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JOE PENNE, Editor

Mueller Gives Enrollment For Retiree Association

Mueller Co. recently enrolled its retirees, their surviving spouses, and employees age 63 or more in the American Association of Retired Persons (AARP), and as a result of the free membership presented by the company a number of letters of appreciation have been received.

One retiree writes: "Greetings from California, and thank you very much for the good news. It does one good to know the company does not forget its retired members."

A widow of a former retiree writes: "My husband's association with Mueller Co. was a most happy one, and I know he would be most appreciative of this act of continuing interest on your part."

The widow of a former salesman says she has held a membership in AARP since 1962 and highly endorses the organization and urges Mueller people to be active members. She adds: "Mueller Co. is certainly a company with a heart. What a wonderful thing you are doing when you subscribe to a membership in the AARP." She goes on to say that she has made many new friends, had many pleasant trips and is able to buy drugs wholesale—all through the AARP.

The membership paid each year by the company entitles the retirees to the unique services and good fellowship of an organization enjoyed throughout the nation by more than 800,000 persons who are making the most rewarding use of their mature years.

Designed with the retiree in mind, the AARP services include: an informational program dealing with Social Security,

Medicare, and legislation of interest to this age group; discount prices on drugs, hearing aids and medication; travel programs; consultation and referral services; and a magazine written for retirees.

Members are also eligible for group health and hospital insurance protection without age qualifications. The benefits are excellent and the cost is modest. It is suggested, however, that the retiree check the insurance benefits and compare its costs with the coverage available through Medicare or from the Company.

The possibilities of AARP are many. The cooperative enterprise of persons age 55 or more is nonprofit, nonpolitical and nonsectarian. It is dedicated to purpose, independence and dignity and to the belief that older persons have much to offer the world in useful service, happy relationships and individual well-being. The Association sponsors more than 425 local chapters.

Listed in the book "A Practical Guide for Senior Citizens," by Sidney Scott Ross, in 1962, the organization is described as "a volunteer group pledged to find for its members the maximum of common interests, to invite all older folks to take an active role in meeting resourcefully the needs of all phases of the lengthening life span."

In addition to enrolling all Mueller retirees and their spouses, spouses of deceased retirees, and those on disability, the Company will automatically enroll an employee and his spouse when the employee reaches age 63.

Charley Average Says—

"I'll Take The Fringes"

Once upon a time, there was an average young man named Charley — Charley Average. Charley was a good employee and he worked hard to provide for himself and his family.

Like the average worker, he

also suffered from that financial virus known as the "Shorts"; (his paycheck didn't stretch far enough.) Faced with this problem and armed with the knowledge that Mueller Co. was paying an average of 92 cents

additional for each hour he worked, to cover the costs of the many fringe benefits he was receiving, he rushed to the Personnel Office with a deal.

"Look," he said to Personnel, "We're one big happy family, right?"

"We like to think we are—at least most of the time," Personnel beamed.

"You like to see me happy?" "Sure, Charley, it makes us happy to see you happy."

"Would you like to see me really happy?"

By this time, Personnel was getting a little suspicious and asked: "Okay, what do you want?"

"Well, since Mueller Co. is paying about \$4,000,000 into fringe benefits this year, couldn't you just take out my share and give me the \$1,800 and forget about my fringes this year?" Charley asked.

He added, "I am never sick. I usually end up painting my house on my vacation and I'll just lay off on Christmas Day. I'll take that \$1,800 and invest it so that I'll have something later when I retire. Besides, by the time I am old enough to retire, the Federal programs will be broadened even further and Uncle Sam will take care of me."

Personnel was taken aback somewhat, but after he had regained his composure replied: "These benefits are worth more than just the money value placed on them. Think of your peace of mind."

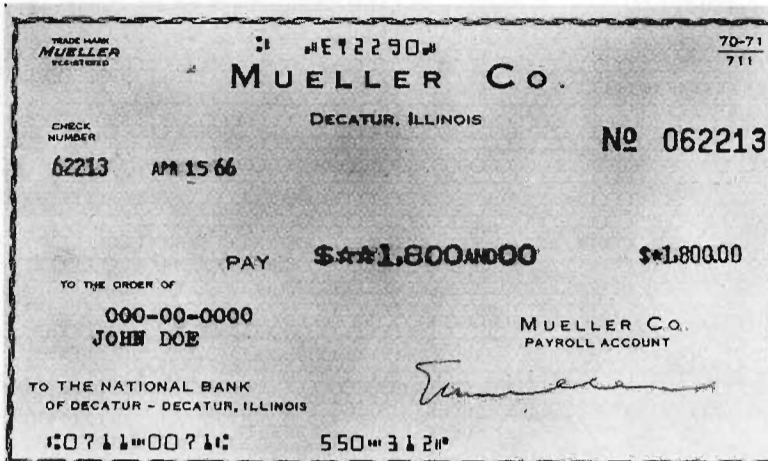
"With that extra \$150 a month," Charley gloated, "I'll have peace of mind and so will my creditors."

"You don't realize how many benefits you are getting and just what they are really worth," Personnel countered.

"And you don't realize how many creditors I have."

"Let's take a closer look at this average 92 cents an hour it costs the company, and I mean costs the company, because Mueller has to use cash to meet these payments — this isn't just an accounting gimmick. Out of that 92-cent average hourly cost we can only talk about 71 cents. The other 21 cents are taken out for Social Security, workmen's compensation, etc. This amount is prescribed by the government

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This year the company will deposit the equivalent of about \$1,800 into benefit programs for each employee and his family. The costs of these benefits totals about \$4,000,000 in 1966.

Cost of Doing Business Follows Same Path as Cost of Living

As the cost of living continues to rise for individuals, the cost of operating for Mueller Co. follows the same upward path.

As an example, the most expensive raw material by volume used by Mueller Co.—brass ingot—jumped nearly 8¢ a pound during one week in March. Due to the huge amounts of ingot that go into our brass goods, an 8-cent increase for a period of a year means about \$1,000,000 in additional costs to the company.

To further point out the effect of increasing brass prices, we can compare the material costs in a high volume item today with the same product two years ago. The H-15000, ¾-inch corporation stop has about 92¢ worth of brass in it today. Two years ago the same ingredient cost about 55¢. This is an increase of 67%! (Who says there's no inflation?—Ed.)

To partially meet these new demands, price increases have been initiated but this is not a solution to the total problem.

