

The

SCINTILLATOR

VOLUME I, NO. 5

SCINTILLA MAGNETO DIVISION, BENDIX AVIATION CORP.

OCTOBER, 1942



I DEPEND
ON YOU!



The SCINTILLATOR

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Scintilla Magneto Division

Corp. Bidwell, U. S. M. C.

There's a boy somewhere overseas. A young kid by the name of Bidwell. But no, he isn't a boy any more, he's Corporal Everett W. Bidwell of the United States Marines. True, he's only 19 years old, but he's been in the Marines for a year and a half now, and he's a machine gunner with the Devildogs of the Air.

Maybe you remember him. He used to serve you coffee at one of the food carts. Well, he's serving lead now, hot lead and explosive bullets—dishing it out to the Japs somewhere in the Pacific.

He can take it too. He was wounded, this boy who served your coffee. Hit twice in the stomach and once in the head. He was in the air at Midway.

He's well again now, and a volunteer for special duty. He wrote his mother that, "Frankly, mom, my chances of returning are pretty slim."

In the air, fellow workers, he's depending on a part that you're making at your machine. We've got to give him production with quality. One slip on the part you make could send him hurtling to his death. Jap firepower didn't stop him—but failure of the part you make would. Give him a fighting chance to come back.

Let's Give Them Better and More Production

(EDITOR'S NOTE: The following letter was received, and is published with the thought that it is representative of the determination and will to win of all of us)

"Today, the world is in a turmoil. We, a united nation, are involved in this tragic war. Certainly, not to our want. Today, in this democratic country, the President, government employees, and industrial workers are closely united to forge America into an arsenal of the world.

"Yes, we have the resources, the wealth and the genius to combat such aggress-

The Frenchman Today — Don't Let It Happen Here



World Wide Photos

WONDER WHAT A FRENCHMAN THINKS ABOUT

(Courtesy Warner & Swasey Co.)

Three years ago a Frenchman was as free as you are. Today what does he think—

—as he humbly steps into the gutter to let his conquerors swagger past

—as he works 53 hours a week for 30 hours pay

—as he sees all trade unions outlawed and all the "rights" for which he sacrificed his country trampled by his foreign masters

—as he sees his wife go hungry and his children face a lifetime of serfdom?

What does that Frenchman—soldier, workman, politician, or businessman—think today?

Probably it's something like this—"I wish I had been less greedy for myself and more anxious for my country: I wish I had realized you can't beat off a determined invader by a quarreling disunited people at home; I wish I had been willing to give in to other Frenchmen on some of my rights, instead of giving up all of them to a foreigner; I wish I had realized other Frenchmen had rights, too; I wish I had known that patriotism is work, not talk—giving, not getting."

And if that Frenchman could read our newspapers today, showing pressure groups, each demanding things be done for them instead of for our country, wouldn't he say to American businessmen, politicians, soldiers and workmen, "If you knew the horrible penalty such action is bound to bring, you'd bury your differences now before they bury you: you'd work for your country as you never worked before, and wait for your private ambitions until your country is safe. Look at me . . . I worked too little and too late.

sion. But, you ask yourself, 'Are you doing your best?' Think it over . . . don't put it off—do it now, for tomorrow is too late.

Whatever the demand on us is, let's work and make our production enough and MORE, for in return there is Liberty and all that we cherish as a free people.

"Our products are proving their worth throughout the world. Let's give them better and more for that "Second Front," and let's win the Army-Navy "E" for our Scintilla. Let's become true "Soldiers of Industry"!

John Bogdasarian, 23-50

Production Chief Knudsen Visits Scintilla Workers



DIRECTOR OF PRODUCTION Lt. General William S. Knudsen pauses momentarily in his tour of Scintilla, when he inspected products and operations. In view are General Knudsen, Mr. H. Hanni, Col. Frank J. Atwood, Chief of the Rochester Ordnance District, George E. Steiner, and Thomas Fagan.

INSPECTS PRODUCTS AND HOW THEY ARE MADE

A tour of the machine shop and a conference with Scintilla executives made up the program when Lieutenant General William S. Knudsen, Army Production Chief, and other officers visited our plant last month.

A heavy schedule of visits to area industries prevented General Knudsen from addressing any message to Scintilla employees. He has been touring the country for several months visiting industries engaged in war production.

Presenting a striking figure to Scintilla employees, General Knudsen was accompanied by Major W. M. Collins, an executive assistant; Col. Frank J. Atwood, Chief of the Rochester Ordnance District; Col. M. D. Burnside of the Army Air Force; Lt. Col. E. W. Ogram, Chief of Suboffice Administration of the Rochester Ordnance District, and Lt. Col. H. B. Nichols, of the Eastern Air Forces Procurement District.

In the escorting party were H. Hanni, George E. Steiner, A. W. DeChard, Alfred Egli, C. J. Brennan, A. Bekker, W. P. Thomas and Thomas Fagan, all of Scintilla, and R. P. Lansing, Vice President and Group Executive in charge of Eastern Divisions; A. E. Raabe, Assistant General Manager Eclipse-Pioneer Division, and N. B. McLean, General Manager of the Philadelphia Division of Bendix.

Count Us In

When the Marines prepared for the offensive in Guadalcanal Area, Colonel LeRoy P. Hunt, commanding officer of a combat group, ended his message to his men with "Good luck and God bless you—and to hell with the Japs."

Industrial Engineers Aid in Installation of New Wage Incentive Plan

To assist our Time Study Department, directed by Edward Kleiner, in replacing the old piece work system through the installation of the new wage incentive plan, which makes it possible for employees to increase their earnings, Scintilla has retained the services of the consulting engineering firm of Bigelow, Kent, Willard & Company of Boston, Massachusetts.

Twelve industrial engineers from this firm have been in this plant since Sept. 14. At present they are working in the Paint Shop and the Assembly Department, and when they have completed these departments, they will continue on with Mr. Kleiner's men in the machine tool operation departments.

