, and Jean F. Mahoney as the comely farm lad. Both belong to Accounting Dept., Central Engineering where Art is the new supervisor.

## "RADIO IN EVERY ROOM" PROGRAM SHOULD BOOM SALES, BALCOM SAYS

The "radio in every room" campaign of the Radio Manufacturers Association has quadrupled the sales objectives of the radio industry, Max F. Balcom, Treasurer of the Company, and President of the RMA declared in a speech during National Radio Week.

"For years before the war the radio industry measured its progress in terms of how many homes were equipped with a radio. It patted itself on the back as it reached 70, 80 and 90 per cent of what was then called 'saturation.'

### Nine in Ten Have Radios

"Well, even before the war almost every home in every city and town had a radio, although the national percentage of radio homes, covering rural areas as well, was still in the eighties. By the end of 1946 more than 90 per cent of all homes in the United States had at least one radio and it appeared that 'saturation' might be just around the corner.

"The Radio Manufacturers Association was cognizant of this situation when it launched early this year a sales promotion campaign with the theme, 'A Radio in Every Room.' By adopting this program and financing it, RMA raised the sights of the industry and

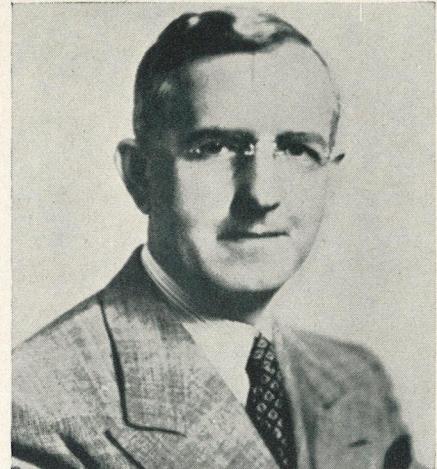
pointed the way to continuing high production and prosperity for manufacturers, distributors and dealers.

"Just what does this 'raising of the industry's sights' mean to manufacturers, to broadcasters, and to those in broadcast advertising?

### To Reach 100% . . .

"At the beginning of this year there were 38,128,000 families in the United States and an estimated 34,800,000 of them had at least one radio in their homes. If the prewar concept of saturation is used as a yardstick of the potential market, we would need only about three and a quarter more million home sets, plus replacements, of course, to reach 100 per cent saturation. But if the new concept of an average of four sets per family is taken as a goal, the potential market for new home sets, not counting replacements, is close to 100 million.

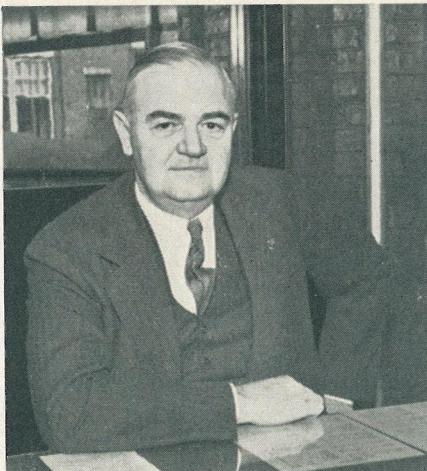
"Television will revolutionize broadcasting just as the talkies did the movies," Mr. Balcom predicted, "but the biggest problems today are in developing and financing programming rather than in the manufacturing of receivers and transmitters.



Max F. Balcom

### More Variety in Receivers

"New techniques, some of which are adapted from wartime developments, are already beginning to appear. Miniature receiving and transmitting tubes, the printed electronic circuit, and other technical developments point the way to an increasing variety of very small receivers—vest pocket or wrist watch radios, et cetera. The forthcoming Citizens Radio Communication Service—an outgrowth of the wartime walkie-talkie—and the rapidly expanding uses of radio devices on planes, ships, trains, taxicabs and buses, not to mention military electronic developments, are ushering in a new industrial era."