In some cases, the price increases lead to new difficulties. In highly competitive situations where some of our customers buy strictly on price, we are placed in a poor position. In other instances, substitutes are sought and sometimes used. These situations both have a bearing on our sales, while at the same time nothing is being accomplished so far as retarding inflation is concerned.

The only logical means of offsetting rising costs in the country as well as at Mueller Co. is to increase productivity. This is done through greater efficiencies in the use of manpower and machinery, and more judicious decisions on the part of management and supervisors.

Our "quality" competitors are faced with the same rising costs of manpower and material as Mueller Co., so we must maintain our position as a leader in the industry by outdoing the man or woman who is performing a similar function for a competitor.

We must remember that there is a molder in Erie, Pa., or a machinist in Dubuque, Ia., with

whom each of us is competing. If he does his job a little more efficiently or better than we do, his company comes a little closer to catching us.

Fyke Is President Of Decatur Union

New president of Allied Industrial Workers Union Local 838 at Mueller Co., Decatur, is Joseph J. Fyke, core blowing machine operator, Dept. 50.

Fyke won the election over former officeholder R. Dale Streight and two other candidates for leadership of the 620-member union. Officers elected are:

- Joseph J. Fyke, president
 - Robert Vaughn, vice president
 - John E. Hackl, recording secretary
 - John Niederbrach, secretary-treasurer
 - Ted R. Bean, sergeant-at-arms
- Trustees elected are Joe G. Baughman, Larry J. Malloy and Charles M. Wade.
- Bargaining committee members elected are Donald L. McCoy, Glen M. Burrows, William J. Kaigley, Paul D. Funk and Nelson E. Hoffman.

You Can Never Be Sure Who The Last Inspector Will Be

Many people at the company think that quality is noticed only when it is below normal standards, but this idea is refuted by the following letter which singles out exceptional performance by a Mueller product.

The letter was received by Warren Crawford, Mueller's Western District Sales Manager, from the manager of Southwest Waterworks Supply Co., of Phoenix, Ariz.

"Yesterday a manufacturer's representative with a pressure testing machine came around to demonstrate his product.

"Screwed into the machine saddle was a corporation stop similar to a Mueller H-15000. The corporation stop leaked at 380 psi, so I got a Mueller ¾-

inch H-15000 and we put it on the machine. We did not go any higher than the 480 psi because we were afraid the pipe would burst.

"Just like you to know that the regular stock Mueller ¾-inch H-15000 did not leak a drop at that pressure. I knew Mueller brass was good, but this surprised me. Anyhow, I told the gentleman to leave the Mueller stop on the machine so he could get his 480 psi without leaks in his demonstrations."

Since the stop mentioned was produced in Brea, Warren sent a copy of the letter to Earl Bright and a note which said, in part: "It isn't often that customers take the time to write such nice letters, and I thought

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"IDEAS PAY OFF", but not normally in the manner pictured here. When you push in a winner of an idea there isn't a hand there to hand your check over to you. Many hours of investigation and study are necessary to process an idea, but eventually, if you have a paying idea, there will be a hand with a check in it with your name on it. Have you turned in your first suggestion yet?

4/21/66

TO ALL MUELLER CO. EMPLOYEES:

Long before it became the law of the land, Mueller Co. had stated its policy concerning equal employment opportunity. Not only is this statement included in our Standard Policy and Procedure manuals, but posters describing the policy in detail have regularly appeared on all Company bulletin boards.

However, for the benefit of new employees or anyone who is not fully familiar with our policy, let me state it again here. Mueller Co., as a matter of firm Company policy, insists that all persons are entitled to equal employment opportunity regardless of race, creed, color or national origin. This policy applies not only to the initial hiring of new employees, both men and women, in all departments but also to the following: placement, promotion, upgrading, transfer, demotions, recruitment or recruitment advertising, lay-off or termination, rates of pay or other forms of compensation, all employee benefits, and selection for training, including apprenticeship.

The above equal employment opportunity policy, of course, applies at all plants, sales offices, or other departments throughout our entire Company.

John F. Thurston
(Signed)

**1st Shakedown
Runs Started
In Chattanooga**

During the past few weeks many of the pieces which will make up our new plant in Chattanooga started falling into place and the picture of an up-to-date factory and foundry is becoming apparent.

The Cramet property is no longer just an empty shell of a building that has been renovated. Instead, it has become a budding plant being equipped with the most modern machinery available.

By the end of March, the first furnace was heated and the first metal poured. Flask weights, weighing a ton each, for the new molding machine were being poured by the new equipment as workmen began the shakedown runs.

Factory representatives from machinery producers were on hand as the new pieces of equipment were tested. This "de-bugging" process was expected to last through April, at least, and by May it is hoped that the first foundry production can begin.

These early castings will be hauled to the Chestnut Street plant where they will be machined, assembled and shipped. As the two foundries continue to produce, machines and equipment from Chestnut Street will be moved at scheduled intervals to the new plant.

Late in March, the first piece of stationary equipment that had been in use, a shell core machine, was moved to Cramet.

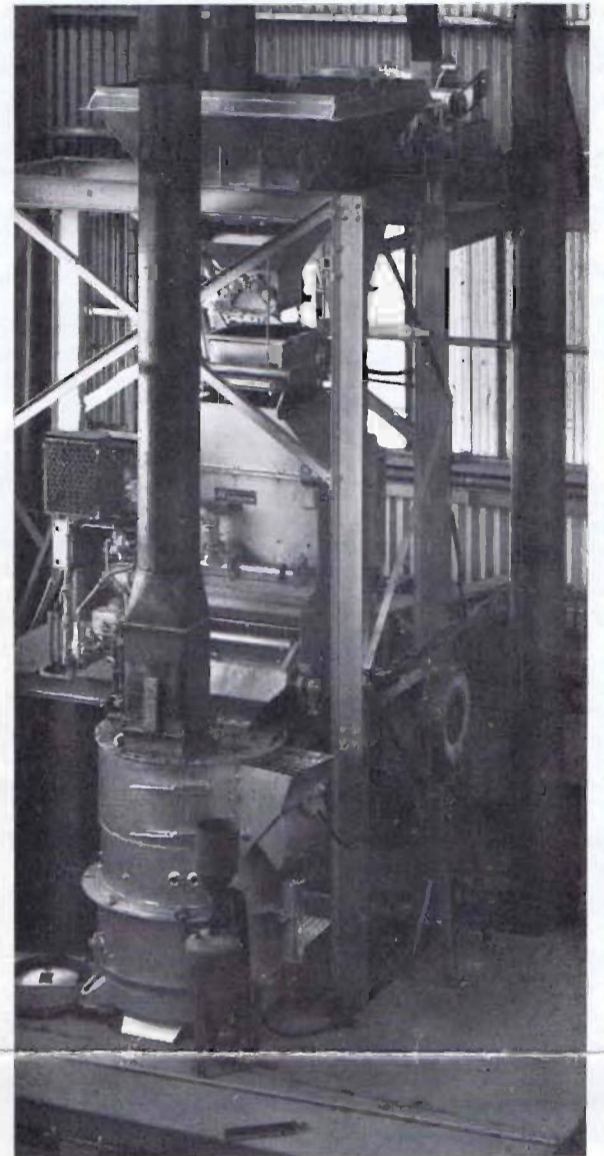
Also by late March, the new sand system was full, pig iron

was being unloaded, and the sand slinger for floor molding was ready for use.