The engineers are under the supervision of Frank W. Batchelder, and in his absence, Winthrop H. Moore. The remaining engineers are Harry S. Remick, Edward O'Claire, Harry M. Pollard, Robert Jackson, Henry M. Hanly, Kenneth I. Treadwell, John W. Pozerycki, Francis A. Perry, Melville Sears and Andrew J. Dunnigan.

Once a week, George E. Parker, Chief Supervising Engineer of the engineering firm, spends a day or two in the plant reviewing progress made.

A name similarity here may be somewhat confusing, so please note the differentiation between Henry M. Hanly of the Boston Engineering firm, and Henry W. Hanley, Scintilla Production Manager.

We wish to take this opportunity to welcome these men to Scintilla.

RENTS FROZEN IN SIDNEY AREA

According to an announcement from the Regional Rent office of the Office of Price Administration, in general, all rents in living quarters in Chenango, Delaware and Otsego Counties go back, as of Oct. 1, to what they were on March 1, 1942, under maximum rent regulations for the Sidney Defense Rental Area.

A. E. Casgrain, regional rent executive, pointed out that "Unless the dwelling in which a tenant lives was built or substantially altered by a major change since March 1, 1942, the general rule for the tenant to follow in paying his October rent bill is—Do not pay more than the rent paid March 1, 1942. In other words if no major change materially altering the character of the living quarters has been made since March 1, the tenant pays only the amount of rent paid March 1. The tenant does not have to get permission from his landlords to make this adjustment. The adjustment is automatic.

"In the event there has been a major change since March 1, 1942, the tenant pays the first rent charged after the alterations were completed."

Mr. Casgrain said that ordinary repairs and upkeep do not constitute a major improvement.

Full details of the rent control program in Chenango, Delaware and Otsego Counties are scheduled for public announcement by the Regional Rent office.



FIVE MORE REASONS why we won't lose this war are in this picture. No, don't turn it upside down to look. First, many schools are encouraging the saving of money for war stamps instead of the usual school banking procedure. Second, of course, is the War Stamps and what they will buy, and the third reason is that coins turned in for War Stamps won't stay out of circulation, thus using up more metal. The other two reasons? Why the children—the children that any parent will fight and die for.



HIGHEST QUALITY is the goal of the Production Inspection Department, and these members of the Inspection Office staff. Left to right are Edward P. Carkuff, technical correspondent in charge of complaints to suppliers and sub-contractors; Janet Sprague, stenographer assisting in Inspection Report control; Gerald Terpenning, supervisor of inspection personnel; Orlin Hitchcock, charge of subcontracting inspection; Arthur Rudolph, Inspection investigator; Andrew Straka, in charge of inspection improvements and equipment; Dorothy Keigler, typist; Charlotte Pangburn, stenographer; Lloyd Taylor, office assistant; Gladys Mulwane, assistant in receiving inspection investigations; Lewis Johnson, charge of inspection methods, and John Sheldon, supervisor of process inspection and inspection planning. Not in this picture is Charles Davis, inspection investigator and coordinator for the second and third shifts.

WHO'S WHO IN THE INSPECTION DEPARTMENT

by JOHN SHELDON

"The Inspection Department is the guardian of the management and the representative of the customer." That in brief is the foundation upon which our Inspection Department is founded. All decisions and judgments handed down are done so with the firm knowledge that the execution of the order is done for the best interests of the company and protection of our customers.

The department is headed by Mr. Michel, Quality Manager, Fritz Scheidegger, Chief Inspector, and Jake Schroh, Assistant Chief Inspector in charge of the second and third shifts. Earl Whitmore, Supervisor of the New Building, handles the inspection on the Production Lines.

The foremen and their respective sections are: Harry Partridge, Walt Warren, Armand St. Cyr and "Stub" Dilmore who bend their efforts toward the maintenance of quality on the Production Lines in the New Building. Roy Davie, Al Thomas and Art Flocken keep them sparking at the Dielectric bench while Ed. Kokalas, "Nate" Nader and Harry Palmer keep the boys in Assembly well supplied with nuts, bolts, screws and other miscellaneous items.

John Straka, George Tift and Lou Patrick are in charge of the Final Parts Inspection not done on the lines. Through the hands of Ray Myers, Doug Davidson and Virge Braisland go the finished products of the Scintilla for their final check and O. K.

Max Miller, Ray Camp and Johnny Sergio keep the floor inspectors of the Old Building on the beam as Al Dewey and Bill Barringer watch the harnesses. The spark plugs are kept plugging by Bruce Jenkins and Kay Meek while Buck Wilcox and Johnny Carmichael cover themselves with glory (and dirt) keeping us supplied with Bar stock and castings. Paul, in trouble again, Heavner heading the Gauge Inspectors and Bob Rothensies at the pumps complete the list of foremen in the Inspection Department. These men are ably assisted by numerous Assistant Working Foremen and Ladies in their sections.

These people are guiding the efforts of the Inspection Department in their drive for Freedom through quality production.



DIRECTING WORK of the Inspection Department are Fritz Scheidegger, Chief Inspector, and Walter Michel, Quality Manager.

(EDITOR'S NOTE: Pictured above are the two men who direct Scintilla's huge Inspection Department. We thought you might like to know them better, so Inspection's contributing editor, John Sheldon, prepared the following articles.)

WALTER MICHEL

When you see a man go striding down the hall very intent upon his own thoughts, and one glance tells you they are of no trivial things, you are undoubtedly seeing the Quality Manager of the Inspection Department, Walter Michel.

He was born in Luzerne, Switzerland on October 15, 1905.