THE LATE JOHN C. CARTER, (left), who died after long illness on Nov. 10, was formerly Manager of the Salem Boston St. Lamp Plant. He joined the Company June 1916 in the Wire Drawing Dept. As member of an executive group, he helped form many important policies associated with the growth of the Company at that time. He played a leading part in fluorescent development and was an expert on glass. He loved the outdoors and fishing and hunting and enjoyed his camp in New Hampshire. Indoors, he was an enthusiastic card player. Most of his 31 years' service was at Salem where he stood as a stalwart example of energy and the passion for doing things right, combined in an unusual degree with the capacity for being a friend.

DOLORES GLATT (right) was 23 years with St. Marys Sylvania when she died of a heart attack Oct. 23. She began with Sylvania as a baser in the Sealex Dept., later transferring to the Quality Dept. She is survived by her father and four brothers.



ALMETA C. STRAYER, a member of the Altoona Plant Mounting Dept. since July, 1944, died on November 4 following an extended siege of pneumonia.

### N. Y. ELECTS S. E. A. OFFICERS

Edward G. Adams, Sales Promotion Supervisor attached to the New York Office, was elected a vice-president and six others from the New York area were chosen representatives of the Massachusetts Sylvania Employees' Association on November 25.

The representatives are: Drew W. Raskopf, Junior Salesman, and Rosemary Loughran, Senior Secretary, from the New York Office; John H. Macaulay, Jr., Senior Clerk and Marietta Fowle, Office Dept. Supervisor, from the International Division, 50 Broadway; and Patrick O'Connor, Junior Industrial Relations Assistant, and Earl Knowlton, Accounting Dept. Supervisor, from the Flushing Corporate Office.



# HERE'S HOW SYLVANIANS SPEND CHRISTMAS SOUTH OF THE BORDER

## Fireworks Celebrate "Felices Pascuas"

It isn't all ice and snow and draft-swept chimneys that Santa Claus encounters on his international sleigh ride one night every year.

South of the border, the rubicund old man starts peeling off his coat, rolling up his sleeves and settling down to some hot work.

This year the BEAM canvassed three of the Company's Latin American distributors to learn how they and their families make ready for the patron saint and how they observe the holiday.

"'Ninos Dios' your Santa Claus is called in our country," replied Sylvania's Mexican distributor, Guillermo Zambrano. "And 'Ninos Dios' means 'Child of God.' 'Merry Christmas' is 'Felices Pascuas'."

"In Mexico, little boys and girls believe that Jesus himself comes and fills their stockings. They have Christmas trees too, down there, but they are not so important. Mangers are the true symbol of the holiday. The children build the mangers themselves with the infant and Mary and Joseph and the Three Kings, and they decorate the manger with cactus plants and rocks."

A typical Zambrano Christmas assembles some 45 of the clan in Guillermo's home in Monterrey. The festivities begin Christmas Eve when they all go to Midnight Mass. After Mass, they sit down to a midnight feast of wild turkeys and rice. The next morning presents are exchanged. At midday there is another feast. In the afternoon—siestas.

### And in Colombia, Christmas Fireworks

Carlos Navarro Restrepo, Sylvania's Colombian representative, takes his family to the country where "we gather not only for praying but later for celebrations.

"Celebrations begin early on Christmas Eve. The people go dancing and singing to all the farms and houses and they have drinks and food. At dusk everybody joins the party and fireworks begin, beautiful as a rain of colorful stars. Then the globos, sort of paper balloons, are thrown in the air and fly away with messages for a merry Christmas.

"After the Midnight Mass where everybody sings and bells ring joyfully, supper is served, all native dishes. Some families once had the Christmas tree on which presents were hung. Now children wake up Christmas morning to find presents on their pillows."

### Brazilian Turkey Dinners

In Rio de Janeiro, Brazil, Sylvanian Emile H. Staub and his family do not follow Latin American Christmas tradition.

"We have our Christmas tree with the same kind of ornaments," writes Emile, "that we had in the States and in Switzerland, my old home. Our kids get just

as excited as we used to get years ago. They hang their stockings at the foot of the bed or leave their shoes in some conspicuous place so Santa may not overlook them.

"We have our turkey dinner and usually the family gathers on Christmas day. Our Christmas falls in the hot season and there is plenty of sunlight and heat but no snow."