This sand slinger fills and packs large molds at the rate of 20 cubic feet of sand a minute. The operator rides it as it operates in a circle with a 23-foot radius. The operator maneuvers the machine from one mold to another and directs the flow of sand through a spout on a boom.

The one important remaining piece of new equipment, the transfer machine for machining 4", 6" and 8" gate valves, is due to be erected in late May.

Hundreds of details are being worked out, and equally large numbers of machines and people have to be moved, but the reality of having an impressive new plant in Chattanooga becomes more apparent each day.



Shell sand coating plant.

**Local Museum
Holds Items
From Mueller**

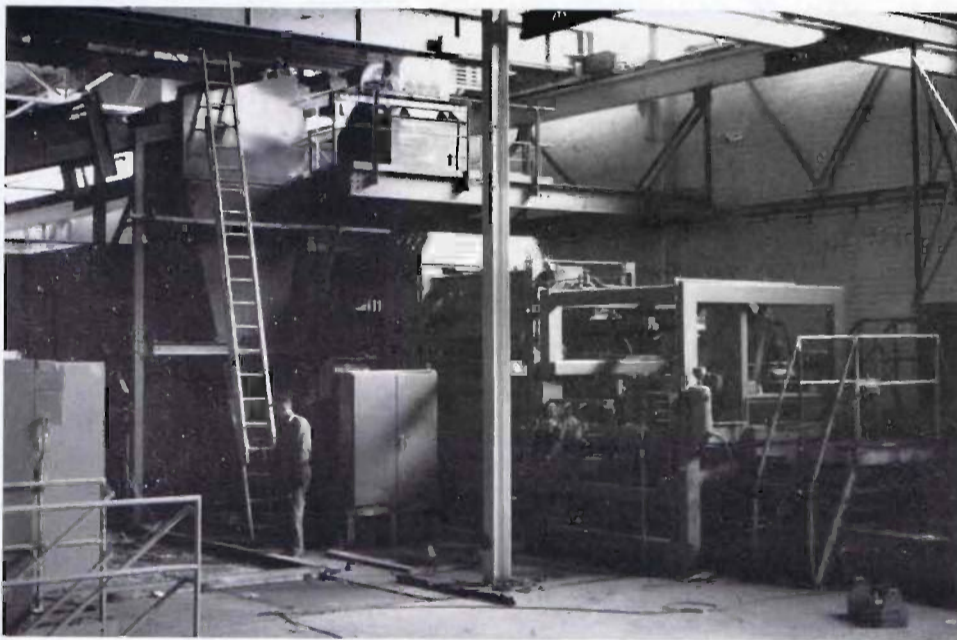
One of the highlights of the new Macon County Museum and Archives Center on the fourth floor of the County Building is a display of museum pieces loaned by Frank H. Mueller, Vice President — Engineering of Mueller Co. Many of the items in the collection relate to the company's history.

Among the powder flasks and Minie balls are rifles and shotguns made by Hieronymus Mueller, founder of Mueller Co. Presented also are pictures of his early shops. Of special interest is a silver firemen's trumpet of 1876, used in its day as a megaphone to direct activities at a fire.

These had been stored at Mueller Lodge, with many other articles and photos pertaining to early days of the company.

Those with a sense of history may now enjoy the museum, which was opened to the public on Feb. 14. On exhibit are many other antiques gathered in the county, and records dating back to the county's early days.

Offered for inspection in other display cases are miscellaneous pieces bringing back the spirit of the early 1800s; namely, churns, wooden kitchen utensils, a miner's lamp used in Decatur coal mining, and bottles used by early doctors and pharmacies.



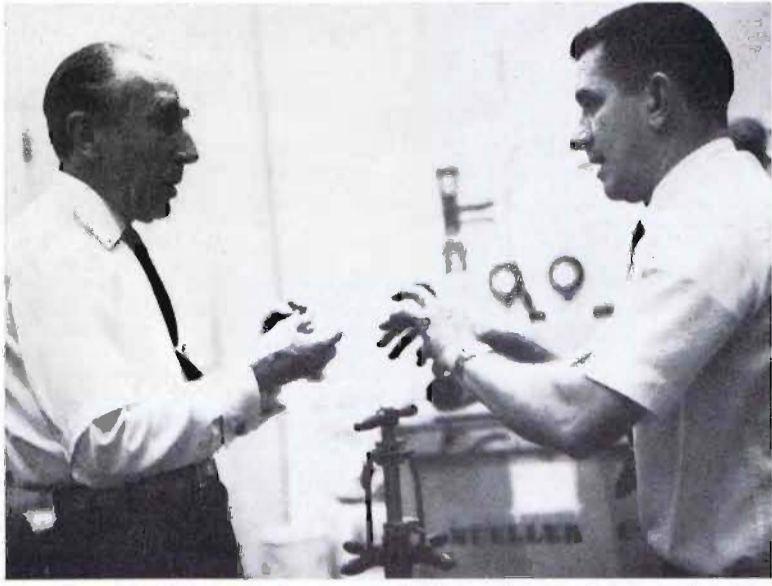
The Herman molding machine is going through its "de-bugging" this month. The operator's control panel is at the right of the workman. Molds leave machine to the right on a conveyor under crossover steps and move into the core setting area.



One of the electric melting furnaces with a 60-ton capacity.



The molding machine is at the far left. The molds travel to the right into the pouring area in the foreground.



Bill Knorr (right) describes some of the workings of a line stopping fitting to Raoul Touwaide of Brussels, Belgium. Mr. Touwaide was in Decatur recently to become familiar with Mueller products. He is a gas association executive in Europe and is supervising a marketing study for Mueller Co.

'Top Flight' Is Visitor's Appraisal of Mueller Co.

