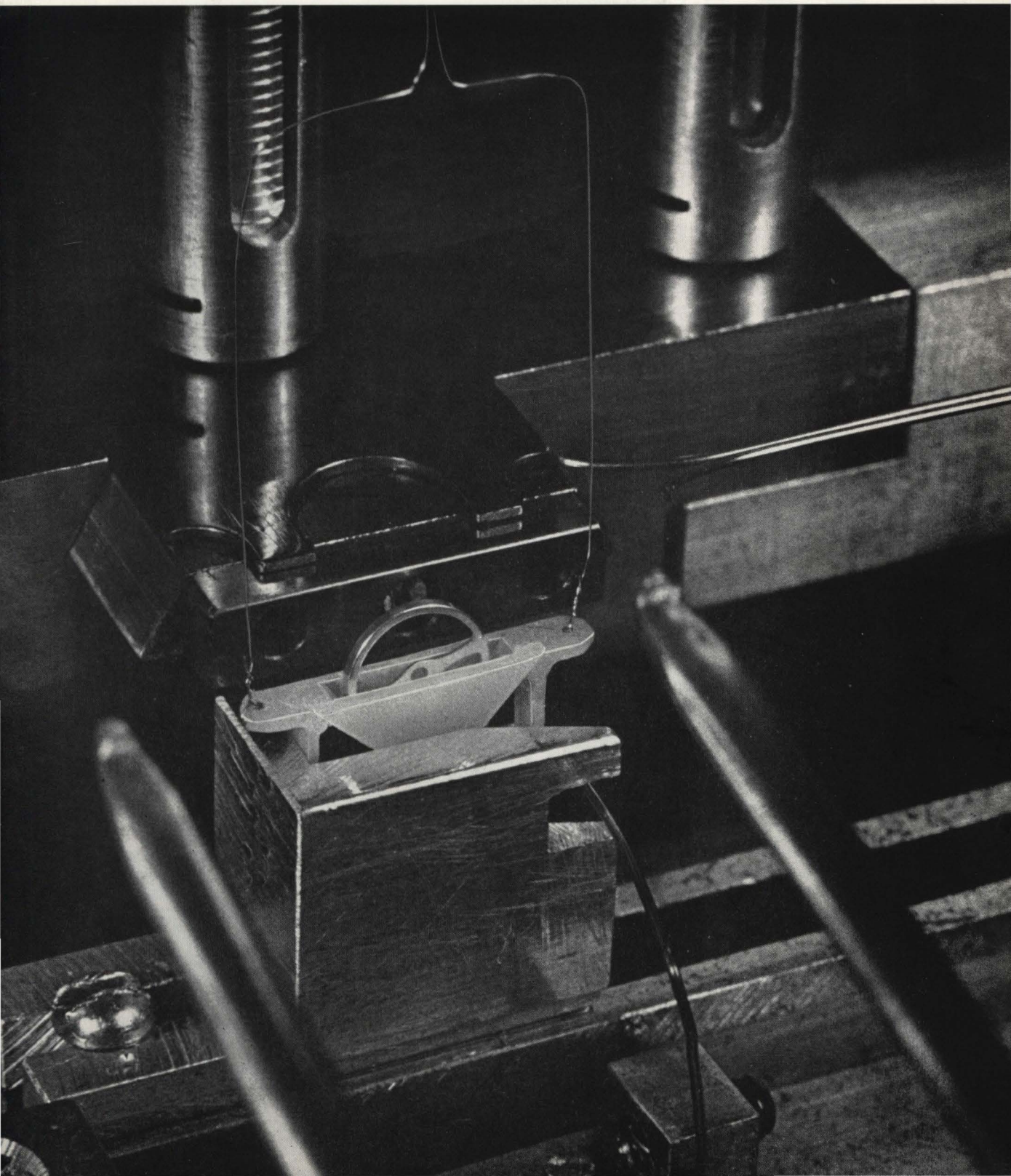
FALL 1965

timely TOPICS

HAMILTON WATCH COMPANY



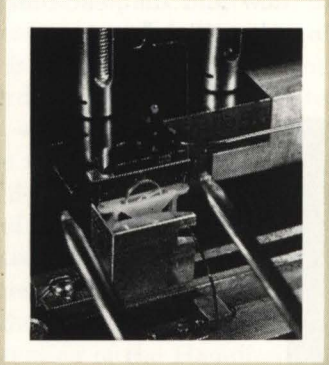
Vice President Hubert H. Humphrey presents Hamilton watches to members of the White House News Photographers Association at the organization's recent annual banquet. Carl Kramer (top), United Press International, and Ollie Atkins (left), The Saturday Evening Post, both received EVEREST II electrics. Mr. Kramer was honored as the grand prize winner for the association's annual photography award. Mr. Atkins is the retiring president of the association. From all appearances, the Vice President enjoyed the presentation as much as the recipients.

timely

TOPICS

Fall 1965

in this issue . . .

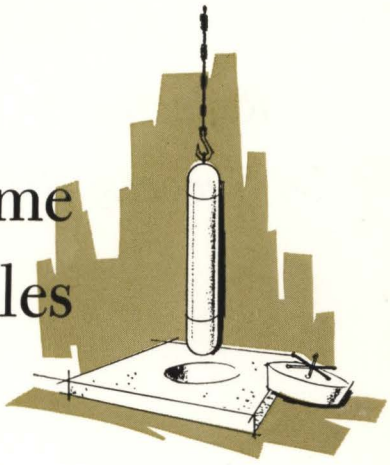


Our cover: Enlarged approximately four times life size, the 21/0 balance wheel on our cover is about to be weighed by the automatic weighing and sorting machine developed by Hamilton's advanced manufacturing engineering section. More about how Hamilton applies advanced technology in "Lead Time Through Engineering" beginning page 10.

***timely* TOPICS** is published quarterly for employees of the Hamilton Watch Company, its divisions and subsidiaries by the Public Relations Department.

Editor ..... Richard F. Charles

time capsules



This issue of *timely* TOPICS is a "first" in employee communications. Accompanying the article "Daring To Be Different" (following page) is the first 3-dimensional color photograph to be used in an employee magazine. We must hasten to add, however, that the use of this novel graphic technique in *timely* TOPICS was made possible only through the forward-looking advertising policy of our Wallace Silversmiths Division as explained in the article.

• • •

Photography figures importantly in the other major feature in this issue, that of Hamilton's advanced manufacturing effort. Harry Gehlert, who was responsible for many of the photographs in Hamilton's award-winning 1964 Annual Report, has again applied his talented shutter. We think the larger-than-life shots of the 21/0 balance wheel being weighed are especially striking and hope our readers agree.