CHRISTMAS FOR THE ZAMBRANOS means a happy clan of 45, including sons, grandchildren and other relatives gathering for Midnight Mass, wild turkey feasts and present-giving. Here are the leaders of the clan, Mr. and Mrs. Guillermo Zambrano.



HERE IS THE STAUB FAMILY on their 1946 Christmas at home in Colombia, South America. Couple in the background are relatives who celebrated with them.

## CREDIT UNION SCORES GAINS — IN ASSETS AND DEPOSIT SHARES

Gains in total assets and total loans to members and in the value of deposit shares outstanding were announced by the Sylvania Employees' Credit Union, a Massachusetts Corporation, at its Annual Meeting held in the Salem Special Lamp Plant last month.

The same annual dividend was declared on shares at the regular rate of 3% per annum.

Treasurer Charles A. Peterson, Jr., reported that while total membership of 2,350 declined 241 during the fiscal year, total assets had increased \$46,000 to \$510,000. Loans totalling \$77,000 were made during the fiscal year to 861 members. This compared with \$57,000 loaned out the previous year. Over \$91,000 was paid out on November 14 to members of the 1947 Christmas Club. Shares in members' accounts outstanding at the end of the 1947 fiscal year amounted to \$353,000 as compared with \$315,000 in 1946.

The net profit for the year amounted to \$2,172 after a transfer to the Credit

Union's Guaranty Fund of \$1,211.

At a Directors' Meeting immediately following the Shareholders' Meeting, all five officers were re-elected as follows:

President, ROBERT C. REED  
Vice President, WILLIAM C. HALL  
Treasurer, CHARLES A. PETERSON, JR.  
Asst. Treasurer, ALLAN H. BENJAMIN

Clerk, RENA C. FOSSA

The Board of Directors on the Credit Union now consists of Allan H. Benjamin, Margaret Bradstreet, Ann Flynn, Rena Fossa, William C. Hall, Mary Kumpf, Fred Lane, Frank Marchant, Charles Peterson, Jr., Charles Rackliffe, Robert Reed, Charles Wallis. Of these, Charles Wallis of the Salem Special Lamp Plant is the only new member.

An interesting fact brought out in the reports was that 55% of all eligible employees in the Massachusetts area are members of the Credit Union. Through the Credit Union they are able to make regular payroll savings and to borrow money for provident purposes.



**WATCH AND PIN CEREMONY.** Guy A. Klees, St. Marys Plant Manager, presents emblems of 25-year Sylvania service to Joe Hasselman, who reached the mark on November 7. Also visible in the picture are: Alice O'Brien, E. J. Hasselman, Teresa Meier, George Wortman, Alice Hoehn, L. L. Bosnik, Frances Mix, Josephine Distler, Romayne Schaut, Charles Goetz, R. M. Gardner (Loring Ave.), V. C. O'Sullivan.

### JOE'S IS BEST REASON FOR LEAVING THE JOB

Joseph J. Hasselman of St. Marys, Sylvania, finally walked off the job on November 7—but only long enough to pick up his 25-year watch and pin and go right back to work.

Thus, Joe became the third of the Hasselman clan to join the Quarter Century Club. Two brothers who preceded him are Martin, Emporium, and Edward, St. Marys.

Other Hasselmans who are shooting at the Sylvania 25-year mark are brothers John, 18 years at Montoursville; Herbert, 17 at Mill Hall; Ambrose, 12 at Emporium, and sister Martha, six years at Emporium.

#### Up The Ladder

Joe started work with Sylvania as a machinist back on November 7, 1922. Since then it's been a steady climb up the ladder. In 1925 he was put on sealex maintenance and four years later, he became Supervisor of sealex machines. On August 21, 1944, when they needed a General Foreman of the Sealex Dept., on shifts one, two and three, Joe got the call.

The oldtimer has a new home breaking ground on North St. Marys Street for himself and his wife and son. Away from sealex work, he likes to go hunting and fishing.

### START CONSTRUCTION ON EMPORIUM WAREHOUSE

Actual construction of the warehouse at Emporium was started around the first of last month. The building will provide 29,000 square feet of floor space and will be attached to the existing building No. 2, according to Stanley M. Brown, General Plant Engineer. Completion is expected early next spring.

