

NEWSLETTER

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Joe Penne, Editor

RETIREMENT LEADS TO FIELD SALES CHANGES

(Decatur) . . . With the retirement of Stan Johnson scheduled for the end of October, a number of changes are occurring in assignment of sales representatives. Jim McClintick, who has been covering the northern half of Illinois, excluding the Chicago area, will move to Boston and succeed Johnson in the Eastern Sales District. Johnson has been with Mueller since 1945 and served New England for 24 years. McClintick joined Mueller Co. in 1953 and worked in the Decatur Sales Office for two years before he was assigned the Illinois territory. Bill Coffey, who has been living in the Minneapolis-St. Paul area and representing us in Minnesota and the Dakotas, moves to central Illinois to succeed McClintick about June 1. Coffey came to Mueller Co. following his graduation from Millikin University, Decatur, in 1959. He went through an 18-month sales training program and moved to the Midwest Sales District territory in December of 1960. Dave Linn, who has been in a field sales training program for about 10 months working with Coffey, will remain in that area and succeed Coffey as the Mueller representative. Linn joined Mueller in 1966, following his graduation from Southern Illinois University. He went through the company's sales training program and then worked a number of months as an instructor in the mobile No-Blo school.

YOUR PAY PACKAGE CONTAINS MANY EXTRAS

(Decatur) . . . We all receive a paycheck regularly from Mueller Co. or Mueller, Limited--but this is only part of the total compensation "package." Unless we go beyond the external wrappings of this package and dig a little more deeply, it is possible that we will miss seeing more than 25% of its total contents. On top of this package is our paycheck but as we dig deeper we find some mighty important contents labeled "vacation pay", "holiday pay", "hospital and medical care", "pension" and many others. These are all valuable assets and many of them come to us tax-free.

Let's say that you are the average factory worker in Decatur and your rate of pay is \$3.76 an hour. In the total pay package, however, there is an additional \$1.02 an hour. This \$1.02 represents an actual wage cost to Mueller Co. You receive a portion of this in special ways through vacation and holiday pay. Other parts are accumulating for us through a pension program or have a great value when we have a claim for medical expense reimbursement. For every dollar paid out in wages, another 27¢ is added to the pay package to cover employee benefits. For a year

of service, the average plant worker in Decatur receives benefits valued at about \$1,950.

These totals will vary from worker to worker, from plant to plant and between the U.S. and Canada since insurance costs, longevity, wage rates and laws vary. But we are all included in the program--and the benefits cost us nothing.

Here is what the average plant worker in Decatur receives in the total compensation package in one year.

1. Pay for hours worked--
52 weeks, 5 days each, make 260 working days. After deducting vacations and holidays we reduce this to 235½ days or 1884 hours worked @ \$3.76 an hour. \$7,083.84
2. Pay for hours not worked--
Due to the long years of service the average vacation period is 14½ working days or 116 hours @ \$3.76. \$436.16
10 holidays--80 hours @ \$3.76. \$300.80
3. Benefits for employee and family--
A. Health & Welfare, including life insurance, hospital and medical care, major medical, etc. \$325.00
B. Social security--\$7,083 at 4.8%. 340.00
C. Employment security tax. 18.00
D. Pension Plan. 471.05
E. Workmen's compensation insurance 54.49
Total value of benefits \$1944.50
Total Value of compensation package \$9,028.34

Using the 1,884 hours actually worked at \$3.76 an hour plus an additional value of \$1.02 an hour for benefits we get a total annual compensation package valued at \$9,028.34. Looking at this in just a little different manner, we receive about 27¢ worth of benefits for each dollar we get in pay, or in this example, \$4.78 an hour is the total value.

PLANT VACATION PERIODS LISTED

Following is a list of vacation periods for Mueller plants:

The Brea plant will be closed for vacations, beginning June 30 and ending July 8. The Decatur plant will close for one week from July 14 to July 21. During that period the office, Shipping Department and maintenance men will work. At Mueller, Limited in Sarnia, only production departments will close for the two-week vacation period beginning July 18. The Chattanooga plant will not close for vacations.