"Top flight" was the phrase used to describe Mueller Co. by Raoul H. Touwaide, Secretary General of the Royal Belgian Gas Association and Director of the Belgian Federation of Gas Companies.

Mr. Touwaide made this appraisal of Mueller Co. after spending more than a week in Decatur familiarizing himself with Mueller Co. products, engineering and manufacturing.

"From what I have observed during my stay, Mueller Co. is a fine organization. One that is definitely top flight," he said.

Mr. Touwaide has many years of experience as a gas engineer all over the world, and he is engaged currently as a consultant to work on a survey to determine the market potential for Mueller products in West Germany, the Netherlands, Belgium, Luxemburg and France.

As to the future of natural gas in Western Europe, Mr. Touwaide is very optimistic, although he says that this area is about 25 years behind the United States in the development of high pressure gas systems.

Different forms of manufactured gas have been used for cooking and heating water for almost 150 years in Europe, but natural gas did not become available there in quantity until the 1960s.

Recent discoveries of natural gas fields in the northern part of the Netherlands, offshore drilling in the North Sea, and smaller finds in southern France and northern Italy have given Europeans the necessary impetus to accelerate plans for the introduction of natural gas, he said.

"Well field exploration is moving swiftly, transmission lines are being built, plans for new high pressure distribution systems are being made, and people all over the Continent are optimistic about the future of natural gas," Mr. Touwaide said.

The biggest problem facing gas engineers in Europe is in converting distribution systems that normally carry "wet" manufactured gas at low pressures to ones that can carry dry natural gas at higher pressures, he said. (As the mains dry out and the pressures increase, the systems start developing leaks and trouble follows.)

These same conditions existed here when the U.S. made its change-over in the 1940s and it led to the use of welded steel pipe, new connections and fit-

tings, and different methods for handling gas.

"This is where the knowledge and experience of U.S. engineers and manufacturers will be so helpful," he said. "Such companies as Mueller helped to make the conversion in the U.S. possible through research and product development, and this American technology will be invaluable in Europe."

Such Mueller products as drilling machines and line stopping equipment and the method of handling gas in a No-Block manner are practically unknown in Western Europe. He said the British have equipment for handling natural gas, but it is not so highly engineered as that found in America.

He also listed such Mueller products as the Gas-Phase, Autoperf tee and Luboseal meter stops as ones which could be useful in foreign gas systems.

Some manufacturers in Europe are interested in producing similar products, but he felt that companies such as Mueller have a big advantage because of their many years of experience.

Mr. Touwaide feels that Western Europe holds the greatest potential at this time for the development of natural gas systems. Japan has an interest in natural gas and Australia has recently made gas discoveries on that continent, but much remains to be done in those countries. He said these countries are developed economically to the point where they are able to allocate money and efforts toward the introduction of natural gas, but they have been slow because of the lack of gas supplies.

On the other hand, he cited a number of North African and Middle Eastern countries which have large supplies of natural gas, who use it as a major export item. He said the underdeveloped countries export natural gas and use the revenue to buy machine tools and farm equipment and to develop the more basic industries before they turn to such "luxuries" as natural gas service.

While gas systems are years away in the underdeveloped countries, much work is being done to improve water and sanitation facilities, so a different market potential is also open there for Mueller.

The scope of this market, as well as our part in gas systems, are some of the things Mr. Touwaide and Common Market Research of Brussels, Belgium, hope to determine during the next few weeks.

In Decatur—

Mueller Gets Legion Award

Mueller Co. was one of three Decatur firms receiving Americanism citations at the 48th anniversary celebration of Castle Williams Post No. 105 of the American Legion, March 19, following a dinner at the post home.

Mueller and Caterpillar Tractor Co. were cited for their display of the American flag daily and for "their service to make Decatur an All-American city."

Norfolk & Western Railway was honored for publishing nationally the patriotic statement, "I Am The Nation."

Mr. Richard W. Brace, Commander, in presenting the citations, said: "Many times, companies spend quite an amount of money to display these flags and many times it goes unnoticed or taken for granted by the people in the city. This is our way of showing our appreciation for this interest in Americanism."

Scholarship Winners

Richard Leopold, son of W. R. Leopold, Mueller Co.'s Director of Engineering, is one of two Decatur winners of the Decatur Area Heart Association's science scholarships, in competition with high school students from a six-county area. He received a \$200 scholarship and will do actual research for eight weeks next summer at the Burnside Laboratory at the University of Illinois.



Leopold

The scholarship program, sponsored jointly by the Illinois Heart Association and the National Science Foundation, encourages young people with proven scientific ability to continue their educations in biology and medicine. It is in its sixth year.

Stephen R. Dannewitz, grandson of recent Mueller retiree Richard K. Dannewitz, has been awarded an honorary citation scholarship to Valparaiso University for 1966-67.

A senior at Eisenhower High School where he is a member of the National Honor Society and the Latin Club, he plans to major in physics in the school at Valparaiso, Indiana.

His parents are Mr. and Mrs. Richard W. Dannewitz of 13 Hilltop Drive.

Bank Salutes Us

During the month of March, Citizens National Bank of Decatur has been saluting Mueller Co. — "Decatur's Oldest Industry." The bank furnished a display showing some Mueller facilities and made space available for a Company display. This display pictures some of the workings of a typical water system in an average city. The "Salute to Industry" is a continuing program which spotlights a different industry each month and is designed to help acquaint Decatur citizens with many of its corporate citizens.

Retiree Keeps on Schedule By Driving Bus for School

Sociologists say two ways to stay young are to be around young people and to keep busy, but isn't it carrying things a bit too far for a retiree to arise at 5 a.m. to drive a school bus?

Mueller retiree Laurence E. (Brick) Kramer doesn't think so — in fact he looks forward to being in the driver's seat each day.

Brick spends four or five hours daily driving about 80 miles, seeing that some 50 children, ages 6 to 12, get to school and home again safely and on time.

Yes, this may be carrying things a bit too far for some men in their late sixties, but to see Brick at work is to know that he is enjoying himself and the job means more than just "something to keep him busy."

The "Hi, Mr. Kramer" he receives from all his little friends, the respect and friendship of the nuns and children at Our Lady of Lourdes, the gratitude of the parents, the appreciation expressed in the form of a pot-holder made by a first grader for Mrs. Kramer, and the offers to share pieces of candy with him, all warm his heart on the chilly bus and make him forget the boot full of snow.