Early Training

When he became old enough to attend school he went to Zurich, not far from Luzerne, which is a famous resort. Along with his studies he became very adept in skiing, skating and track. While in high school he studied languages, especially French and English. After graduation he took a three year apprenticeship course in drafting with a company which made grinding, milling and gear grinding machinery. His first year he was a blueprint boy, making blueprints, changes and

tracing, the second year was spent on the drafting board as a detailer and the last year in making layouts. During this time he also attended school twenty miles away, two days weekly and took extra subjects which required him to go two nights a week to study law, public speaking, English and French. At the end of his three years of apprenticeship he was required to take an examination which lasted for three days and covered both scholastic and practical application of the courses taken.

Walter attended State School for Mechanics at Wintherthur and worked in Tool Room and Machine Shop from 1924 to 1925.

In 1925 he enrolled for the three year course in Engineering at the State Technical College at Wintherthur. An entrance requirement of this college was one year of practical experience. One of his classmates was J. R. Frei, now Chief Engineer, who graduated with him in 1928.

After graduation from college Walter went to Paris and, being able to speak French, became employed at Citroen, The Ford of France, in the Engineering Department. He soon became very much attracted by the Night Life of Paris and his spare time was well taken up with this and studying English, still in the hopes of coming to America.

In 1930 his big chance came—he was one of the 2000 chosen to come to America. In Switzerland only 2000 people are allowed to come to America each year. The names of all those wanting to come are put in a large bowl and the names drawn until the quota is reached. In Walter's case, he waited four years before his name was drawn.

He Was Prepared

After a stormy trip lasting eleven days, he finally landed in New York. Walter, being wise to the various ways in which immigrants were taken in and robbed by sharpers, had a map of New York which he used to direct the taxi driver to various places so that the fare would not mount up. He had friends in Syracuse so he immediately entrained for that city

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They Float Through the Air with the Greatest Ease



FLYING ENTHUSIASTS are these Scintilla employees who organized their own flying club and purchased a Piper Cub for their training. Front row, left to right, is composed of Bill Burger, Howard Foster, Dick Riker, Ed Burger and Lloyd Tyler. In the back row are Andrew Prohaska (who took up flying for hair raising experiences), John Frank, Herman Keller, Ivan Kollgaard, and Arthur Fargo.

Employees Form Flying Club and Buy Own Plane

Ten Scintilla employees, some too old for the Air Corps, some men with dependents and others who may one day sit in the cockpit of an Army plane, wanted to learn to fly economically, and how they are doing it should be interesting to other potential aviators.

First step was the organization of a flying club, with elected officers and committees. Andrew Prohaska was named chairman of the organization, and Dick Riker and Art Fargo were named to the maintenance committee. Regular meetings were scheduled.

Each man chipped in \$100, and a second-hand Piper Cub with only 200 hours flying time was purchased. Ralph Barnard, Scintilla pilot, was engaged to give instructions, and the men are taking a ground school course at Sidney High School, with a three hour session weekly. Subjects covered in this ground school are commercial air rules, navigation, meteorology, care of the airplane, and related subjects.

Flying expenses are determined through a log of each man's flying time. John Frank handles this detail. Each individual flying the plane, pays the instructor \$3 per hour for his instruction. His flying time is recorded in the log against his name, and he is then assessed \$2 for each hour's flying time charged against him. This money is collected by the club, and so far, has been sufficient to cover all expenses of maintaining the plane.

Every 100 hours flying time, the plane

is checked by a licensed mechanic, and his charge comes out of the club funds. Each club member has his student's flying permit, and is working toward a private pilot's license, which requires at least eight hours of dual instruction, and 35 hours' solo flying.

Only two minor accidents have marred progress. It had been decided by the members that should there be an accident, the person flying the plane should pay for repairs, provided the accident was caused by human error. If the accident was due to mechanical failure, however, the cost of repairs are borne by the club as a whole.

Those are the mechanics of the club's organization, and judging from the picture, and the kidding the men take, it's an interesting proposition.

Fast Work

Department 12's two prodigies in the Navy are faring right well. "Pete" Dilley is a Chief Petty Officer, and "Red" Wormuth is a First Class Petty Officer. Jim Knox, also of Experimental, has left for training with the Army Air Corps, and the boys are expecting equally fast results from him.

Agreement Amended by President Roosevelt's Executive Order

On Sept. 28, the following notice relating to the automatic amendment of the agreement between Scintilla Magneto Division, and the Ignition Employees Association, was posted over the signature of Mr. H. Hanni, General Manager, and we reprint the exact text for your information:

"In conformity with the executive order signed by the President on September 9th, to become effective October 1st, 1942, concerning the payment of premiums and overtime for Saturdays, Sundays, and holidays as such, the Agreement between Scintilla Magneto Division and Ignition Employees Association has, as provided for in item 79 on page 28 of the printed "Agreement" booklet, automatically been amended as follows:

1. Between items 22 and 23 as shown on page 13 of the printed booklet, the following is inserted: "Further, time and one-half shall be paid for all work performed on the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, in conformance with the President's Executive Order."

2. Item 23 on page 13 of the booklet is changed to read as follows: "Hourly rated employees, whether working on a straight hourly rate or on piece work, will be paid straight time therefor, except when such work falls on one of the holidays stipulated above, or as provided below."

3. In item 26 on page 14 of the booklet, insert the words, "scheduled work," i.e., "All work on the employees sixth work day in the **scheduled work** week shall be paid," etc.

4. In item 27 on page 14 of the booklet, the words, "irrespective of the calendar week," are deleted, and are replaced with the words, "in the scheduled work week," i.e., "All work on the seventh consecutive day worked in the **scheduled work week** shall be paid," etc.

5. The following item is inserted between item 27 on page 14 of the booklet, and item 28 on page 15: "In the event an employee is called upon to work on the seventh consecutive day in his scheduled working week and the seventh day happens to be one of the holidays stipulated above, then double time shall be paid for all work on that day in accordance with paragraph 4 above."

6. In item 28 on page 15, the word, "the," is deleted, and is replaced by the words, "his scheduled," i.e., "No employee shall be laid off except for just cause during **his scheduled** working week," etc.