News Briefs

At the annual Trucker's Banquet of the Sarnia Safety Council, **Mueller, Limited** placed second in the "Class B" division for industrial truck users for Lambton County. A citation was given to the company because of the accident-free record attained last year by **Robert Macklin**, driver of the tractor-trailer unit, and **Howard Sayman**, driver of the local delivery van. The trucks covered 75,000 miles last year. * * * **Harold Peer**, pattern shop foreman in **Decatur**, recently was elected treasurer of the Central Illinois Section of the American Society for Quality Control. * * * Employed U.S. workers will work 2½ hours every eight-hour working day in 1969 to pay their federal, state and local tax bills, according to the U.S. Chamber of Commerce. The average American's tax load has changed drastically since the beginning of the 20th Century. In 1902 all taxes--federal, state and local--came to \$17 per capita. In 1948 it was \$349 and in 1958, \$568. For 1969 the estimated tax bill will be \$1,000 for every man, woman and child in the country. * * * **Richard W. Johnson**, draftsman in Plant Engineering in **Decatur**, recently was named a winner in the watercolor division in the seventh annual Town and Country Art Show. * * * About a year ago **Mueller, Limited** Employees Credit Union officials felt that the organization had a lot of things going for it, but that too few employees realized it, so they started a sales campaign. A letter was sent to all employees who were not members, listing the advantages and services. Current members were urged to have members of their families join, and new employees were approached. With the cooperation of the company, new office facilities were provided which added convenience with attractive surroundings. The efforts have been effective. Since the drive began: membership has gone up 48%; assets have risen 22%; shares upped by 24%, and loans increased by 34%. The net income has jumped by 11% while the expenses and costs of operating have gone up only 2%. New ideas and new services are being explored continually by the credit union's board as it seeks additional ways to improve the program. * * * The spirit of giving is very much alive among many employees of **Mueller Co.** Within recent weeks two social agencies have written to thank a particular group of **Mueller** employees for their concern. In one case, a number of **Decatur** office employees contributed money and candy for an Easter basket program for youngsters at the Lincoln State School for the mentally handicapped. The director of Progress School recently wrote the employees at **Plant 4** to inform them of the use of the money they had contributed at Christmas time. Instead of any gift exchanges, they took a corresponding amount of money and gave it to Progress School for the mentally and physically handicapped. The largest share of the contributed funds was used for a wheelchair for a young girl. The remainder was used for exercise boards. Director Gale Salzman wrote **Plant 4** employees: "Thank you so much for your gift. Your care and concern for the children at Progress School is sincerely appreciated by the students and staff." This spirit of unsolicited giving is the real heart of charity. * * * **Harold V. Munsterman**, retired pattern maker from **Plant 4**

and treasurer-manager of the **Mueller Co.** Employees Credit Union in **Decatur**, was elected president of the Illinois Credit Union League at its annual convention in Chicago, April 12. The league represents more than 1,600 credit unions and an estimated 1,200,000 members. Harold served as vice president of the league for two years prior to his election as president. He has been on the Central Illinois Chapter credit union board since 1950 and has served as the **Mueller** credit union treasurer since it was organized 25 years ago. **Robert W. Mallow**, assistant secretary and budget director, has been elected to the **Decatur** City Council. The April election was Bob's first election to a public office. He had been serving on the **Decatur** Council for two years through an appointment to fill an unexpired term of a council member who resigned.

* * * About 15 men from the **Decatur Engineering Division**, including engineers and group leaders, and 3 from Advertising have viewed and discussed the eight films which make up a portion of the American Management's Association course "Developing Supervisory Leadership Skills." The Engineering program was a condensed version of the full 8-week course completed the week of April 21 by about 90 supervisors in **Decatur**. The entire program has been completed in **Decatur**, **Chattanooga** and **Brea**, and plans are now being formulated to conduct it at **Mueller, Limited**. * * * **W. R. Leopold**, vice president-engineering, has been elected treasurer and a member of the executive committee of the Manufacturers Standardization Society of the Valve and Fittings Industry. The election took place March 26 at the organization's annual meeting in New Orleans. It represents manufacturers of about 90% of the fittings, components and valves (of all types) produced in this country. For more than 50 years MSS and its predecessor have served the technical interests of the valve and fittings industry.

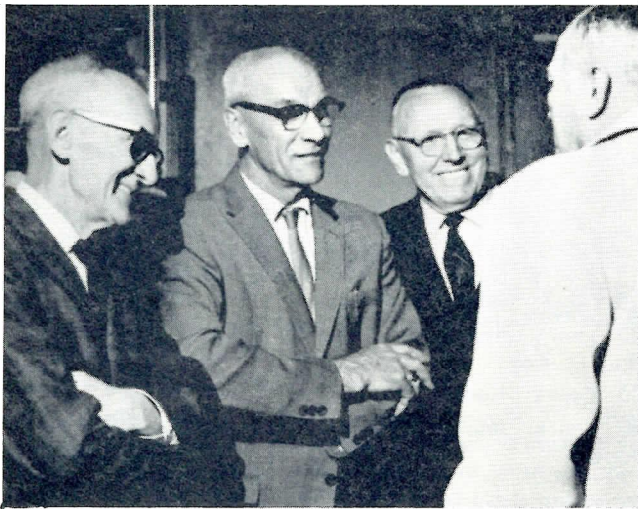
(If you have been elected to an office, appointed to a committee, one of your children honored at school or have some other news, please pass it on to Editor Joe Penne, **Decatur**.)

