

#### AUGUST • 1956 SPECIAL EDITION

## TIMELY

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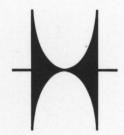
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\* Member American Association Industrial Editors



T FIRST glance one might not directly relate the people in assembly, in the shops and in the many labs to the marketing and sales end of Hamilton's picture; but all of us, whether we be salesmen, bench workers or office employees, all work toward the same end - success of the Company; each is indirectly a part of everything that goes on at Hamilton. For this reason, even though many of you did not actively participate in the National Sales Conference in June, you are none the less a part of its significance and its ultimate objective of selling more watches. As such, we thought you might be interested in seeing some of the pertinent elements that went into this Conference . . . a three-day session that covered every phase of the Company's reason for existing . . . a session that took in, in some way, the vital work of every Hamilton employee.

This special edition of TIMELY TOPICS we hope will be successful in giving to those who went about their regular jobs while the Conference was in session a look into its meaning, and to those who took part, a reminder of JUNE 25–27, 1956.



WELCOME Mr. Hamilton

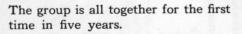
## SUNDAY NIGHT

# Pre-conference get-together



Greetings are extended to salesman "Mr. Hamilton" Kant by H. G. Thomas, vice president — finance and comptroller.

Ralph W. Biggs (second from right) of the Biggs watch case company (Hamilton owned) is welcomed by Ed Jones, Steve Fedor and Roland Raver, vice president—manufacturing.





"With the sound of this gavel, I bring this Sales Conference to order!"—H. S. Tholen



"I have found Hamilton people friendly and willing to help with any problems . . . and just as important, I have found these people to be very capable and efficient."—R. A. Fulton



"I'm extremely optimistic . . . we thrive on challenge . . . going to capitalize on growth opportunities that lie ahead . . . new products . . . additional diversification . . . new marketing techniques . . . Hamilton is a team."—A. B. Sinkler



## NATIONAL SALES CONFERENCE

June 25-27, 1956



"We are convinced that our long range diversification program is sound for everyone connected with Hamilton."

-R. B. Thompson



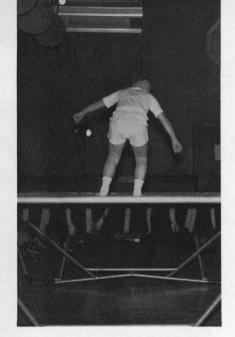
"In Hamilton we have a name that commands respect. The name can be protected legally, but real value can be added only by continuous attention to our policies of quality in manufacturing, distribution and service to our customers."

-R. J. Blakinger



"We look forward to the kind of growth and expansion which will put such products as our auto clock and Kwik-Chek gauge on the same basis as Hathaway and Biggs."

- L. F. Halligan



A Lifetime Mainspring!

Step right up, folks, it's the greatest show on earth! This stupendous Hamilton watch is a marvel to behold! It has not one, I say not ONE, but FIVE colossal features. Just to show you it's all on the level,

Come in and see the Five Feature Show . . .

# FIVE FEATURE FAIR



Miss 22 Jewels!

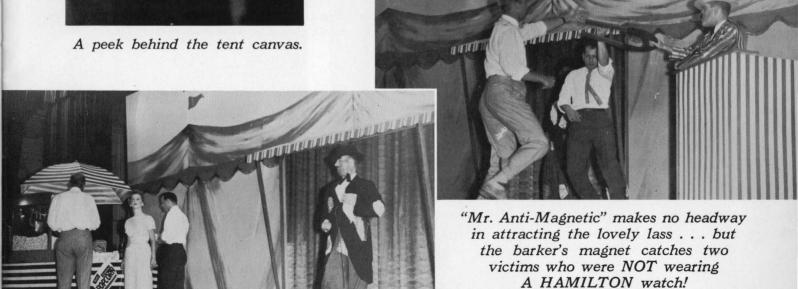


So Shock-Resistant!