Be a 10%er

A dime from every dollar—that's what Uncle Sam asks you to invest in War Bonds to back up our boys on the fighting fronts.

Meet the Personnel Department

An Outline of Activities—Who to See About What

To acquaint new employees with the functions of the Personnel Department, the employee services offered, and persons to contact regarding these services, we are presenting this brief summary of the department's activities.

EMPLOYMENT AND PLACEMENT: Through the Employment Division of the Personnel Department, every person who is hired at Scintilla goes through the employment procedure. Scintilla cooperates with the U. S. Employment Service in hiring of applicants, and many referrals are secured in this manner. At the guard-house, applicants are given a brief interview by M. N. Champlain, as to the possibility of their employment. The applicants are then brought to the Employment Office for final interview and placement if qualified. Female applicants are interviewed by Mrs. Ernestine Waldron, assisted by Janice Richards, and male applicants are interviewed by Robert L. Decker, assisted at times by Roland Ritchie and Robert Snowdon.

SELECTIVE SERVICE: The multitude of details relating to the effect of the Selective Service draft on Scintilla's male employees is handled through the Personnel Department. E. M. Van Name, Personnel Manager, supervises the Selec-

tive Service functions of the department, assisted by Robert C. Decker, Lewis Carpenter and Marie Padavoni. Contact on each individual case is maintained with supervisors and foremen.

INSURANCE: Both Scintilla's group insurance, and the hospital plan details are handled by Miss Alice Relyea of the Personnel Department. Employees are advised to read carefully the booklets regarding their group insurance benefits. If you are anticipating entering the hospital for medical treatment, you should advise the Insurance Division in advance to assure prompt handling of your claim. If you are forced to be absent for more than a week because of illness, write Miss Relyea your doctor's name and address.

TRANSPORTATION: One of the major problems confronting Scintilla employees is transportation to and from work. Transportation committees have been formed, surveys made, and close cooperation with area rationing boards and transportation councils maintained. R. C. Ritchie of the Personnel Department is Transportation Coordinator, and as such, reviews all applications by Scintilla workers for tires, gasoline and bicycles. The cards filled out in the July transportation survey are the basis for

Must Be Reported

It cannot be over-emphasized that it is vital for every employee registered for Selective Service, to report any change whatsoever in his Selective Service status.

If you are registered for Selective Service, and receive a notice to report for physical examinations, a new classification, a questionnaire form, or any information relating to your classification, you should take the following two steps immediately upon receiving the information.

FIRST: Report the receipt of the information to your foreman.

SECOND: Report the receipt of the information to the Personnel Department.

It is essential that you take both these steps the very day you receive any such notices or forms.

obtaining rides and passengers for employees, so if you drive to work, and you didn't fill out a card, do so now. If you have transportation problems, or ideas for solving transportation problems, get in touch with Mr. Ritchie.

Among the many other functions of the Personnel Department is the handling of the absentee system, by Mr. Ritchie. Daily attendance reports are submitted to him by department clerks, check-ups

(Continued on Page 12)



PLEASURE WITH BUSINESS isn't on the menu in the Personnel Department, but when staff photographer Norman Meagley clicked the shutter, some members of the department couldn't resist the temptation to turn on the "smile of beauty." At top left is Mrs. Ernestine Waldron, in charge of interviewing and placement of female applicants. Top center is E. M. Van Name, Personnel Manager, and top right, Robert Snowdon, office manager, gives instructions to Barbara Sliter. At bottom left Ruth Knapp questions Alice Relyea, who is in charge of group and hospital insurance. Next is Roland Ritchie, transportation coordinator, discussing transportation problems with Ray Ogborn. At bottom right, Henry Hoos of Line 49 reports his Selective Service status to Robert C. Decker and Lewis Carpenter.

MAJORITY OF SKIN TROUBLE CAN BE PREVENTED

All over the United States occupational dermatitis—skin trouble—is a growing problem in war industries. Since skin conditions may develop as a result of constant contact or irritation, regardless of the irritation substance, skin diseases are not confined only to machine shops where there is an abundance of grease and oils, but occur in other industries as well. Skin irritations most frequently result from contact with chemical agents, greases, heat, cold, friction, and infections which find their way to cause trouble through small breaks in the skin.

There are a few people who are allergic or sensitive to certain substances but these people are not common. If you are one of these you should either protect your skin from the material or keep away from it.

Prevention

Prevention of dermatitis is fairly simple. Skin troubles in industry are chiefly caused by dirt or irritation material left on the skin too long. Industrial medical experts insist primarily on cleanliness—plenty of washing with mild soaps at the factory and at home. At least 90% of the industrial skin troubles (not including burns from acids and alkalies) can be avoided by faithful use of a careful routine of personal cleanliness. When you do develop a skin trouble of this kind, frequent wash-ups with plenty of soap and water constitute over half the treatment.

Suggestions for Your Program of Prevention

1. Use protective creams which are now provided by all progressive companies. Safety engineers urge workers to use protective creams which are prepared for the sole purpose of guarding the skin against irritation. Be sure you wash well before applying the cream. When you smear your hands and arms with protective cream, without first washing well, what happens? The ordinary dirt which is on the skin is rubbed into the openings around the hairs. The openings become clogged with dirt, grease and oil; blackheads are the result; next pimples and frequently boils. Wash well and apply more cream when necessary during the day.

2. At the end of the day wash up again—the whole body this time if clothes are dirty and oil or dust has been rubbed into the skin.