Wallace's 'History of Innovation'
Is Reflected in Advertising
So Successfully It Continues

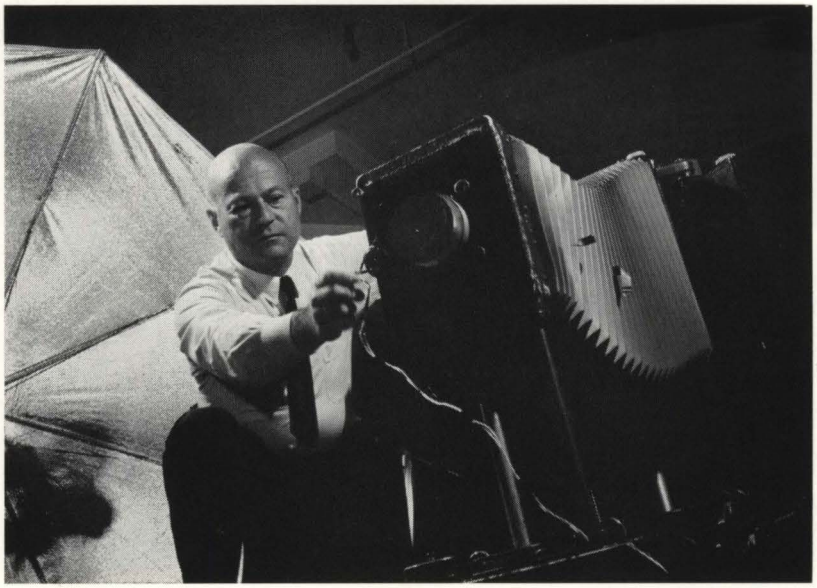
DARING TO BE DIFFERENT. . . .

WALLACE STERLING PRODUCTS have two basic characteristics: Quality and Leadership. It follows, then, that to do the job properly Wallace advertising must reflect these attributes.

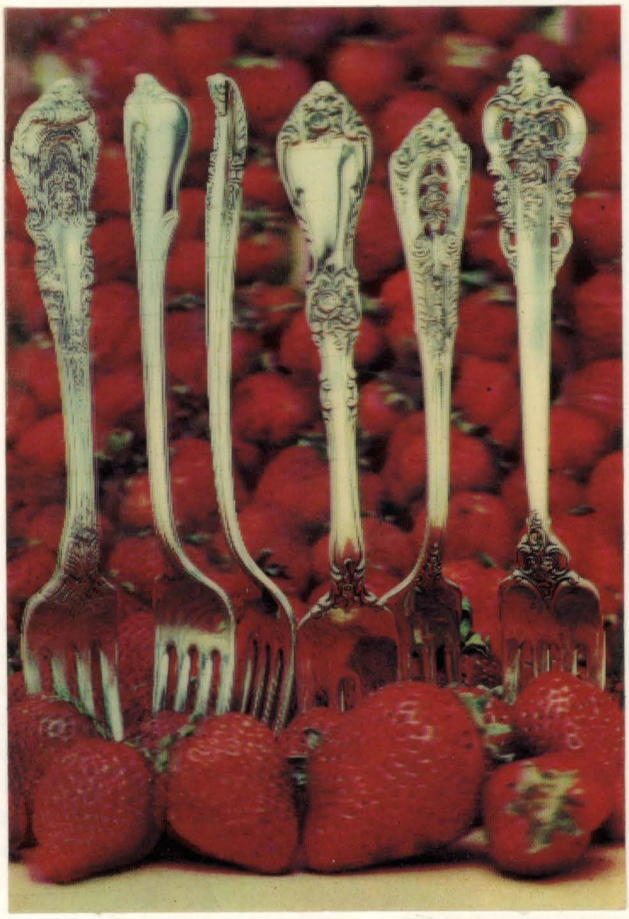
Quality in advertising is pretty much a matter of talent—you have it or you don't. But how about leadership? How, year after year, can Wallace lead the silver industry in getting its "message" to potential customers? There is a limited number of ways to do it, creating a challenge which has developed into a sort of "Can You Top This?" in the advertising department. The latest wrinkle, a printed advertisement in three dimensions, again appears to be the ultimate just as others have in the past.

Wallace advertising history, a true history of innovation, indicates that the 3-D concept will be successful and that it will not be the end. Creative minds will devise other ways, certainly. Another thing is certain: If what appears to be a better method of advertising comes along, Wallace will use it. As Robert J. Gunder, general advertising manager, puts it:

"One of the ingredients of leadership is the courage to do new and different things in all areas, including advertising."



Arthur Rothstein, technical director of photography for Visual Panagraphics Inc., adjusts Xograph 3-D Camera. Less than 18 months after the first black and white 3-D photographs were announced to the public, Wallace is making use of full color 3-D photography in its advertising.



Mr. Gunder is quick to point out that the 3-D advertisement is not being utilized merely because it is new. If Wallace was not manufacturing "Third Dimension Beauty" flatware, the 3-D concept would not be so obviously right. It might be wise to wait for public reaction, but a unique 3-D product demands a unique 3-D method of depicting it.

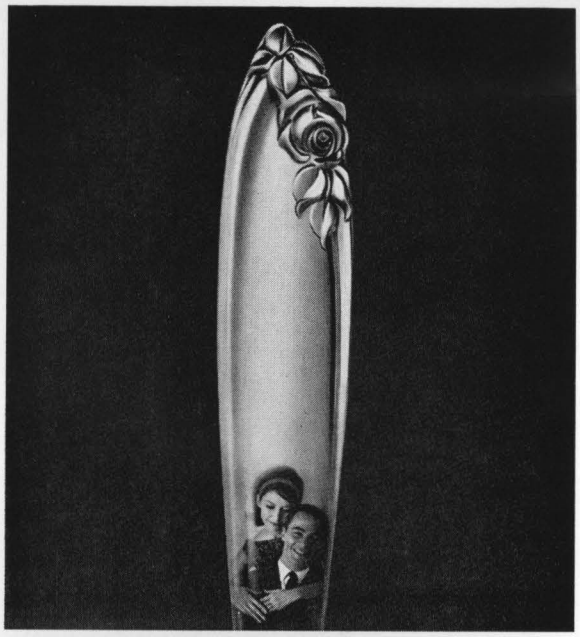
New and different things are expected in Wallace advertising. Starting when it was decided to plan the Wallace sterling advertising program as an extension of the Hamilton Watch program after the two companies joined forces in 1959, bold and imaginative approaches continue. Similar advertising techniques were agreed upon because both product lines were similar, both were high quality and were sold through better jewelry and department stores.