- FULLY ADJUSTED . . . Hamiltons are fully adjusted because they merit it . . . will keep the same kind of time in December that they do in June . . . will keep the same kind of time next June that they do today . . . and the same kind of time on Sunday as on Thursday. First we made a fine watch . . . then made a fine watch finer!
- LIFETIME MAINSPRING . . . never loses its initial power . . . resistant to rust and magnetism . . . Dynavar will speak for itself long after the competitive watch, with ordinary spring, has lost its power.
- SHOCK-RESISTANT . . . there are NO unbreakable watches, never will be . . . but Hamilton positively does away with the EXCESSIVE FRAGILITY of a watch . . . presents a shock-proof mechanism that can, and will, sustain considerably more than the Federal Trade Commission requirements.
- ANTI-MAGNETIC . . . Hamilton's hairspring has built-in anti-magnetic properties assuring top performance under all conditions of exposure to magnetic fields.
- 22 JEWELS . . . functional jeweling, not deceptive and misleading . . . serving at points where the jewels can contribute full-time service to better performance and greater longevity of the movements.



Five-Feature thinking between acts.



## the same day . . .





Public Relations in Action . . . Robert Waddell: ". . . one important objective of all PR activities is to create prospective customers . . . by influencing the public to think favorably of our company in every phase of its operation." Paul Newland: "Public Relations is NOT a segregated, independent operation; it is the responsibility of ALL of us."



L. C. Rittenhouse, along with M. N. Rivenburg tell the story of B. P. I. (Buying Power Index): "the yardstick of sales opportunities and selling effort . . . not just dreamed up . . . used effectively by hundreds of firms and thousands of salesmen . . . tool for salesmen to direct and control efforts and sales opportunities."

"Mr. Hamiltons" between conference sessions.





## ... and on into evening







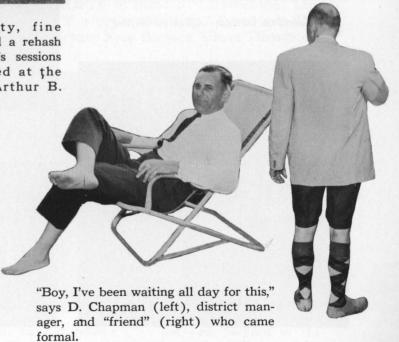
Informality, fine weather and a rehash of the day's sessions are enjoyed at the home of Arthur B. Sinkler.



"It's true, Pierpont, the best selling package in Hamilton's history — Product, Profit, Promotion and Christmas!"



Making sure they're "in the Hamilton picture."



## PRODUCT - The New Company Image

Steve Fedor on Hamilton's new 1956 line: "It is first of all a consumer line—then a jeweler line—and finally a salesman's line, or, your line. It is liberally seasoned with outstanding style innovations which are easy to talk about . . . but it remains for you, Mr. Hamilton, to carry this new company image to the jeweler, and through him, to the consumer."



#### HOW A WATCH IS BORN



Creative Design - Bettye Miller



Technical Design — Kenneth Derr



Merchandise Control - Sam Gast



Technical Approval — Paul Frankenfield



Forecasting - Sam Kendig

#### **PROMOTION**

R. J. Gunder: "Advertising alone has no excuse for existence. It is only important as a part of the marketing mix. Product, Advertising and Selling have joined hands . . . to build the dealer's order higher and higher and to make him happier and happier because he will sell more and more."

#### THE GIMMICK IN ACTION



"Now here's the deal . . . it's FULL COLOR, Joe! What do you think, isn't that a bargain?"



"And I'll tell you what else I'll do. If you'll just buy two more watches . . .



### PROFIT - More than Markup

W. S. Davis: "Hamilton is the only watch line built and distributed with the retail jeweler's PROFIT in mind . . . Remember the six points of our 'Dealer Profit' story — Markup, Turnover, Terms, Consumer Acceptance, Minimum Free Service, Clean Distribution."



H. S. Tholen presents some selling cautions: "All of us here at this conference have been given a heritage of over 60 years of profitable operations . . . and we are NOT and should NOT perform in such a way as to impair or destroy that heritage."



"There you have it fellows . . . the best package in the business! Take it out and sell it!"

## Tuesday P. M.



Learning from Hamilton's advertising team the full details of the 1956 Christmas promotion package for the jeweler.



Sam Berneri in a moment between meetings.

## Departmental Conferences



Marketing Division head, R. A. Fulton, answers questions on the many phases of selling the new complete Hamilton "package."