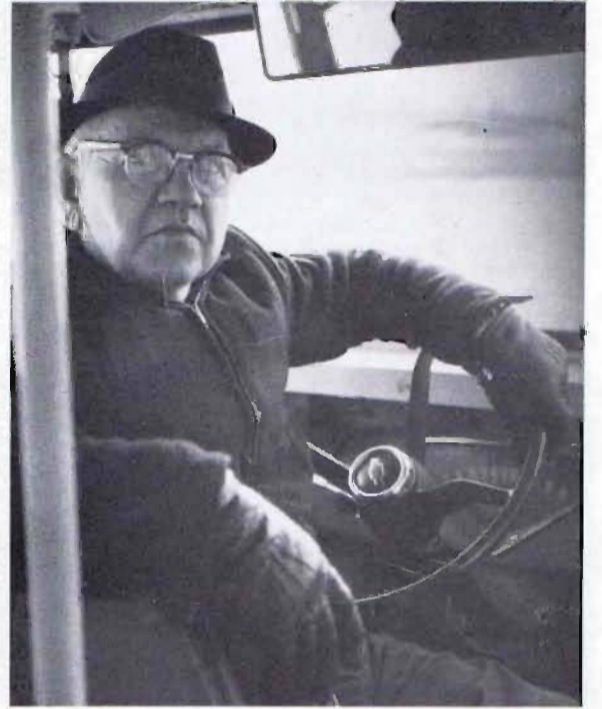
"Sure, it would be easier to stay at home on a zero morning, but it makes you feel good to know that you can still do worthwhile things. Besides, I would much rather wear out than sit around and rust out," he said.

All who knew Brick at Mueller Co. remember that he was not one to let rust form either upon himself or Dept. 90, which he supervised for many years. He is still supervising but now looks after 50 young people.

As parents, many of you know that the back of a station wagon isn't always big enough for three young ones, but how about keeping an eye on 50? "Do you have trouble making them behave and stay in their seats?" he was asked. He replied: "They are all good kids. Once in a while, I have to give them a talking to about not staying in their seats and making too much noise, but I know how young people are. These are typical kids, and I know and like every one of them."

Brick should know how youngsters act, as he is the father of six. Should he take all his grandchildren anywhere, he would need a school bus himself, because there are 25, living in places as far-spread as Korea to the west and New Jersey in the east.

Last summer the Kramers visited some of their family on the East Coast, in addition to visiting the World's Fair and Washington, D.C. In the busy schedule, there was even a little time for fishing.



Brick Kramer in the driver's seat.

To Brick, a schedule is a very important part of adjusting to retirement life. "Without some sort of routine, you tend to put things off and become too inactive. I know I have to pick up the first child at 7:10 a.m. and in that next hour I have 50 other children who expect me. In the afternoon, I spend two more hours, servicing and checking the bus and delivering my special load. A schedule is important to me as well as to a lot of others. It gets me going every morning and afternoon. Without one, it is sometimes harder to make a start and keep active, after you have retired," he said.

Brick retired in 1963 after 43 years with Mueller Co. and is now in his second year as a bus driver.

Interest in this part-time job was aroused by a cousin, who also drives a bus. After being assured that he was not too old, Brick began learning to drive a bus and then had to pass a state test and a physical examination. Today, he has an accident-free record and boasts that he has never had to call a tow truck. He has been stuck in snow, and a few times he has had to make some minor repairs, but so far neither sleet, snow, mud nor children have kept him from his appointed rounds.

Signs of the (TV) Season

A Mueller worker while reading the evening paper recently, commented to her daughter-in-law on an article about a Decatur woman seeing two robins during the waning days of winter. Her grandson, Shane, 2½, who was listening to the conversation, took special note of the words "two robins" and exclaimed—"Two BATMEN, too." (Holy Harbingers!)

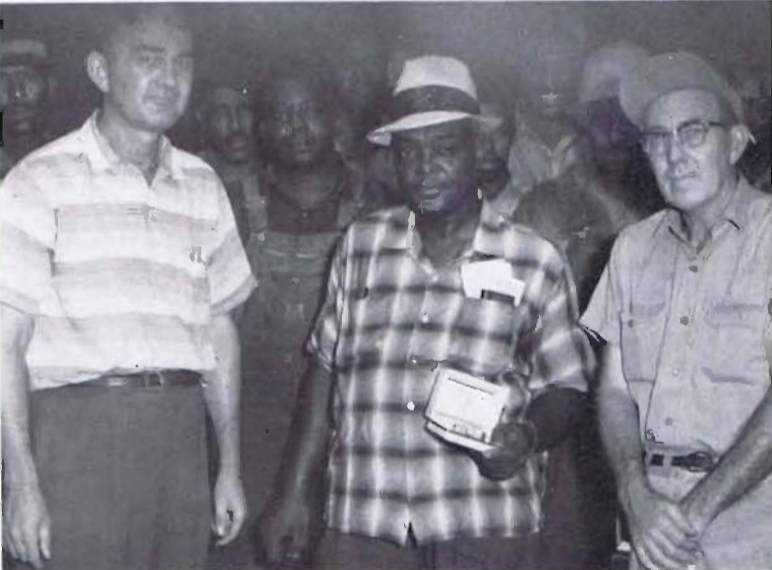




Ernie Campbell (right) recently retired with more than 45 years of service at Chattanooga. At the time of his retirement, Ernie was Inspector and Service Engineer. Upon his retirement, he was presented a color television set and cash from his friends in the plant. In this photo, he receives \$1,000 from Plant Manager Joe Wall for completing more than 45 years with Mueller Co.



Hoping to spend a lot of time with his new fishing pole in hand is Ernie Wittke (second from left). Ernie, who was a Hand Core Maker in Dept. 50 at Plant 4, recently completed almost 37 years at Mueller. The new fishing pole, reel and net were presented to him by his co-workers.



Many of Napoleon Gaither's co-workers in the Chattanooga foundry gathered on his last day and presented him with a watch as a memento of his 30 years and 11 months of service. At the left is General Foreman Coy Jones and at the right is Second Shift Foreman Don Andrews.



Flanked by his sons, Jim (left) and Joe, Merle Fleckenstein recently retired after 28 years of service at Mueller in Decatur. At the time of his retirement, "Fleck" was a carpenter in Dept. 38. Jim is a Methods Engineer and Joe is General Traffic Manager for Mueller.