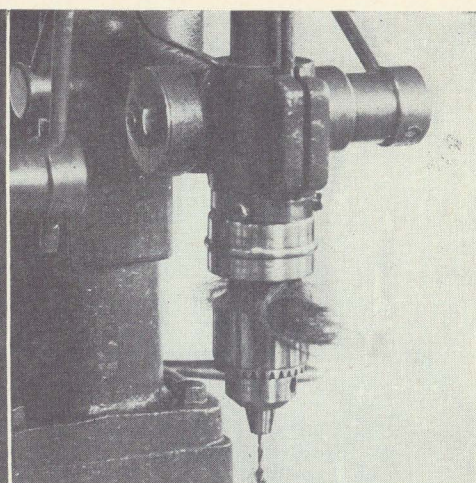
3. Keep your hands and sleeves away from your face, especially your forehead and from the back of your head. You sweat, rub your forehead with the back of your hand, sleeve or arm and rub the dirt into your skin.

4. If you sweat freely, wear a sweat band around your forehead to keep sweat from running into your eyes and to keep you from rubbing your forehead.

Your Safety Cap Worn Incorrectly Could Result In This



WHAT DO YOU THINK, girls, that's human hair wound around that drill press. She said when it caught it pulled some of the scalp with it. Better get a safety cap—but wear it right. Tuck all the hair under it, and leave the visor down. You do like your hair don't you?



5. Do not use waste, either dirty or clean, to remove dirt or oil.

6. Do not use cutting compounds, benzene, or kerosene for cleaning the skin. These compounds will dry out the natural oil in your skin.

7. No matter what your work is, if it means handling dirty, irritating material have fresh work clothes twice a week—more often if possible.

8. If you develop any signs of skin trouble—in most cases, a reddening of the skin, itching or beginning pustules, seek early instructions and advice from your Medical Department.

USE YOUR HEAD—SAVE YOUR HAIR

Specially designed safety caps, with all the good features necessary for safety and comfort are available to female employees at the production tool crib.

The caps are attractive, have plenty of room for your long curls, and are light weight and airy, giving necessary ventilation for hair health. Of a type proven successful at other industrial plants, the caps cost you only 25 cents, as Scintilla pays the difference between that and the original cost of 50 cents.

Safety caps are required on all machine operations where there are any revolving parts, so don't let your hair be caught without one.

Get them at the tool crib for two bits—they keep your hair clean and keep it on your head instead of in the machine.

The Sunny Side

Then too, there's the story of the Scotsman who took his girl to the beach and told her shady stories all day, so he wouldn't have to rent an umbrella. (The Wico Spark)

ASK THE MAN WHO KNOWS

When you were a baby, do you remember counting your ten little toes?

Well, when you get to be an old man, and revert to your second childhood, you might want to count those same ten toes.

Yes, that's right, we're campaigning for safety shoes. These shoes are constructed for safety, durability, health and comfort, four very important features.

The safety shoe salesman is at Choate's building, at the corner of Sherman Avenue and Union Street from noon to 11 p. m. every Friday. If the hours aren't convenient, contact the Medical Bureau.

With neoprene oil resisting soles and heels, and special safety construction, the shoes are made to do the job, and sell for five to six dollars per pair.

Safety shoes won't prevent an accident—but they will prevent some damage. It could happen to you.

Physicians Visit Scintilla

To give area physicians an opportunity to better understand the problems presented to them by Scintilla workers as patients, the Delaware County Medical Society held its monthly meeting at Scintilla.

Twenty-six physicians were our guests, and were served dinner in the cafeteria and then escorted on a tour of the plant and the two First Aid rooms.

After this inspection tour, the party was addressed by Dr. Ralph Loomis and Dr. Elliot Danforth of Sidney, who are medical examiners and consulting physicians for Scintilla. Other speakers included E. M. Van Name, Personnel Manager, Miss Anne L. Meade, Scintilla Charge Nurse, and Dr. Alexander Carson and Dr. Edwin P. Hall, both of Oneonta. Dr. Edward P. Danforth, of Bainbridge was an invited guest. At the conclusion of the session, the doctors were unanimous in their praise of Scintilla's Medical facilities.

News of Scintilla Men in Service



AVIATION service school in Florida now holds the attention of John Herrmann, former machine operator in Department 34.

Soldiers Turn Tables—Write To Boost Our Morale

Scintilla workers are flying the Minute Man flag for their War Bond purchases, but our former employees now in the Armed Service are really keeping pace.

Last month, checks for military separation allowances and vacation pay were mailed to many Service men. Well, shortly after, we received such letters as follow:

ROBERT L. SHIPE of the U. S. Marines said "I wish to thank you for the check received. It surprised me, but I intend to use 90 per cent of it to buy War Bonds. Our pay day is tomorrow, so I won't need much extra."

ROBERT U. CARLSON wrote from an Army Base in Virginia, "I received your letter and check yesterday. I appreciate it very much and will use it to the best advantage. I have decided to buy War Bonds with this money, besides serving my country as a soldier. I'm sure we'll all do our best to bring victory to the Allies."

RICHARD L. PARSONS wrote from a technical school in Florida that he appreciated the check, and "you might like to know that I am investing all the money in War Bonds."

MARTIN E. GUHIN, with the Air Corps in Mississippi, wrote "Tell them that we in the Services are buying bonds. My squadron won recognition for 97 per cent bond purchases."

CARL DYKEMAN, formerly of Dept. 34, wants to greet his friends through "The Scintillator," and says "Just now I'm stationed in an M. P. detachment, but don't think we're 'Mama's Pets' as you may have heard. We're trying to do our part here, as the boys are everywhere."

MICHAEL A. KUZMA, Apprentice Seaman, says "Life here (at a training station in Rhode Island) is very interesting. The first three weeks are the hardest, because of the stiff exercises, inoculations, drills, learning how to sleep in hammocks, and a million and one other things. Soon, maybe, all of us will be on the high seas, seeing action. This is really something to look forward to. Now, we have to get up at 5:15 for morning exercise, and then to bed by 9:30 p. m."

An Open Letter to Our Friends Now in the Armed Forces

Scintilla is proud of former employees now serving our country. That isn't an empty phrase fellows—we mean it. Our boys are training in 30 states and in increasing numbers are in the thick of the fighting overseas.