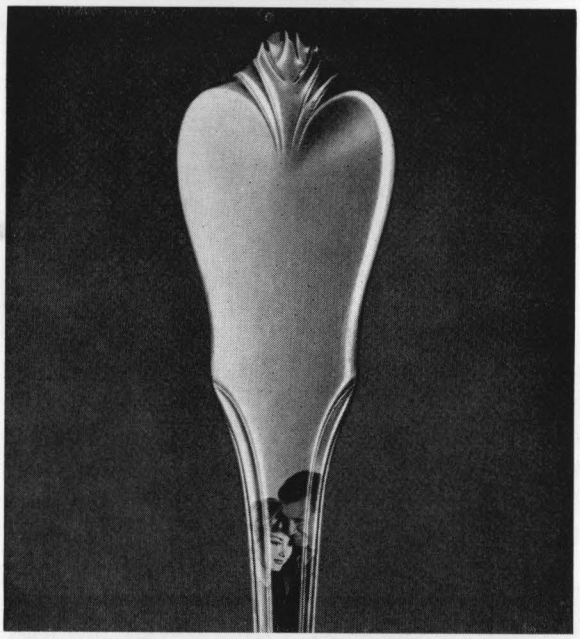
A comprehensive study of the silver industry's advertising revealed there was a "sameness" which kept any one company from standing out in the crowd. Here was a challenge: Retain the traditional dignity associated with sterling and still carry out the primary objective of all advertising—to make sales.

Experts agree that Wallace has met the challenge successfully in the past five years. In so doing, some traditions fell by the wayside. Instead of advertising all of the many flatware patterns available, Wallace concentrated on the patterns which had proven most successful. Instead of sticking to the industry's traditional black and white magazine advertisements, Wallace used full color treatment.

These "firsts" have been copied by others in the industry, a practice said to be the highest form of flattery. There is little time, however, to rest on laurels for the advertising staff. Theirs is a continuing effort to "top this," and they seem to have done it again with the three-dimension ad.

Commenting on the 3-D concept, Henry Tovar, Wallace's advertising manager says, "It is a 'natural' for us. We have been producing sterling with three dimensions since 1934, but not until





Wallace's first major departure from "traditional" silver advertising occurred in 1961 with the "heroic" reproduction of the basic pattern design. Reproduced in miniature at left the advertisements were originally full color and full page. The height of the silver handle in the original ad was over ten inches.

now have we been able to illustrate its full beauty on the printed page."

Third Dimension Beauty sterling, is, in itself, a "first." It was Wallace's revolutionary solution to sameness which had been afflicting the sterling flatware industry for many years—and this was in the early 1930's. Like the advertising which supports it today, the Third Dimension Beauty concept took imagination—and courage.

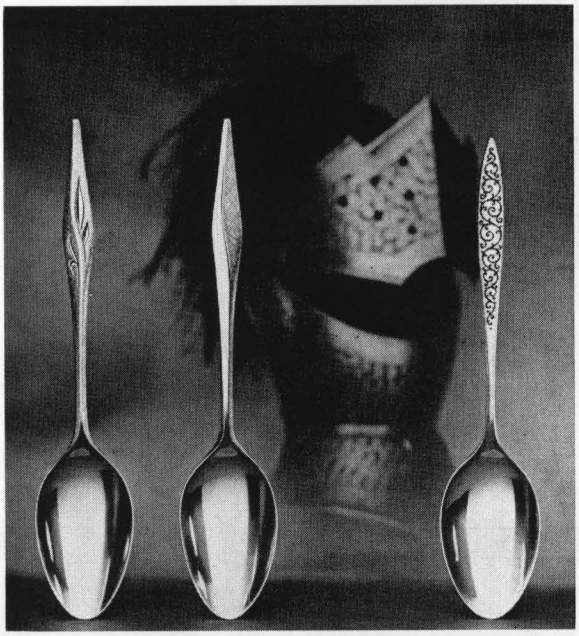
Its effectiveness is demonstrated through the enduring quality of Third Dimension Beauty sterling, its versatility in expressing a variety of motifs and, above all, its great acceptance in the market place. Flatware designed with Third Dimension Beauty is the most preferred—not only among Wallace patterns, but among those offered by other companies in the silver industry.

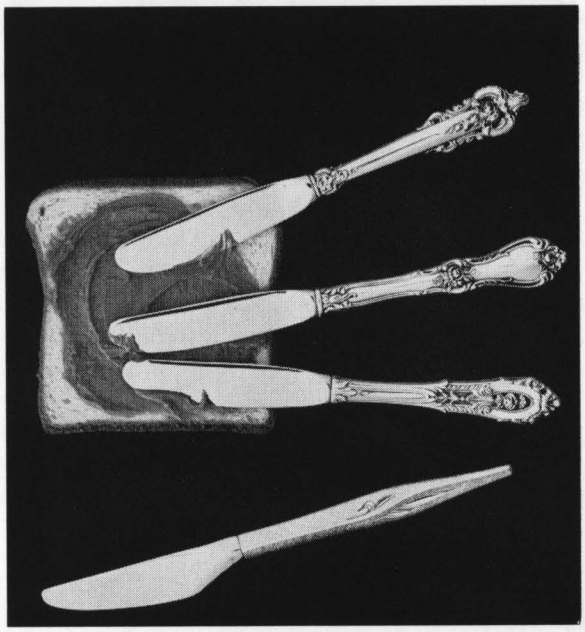
For years Wallace officials have searched for an effective way of showing in printed advertising this three-dimensional design, and they are confident the way to do it has arrived. There is the eager anticipation which comes before anything new, accompanied by the confidence earned only from successful experience.

The winter issue of MODERN BRIDE which went on sale September 21 carries a full-page ad with the 3-D color photograph of six sterling patterns attached to the page so it can be removed easily. Lead lines for the advertisment read, "Nature Creates in Third Dimension Beauty. So Do Wallace Silversmiths."

The removable post card-size pictures showing the sterling patterns standing in relief from appetizing strawberries have also been made avail-

The 1964-1965 Wallace campaign, again in full color, utilizes some dramatic devices. Top, two attractive silver users are reflected in the bowls of Still Mood and Soliloquy spoons. At center a knight's helmet and plume in the background dramatizes the introduction of Wallace's Firenze hand-textured finish. Bottom, a covey of hollow handle knives emphasizes sterling's utility in everyday usage and with all foods.





able to Wallace dealers for mailing to customers. More than a million have already been ordered. There are larger 3-D in-store display photographs of the same subjects for jewelers' counters. Both pieces are printed in full color, of course.