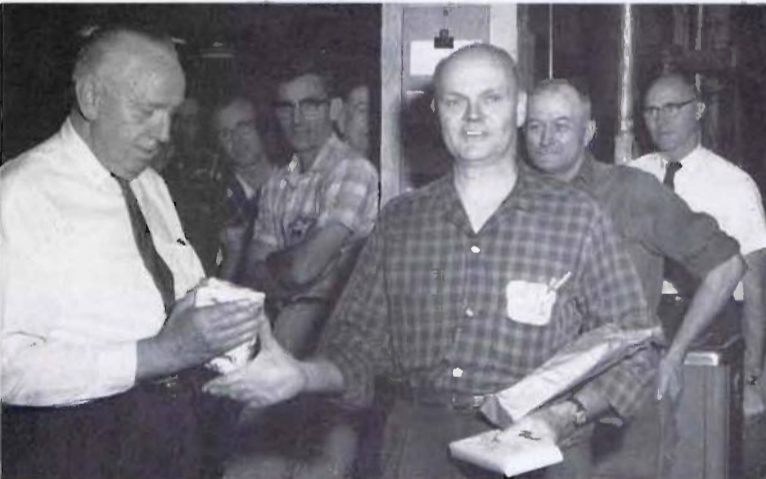


Naming some of the "old-timers" in a photo is Lewis A. Bland (second from left). Lew is a veteran himself, recently having completed 46 years and 11 months of service before retiring. At the time of his retirement he was a Test Lab Operator in Decatur.

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E. H. Potts (left) relaxes in a new chair which was presented to him by his co-workers and friends in Decatur. He retired as Foreman in the Iron Foundry after more than 41 years at Mueller. He and Ollie Fortschneider hold a card with dozens of signatures from Mueller friends.



A 43-year career at Mueller Co. ended recently with the retirement of Matt Like (left). Matt was a Set Up Machine Operator in Dept. 70 and receives best wishes from Department Foreman Ed Hartwig.



Howard Dupree (center) receives a \$1,000 check upon retiring with more than 45 years of service with Mueller Co. Howard worked in the Assembly Department in Chattanooga and was with the company 47½ years. Presenting the check is Foreman Jack Moss.

SERVICE AWARDS

SERVICE AWARDS
(* Denotes Outside Salesmen)

DECATUR

5 Years: William Dukeman, Paul W. Nisbet, Raymond R. Howell, Harold Colclasure, Thomas R. McCoy, Herbert W. Nalley, Joseph C. Penne, Merle E. Howell, Donald P. Pease, Stuart F. Winn, Dwight Hodson, Jeannine Hodson, Guy Andy Pruett.

10 Years: Harlan A. White, Ronald Brunner, Earl Eugene Kester, Acel Peel, Walter N. Mitchell, Troy M. Henson, Robert T. Cole, Myrna Barding, Hartford A. Lewis, Jr., Paul H. Halbrook,

15 Years: John H. Ossowski, Louis J. Seibert, Jr., Dean Kramer, Vaughn H. West, James A. Bratcher, Jessie M. Ohl, John W. Linn, William E. Barnes, John E. Johnson, John E. Hackl, Earl J. Caulk, Alice E. Weir, Ralph L. Handley, Jr., Wayne R. Jones, James S. Cussins III, Thurman Dunningway, Michael G. Tirpak, Ben Berner, Jr., Kenneth E. Daugherty, Edward R. Richards, Lyle R. Huff, Scott J. Kwasy, Elmer M. Lading.

20 Years: Wayne E. Lynch, Virginia A. Benton, William L. Brownlow, Gilbert L. Sanders, Zodiuss W. Embry, Helen E. Wall, Garnett Smith*, Louis Nash.

25 Years: Lew A. Miller, Dorothy L. Cooper, Leonard L. Lourash, Melvin T. Hardy, Walter L. Ford, Robert C. (Pete) Workman, John A. Harding, Raymond W. Schroll, John Arthur West, Lawrence E. Grider, Stan Ashby, Carl O. West, Galen W. Jenkins, Delmar Eugene Latch, Elmer W. Baker, Maynard L. Buckta, Otis B. Fears, Jr., Claude S. Inman, Joseph J. Fyke, Hilda M. Golembeck, Frank C. Hackman, Roy J. Burge, Ferden A. Herreid, Herbert W. Deibert, Wayne E. Nottingham, Colva I. Mayberry, Frank R. Grider.

30 Years: Harold Munsterman, Elmer H. Fawley, Otis E. Bethard, Ethel M. Turley, Carl M. Dodwell, Vernon H. Brunner, Robert P. Gross, Jack Conrad Rubicam*, Robert L. Oberline, Cleo L. Craft, William A. Mueller, Jr., Martin E. Riewski Amos (Del) Parks Gaylord R. Tripp, Dwayne E. Lebo.

35 Years: Elmer Ray Caudle, Glenn C. Dial, Wayne R. McCoy, Lester C. Wallace.

40 Years: Donald W. Ferry, Carl W. Buckwald, Erma F. Barth, Clarence C. Reidelberger, Merle L. Cunningham, George Edgar Hartwig, William L. Adams, John M. Smith, Walter J. Bowan, N. C. Washburn.

45 Years: Robert H. Tauber.

CHATTANOOGA

5 Years: Beth T. Bennett, Ray Boren, Dock B. Chaney, Jr., Larry G. Christol, Robert Earl Clark, Paul L. Forrester, Curtis Hinch, John J. King, Leroy Marsh, Eugene J. Medley, James P. Perkins, Zane F. Roach, Joe L. Stegall, Jimmie M. Willingham.

10 Years: Paul J. Allison, Curtis Barber, Wesley K. Brooks, Leon W. Brown, Donald C. Broyles, Earl R. Capehart, Robert F. Catchings, James A. Cooper, Bill E. Denham, Edwin Doss, Shelton Doyle, Jr., Herman E. Easley, Daniel W. Emery, Almer L. Godwin, John W. Griffin, Thurman Griffin, John Halsey, Jr., Dillard Johnson, Julian H. Kilgore, Frank Killingsworth, Robert E. King, Russell F. Lomnick, Jr., Mary E. McLaughlin, Edgar B. Montgomery, Jr., George D. Moore, John W. Muse, James T. Nance, Howard E. Owens, Curtis Pace, John A. Pekala, Claude H. Salmon, Arthur Lee Scruggs, Paul W. Smith, Willie Southern, Robert L. J. Spence, Murray L. Stewart, Allen L. Summerlin, James C. Swafford, Richard Waller, Jr., Edward O. Watkins, James E. Williams, Leroy Williams, Herbert H. Woody, Earven Baker, Jr., Leroy Ford, Alexander Petty, Derrell F. Pettyjohn, Charles Ray Vaughn, Lester Lee Vaughn.