**SEATTLE SYLVANIANS.** Here's the group that keeps Sylvania's sales on the up and up in the Pacific Northwest. Left to right, they are Mrs. V. Pearl Dunn, Mrs. Lorraine Edwards, Mrs. Marian Hamberger, Howard Lepley, Miss Dorothy Horan and Charles A. Dickinson, Northwest Division Sales Mgr. Mrs. Hamberger is mother of Southern Methodist University's John Hamberger, candidate for all-American football honors at tackle.



### SURVEY REVEALS WOMEN'S TOP YULE GIFT CHOICES

American womanhood will have to hang a bigger stocking if it is going to hold the items she wants most this Christmas.

According to a survey conducted by Sales Management Magazine among 1,005 women around the country, her No. 1 Yuletide longing is either for a radio or a phonograph.

Next on her list of preferences comes any one of the following electrical appliances—refrigerators, washing machines, electric mixers, toasters, irons, vacuum cleaners and deep freezers.

Still others of the fair sex will settle for fur coats or jewelry.

### SYLVANIA'S ALTOONA EXHIBIT HIT OF INDUSTRIAL WEEK

Altoona's window shoppers got even more than they bargained for during Industrial Week in October.

They saw how one of Sylvania Altoona's crack girl mounting teams assemble a radio tube. The demonstration took place in one of the city's broadest display windows.

In addition to the live display, Sylvania exhibited many more of its products including Altoona fixtures, testers, ray lights and the parts that go into tube assembly.

Many other concerns were represented also with attractive exhibits.

## SYLVANIA SCORES TWICE IN GREATER NEW YORK SAFETY CONTEST

Two Safety "Firsts" have been won by Sylvania in the Fifth Annual Inter-Plant Accident Reduction Contest held by the Greater New York Safety Council.

Sylvania's winning entrants were the Company's laboratories at Kew Gardens and Linden Place. Though not a winner, a third Sylvania entrant made a fine showing also in the contest, the Metallurgical Research Laboratory at Bayside.

Competing in a field of 463 plants and commercial establishments around New York, Kew Gardens and Linden Place are among the 64 leaders to take top awards. The awards in the form of Safety Plaques were presented at a Special Award Banquet in the Hotel New Yorker on December 9.

The period of the contest was six months, running from April 1, 1947 to September. In that time, Kew Gardens and Linden Place had not a single lost-time accident. The Bayside laboratory had but one.

Sylvania put on no emphatic drive to achieve its outstanding contest record. John B. Parchman, the Company's Plant and Safety Engineer for the New York Area, said, "We merely followed our routine safety operations. If any

accidents occurred, we were right on top of them and we placed additional safety posters around the laboratories.



SAFETY ENGINEER John B. Parchman—  
at Flushing.

Otherwise, it was 'Safety as Usual.'

The Greater New York Safety Contest is one of the largest of its kind and most competitive of any in the country. It is considered second in prestige only to those held by the National Safety Council.

The Greater New York Contest di-

rectors divided the competition into three classes according to estimates of the man-hours of work each entrant would tally during the six-month period.

Class I included establishments working 400,000 man-hours or more. Class II in which Kew Gardens competed was for plants working between 130,000 and 400,000 man-hours, while Linden Place was a Class III entrant among plants of 15,000 to 130,000 man-hours.

When the final results were in, however, they revealed Kew Gardens had worked a total of 502,680 man-hours with perfect safety; Linden Place piled up 100,948 man-hours with the same result, and Bayside Research had 59,587 man-hours worked with only one lost-time accident.

## MAINE FIRE RUINS SYLVANIAN'S HOME

Boston Street's Bob Dickinson lost a summer home and Maine, one of its oldest farm houses, when fire swept over the region recently.

The Dickinson home, of Pre-Revolutionary War vintage, was situated in Lyman, Me., and was the oldest farm house in that area. Bob saw only ash and rubble remains when he visited there to take stock of damage after the fire. Bob is an Engineer in the Boston St. Plant.