In addition to MODERN BRIDE which will be the first consumer magazine to carry the 3-D ad, it will appear in the jewelry trade publication JEWELERS' CIRCULAR-KEYSTONE, and a journal of the printing craft, GRAPHICS: NEW YORK. The concept is so popular with those close to it that MODERN BRIDE is paying for the placement in JEWELERS' CIRCULAR-KEYSTONE and Cowles Magazines and Broadcasting, Inc. bought the space in GRAPHICS: NEW YORK.

Cowles, publishers of LOOK, developed the unique printing process which makes 3-D advertising possible. A throwback to old-fashioned stereoscopy, the new printing technique is different in that it does not require a special optical device by the viewer. A screen between the camera lens and the film while the photo is being taken divides the picture into hundreds of vertical, parallel strips. The screen blocks out some images while acting as a lens for others. The 3-D effect occurs because each of the viewer's eyes sees a different image simultaneously.

Xography, the name of the new process, is the result of 13 years of research and experimenting by the developer. The first mass-produced color 3-D piece appeared in the April 7, 1964, issue of LOOK. The first mass-produced color 3-D piece in the silver industry is Wallace's.

Who Did da Vinci

Some things, for instance, you just have to do for yourself.

No one else, not even that "let's get together on this" committee, can think for you.

Maybe you can't do a Mona Lisa.

But, like da Vinci, you can get some good ideas—all by yourself.

Ever Meet With?

"LETS GET TOGETHER on it." How often have you heard someone say that? It's really not a bad thought. Kicking things around may turn out to be the best way of solving a problem. "Two heads are better than one" the old saw goes. And today some think that two times two times two are still better.

But what about the ordinary *single* head? Is it a thing of the past? Has the committee-mind put the individual on the shelf? Does "The Thinker" seem out of place in our super-organized society?

In the Renaissance—five hundred years ago—men bustled with creative activity. Someone like Leonardo da Vinci could try his hand—all alone—at painting, sculpture, anatomy, physics, invention; and no one thought it unusual that most of the time, his singular ideas were good.

Leonardo was an extraordinary man—the universal man. Still, he was only one man. And we have that much in common with him. Each of us is only one man. And, on our own scale, we can do as the great did.

We can create. We can have faith in ourselves. We can make our voices heard, our ideas known, and—sometimes—our will prevail.

But no one—no committee— can do this for us. We do it, as Leonardo did, all by ourselves.

"It" can start anyplace—while you're riding on a commuter train or crossing a busy street or mowing the lawn. But when it comes, it brings a sense of power and of discovery with it. "It" is called Idea, and it's the basis for human progress.

In our own business, that lonely "one man" can come up with an idea that made an electric watch a practical reality, or finds a striking way to cut packaging costs, or even leads the way to a brand new kind of timepiece. And more likely than not, such ideas—good ideas—happen to everyone. One may have happened to you a minute ago. But whether your ideas bloom or wither depends mainly on one person—you.

You can become discouraged when you're faced with a large group of other people who will pass on your ideas. The more striking the idea, the more likely others will shrink from it and cling to the "way we always do it." And sometimes, no matter how valiantly you fight for your beliefs, you lose. But maybe silver chests *should* be painted plaid! For a good idea—whether it be the wheel or the watch—time brings recognition and acceptance. Still, it is not easy to have a good idea.

But it is far worse to have no idea at all. A committee is only as good as each individual member. The sum total is no more than one plus one plus one. A thousand zeros equal zero. A thousand ones equal a thousand.

Our company is, in a way, like a committee. It is, in some of its workings, a complex intermingling of many committees. But it can be no better than all its committees put together. If they are composed of individuals who believe in themselves and their ideas—thousands of moving, doing Leonardos—our company can be a great company. It can serve its customers well, its investors well, its employees well. The starting point is always one man, all alone, who looks up one moment and says, "I've an idea!"

Hamilton Technology Improves

LEAD TIME THROUGH ENGINEERING

Photographs by Harry R. Gehlert

DISCUSSING THE GREAT ISSUES of the day—war and peace, the population explosion, the race for space—one often hears the phrase "lead time." It's another way of saying "They had a head start" or "Our technology is further advanced than theirs."

This precious lead time is also vitally important in the business world. Chances are, if we don't constantly improve our products and the methods of producing them, competition will. At Hamilton those involved with research and engineering are not content to keep up with competition; they keep ahead of the game, providing that necessary lead time.

A recent technological achievement of Hamilton engineering personnel is a weighing and sorting device for balance wheels. This mechanism brings more accuracy to watches and at the same time increases production by changing a jobbing or customizing operation on each watch to a full-fledged production process.

Developed by members of the Advanced Manufacturing Engineering Section, the new electromechanical equipment automatically weighs balance wheels and classifies them into 16 separate categories.

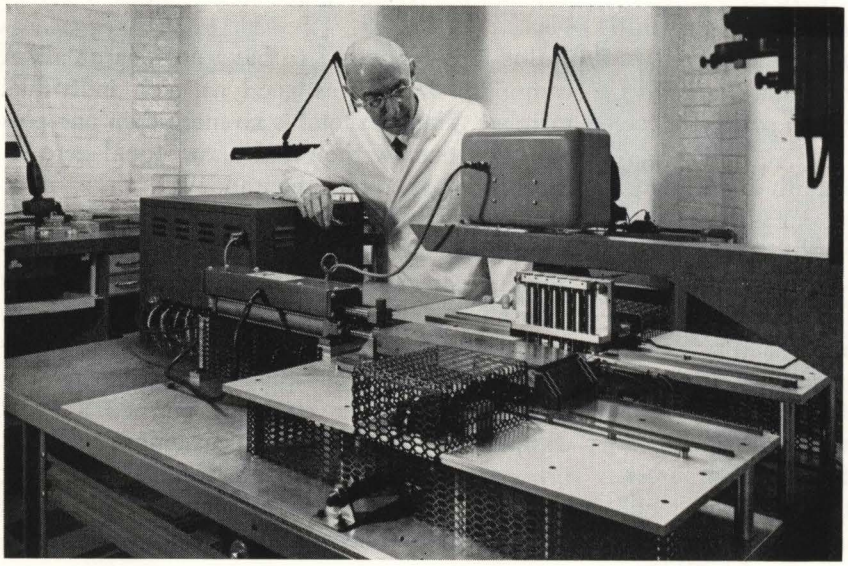
Approximately 1/181600 of a pound, or ¼ of a milligram, is the difference between one category and another. (A grain of sand weighs just about ¼ of a milligram.)