15 Years: Gennie Conner, Early Lee Cooper, Willie Gunn, William C. Hambrick, Warren Hill, Fred F. Hixon, Stanley B. Kuhne, Phyllis H. McDonald, Dolores H. McFadden, Maynard W. Mitchell, Arnold W. Paris, Walter Readus, Jake Rice, Ruben G. Skipper, Jr., L. C. Stewart, James Bee Thomas, James E. West, Nora Betts, Burpie Brown, Joe Hill, Jr., Joe Hubbard, Dallas B. Maffett, Johnnie Matthews, Herbert Silvels, Claude Watters.

20 Years: Mitchell Foster, Robert Hogue, Wallace Jones, J. C. Rutledge.



These seven are all veterans of 25 years of service at Mueller Co., Decatur. From the left, are: Otis B. Fears, Roy J. Burge, Elmer W. Baker, Joseph J. Fyke, Herbert W. Diebert, Maynard L. Buckta and Claude S. Inman.



John M. Smith
Decatur
40 Years

25 Years: John Allen, Fred Brown, Leslie O. Higdon, John W. Hixon, Jr., William Joe Hixon, James E. Johnson, Jr., Ben T. Long, Jack Pope, Harold Roberts, Henry Rutledge, Lemuel Warren, Hollis N. Marsh, Noble L. May.

35 Years: Robert W. Lusk.
40 Years: Early Suggs, Don Andrews, O. R. Hubble.

BREA

5 Years: June Adkins.
10 Years: Charles Stevens.
15 Years: James Holmes, Nick Chaves, Lilliam Espey, Eli A. Lockard, Raymond Oronoz.
20 Years: John Price, Alice Dinwiddie.
25 Years: Claude Beckham, Clayton Travis.
30 Years: William Young, Warren Wunderlich.



Early Suggs (left) receives his 40-year service pin from Jack Moss, Assembly Dept. Foreman in Chattanooga.



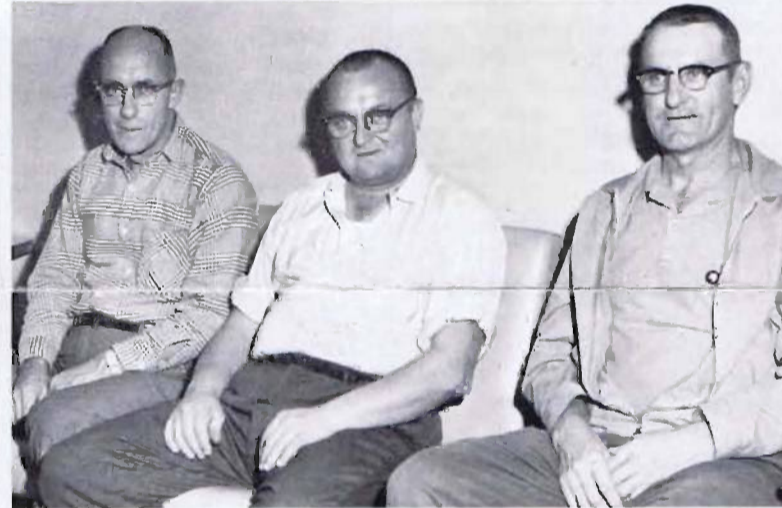
About 60 years of service are split between Bill Mueller (left) and Robert Oberline. Bill is Cost Supervisor and Bob works in Dept. 80.



Robert H. Tauber
Decatur
45 Years



About 125 years of service in Decatur are represented by these 25-year veterans. Clockwise, from the bottom, are: Galen W. Jenkins, John A. Harding, Eugene Latch, A. Stanley Ashby and Pete Workman.



Senior man in this Decatur trio is Martin (Sport) Riewski (center) who has 30 years of service. He is flanked by 25-year men, Wayne E. Nottingham (left) and Colva I. Mayberry.



A. D. (Del) Parks
Decatur
30 Years



Another group of long-time members of the Mueller organization in Decatur are, from left: Leonard L. Lourash, 25 years; Lew A. Miller, 25 years; Harold Munsterman, 30 years; Elmer Fawley, 30 years; and Melvin T. Hardy, 25 years.



About 30 years of service are held by both Carl Dodwell (left) and Ethel Turley. Carl is Decatur Plant Controller and Ethel is a clerk in Dept. 70.



George (Ed) Hartwig
Decatur
40 Years



Glenn C. Dial
Decatur
35 Years



Merle E. Cunningham
Decatur
40 Years

Cont'd. From Pg. 1

and we don't have a choice. Besides, this is where the funds come from to finance that government program you mentioned a little earlier. As a result of this broader coverage, the company is paying a quarter of a million dollars more in Social Security taxes this year than it did in 1965, just as you are required to pay more in 1966."

"Okay, I'll settle for an hourly pay increase of 71 cents an hour. Just gimme the cash and I'll worry about the peace of mind," Charley retorted.

Personnel reluctantly agreed to the idea.

Charley was feeling rather smug about his "raise", but before he could collect he had to pay. Before the next payday rolled around, Charley received an emergency phone call from his wife, telling him that one of the children had to be hospitalized and that the daily room cost alone was more than \$20.

"Well, thank the Lord we've got insurance to cover most of the doctor and hospital bills," Charley sighed.

"But have we?", Mrs. Average asked.

With that, Charley raced to Personnel.

"My boy's in the hospital. You haven't cut off my hospitalization insurance yet, have you?"

"Had to. It was part of the company benefit program that was included in that 92 cents," Personnel said. "Since we are able to take advantage of lower costs through the group plan, it would cost you considerably more to get equal coverage outside of the group. In spite of this group plan price, Mueller

expects to pay about \$685,000 in 1966 for group insurance.

"I ought to be shot," Charley said.

"You can't afford that. You lost your life insurance coverage that the company has been providing, too," Personnel said.

"With sickness in the family, I would suggest, Charley, that you take a few days of vacation to help at home, but you can't afford that either, since you have no paid vacation coming. This is a big item for Mueller, too, since we have about \$1,300,000 budgeted to pay you and everyone else for vacations, holidays and other hours away from your job."

With a groan, Charley said, "I think I'll retire and get away from it all."

"Sorry, you forfeited that benefit, too. We just made a payment of part of the \$975,000 that must go into a trust fund to cover pension costs this year and we didn't include money for you," Personnel said.

"Personnel, why didn't you tell me how much these benefits were worth?" Charley asked.