Executive conference in the office of the president.



Salesmen hear from H. G. Thomas the careful planning required to uphold Hamilton's basic objectives . . . a profitable company in a sound financial condition . . . supplying of quality products to the world's consumers.



W. T. Bell points out the importance of developing new business and the impact of specialized presentation advertising.

## Evening...a slight pause

If you need a lift, couldn't ask for better help.



It has been a really great conference!



Look this way . . . and smile!

## Wednesday P. M.



A. H. "Red" Motley: "Father of Great White Father pat um on head . . ."



Josie Kingree, of our switchboard, again asks her pertinent question, "Sir, can you tell me where I can find Mr. Hamilton?" I'm sure you know . . .

But if not, turn the page and find out . . .



## WE ARE ALL

MR. HAMILTON, NO, SIR / I NEVER HAD MET HIM AT ALL, I INSIST / BUT I CAN

MAKES THE WATCHES THAT ALL GIRLS ADORE / THEY'RE LOVELY TO LOOK AT, T

ACCURATE AS IT CAN BE / I LOVE IT SINCERELY / AND I LOVE MOST DEARLY / MR. HAMILTON, WHO MADE IT FOR ME / OH, I

WONDERFUL WATCHES / I'M REALLY IN LOVE WITH THE WATCHES HE MAKES / TO LANCASTER COUNTY, I CAME IN A HURRY / A-

ME / I WENT TO THE DESK AND I ASKED 'EM TO TELL ME / IS MR. HAMILTON ANYWHERE NEAR / AND WAS I SURPRISED AT TH

WORKS, SIDE BY SIDE / THEY MAKE THE BEST WATCHES, THEY SELL THE BEST WATCHES / WITH GENUINE HAMILTON PRIDE / S

AND THE MAN IN THE OFFICE / WHEREVER YOU GO, MR. HAMILTON'S NEAR / OH, I NEVER HAD MET MR. HAMILTON, NO SIR

WATCHES ARE SUCH A SUCCESS / WHEN YOU'VE GOT A TEAM THAT IS REALLY TOGETHER / WHEN YOU'VE GOT A TEAM

THE BALL / THE PRODUCTS YOU MAKE ... WELL, THEY'RE BOUND TO BE BETTER / AND THAT'S WHY THE HAMILTON'S FINEST O

WHAT YOUR NAME IS / NO, NEVER FORGET WHAT YOU DO / 'CAUSE' YOU'RE MR. HAMILTON, THE MR. HAMILTON / HAMILTON

# "MR. HAMILTON"

E HERE TODAY TO THANK HIM FOR MAKING / THE HAMILTON WATCH THAT I WEAR ON MY WRIST / I NEVER HAD MET MR. HAMILTON

IEY'RE DAINTY AND GRACEFUL / AND WHAT GIRL IS ASKING FOR ANYTHING MORE / MY HAMILTON WATCH IS A HONEY / IT'S

NEVER HAD MET MR. HAMILTON, NO, SIR / BUT HIS IS THE FIRM WITH THE GENIUS IT TAKES / TO MAKE LOVELY WATCHES, YES,