Electronic Scales. Electric watch balance wheels and coils and 21/0 balance wheels are weighed electronically. Each weight is converted into an electrical impulse which is amplified, subsequently positioning one of 16 "fingers" which literally picks up the balance wheel, sorting it by weight.

One of several new developments—there are always newer ones on the way—the new unit is capable of automatically weighing and classifying 900 ladies' balance wheels in four-and one-half hours.

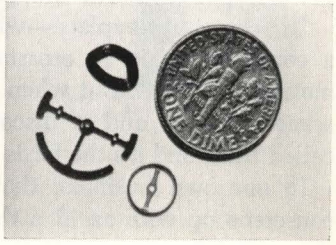
Weight of the balance wheel is later correlated to hairspring strength, minimizing isochronal error, and building more accuracy into each Hamilton watch.

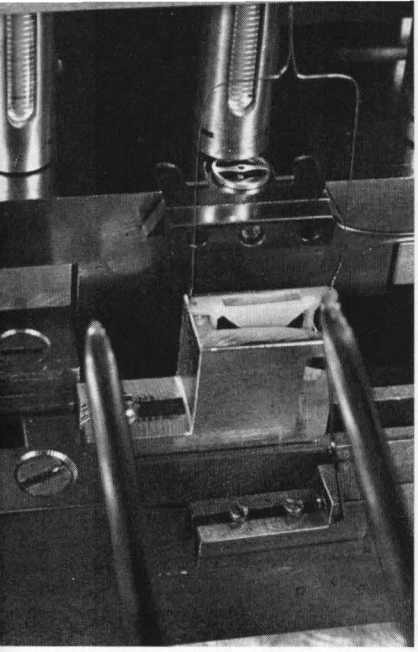
Equal time. What is isochronal? It doesn't mean much to many of us but it is a very im-



Oscar Fisher, movement assembly, sets up a run on the automatic weighing and sorting mechanism. Balance wheels or coils to be weighed are stacked in the tubes of the magazine at center of machine. One loading of the magazine can supply the mechanism with four and one-half hours of work.

Parts sorted by Hamilton's new weighing device are (from top) electric watch coil, electric watch balance wheel, and 21/0 movement balance wheel.





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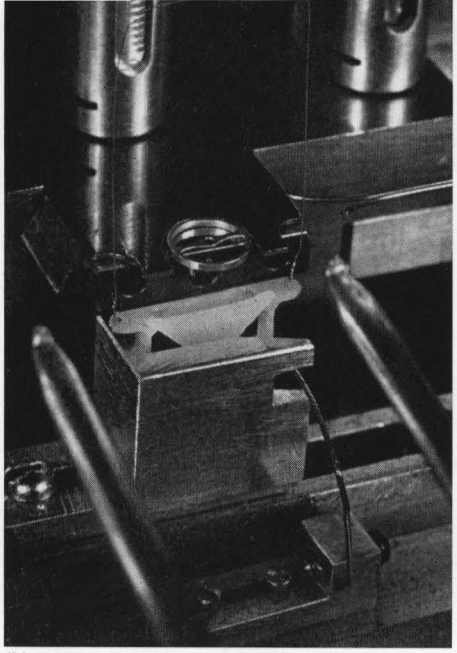

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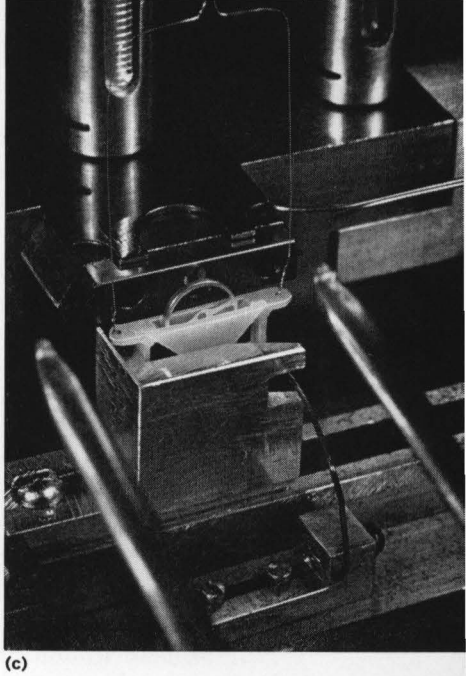
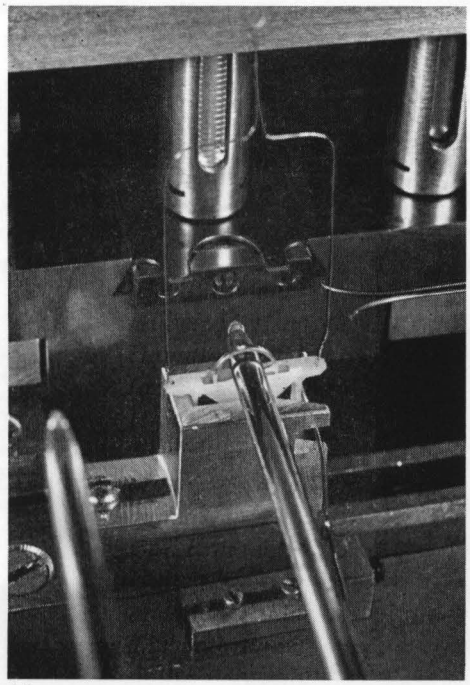


(c)

Here's how the automatic weighing and sorting mechanism does its work. Row of photos beginning at left: **(a)** 21/0 balance wheel is pushed from the magazine by the U-shaped piece; **(b)** the balance wheel is moved forward to the edge of the platform where it **(c)** drops into the weighing basket; an electronic signal **(d)** positions the pickup arm corresponding to the weight of the balance wheel; **(e)** the wheel is picked up and is placed in its proper weight category. Although a Hamilton invention, engineers estimate a cost in excess of $30,000 to produce this machine on a commercial basis.



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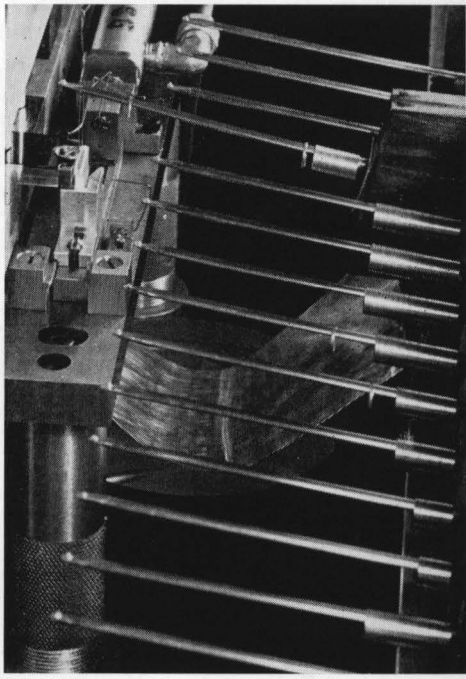


(e)

portant term in conversation among Hamilton horologists. It is one of many words peculiar to the watchmaking industry in general and horological engineers specifically.