## INQUIRING REPORTER

Question: "Have you entered a contest and won an award?"

The Place: Ipswich Fixture Plant.



RAY RAMSAY, Product Engineering: "I entered a letter in a contest hoping to win World Series tickets. Another letter came back saying I had won a prize, but instead of World Series tickets it was just a free greasing job on my car."



MAX THOMSEN, Product Engineering: "A candy company offered prizes for the best jingles submitted. My sweet tooth got the better of me and I sent in a few and one of them took a prize."

HENRY T. COWLES, Ballast Dept.: "At college (Massachusetts Agricultural College) they held an annual sophomore essay contest. I wrote my essay on The Life of Robert Burns. It won me \$20 in gold."



CARL J. NITARDY, Product Engineering: "I entered some designs in a nation-wide contest for silver patterns. The contest deadline was September 1. Two months later a letter came with an honorable mention and a \$100 check."



## ALTOONA PLANT HOST TO ENGINEERING GROUP

Norman T. McGraw, President, and some 190 fellow members of the Altoona Engineering Society took a two-day tour of Sylvania's Altoona Plant on November 4 and 5. Among the Society's membership are eight Sylvania employees. The total membership of 552 men represents a majority of the industries located in Blair County. Altoona's visitors were served a cafeteria luncheon.

## SYLVANIA COUNTRY CLUB CLOSES SEASON

The Sylvania Country Club at Salem closed up the end of October after a record-breaking season. Weekly dances, five plant outings, golf tournaments and other activities added up to the greatest number of functions ever recorded at the Club.



MASSACHUSETTS 25-year veterans saved some of their happiest smiles for the cameraman at annual get-together, October 12.

## MASSACHUSETTS QUARTER CENTURY CLUB GOES TO ITS ANNUAL PARTY

Once a year members of the Massachusetts Chapter of the Quarter Century Club all get together to talk over the good old days and the better ones still to come. Talk is only part of the fun.

In the cheery setting furnished by the Sylvania Country Club, they dine and dance too, and clap to the barber shop harmonies and other melodies served up from their own ranks.

The 1947 party was in the best tradition of these annual get-togethers. They gathered, fifty-seven strong, for it. Most of the old-familiar faces, like Frank and Roger Poor, Margaret Bradstreet and Hayden Kimball were there—plus many 1947 additions to the veterans' ranks.

The meeting room was decorated with gay autumn leaves gathered by George Thorpe and his wife. Flowers were on the table. Music wove ear-pleasing strains through the social hour that preceded the dinner. After dinner came the business meeting with reports read by retiring Secretary John Learoyd and Treasurer Florence Small. Also heard was a letter from Edward J. Poor regretting that he could not attend.

From Margaret Powell, Chairman of the Nominating Committee, came a slate of three nominees who were unanimously elected. Frank Poor was re-elected President, Ethel Fallon became the new Secretary, and Florence Small was re-

elected Treasurer. President Poor then named the following to head committees: Alice Peabody, Marion Rodden and August Kulberg, Membership; Helen Murphy, Mary Morin and Russell Tirrell, Executive; Margaret Bradstreet, Winnie Terry and Ruth Russell, Social.

The evening closed on a note of mystery. It is a Quarter Century Club rule that everyone wears his pin to meetings. Violators pay one dollar.

They couldn't prove it, but when Frank Call and Bob Healy looked for possible offenders, they suspected Frank Becker, Russell Tirrell, Hayden Kimball and Allen Gardner of swapping the same pin. That's collusion!

WHEN GOOD FELLOWS get together. Left to right, Frank A. Poor; Ethel M. Fallon, new Secretary of the Chapter; Hayden G. Kimball; Laurie Begin; George Thorpe (rear); Mary Dervin; Frank J. Healy; Thelma O'Leary; Joe Russi; Roger Poor and Frank Marchant.

ETHEL FALLON, new Quarter Century Club Secretary, who was chosen to succeed John S. Learoyd on his retirement from office.

JOHN S. LEAROYD, Retiring Quarter Century Club Secretary, holds one of silver book ends he received in recognition of long and competent service to the Club. With him are Margaret Bradstreet and Frank A. Poor.