RIVIN' MY BUGGY AS FAST AS CAN BE / I CAME HERE TO MEET MR. HAMILTON, YES, SIR / BUT NO MR. HAMILTON CAME TO MEET

ANSWER THEY GAVE ME / WHY EVERYONE IS MR. HAMILTON HERE / IT'S A WONDERFUL TEAM, SO THEY TOLD ME / AND EVERYONE

4

THERE ISN'T JUST ONE MR. HAMILTON, NO, SIR / THERE ISN'T JUST ONE MR. HAMILTON HERE / HE'S THE MAN AT THE BENCH

I NEVER HAD MET HIM AT ALL, I CONFESS /

BUT NOW THAT I'VE MET HIM, IT'S EASY TO TELL WHY / THOSE HAMILTON

MHERE THEY'RE

ALL / SO NEVER

ATCHES ARE YOU



ALL ON

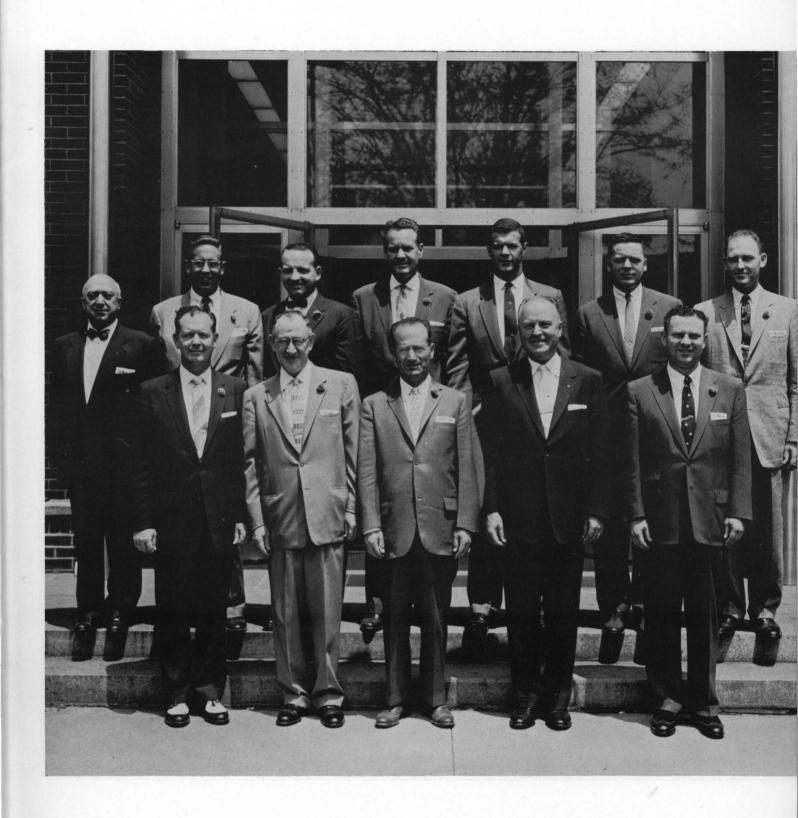
FORGET

## Hamilton Watch Company Salesmen



Front (l. to r.) J. I. Suydam; A. C. Schacheman (Dist. Sales Mgr.—Atlanta, Ga.); H. M. Smith; W. J. Stoops; L. G. Battle. Back (l. to r.) D. I. Blank; H. G. Schleef; W. J. Hartman; F. S. Anderson; L. C. Nelson; W. F. Thomas.

## Hemselof ymagma Valesmen



Front (l. to r.) D. B. Stenfelt; Gus Kamins; J. Joseph; A. A. Colvin (Dist. Sales Mgr.—San Francisco, Calif.); M. M. Silvers. Back (l. to r.) Sam Berneri; R. R. Kant; W. J. Aukamp; F. I. Tempel; J. H. Hoober; R. A. Dean; P. E. O'Brien.

## Hamilton Watch Company Salesmen



Front (l. to r.) L. E. Wallace; D. W. Davis; H. H. Adrian; D. M. Adams; R. A. Nelson. Back (l. to r.) D. F. Chapman (Dist. Sales Mgr.—New York, N. Y.); R. E. Hurst; E. W. Meier; L. T. Bates; H. R. Wetsten; R. E. Tipton; W. H. Hay.



Front row (l. to r.) F. L. Baylis; D. Goldstein; S. J. Faracy; M. Davis; R. T. Arnold. Back row (l. to r.) R. M. Johnson; J. W. Nelson; M. J. Kirby; W. E. Pierpont, Jr. (Dist. Sales Mgr.—Chicago, Ill.); D. D. Hawley; E. G. Devery; P. R. Groeschel.



Mr. Hamilton in the News.



## CANDID



"Credit" McCoy's sure goin'
to tell his Pappy about the
people who make those mighty
fine watches in this here town of Lancaster.



The show's over ... and the stage crew "take five" to show they can still smile and mean it! Left to right: Clarence Coppock, Bob Jones, Jim Weidman, Jim Butzer, Mike Troop, Bob Melsom.



View from Columbia Avenue.



Behind the scenes at curtain closing.



"Mr. Hamiltons" with smiles, badges, portfolios.

## CAMERA around the conference



Where'd you win the stogies?



How's this for sales technique?