Several times lately we have received addresses, "Care of the Postmaster" at some embarkation port. We know what that means.

The Army, Army Air Corps, Navy, Marines and Coast Guard are well represented on our list of men in Service. As soon as we receive the address of an employee in Service, the machinery of Scintilla's program for Service men is set in motion. As soon as possible, the man's name goes on the permanent honor roll at the main entrance. He is placed on the mailing list of "The Scintillator," and his address is available to employees who wish to contact him.

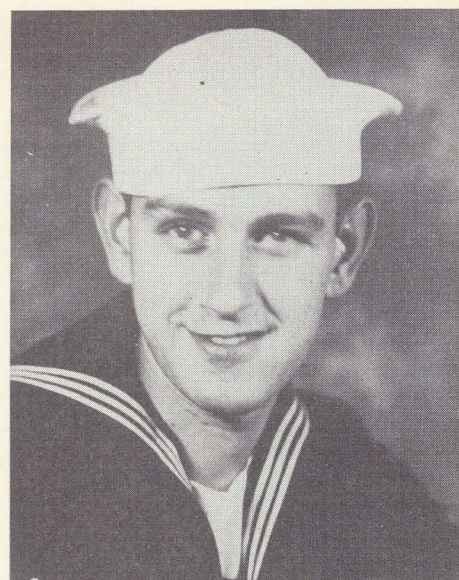
His name and address are forwarded to the Payroll Department where his eligibility for the military separation allotment is reviewed. He is mailed a pencil and knife set with the inscription "Best of Luck—Scintilla." The employees of the man's former department also step in with various systems for sending letters, boxes of cigarettes and candy, gift sets, and other useful items.

For the benefit of our employees who are not already familiar with it, we quote paragraph 65 of the agreement between Scintilla and the Ignition Employees Association, which says in part,

"Any employee who enters the military service of the United States Government under the present Selective Service Act or who, in time of war, enlists in such services, shall be considered on leave of absence without loss of seniority."

Yes, we are proud of our Service men, and happy to carry on this program for former fellow employees. We are working hard, fellows, and will work harder, in the hope that you will have reason to be proud of us.

BONDS BUY BOMBERS

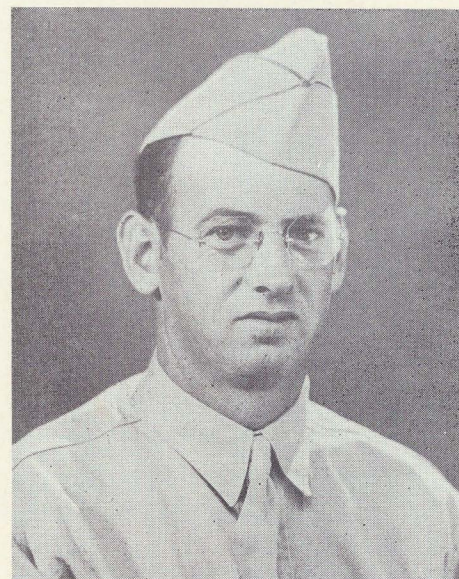


APPRENTICE SEAMAN attending a fleet electric hydraulic school in California is C. A. Benedict who used to work with you fellows down on line 48.

Military Addresses Needed

It is essential that Scintilla know the correct address of employees now in military service. If you know these addresses please check with the Personnel Department to make sure the files are correct. If you would like an address of a fellow worker to communicate with him, this Personnel Department file is available.

And you fellows in Service, keep the Personnel Department notified of any change of address or promotion, and if you have contributions for a future Service Man's news page, send them to "The Scintillator."



BECOMING FAMILIAR with tanks in his new job with the U. S. Army at Fort Knox is Pvt. Fred A. Clayton who used to work in Dept. 39.

Diplomas Awarded 54 Completing Motion Analysis Course

Simplified Motion Analysis course, conducted by W. W. Thomas and attended by 54 Scintilla employees, has been concluded after 18 weeks of study in the fundamentals of motion analysis, and its practical application in industry.

Supervisors, tool designers, time study men, inspectors, foremen, and members of the Production, Service and Experimental Departments volunteered to take the course, which met for two hour sessions each week for nearly five months.

The S. M. A. course, as it is commonly known, is designed solely for the purpose of applying job improvements in industry, and that it served its purpose is evident in that the men who attended the classes submitted as high as eight or ten suggestions each, and recommendations for various job improvements, which have been reviewed by Mr. Thomas and, if practical, put into immediate practice in various departments of the plant.

"These suggestions have shown that a job improvement can be accomplished if the principles of Simplified Motion Analysis are applied," Mr. Thomas said.

Members of this class are being awarded diplomas indicating their ability in the subject. Mr. Thomas has been actively engaged in teaching S. M. A. in industries throughout the country for the past 18 years, and the course given here was specially rewritten to suit Scintilla's needs.

Diplomas for successful completion of the course go to:

Edward O. Kleiner, Supervisor of Cost Control, and the following time study men: Robert McCauley, Chief Study Man, Donald McGinnis, Joseph Roberts, Louis Albino, Russell Wheeler, Charles Arliss, Stewart Currie, George Ferrell, Vans A. Dove, Jr., James O'Neil and Elmer Dann, Jr.

Other diplomas go to Herman Keller, Assistant Production Manager; George Brooks, Jay C. Taber and Richard Stone of Tool Design; Andrew Prohaska, Lynn Hallock and Ivan Kollgaard of Layout; Walter Michel, Quality Manager; Lewis Johnson, Andrew Straka, John P. Straka, John M. Sheldon and Nansif Nader of Inspection; Fred Scheidegger, Chief Inspector; Jacob W. Schroh, Supervisor of Inspection, and Ray C. Camp, Gordon Cushman, Orlin W. Hitchcock, Edward Kokolas and Edward P. Carkuff of Inspection.