Isochronal refers to time (literally, equal time; from the Greek words *iso* meaning equal, and *chronus* meaning time) and describes the phenomenen which occurs when a pendulum or balance wheel swings. Each sweep may be larger or smaller than the one before it, but they all take the same amount of time to complete: they are "isochronal." The pendulum or balance wheel does not normally make the timekeeper run; it "controls" the mechanism by being as isochronal as possible. (The electric watch adds a further consideration since the balance wheel also supplies mechanical power.)

Some Hamilton engineers devote much time and study to cut down on isochronal error. The object is strict adherence to time control—a constantly better isochronal mechanism. Most modern clocks and watches use a balance wheel as the isochronal mechanism to control time.

Without such control, time-keeping would be impossible. Since the balance wheel method is considered the most practical, it is easily under-

stood why the development of the new automatic balance wheel weighing mechanism is an important technological step.

The wheel is carefully balanced and of special construction, but the feature which makes it isochronal is a fine hairspring, one end of which is attached to the axle or staff of the wheel and the other to the frame of the watch. The balance wheel and hairspring produce an oscillating, isochronal movement. At every tick of the watch the balance wheel is given just enough of a push to keep it constantly moving. It is constant concentration on such things as isochronal error that enables Hamilton to maintain the accuracy and quality for which it is known while at the same time, increasing production.

Micro-Miniaturization. There is also a great deal of emphasis on microminiaturization. Some balance wheels, the Hamilton 21/0 for example, are less than a quarter of an inch in diameter and are turned to an accuracy measured in 10-thousandths of an inch. Balancing (or poising) a balance wheel often necessitates removing minute pieces of metal about the size of dust flecks.

Developing smaller and better hairsprings is also the responsibility of Hamilton research engineers. The hairspring is a fine metal ribbon of a special alloy—Stavar, another Hamilton innovation—which was developed for its uniform performance under a variety of conditions. Some are less than 4/1000-inches wide and 1/1000-inches thick (for comparison, a human hair is about 2/1000-inches thick). Defects discernible only through a microscope can make them useless. Proper precautions ahead of time—research—have gone a long way toward eliminating those defects.

An extra coil on the hairspring—an overcoil—was a big step in cutting down isochronal error. Recent experimentation indicates a "fixed pinning point" on hairsprings offers even greater timekeeping advantages.

"Fixed pinning point" is the term engineers use when they refer to controlling the hairspring to maintain a fixed number of coils in each spring.

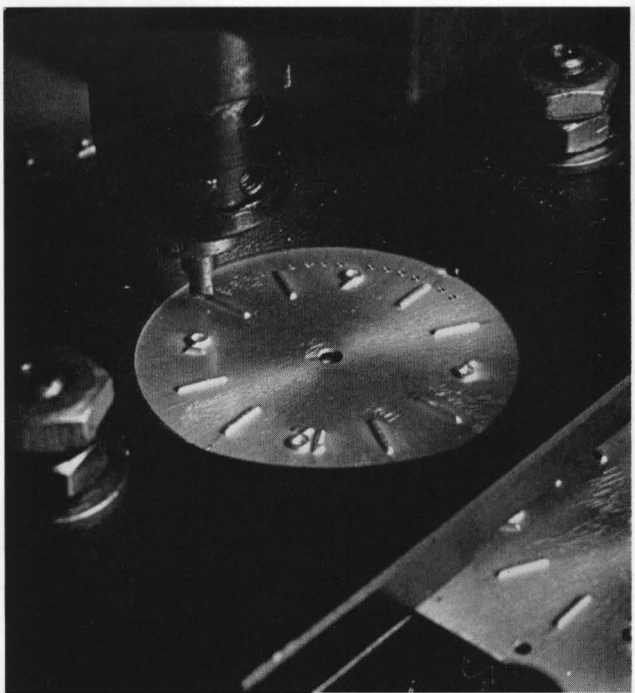
For accurate timekeeping, a specific watch movement might require 11 turns—11 complete hairspring coils. This example multiplied by the number of Hamilton watch movements gives an idea of the magnitude of the job of constantly improving hairsprings.

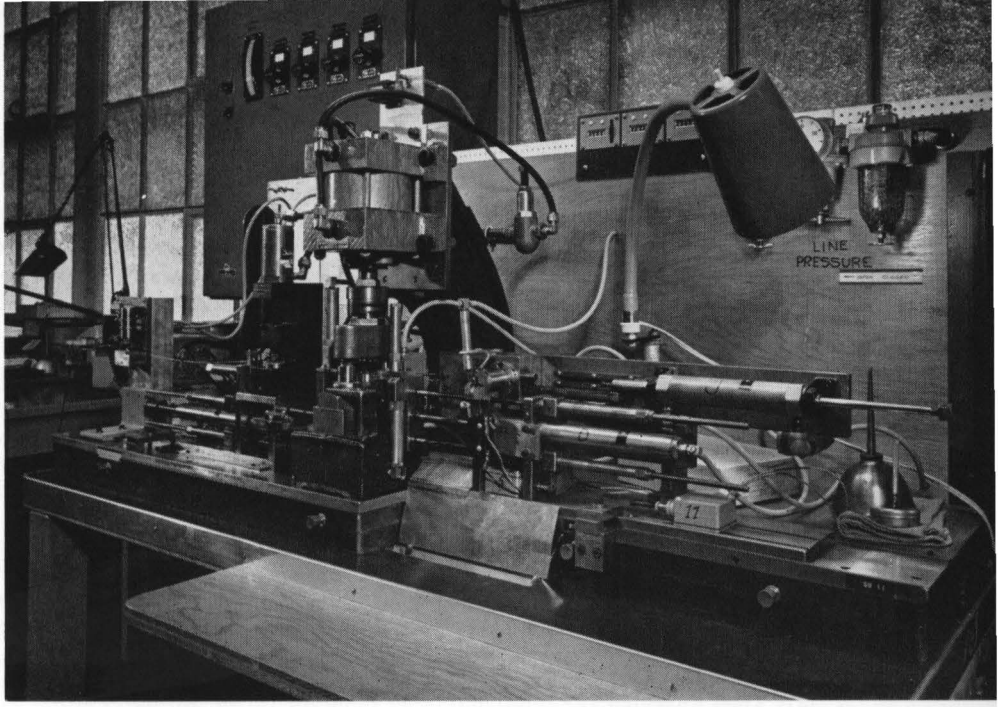
Accent on Control. "Control" is one of the few

(a)

Strip processing has brought innovations to dial manufacture. The automatic pearling machine **(a and b)** cuts minute markers in a dial, then the machine automatically moves the next dial into position to repeat the process. The pearling machine can place 48 or 60 minute markers, depending on how it is programmed. In the other photos of dial manufacture, **(c)** a whirling diamond tool removes a minute shaving of metal from the dial leaving **(d)** a bright shiny surface on the numerals. This machine also uses the strip process.