The California "contingent."



The photographer's "swan song"!



Al Mathews and his trainees take in the show and start learning what makes Hamilton tick.



Smiles of victory . . . they all won prizes for their sales in '55.



See you all next year!

## noted

#### Time Study

The average manufacturing company spends most of the working day paying off the costs of doing business, and only about 19 minutes are left in which to earn profits, according to an editorial in the June issue of "Service for Company Publications."

"In the normal eight-hour working day, 19½ minutes are a pretty small part. It is close to quitting time before these few minutes, all that is left of the day, are 'minutes for profit,' in the average manufacturing company," says the magazine, published monthly by the National Association of Manufacturers for industrial editors.

"Further, only about half of the 191/4 minutes result in dividends for the owners. The rest of the profit minutes are used for reinvestment in the business."

Three hours and 55 minutes will be used to pay for materials and supplies, it is estimated. Assuming the working day begins at 8 A.M., that takes until 11:55 A.M. To meet wages and salaries will take two hours and 19 minutes. With one hour for lunch, the clock moves to 3:14 P.M.

"To pay all taxes, federal, state and local, uses up another  $43\frac{1}{4}$  minutes. It is  $3:57\frac{1}{4}$  P.M. Repair and replacement of facilities will require 29 minutes. For research and promotion,  $14\frac{1}{2}$  minutes more are used up. By now it is  $19\frac{1}{4}$  minutes before the day ends, at 5 P.M. In this short time the company must earn the profits it must make in order to stay in business."

# Employees Top State Safety Average

Hamilton employees were awarded 21 Honor and 8 Merit certificates in June, by the Accident Prevention Division of the Pennsylvania Department of Labor and Industry. The Honor awards were presented to the heads of 21 Hamilton departments where 1366 employees worked 2,527,328 hours without one lost time case.

The 7 departments earning the Merit certificates reported 771 employees worked 1,501,614 hours with only 86 days lost time. This is lower than the Pennsylvania state average.

The certificates were formally awarded in Hamilton's auditorium by Charles Koontz, supervising inspector for the Dept. of Labor and Industry.

## Hamiltonian's Son Wins Honors



Frank Remley, III, son of Frank Remley, Jr., of Hamilton's Small Tool Department, is congratulated by his dad and Robert Waddell, director of public relations at Hamilton, after receiving the American Legion Medal of Honor.

Frank was one of the two outstanding students at James Buchanan Junior High School to receive the award at the June 1st graduation exercises. The medal is presented annually to the student showing the highest development of the qualities of Honor, Courage, Scholarship, Leadership and Service. However, this year, for the first time, two students tied for this high honor.

Robert Waddell made the presentation for the American Legion and spoke briefly on today's and future career opportunities.

... Betty Shoff (Train) was welcomed back to Hamilton on June 18th, after a 15 week period of convalescence from major surgery. Betty says "thanks" to her fellow workers and friends for their kindness shown through cards, gifts and visits.

. . . Mary Frey (Train) spent the week of June 23-29, on a cruise aboard the S.S. Queen of Bermuda.

#### **Appointments**



Special Advisor . . . The appointment of Admiral Arthur D. Struble, USN (retired), as a special advisor to Hamilton, was announced in July by president Arthur B. Sinkler.

Now residing in Washington, Struble will maintain his offices there. He will concentrate his new activities in the planning of Hamilton's military research, development and production program.

Struble retired July 2nd from his position as chairman of the United Military Delegations to the United Nations, with offices in New York City. Until that date he served also as commander of the Eastern Sea Frontier and commander of the Atlantic Reserve Fleet.

In commenting on this appointment Mr. Sinkler stated: "Advancement in military sciences has further emphasized Hamilton's potential for defense-essential research and production. The shift away from old-fashioned ordnance has brought us into work on guided missiles and rocket components. We are enlarging our research program in this vital field. I am looking forward to working with Admiral Struble in planning additional defense areas in which we can concentrate our efforts."

During World War II, Admiral Struble served as chief of staff to Admiral Kirk for the Normandy invasion. Later he served in the Pacific, commanding the initial landings at Leyte Gulf and many of the assault landings throughout the Philippines. At the end of the war he served as commander, Amphibious Forces, Pacific Fleet, and then as deputy chief of naval operations.