Also, Harold L. Cook, Trainee Instructor; Mrs. Anne Orton, Trainee Coordinator; Robert Graham, Service Department; Kenneth Davis, Fred Wuthrich, Cloyce P. Ginger, Vernon Cornell, Clarence Baker and Albert Bruetsch, all General Foremen; A. J. Cummm, Group Leader; Ted Beyen, Carl Kuebler, John Beyen and Harold Pendorf, Supervisors.

Engineering Department Conducts Drafting School



THE GLASS BOX used for instruction in orthographic projection is the center of attention for these students attending the Scintilla conducted school for teaching Engineering Drawing. Front row, left to right, are Mary Elliott of Norwich; Helen Ostrynski, Sidney; Jeanne Clements, Sidney; Virginia Seagh, Oneonta; Mrs. Myerl Roloson, instructor, Sidney; Olive Sampson, Harpursville; Betty Barry, Sidney, and Lucy Harris, Sidney. Back row, Dora Riley, Norwich; Edith Knoeller, Deposit; Mrs. Doris Graves, South New Berlin, and Doris Ellsworth, Unadilla Forks.

FUNDAMENTAL COURSE IN ENGINEERING DRAWING UNDER WAY

First of its type to be conducted by Scintilla, the Engineering Department has established a school for women where engineering drawing and the principles of engineering practice are taught.

Realizing the increasing need and critical scarcity of qualified draftsmen for Engineering, J. R. Frei, Chief Engineer, appointed a committee, or "Board of Education," to start the school. The "Board" consists of W. A. Uline, former Chief Draftsman and now assistant to H. C. Walters; A. J. Wadsworth, Chief Draftsman; R. B. Clark, assistant to Mr. Frei; Carl E. Lindenmeyr, Supervisor of Training and Wage Administration, and Mrs. W. G. Roloson, veteran member of Engineering's staff.

The committee in cooperation with Franklyn S. Barry, Sidney School principal, arranged to conduct the class in the Sidney school.

The pupils, all women, were chosen according to their ability to fulfill certain requirements such as previous training, and experience and general aptitude for this type of work. They were chosen from the Engineering Department, factory production departments, and a few new employees. The school is conducted 49 hours weekly, and will last a total of about three months.

Mrs. Roloson was selected to instruct the class, and a brief outline of the course of study includes the following points: Correct use of instruments, and exercises in their use: printing: applied geometry and trigonometry, fractions and decimals: orthographic projection and sections, and dimensioning, as well as working drawings, assembly drawings, and detail drawing. There will be lectures and study of screw threads, gears and cams, patterns

and molding, and drawing and shop practices.

Upon satisfactory completion of the course, the women will be absorbed by the Engineering Department to help meet the ever increasing demand for persons with engineering drawing training.

Firepower

Fire your dollars at America's enemies. Put 10 per cent of your earnings into War Bonds every pay day.



THE 1,000th student to graduate from the Related Training class since its inception six months ago is Mildred Hodge, and she receives her certificate from Carl E. Lindenmeyr, supervisor of training and wage administration.

Shavings

The Long and Short of Departmental News

Signals Mixed

The laugh of the month is on George Bell of the mailing room. Living in Oneonta, George carries his lunch to work in a paper bag each morning. The other a. m. he hurried to work, grabbing the paper lunch sack from its usual spot. When he arrived at work and opened his sack for guard inspection, he found the delicious lunch was in reality shears, embroidery and sewing equipment belonging to his wife. So if you saw George embroidering during his luncheon hour, it was just to keep his mind off the missing lunch.

On the Lines

Ted Estle of Line 40 is the father of a fine baby girl, Barbara Estelle, born Sept. 10 . . . Art Vervalin, Newell Wood and Robert Baker, all former employees, have returned to their Naval Training Stations after 9 day leaves . . . Wedding Bells for another Scintilla couple, as Frances Jersey of Line 40 and McDonald Grant of Line 41 took the step . . . Veda Jersey, Frances' sister, recently married Bob Miner, checker for Crotty's wagon service . . . Ruth Plossl of Sidney Center and Charles Hollenbeck of Line 42 were married Sept. 23 . . . James Harrington, Line 43, has left for duty with the Coast Guard, and D. Stevens and E. Cole of Line 46 are anticipating entering the Army . . . Mrs. Ryan, inspector on Line 54, has returned from a trip to Alabama, where she visited her husband, Stanley, formerly of the rubber line.

Harold Birch of Line 49 is engaged to Janet Clift . . . Don Cuddihe, home from Naval Training Station, visited his friends in Line 49 . . . Lines 49, 50 and 51 recently held a clambake . . . A good time was had by all, and the effects have now worn off . . . Ralph Francisco, Line 47, has re-enlisted in the Navy, and has left to be a Second Class Gunner's Mate



BRIDAL PARTY (as if you couldn't tell by the smiles) is composed of Kay Berner (the bridesmaid), Frances Todd (the bride), Dick Riker (the lucky fellow), and Louis Grasso (the best man). Frances is employed in the Engineering Department, and Dick is supervisor of molding and machining of rubber parts. Kay works in Sales, and Louis in Tool Design.