## ST. NICK PREPAREDNESS HITS PEAK AROUND SYLVANIA

A new highnote in yuletide fun and festivity was about to be struck by Sylvania Plants and employee groups as the Christmas BEAM went to press.

Everywhere the rush was on to sweep old St. Nick off his feet when he made his 1947 bow-in.

### Signs of the Times

Ipswich S. E. A., led by Irving T. Standley, President and Henry S. Prisby, Personnel Division, is preparing for another Annual Children's Christmas Party in Ipswich Town Hall on Sunday, December 21.

At Warren, Pa. holiday plans called for carol singing, a lighted Christmas tree, music and dancing (with door prizes) and even a professional magician to stage his Christmas bag of tricks.

At Brookville, the current program called for exchanging gifts in various plant departments just before the holiday. Dates for plant parties were still to be set.

The Penn Alto Hotel was named the place and December 13 the date for Christmas celebrating by Altoona's Mounting Dept., Second Shift.

At almost every other Company location, too, committees were making plans for organized merrymaking.

## Weddings

### SALEM—SPECIAL LAMP

Miss Gertrude Guy, Special Stem, to Mr. James Driscoll on October 26. Miss Patricia Donovan, Reflector Dept., to Mr. Joseph Banville on November 9. Groom is a co-op student at Northeastern and a former Boston St. employee. Miss Ann Spiridiglozzi, Glosstat Dept., to Mr. Francesco Saraiva on October 5.

### BROOKVILLE

Miss Marilyn Miller, Mounting Dept., to Mr. Summers Siar, Summerville, on October 4. Miss Nancy Taylor, Emerickville, to Mr. Cecil Jackson, Quality Dept., on October 21. Miss Ruth Dinger, Units Dept., to Mr. Clyde Lindsey, Jr., on October 31. Miss Frances Carrier, Quality Dept., to Mr. Robert Snyder, Emerickville, on October 25. Miss Louise Diltz, Cafeteria Stewardess, to Mr. C. Thorne Bennett, Foreman M.I.D., on October 3. Miss Alice Young, Parts Preparation Dept., to Mr. Richard L. Hawk, Rochester Mills, on October 11.

Miss Evelyn Shreckengost, Mounting Dept., to Mr. Clarence Snyder, North Freedom, on October 4.

Miss Phyllis Vandervort, Grid Dept., to Mr. Robert Hammer on October 24.

### WARREN

Miss Nan Nelson, Weld Dept., to Mr. Emil Frey on November 1.

### ALTOONA

Miss Helen Gearhart, Grid Dept., to Mr. Cameron Parsons on November 12.

Miss Jean Johnsonbaugh, Industrial Engineering Dept., to Mr. Martin Kilday on November 1.

### IPSWICH

Miss Rena Simatas to Mr. Nicholas Christopher on October 26. Groom is employed by a leather company.

### SALEM GENERAL ENGINEERING

Miss Sally Klipa to Mr. Raymond P. Ouellette on October 12. Groom is employed at Korn Leather Co., Peabody.

### DANVERS

Miss Helen E. Goos to Mr. Ernest A. Thompson, Drafting Dept., on October 18.

Miss Theresa Shalkowski, Coating Dept., to Mr. Arthur Leblanc on October 19.

Miss Constance Leonard, Factory Records, to Mr. Martin Morrissey on November 2. Groom was formerly with the Danvers Plant but is now attending school in Boston.

Miss Mary Sheehan, Finishing Dept., to Mr. Joseph Andruskewicz on November 9.

### EMPORIUM

Miss Delores Crosby, Office, to Mr. William L. Burlingame, Office, on October 12.

Miss Ruth Dippold, Finishing Dept., to Mr. Paul Thomas on November 1.

Miss Theresa De Sio, Finishing Dept., to Mr. Bruno Graziano on November 10.

Miss Ethel Lapolt, Grid Dept., to Mr. Harry Haynes, Finishing Dept., on November 8. Miss Ruth Ingram, Standardizing Dept., to Mr. Richard Nolan, Roulette, on November 15.