FIELD SALESMEN HOLD SEMINARS

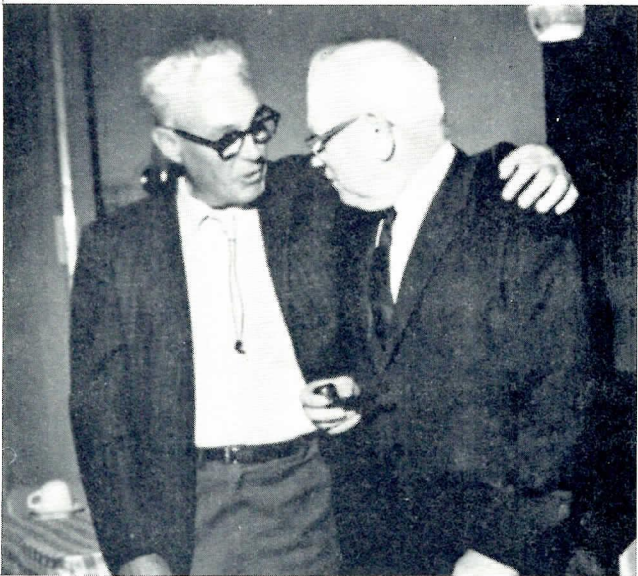
Seminars involving all of **Mueller Co.**'s sales representatives were held this spring in two locations. For three days during the week of March 24, all of the salesmen and managers from the Central, Eastern, Southeastern and Southern districts met to discuss, give opinions and offer ideas on product lines, company policies and planning. Two weeks later, all men from the Midwest, Southwest and Western districts met to cover the same points.

The sessions were called "seminars" rather than meetings because they were work sessions conducted by the men themselves, rather than by management. The men were divided into subgroups made up of those within a district and they discussed at length various topics given to them, plus anything else that popped up. At the end of the seminar, they reconvened and reports of each group's discussions were made to all participants.

This new method for conducting the program was viewed as highly successful and drew high praise from many men!



Hap Thompson (right) has the attention of, from left: Eric Blankenburg, Carl Maurer and Matt Like during a social hour at a recent meeting of Mueller Co. retirees in Decatur.



Laurence E. (Brick) Kramer (right) hears about Truman Peifer's trip out West.



Howard Gragg (center) points out a familiar face to Merle Cunningham (right), while Sam Hopper (left) looks on.

RETIREES MEETING HAS CONVERSATION, COMRADSHIP

(Decatur) . . . What do 40 Mueller Co. retirees talk about when they get together? The same things they discussed during their combined centuries of work and service, namely the company, its people, Cubs vs. Cards, fishing trips, vacations, and health. As one retiree put it, "Our interests are basically the same as when we worked, but we don't get to talk about them as much as when we were all together at work." The retirees at Mueller Co. in Decatur have a chance to discuss their favorite subjects at their meetings held at Ashby's House of Plenty on the first Thursday of each month.

The warmth and friendliness of the gathering is obvious and the strong handshakes, smiles and claps on the backs give a complete picture of fellowship. Comments of "What have you been doing?"; "You're lookin' good"; "Where's what's his name now?"; prevail.

There is little agreement about baseball teams, the best fishing spots or vacation areas, but there is accord when it comes to keeping busy. They all agree that they have plenty to do and as one man put it: "It just takes us a little longer to get some jobs done."

For those retirees returning to Decatur to visit, this monthly session is a perfect opportunity to see many of your friends at one time. For those in the area, it is a fine chance to get together to enjoy the company of many with similar interests. Everything is informal and no reservations are necessary. The schedule is simple--a chance to chat and greet from noon until 1 p.m. and then lunch for those who want to eat. Any retiree is welcome.

Retirements

The following list gives retiree's name, job, years of service and date of retirement.

Chattanooga

Wesley Hicks, machine shop, 29 years, March 27;
James B. Wallace, 16 years, March 16.

Decatur

Christine Z. Freemon, secretary to the vice president-manufacturing, 21 years, May 20.
A. Stanley Ashby, foreman of the Brass Foundry Cleaning Room, 28 years, May 29.

BRIEF REDUCTION FORCED IN DECATUR

(Decatur) . . . All production departments in Decatur except the Specialty Division (Dept. 70) were on four-day work weeks during two weeks in early April. The reduced schedule was necessary to adjust inventories which had gotten out of balance because of low sales volume for that period. No further reductions are anticipated if sales continue at a pace normal for this time of the year.