"It is difficult to tell you how much these benefits are really worth. It is at a time like this that they are worth so much. I can only tell how much it costs the company. I am sure that all of these benefits are worth a lot more to you now than they were a few days ago," Personnel said.

"If I repay that 71 cents an hour that was my share of the cost to the company for fringes, can I be re-instated?" Charley asked.

"Gladly," Personnel beamed. "We know you are one man who really appreciates these benefits."



A. C. (Augie) Werdes, Plant Controller of our west coast operations, retired March 1, ending 30 years of service with Mueller Co. Augie was born in St. Louis and was hired in Decatur, March 1, 1936, as auditor. This very popular man held a number of positions in the Financial Division in Decatur until he transferred to California in 1958. He plans to do a little traveling and a lot of golfing during his retirement years.

Mueller Enrolls in—

World's Schoolhouse

Freshly created opportunities for education and training through correspondence courses are now being offered Mueller employees in Decatur, through a contract for them with the world-famous International Correspondence Schools.

The program provides study in 250 major areas at extremely low cost, where the student studies at home at his own pace, either in job-related subjects or life-enrichment fields. Although the courses at present are offered to Decatur employees only, interest and enthusiastic response may help to make them available to those in all Mueller Co. plants in the U.S.

The saving of a usual \$50.00 registration fee to each student for each course is effected through a blanket payment made by Mueller Co. Most of the courses are offered as one unit, at a total cost of \$6.50 for each course unit, including the cost for all instruction material. Some courses, however, consist of two, three, and occasionally more, units.

An added help is the handling of all arrangements and correspondence between student and ICS through a company representative, Herb Ashmore, ICS Project Director in Decatur.

In a letter to each Decatur employee, announcing the new plan, Company President John Thurston mentions the readiness of Mueller Co. to promote employees to positions of greater responsibility as needs arise and as employees are found to be qualified for advancement. One purpose of the courses is to encourage Mueller people to prepare for these opportunities.

Descriptive brochures and details of the plan have been provided departmental supervisors by Mr. Ashmore, who has complete information about the 1,300

subjects available. He and the supervisors also have forms on which the employee may indicate his area of interest. The forms may then be handed directly to Mr. Ashmore or dropped into one of the plant suggestion boxes. Mr. Ashmore will talk with the employee about completing arrangements, including payroll deductions to cover course fees.

International Correspondence Schools is the world's oldest correspondence institution. Today, close to 7,000,000 students have enrolled for ICS courses since its founding. For more than 60 years, ICS has been training men and women in industry and over 6,000 firms in the U.S. and Canada currently use ICS materials and services to train employees.

The diverse courses range from Loom-Fixing to Radio-Electronic Telemetry, from the strictly practical such as Foundry Practice to the highly creative such as Art and Short Story Writing. More than 250 standard courses are offered in every major field.

ICS texts are written by experts actually teaching or working in their particular fields. Their manuscripts are then reviewed by ICS editors who add greater clarity, complete understanding, and "build the teacher" into each of the more than 1,300 ICS texts, which are fully illustrated with photographs, drawings, charts and diagrams.

ICS is composed of 16 distinct schools, each with its own Director, Principal and instructors. Combined, they form the Faculty. There are 170 instructors in all, each an expert in the home-study method of instruction, each expertly trained in his field.

When an ICS student completes his first text, regulating his own progress, he is ready for an examination. Upon its completion, the paper is mailed to Scranton, Pennsylvania, where it is reviewed by an ICS instructor who specializes in the subject. The instructor examines the paper and indicates what is wrong and why and where, in the text, the correct answers can be found, before returning the paper to the student.

Arrangements are being made to award Mueller Co. diplomas to all who successfully complete their chosen courses. These will be accompanied by study completion certifications by ICS.

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you and your group would appreciate it. Many thanks for the excellent quality."

Warren's final comment points out how quality-conscious our salesmen are. This ingredient called quality is one of the most vital selling points we have and it has been an important part of the foundation upon which the company was built.

Quality, as we mentioned, is a big selling point for our sales representatives. At the same time, when there is a lack of it, these same salesmen must endure the full force of the customer's criticism and give good reasons why they should continue buying Mueller.

Let's try to make their selling job easier!

—M.L.C.

Withholding Tax System Changed

Beginning May 1, your "take home" paycheck may be smaller, due to the new graduated system of tax withholding which has been introduced by the Federal Government.

This does not mean that income taxes have risen, but it is an effort to make your withholding tax come closer to the actual income tax you owe—assuming you claim the normal deductions.

The government hopes to reduce the number of taxpayers who have to pay large and often unanticipated lump sum amounts every April 15. The new scale is also aimed at cutting down the number of persons who receive large refunds each year, so there is the possibility that some will have smaller tax deductions.

Clean-Up Award To Chattanooga

Chattanooga, Tennessee, location of a Mueller Co., plant, has received a distinguished achievement award for beautification, from the National Clean-Up, Paint-Up, Fix-Up Bureau. Commissioner A. L. (Chunk) Bender of the department of public works recently received the award on the city's behalf, in Washington, D. C.

Chattanooga won the honor for accomplishments in the National Cleanest Town Achievement Award Contest. The competition drew entries from 155 communities in 36 states. Chattanooga won a merit award in the contest last year.

The grand prize, presented by Mrs. Lyndon B. Johnson, went to South El Monte, Calif., a town of 6,700.

The Adams Division of Mueller Co. was formerly located in South El Monte. About a year ago, the plant was closed out there and the operations moved to Decatur.

AARP Chapter Seeks Members

Growth is anticipated for local Chapter 215 of the American Association of Retired Persons, which meets regularly every third Monday, at 1:30 p.m., at Friendship House, 649 West North Street, Decatur.

Frank Bonham, newly elected president, is actively engaged in stimulating interest and participation in the group which was organized about three years ago. There are many AARP people in Decatur who could help the group to grow, he says, and activities are underway to promote attendance, with a fraternal type organization as the goal.

Bonham has arranged for a special meeting to be held in the basement of Grace Methodist Church, North Main at King Streets, May 2, at 1:30 p.m. The speaker will be Fred Faassen, head of the 5th District of AARP. Notices will be sent to all members in the county.

An invitation is extended to all to help the Chapter grow. Those with questions concerning the meetings may call Mr. Bonham at his home, 1203 West Wood, 423-8714.

Smith Cards Ace

John J. Smith, Chief Products Engineer, recently carded a hole-in-one on a Par 3 course in Newport Beach, Calif. John aced the 117-yard hole while playing with a number of Mueller men following a meeting of Western and Southwestern Sales Districts in Newport Beach.

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