### SALEM—LORING AVE.

Miss Pearl Saulnier, Wire Dept., to Mr. Oscar Nelson on October 26.

## Births

### EMPORIUM

To Mr. and Mrs. Lynn Caskey, a daughter, Jerri-Lynn, on October 28. Father is employed in the Shipping-W.A.A.

### IPSWICH

To Mr. and Mrs. John S. Player, a son, Robert Daniel (9 lbs. 3 ozs.), on October 31. Father works in Maintenance Dept.

To Mr. and Mrs. James Austin, a daughter, Jan (7 lbs. 6 ozs.), on October 27. Father is Buyer in Purchasing Dept. Mother was

the former secretary to the General Manager.

### FLUSHING—LINDEN PL.

To Mr. and Mrs. Rowland Haegle, a son, Glenn (6 lbs.), on November 1. Father is an Engineer, Electronics Section.

### WARREN

To Mr. and Mrs. Derwin Stenstrom, a daughter, Diana Lee, on November 10. Father works in Plastic Molding Dept.

### SALEM—LORING AVE.

To Mr. and Mrs. Frank Higgins, a daughter, Diane Arlene (7 1/2 lbs.), on October 24. Father is employed in the Sealex Dept. Mother was the former Irene Pelletier who was employed in the Mount Dept.

### ALTOONA

To Mr. and Mrs. Arthur D. Stewart, a daughter, Janet Lee, on October 25. Father is Supervisor of Stem Dept.

### ST. MARYS

To Mr. and Mrs. Eric Hedstrom, a daughter, Elaine Anne, on November 9. Father is Supervisor of the Coating Dept.

### NEW YORK OFFICE

To Mr. and Mrs. Donald P. Caverly, a daughter (7 1/2 lbs.), on October 19. Father is Manager of Field and Commercial Engineering.

### SALEM—SPECIAL LAMP

To Mr. and Mrs. Charles Arnold, a daughter, on November 13. Mother is the former Mary Dumas of the Special Stem Dept.

To Mr. and Mrs. Gerald Kingston, a son, November 4. Father works in Production Control Dept.



Mr. and Mrs. Michael Armento

Danvers' Finishing Dept. was the start of romance and matrimony for Kiki and Michael Armento, a Unit Supervisor. Kiki joined Sylvania in 1941 after coming here from Greece. Michael is a Navy veteran of World War II.

## WE MUST MAKE A BETTER SHOWING

Profit is vitally important to every individual at Sylvania because profits show whether a business is doing well or poorly. Good profits have been called the best job insurance in the world.

Sylvania's sales are now running about six times as high as in 1940. Our profit on each dollar of sales, however, which equalled 6.1¢ on each dollar in 1940\* is down to 2.7¢ on each dollar of sales for the first nine months of 1947.

The Company has set up a special committee to work on the situation and recommend ways to improve operations. Supervision and all employees must cooperate for more efficient operations.

This is not to say that many improvements have not

been made. Better machinery, equipment and planning have increased productivity of employees in many operations. In several plants already there has been an upward surge of individual efforts toward higher efficiencies. However, there is nothing like being wholly on top of the situation and nowadays when business conditions generally are good is the time to start to "do it better."

Sylvania has made great strides in recent years. In looking ahead toward next year, we must remember that it is only through the personal efforts of individual employees in the Company that we can consolidate our position, keep the business rolling along, and make it profitable in a way that will continue to mean steady jobs and opportunities for personal advancement.

HOWARD L. RICHARDSON  
Director of Industrial Relations

\* See April '47 Beam for Profit Record since 1931.

## DON'T BE A SPECTATOR

You have probably stood on a windy corner and watched the spectacle of some person's hat caught by the wind and the owner chasing after it. It's surprising, sometimes, how indifferent spectators can be. The hat will even strike against their legs and yet they make no effort to stop it or pick it up. A terrible example of this sort of thing happened recently in a New York subway. A young boy hopped on the back of a car. About halfway to the next station he realized he couldn't maintain his precarious hold. He shouted for help. It is estimated that ten or a dozen people saw him, yet no one bothered to pull the emergency cord and the boy fell to his

death on the tracks—avoidable tragedy.