Becoming commander of the Seventh Fleet in Manila in June 1950, Struble commanded the initial Korean carrier operations in the Yellow Sea of Japan, and commanded the joint forces for the Inchon invasion. In May 1952, he was attached to the Military Staff Committee of the United Nations, and in July 1953, assumed his recent duties. He was graduated from the U. S. Naval Academy in June 1915.



Assistant to Vice President . . . Richard T. Arnold has been appointed to the position of assistant to the vice president, marketing. Previous to accepting his new post, Arnold represented Hamilton to jewelers in the Boston, Mass., area.

Arnold, in his new capacity, will be responsible for special projects in the Marketing Division. Included in these will be customer services, procuring and indoctrinating of new sales trainees, salary administration of weekly employees, coordination of Marketing Division budget and contacting mail order accounts.

Although he has been with Hamilton only since 1954, Arnold's experience in the watch industry has covered a period of 22 years. Before joining Hamilton he was employed on the sales staff of a Boston wholesale jeweler. He attended Brown University and during World War II, served with the U. S. Army in Europe.

## **HRA Family Picnic**

What a day! Perfect weather, hearty appetites, terrific attendance and games and prizes for all made the 1956 Family Picnic at Hershey Park on June 25th, a real knock-out. Why say more . . . all of

you who were there know what a great time you had. But if you like to relive fond memories (and forgot to pack the Brownie that Saturday morning) here are a few photos to smile at.



Will there be anything left to feed the bears?



Those charcoal burners are so handy . . . and just how would you dry out your shoes and socks if you were in Johnny's fix?



Anyone want to write a caption for this?



It's all over but the memories.



Sights like this were too much for the photographer . . . (last shot before a hot dog "break").

#### **HRA** Coming Events

August 25—(tentative) . . . bus trip to Caledonia and Gettysburg.

September 14—(Friday night) . . . trip to baseball game in Philadelphia . . . Phillies vs. Milwaukee Braves.

September 15—Deep-sea fishing trip to Indian River, Delaware.

September—(date not definite) . . . corn and doggie roast . . . date dependent on corn crop.

September—(date to be announced) . . . Quoit tournament during the lunch hour.

October 5—(Friday) . . . Fall dance . . . in the new Conestoga Country Club ballroom.

NOTE: HRA members can purchase, for the entire season, tickets to the Ephrata Star Playhouse at reduced rates for any performance, any night. These tickets are available in the Personnel office. Reservations should be made two days in advance of the performance you wish to attend.

#### **HRA** Photo Contest

Changes Are Announced . . . The photographic contest committee of the HRA announces changes in their previously publicized Picnic Photos Contest. The contest was originally scheduled to close on July 31st, and entries were to be confined to photos taken at the HRA Family Picnic, Hershey Park, on June 23rd. The new closing date for the contest is September 14, and entries have been expanded to include both HRA Picnic AND vacation photographs in black and white or color. All photographic entries are to be sent to Ira Fickes, Jr. (Production Processing Dept.) on or before September 14.

The committee asks that you please mark on the back of each photograph your name, department and the place where the photo was taken. All pictures will be returned. Prize winners will be notified very shortly after the contest closing date.

PLAN TODAY TO ENTER YOUR FAVORITE PHOTO IN THE PICNIC AND VACATION DAYS CONTEST!

# Suggestion Award Winners



Winners and foremen alike are pleased with the cash awards given for accepted suggestions in their departments. Seated (l. to r.) are Jeanne Mowrer (Assembly Dept.) who received \$25 for her suggestion to use an applicator with a colored adhesive to mount gold numerals, dots and markers into blocks prior to diamond facing; Richard Fitzgerald (Specialties Mfg.) who was presented with \$10 for the idea of buffing the surface of the burnisher in a certain operation, and Robert F. Frey (Train) recipient of \$10 for suggesting the use of a "catch pan" to prevent "skippers" from falling into completed work. Looking on are foremen (l. to r.) George Wolf, Frank Heckendorn, and Harry Weaver.

Not present for a photograph was \$80 winner Henry Ziegler (Watch Assembly). Ziegler's accepted idea was the making of a support plate for the 735 Grade Dialing Block to eliminate damaged pivots during the dialing operation.