Service Awards

The following Mueller employees received service awards during March or April.

Chattanooga

5 Years: Simmy Dunn, William F. Blake, Walter E. Kilgore, Roy L. Johnson, Larry H. Hineman, Pleas Talley, Jr., Arlon E. Wells, Noel L. Hill, Bobby Lee Riddle, Richard W. Cuzzort.

10 Years: Alfonso Hewlet, Quincy Jones, Verdie Lee Grundy, John A. Sims, Will Martin, Jr., Travis C. Grayson, Travis J. Shropshire, Royce C. Kinsey, Spencer A. Smith, Robert Lee Lawson, Matthew E. Battle, George Holden, Jr., Charles R. York, Robert Hubbard, Jr., Major C. Fleming, Aaron M. Gray, Richard J. Raines, Jarvis L. Strickland, James B. Edwards, Henry Battle.

15 Years: Burnest S. Hays, Paul W. Hinkle, James E. Billings, Norris Mack, Tommie L. Ramsey, Donald K. McCurry, Herbert L. Adams, James E. Acklin, Clarence W. Carter, Elijah Burroughs.

20 Years: Wilbur L. Irwin, Jerome Hawkins.

30 Years: John Sparks.

Decatur

5 Years: Cecil A. Williams, John W. Kirk, Kenneth

Armstrong, Betty LeBo, Ronald C. Clendenon, Janet Kline, William D. Sebok.

10 Years: Jennie McDaniel, Harold G. Brunken, Laben F. Bowling, Jr., Edward A. Turner.

15 Years: Donald L. Matthews, Herbert P. Lewis.

20 Years: Wesley J. Brown.

25 Years: Harold K. Ashcraft, Darrell E. Smith, Arthur R. Kay.

35 Years: Harold W. Taylor, Edwin H. Jeschawitz.

40 Years: John E. Taylor, Fred Tratzik, William B. Jones.

Brea

25 Years: William Cosman.

30 Years: Ann Headden.

35 Years: Evelyn Miller.

Mueller, Limited

10 Years: James Sylvester.

20 Years: Marie Demeray, Ralph Harrett.

25 Years: Peter Krywicki, Roy Blacklock.

30 Years: Ronald M. Nicolson.

40 Years: George Lucas.

Some Time Ago At MUELLER

(Items taken from early company publications)

1907--the 50th year of operation for Mueller Co. The company was able to point to such improvements as a private telephone system and an electric light plant. A publication called "Then and Now" published by the company says: "The equipment of the factory embraces the latest and best mechanical devices known for the production of brass goods. All the machinery is electrically driven, power being supplied from a central station. All goods are rigidly inspected and subjected to a severe test before leaving the factory, this test being greatly in excess of service requirements.

"The company employs a force numbering between 650 and 700. For four years the factory has been in operation day and night. The day shift begins at 7 a.m. and quits at 5 p.m., while the night shift begins at 5:30 p.m. and finishes at 5 a.m., working five days a week.

"Twenty-two salesmen represent the company on the road, calling on the trade in all states of the union."

The six sons of founder Hieronymus Mueller ran the company in 1907. They were: Adolph Mueller, president and manager of the Sales Department. Robert Mueller, secretary and manager of the Purchasing Department. Henry Mueller, vice-president and mechanical expert. Fred B. Mueller, assistant secretary and field manager of salesmen. Oscar B. Mueller,

treasurer and manager of the Eastern Division. Philip Mueller, superintendent and mechanical expert.

1927--Oscar B. Mueller sold to Mueller Co. all of his holdings in Mueller Co., Mueller, Limited, Mueller Fixture Co. and Mueller Land Improvement Trust Co. and took over all stock owned by Mueller Co. in Mueller Brass Co., Port Huron, Michigan. That same year the Board of Directors authorized the building of a branch warehouse in Dallas, Texas.

1940--we received a contract to produce 105 MM shells in our Chattanooga factory. Along with the munitions we produced thousands of fire hydrants, gate valves, and related material for army camps, atomic energy plants and other installations. Also produced in Chattanooga for the war effort were: bomb dies, steering quadrants and engine bases for ships, and sea cocks and tank valves for gasoline barges for the Maritime Commission.

1942--the Los Angeles plant received an order for Army-Navy fittings for Lockheed Aircraft Co. "A forging press was ordered, but until it arrived we adopted any method that could be used since there was a critical need for these parts, and forgings were not available at that time on the west coast. When the forge press arrived we immediately began forging fluid line fittings. In 1943 we received two more presses and it was then that we really began the mass production of forgings for the aircraft industry."