Sometimes the same type of thing happens in a plant or office. Something goes wrong. A machine starts running bad parts, an office system breaks down or a pipe begins to drip. But no one does anything. The man responsible is out of town. Perhaps he started his vacation yesterday. The result is waste of materials, loss of time or money.

Perhaps you see a chance to help someone do a better job or correct a situation. You may find your helpfulness pays off in the suggestion system. Don't let something you feel is wrong get by. Don't be a spectator. Be one of the team.



### THE SYLVANIA BEAM

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### ON THE COVER

Three-year-old Bobby Johnson of Ipswich and his friends were taking no chances of missing Santa's 1947 arrival when this scene was recorded. To make the time go faster, Bobby thumbed through Clement Moore's time-honored Christmas classic, "A Visit From St. Nicholas."

To Bobby's father, Ernest G. Johnson (left), goes the credit for this heart-warming picture. While Supervisor of the Model Makers' Shop in Sylvania's Ipswich Plant, Ernie is also an ardent cameraman. He started shooting pictures with a Brownie Box camera at 12 years of age. His equipment and his skill have been improving ever since.

# SYLVANIA POLICY FILE

No. 322 (Revision 3) — From the Policy and Standard Practice Manual. These policies are formulated by Sylvania's Management and issued by Industrial Relations.

## Holidays

1. The following holidays will be regularly observed by Sylvania Plants and offices, except when operation is authorized by the General Manager of the Division because of unusual production requirements:

January 1 — New Year's Day  
May 30 — Memorial Day  
July 4 — Independence Day  
— Labor Day  
— Thanksgiving Day  
December 25 — Christmas Day

Double time will be paid to hourly and non-exempt salary employees for all hours worked during the workday on any of the above holidays.

2. Hourly employees on the payroll as of the date of a holiday listed in paragraph 1 will be paid their regular straight time wages for such holidays not worked. However, in no case will an employee who works on such holiday receive more than twice his regular straight time hourly rate, plus applicable shift premium, if any, for the hours worked. When an employee works part of his scheduled hours on such holiday, he will be paid double time for the hours worked plus applicable shift premium, if any, and straight time for the remaining hours not worked.

3. No employee will be required to work on these six holidays except as required on continuous operations which must regularly be performed on a 7-day per week basis or as required by an emergency beyond the control of the Company, or as required for starting up operations following such holiday. If such holiday falls during his vacation, the payment for the holiday shall be added to his vacation pay.

*The Highlight of Her Christmas...*



## SYLVANIA FLUORESCENT LIGHTING



### SYLVANIA FLUORESCENT FIXTURES

can highlight your Christmas too . . . Christmas and every night and day of the year in your home.

Here are a few of many luminous reasons why no home can afford to be without Sylvania Fluorescent Lighting:

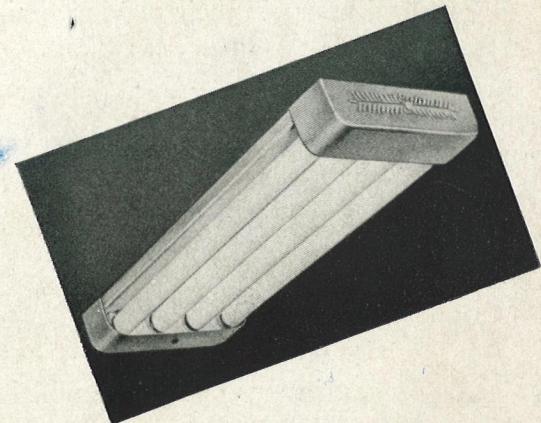
MODERN—it has graceful lines of light.

COOL—It creates a refreshing atmosphere.

EFFICIENT—It has long life and high light output.

DE-LIGHTFUL—It brings new life to any home.

AND—It makes for more efficient home-making by adding to the beauty and comfort of home-living.



THE SYLVANIA CONCORD has four 20-watt fluorescent lamps. You will want other eye-pleasing Sylvania Fluorescent Fixtures too in your home. Just ask your local electrical dealer. He knows!