(b)





This complicated device is a remarkable machine used in mainspring manufacture. As the machine unwinds mainspring material from a spool it: (1) gages the thickness to within five millionths of an inch, (2) puts a hole in one end of the spring, (3) curls the end to fit around the barrel arbor, (4) cuts the spring to proper length and (5) remembers how thick it was and places it in one of five bins according to thickness.

words favored by research engineers which is familiar to laymen. Hamilton engineers are control-conscious. They try to control timekeeping by controlling the relationship between a watch's two major components—balance wheel and hairspring.

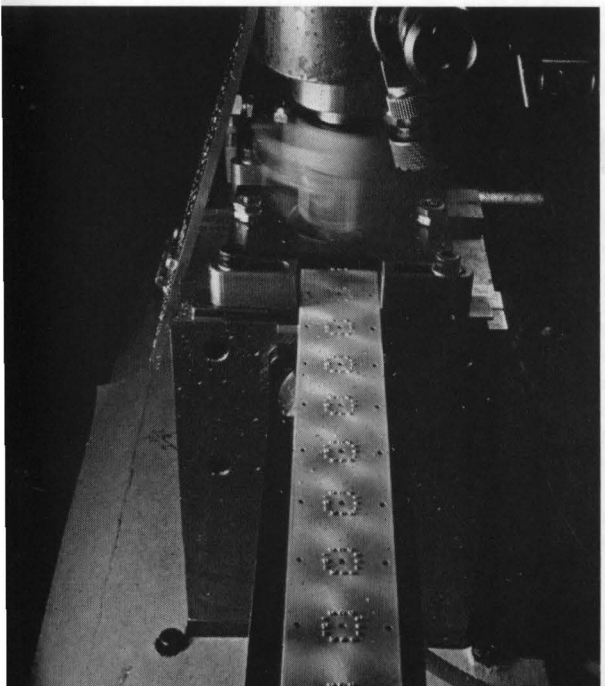
By controlling the weight of a balance wheel they go a long way toward controlling the wheel's operation. In the Hamilton ladies' 21/0 movement the balance wheel weighs approximately 49 milligrams. About 9,280 would weigh a pound.

If their weights vary two milligrams, it is not precise enough for Hamilton accuracy. One of the purposes of the new weighing and sorting mechanism is to minimize this variation.

This mechanism is only one of many contributions by the Hamilton Watch Company to the horological industry. Other major accomplishments include: Time microscope—1930; automatic hairspring vibrating machine—1936; movement assembly line—1948; Dynavar mainspring —1949; Stavar hairspring alloy—1954; and the world's first electric watch—1957.

They are dramatic demonstrations proving that horology at Hamilton is dynamic. It is a science on the move, constantly pressed by an engineering and research staff studying time, trying to control time—and gaining lead time.

(c)



(d)

Watches, Tariffs and the Law

Part II

Editor's note: Concluding the April—May 1964 special issue of timely TOPICS *was an article titled "Watches, Tariffs and the Law" reviewing the history of the U. S. tariff policy in general and watch tariffs in particular. The following is an account of watch tariff activities during the intervening period.*

LATE IN 1963, the Swiss Watch Cartel, acting through the Swiss government, pressed the U. S. State Department to reopen discussion of watch tariffs with a view to possibly lowering the duty rate. To settle the question, the U. S. Tariff Commission in early 1964 informed Hamilton and other domestic watch manufacturers that a complete review of the economic effect of a tariff reduction would be held in hearings planned for later that year.

Here is the chronology of events during 1964 and 1965 in which Hamilton has participated:

- March 13, 1964—The first hearing by the U. S. Tariff Commission of testimony relating to watch parts and watches containing more than 17 jewels.
- April 15, 1964—The U. S. manufacturers file a complaint with the Tariff Commission charging that the Swiss watch industry is a cartel operating in violation of U. S. anti-trust and tariff laws. The complaint states that watches made by the Swiss should be excluded from the United States until the illegal activities of the cartel are stopped.
- April 15, 1964—Hamilton, Elgin and Bulova present a petition to the Tariff Commission under the provisions of the 1962 Trade Expansion Act asking the commission to recommend import quotas on Swiss watches.

In addition to various Swiss units of the cartel, companies accused in the petition of violating the 1962 act include: Benrus, Concord, Eterna, Gruen, Movado, Girard Perregaux, Omega, Cyma, Rolex and Longine-Wittenauer.

- May 12-13, 1964—Hearings held by the Tariff Commission on watches of 17 jewels and less. Bulova, Elgin and Hamilton again make a joint declaration of facts.
- July 28, 1964—U. S. manufacturers and Swiss representatives offer testimony to the Tariff Commission relating to the American manufacturers' request for quotas. (This hearing resulted from the petition presented April 15, 1964.)
- August 17, 1964—Bulova, Elgin, General Time and Hamilton testify before the U. S. Senate Armed Services Subcommittee. Purpose of this hearing is to aid the committee in determining the defense contribution of the American watch and clock industry.
- October 30, 1964—The Tariff Commission denies Bulova, Elgin and Hamilton's request for quotas as petitioned April 15 and on the basis of the July 28 hearing. (Still pending is the question of an embargo on all Swiss watches as requested in the complaint filed April 15.)
- December 23, 1964—The U. S. Senate Armed Services Subcommittee issues a report based on its August 17 hearing. The report recommends "in favor of the retention of domestic watch skills in the United States."
- March 5, 1965—The Tariff Commission sends to the President a report of its investigation of the economic effect of a watch tariff reduction. The commissioners unanimously reported that the reduction in duties sought by the Swiss cartel and the American importers would cause an increase in imports, a decrease in U. S. production, idling of U. S. production facilities and a decrease in employment.
- April 5, 1965—The President of the United States requests the Office of Emergency Planning "to determine whether or not watches, movements and parts are being imported into the United States in such quantities or under such circumstances as to threaten to impair the national security."