A big smile for a big check . . . Robert Granger (Import Casing) gets a hearty handshake from his foreman Robert Frey, after receiving an award of \$344 for his idea to inspect grade 600 Movements on the Import Casing Line before performing the "Change Mainspring" operation.



Lucky "seven" . . . C. Donald Jones (right) of the Plate Department, is being congratulated by foreman Herbert Swisher on his 7th award check for a practical idea for Hamilton. His latest award is \$12 for suggesting elimination of a hand burring operation on 16 size pallet bridges.

#### **New Agents For Kwik-Chek**

Companies recently added to the list of manufacturers' agents for Hamilton's Kwik-Chek gauge are: E. W. Keck Co., 26553 Grand River, Detroit 19, Michigan; John L. McCoy Co., 744 N. Fourth St., Milwaukee 3, Wisconsin, and Southwest Industrial Sales, 2526 Mockingbird Lane, Dallas, Texas.



NO "FIRE SALE" NECESSARY . . . the ravages of fire left this Hamilton "Railway Special" completely unscathed, even though its plastic carrying case was blistered and blackened and the outer box charred.

This "railroader" was on its way from Hamilton to a customer in Missouri, when it became the victim of a U. S. mail car fire in Huntingdon, Pa. It was salvaged, returned to our Service Department in its original wrappings shown above, and was found to be conscientiously ticking away the correct time. After being thoroughly checked by Service, it was declared undamaged, either in appearance or working condition, and once again was entrusted to the U. S. mails bound for Missouri!



HALF A CENTURY of service with Hamilton was attained this July by Ruth E. Lehr, of the Jewel and Screw Department. Miss Lehr, shown above receiving her 50-year gold pin from R. A. Preston, Director of Industrial Relations, began her employment with the Company on July 11, 1906, at the age of 14 years.

"My first job began in the old jeweling room," said Miss Lehr, "and for short periods of time I worked also in the dial office and the finishing room; however, for the past 20 years I've been right here in my present department."

Ruth Lehr, who will retire in May 1957, resides at 120 N. Charlotte St., Lancaster.

#### General

- . . . Richard J. Blakinger, secretary and general counsel of Hamilton, will serve as co-chairman of the 1956 United Community Campaign. He will assist Martin C. Dellinger, campaign chairman, in the direction of the United Fund Drive for the Red Cross and the 22 Red Feather Services of the Community Chest. Blakinger will become campaign chairman next year.
- . . . C. E. Ireland, credit manager, was appointed a director of the Lancaster Chapter of the National Association of Cost Accountants, officials of the chapter announced on June 11.
- . . . Mrs. Violet Patz (Watch Assembly) and C. Edward Snavely, of Rohrerstown, were married May 25th in Emmanuel Lutheran Church, Lancaster. The Snavely's honeymooned in the New England states and are now residing in Rohrerstown.
- . . . Patricia Ann Lefever (former laboratory technician) became the bride of David Clayton Keller on June 2nd in Salem Evangelical and Reformed Church, Columbia. Following a wedding trip to the Poconos, the couple took up residence in Bellefonte.
- . . . Wanted . . . a tennis enthusiast (not expert!) to play at noon or after 5 P.M. See Jeanne Thompson, Public Relations.



# HONOR ROLL CHANGES

July 1956

50 Years

Ruth E. Lehr

Jewel & Screw Section

#### 30 Years

M. Grace Hamlin

Product Stores

Dorothy M. Hertz

Balance & Flat Steel

Elizabeth Shoff
Train
John H. Westheaffer
Balance & Flat Steel

#### 25 Years

Carolyn DeLaney
Movement Assembly
Clara E. Mohr
Service

#### 20 Years

Rufus Aston
Maintenance
Albert Kiely
Train

Russell Kuhns
Dial
Elwood Rathvon
Watch Assembly

Elvin Shanabrook Mechanical Planning

#### 15 Years

Chester Mann
Machine Shop
Albert J. Mathews
Training Co-ordinator
Edith Hess
Service

L. James Dunn
Machine Shop
Charles R. Rothfus
Fuze Manufacturing
James Hostetter
Machine Shop