The Office of Emergency Planning (OEP) was requested by the President to conclude its investigation by October 1. Hamilton and other U. S. manufacturers have cooperated fully with the OEP to get at the facts, and on May 24, June 22 and July 9 of this year presented written statements relating to defense activities. Swiss representatives presented opposing views at the same times.

- July 19, 1965—Tariff Commission holds a hearing on the complaint of the American watch manufacturers (presented April 15, 1964) charging that the Swiss watch industry is a cartel and engages in unfair business practices, and requesting that all Swiss watches be excluded from the United States.

In addition to a history of the Swiss watch cartel dating back to 1931, Hamilton President and Chairman Arthur B. Sinkler presents illustrated organization charts (*timely* TOPICS April-May 1964) of the Swiss watch cartel. Mr. Sinkler further reports pressure tactics of cartel members relating to the present investigation.

- So here's where the situation rests now: Two reports to the President are pending:

1. From the U. S. Tariff Commission on the investigation into the cartel activities of the Swiss watch industry and U. S. importers.
2. The Office of Emergency Planning report to the President on the defense contribution of the American watch manufacturers. This report is expected on or about October 1.

The final element is, of course, the decision to be made by President Johnson. This decision regarding watch tariffs is likely to be made by the President later this year. Hamilton President Sinkler, commenting on the question said, "Without attempting to predict the final report of the commission and the OEP, I feel the weight of evidence is on the side of the American industry, and the President will reaffirm the present United States position. The outlook continues to be hopeful."

Spring – Summer 1965

HONOR ROLL ANNIVERSARIES

45 YEARS

Adam Felsinger, Jr., *Spring*
Rene A. Lacoursiere,
Holloware Silversmith

40 YEARS

Charles A. Brill, *Spring*
Ralph H. Ives, *Sterling Flatware*
Lloyd H. Mowrer, *Plate*
Maude E. Ressler, *Military Products*
Julia M. Sabo, *Wallace Pay and Cost*
James W. Stauffer, *Military*
Mary L. Schwartz, *Train*
William H. Wheeler,
Wallace Personnel
Emil G. Wiegand, *Dial*

35 YEARS

LeRoy C. May, *Movement Assembly*
William J. Regan,
Wallace Merchandising
Richard H. Rote, *Service*
Elizabeth Bard Witmer Rudy, *Train*
Charles V. Scheid, *Service*

30 YEARS

Dorothy S. Anderson,
Movement Assembly
D. Chester Connor, *Quality*
Elson P. Dolliver, *Vice President*
James W. Farmer, *Military*
Carl C. Frey, *Dial*
Paul F. Gates, *Service*
Frederick L. Gerfin, *Plate*
Tyrrell G. Hibner, *M. P. Engineering*
Peter J. Jasinski,
Wallace Power House
Albert J. Kleiner, *Dial*
Erma Kneisley, *Train*
Donald J. Mimnall, *Service*
Jane Wilson Moss, *Office*
Roland Raver,
Vice President and Controller
Katharine J. Rogers, *Order Services*
Irene E. Schmuckle,
Attach. Fit and Box

25 YEARS

Elizabeth C. Anderson, *Automatic*
Helen N. Baehr, *Inspection*
George J. Bartek,
Sterling Flatware Make
Caroline M. Book, *Spring*
Cyrus H. Bowman, *Automatic*
Edward N. Dahl, *Wallace Sales*
Blake V. Dulaney, *Vantage Products*
Elizabeth M. Eshleman, *Train*
George V. Fritsch, *Precision Metals*
Anthony D. Girard,
Sterling Flatware Buff
Harold J. Goodrich,
Sterling Flatware Trim
Richard R. Haertter,
Metals Processing
Robert V. Hartman, *Watch Sales*
Russell W. Haus, *Dial*
George A. Kohlmaier, *Service*
James O. LeVan, *Watch Engineering*
Richard H. McCune, *Machine Shop*
W. Parke McKinney,
Electric Watch Assembly
James G. Mable, *Machine Shop*
George F. Matyas,
Wallace Returned Goods
Elwood C. Miller, *Service*
Jeanne L. Mowrer,
Movement Assembly
Harry W. Reidenbach, *Inspection*
Mary Ellen Reilly, *Dial*
John C. Sheetz, *Machine Shop*
Anthony J. Sikorski,
Sterling Flatware Buff
Edmund J. Smith, *Automatic*
John M. Stoltzfus,
Movement Assembly
Edward F. Thiede,
Sterling Flatware Trim
Mary Torello, *Sterling Flatware Buff*
William Toth, Jr., *Wallace Design*
Muriel J. Turton, *Sec. to President*
Phares W. Ulmer, Jr., *Service*
Harry H. Weaver, *Flat Steel*
Russel L. Weidman, *Automatic*
Harry W. Wissler,
Machine and Tool Shop

20 YEARS

Raymond Austin, *Holloware Soldering*
Charlotte M. Angevine,
Factory Payroll
Ambrose Bard, *Service*
Pauline E. Bender, *Flat Steel*
Lucy F. Cannata, *Holloware Ship*
Louis J. Cella, *Hand Die*
Gladys M. Chant, *Plate*
Joseph Czajka, *Soldering*
Gene E. Eshleman, *Plate*
Harry Forrey, *Service*
John Carl Frederick, *Automatic*
George E. Hoover, *Watch Assembly*
Frank R. Ives, *Wallace Tool*
Lester M. Kachel,
Manufacturing Costs
Catherine Sheaffer, *Dial*
Catherine E. Smith, *Wallace Order*
Violet Anna Snavely, *Escape*
Charles E. Stacey,
Wallace Returned Goods
Gloria G. Stranz, *Office Services*
Henry A. Totz, *Wallace Security*
Eugene R. Waller,
Sterling Flatware Make
Ethel M. Weaver, *Military*

15 YEARS

Lottie B. Bechtold, *Train*
James T. Brandt, *Engineering Services*
Lawrence Ciampaglia,
Holloware Soldering
Janet C. DeGolia,
Production Planning
Merle S. Diffenderffer,
Presentation Sales
Earl F. Endress, *Plant Maintenance*
Joseph J. Glaviano,
Wallace Engraving
John H. Hoober, *Sales*
George W. Hull, Jr.,
Industrial Products Shop
Robert M. Johnson, *Sales*
Walter R. Kempf, *Metals Processing*
John Layman, *Wallace Tool*
Paul D. Lenox, *Models Lab*
Virginia V. Linton, *Plate*
Alberta G. McLeod,
Sterling Flatware Pack
Thelma M. McMinn, *Spring*
Nancy S. Retallack,
Model Jewelry Store
Marguerite M. Trupe, *Dial*
Robert Bruce Whitney, *Metrology Lab*

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