Sidney Cardinals Concluding Successful Season



GREAT RECORD has been set by the Sidney Cardinals, local baseball team composed principally of Scintilla employees. In three years' play, the team has lost only four games. The record this year to date is 15 wins with only one defeat. Meeting some of the best semi-professional teams in New York and Pennsylvania, the fellows who are responsible for this record are, front row, left to right: Bill Smith, right field; Lawrence Hulbert, mascot, and Truair Halbert, third base (now serving in the Army). Second row, Ken Truhn, short stop; Kenneth DeMott, first base; Mirabito, catcher; Don Payne, center field; Joe Bolandio, second base; Bob Isler, pitcher; Ed Gliha, center field, and Perio Bolardi, utility outfielder. Back row, Truan Hulbert, manager; Tom Osborne, pitcher; Mike Saltus, president of the club, and Paul Parker, scorekeeper.

aboard ship . . . Walt Nelson, line inspector on 49, is engaged to marry Lucille Farnsworth, of Dept. 63 . . . George Borst, of Line 52, is the proud father of a baby boy, Delbert Leon . . . Walter Law, also of 51, has a baby boy, Francis . . . Tony Schrader, Line 51 foreman, has returned to work after an operation on his knee . . . John O'Rourke, formerly of Line 44, is in the Air Corps, stationed in Tennessee . . . A son, Gary, was born to Mr. and Mrs. Richard Tait . . . Mr. Tait works on Line 51 . . . Jim Harrington, who worked in Dept. 42, is now training with the Coast Guard . . . The inspectors of Lines 53 and 54 enjoyed the clambake held by Line 53 at Ben Roe's place.

From Tool Design

This is the place where it will cost two fellows 10 solid smackers to smoke while working—now isn't that right, Andy and George? (But they can smoke wedding cigars, so come on fellows, get going and give them a break.)

The boundaries of these offices change as fast as Europe. The mold designers have picked up their "forms" and crossed the channel to share the room with Mr. Grutter and his designers. There is a noticeable change in the noise from one typewriter, with Edythe Yager joining the ranks of nimble fingers . . . It certainly couldn't have been Rose Prohaska's tonsils that were responsible for all the chatter in one corner. She says she had them pulled . . . If you are a walking enthusiast and get your hands cold these chilly evenings, just ask Lil Boob-e-aye the easiest remedy for your discomfort. At least she claims she has solved the problem.

SUNDRY SAYINGS

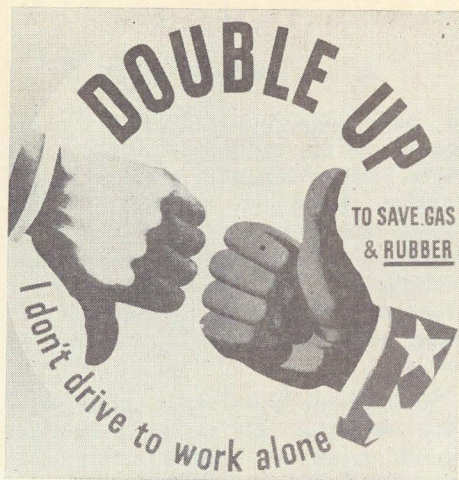
by

BOB PIPER (Dept. 34)

The Scintilla Night Men's Skeet League has closed a successful season. Ezra Judd's and Lester Laures' teams ended in a tie, and at the shoot off, Laures' team took first place. The sharpshooters on the winning team were Laures, Herrman, Pattengill, Silvernail and Brush. The highlight of the season was the shooting of 56 straight by Ken Cummings. How about the supper, Judd?

Bill Swart and A. Nelson from Dept. 34 had more than their share of bad luck. While fishing from a motor boat in Butternut Creek, the boat collided with a log, that ripped through the boat, and there the boys were, "marooned" in this great stream. Something had to be done, so with all the strength and courage they could muster, they jumped — and waded to shore. After strenuous efforts, the boat was dislodged, but Swart was exhausted and crumpled on the bank, and the last feeble cry we heard from Nelson was "Save my pole."

When we see Jim Green riding his bicycle, we always note the cigar in his mouth. Could that be for balance Jim? . . . Bennett still has that muscle building book, "How to Get Muscles and Lick Your Friends." Won't somebody make him an offer? We fellows on the 12 hour shift are tearing into our eighth week of this long shift, and as we roll on, our theme song is "I've Got Nerves That Jingle Jangle Jingle"—and I'm not kidding.



All Employees Driving to Work To Be Re-registered

A re-registration of all persons who drive their automobiles to and from work is expected to be carried out in the near future.

On the basis of the transportation survey made in July, new cards will be sent out—this time only to the persons who drive back and forth. This re-registration is intended to cover every person who drives all or any part of the time, so if you did not sign a transportation survey card in July, or if you have been hired since that time, please leave your name and clock number at the Personnel Department, so that you will be included in the new survey.

Transportation is a serious problem. You can cooperate by making sure the Personnel Department knows that you are driving, who you carry, what shift you are working, if you have any vacancies, etc. These questions are to be answered on the cards to be used in the coming survey of drivers.

After this survey has been completed, drivers carrying at least three passengers will be given the "I Don't Ride Alone" sticker pictured above. This is an approved sticker, and should be displayed on the right ventilator, or right front side window of your car.

Remember, if you didn't fill out a transportation survey card in July, and if you drive to work—send your name and clock number to R. C. Ritchie at the Personnel Department, to make sure you are covered in the new survey. It is important to YOU.

Walter Michel . . .

(Continued from Page 4)

and became employed in the Engineering Department of the Prosperity Company, makers of laundry machines. Not being particularly interested in this line of work he became a Tool Designer for the Franklin Motor Company. When this company closed he went to work for the Seal-right Company at Fulton, N. Y., makers of automatic machinery.

In late 1930 he came to Scintilla as a Draftsman. Here he worked with Mr. Frei, his old classmate in Switzerland, and acted as Chief Draftsman in his absence.

Injures Leg

It was in January, 1934, while figure skating at Neawha Park Pond that he caught his skate in a crack in the ice which resulted in a torn ligament. It is said that many Normal School Girls frequented the park and greatly enjoyed his exhibitions.

In 1935 Scintilla decided that the increase of business warranted a separate Inspection Department and Walter was chosen to be head of it. At this time there were thirty-five inspectors. He received his final citizenship papers in 1936.

Vowing never to travel on the ocean again, after his stormy voyage to America, he changed his mind and when he married Alice Schulz in 1938, they spent their honeymoon in Bermuda. They have one son, Roy.

Walter is an active member of the American Society of Tool Engineers, is a charter member of the Engineer's Club, and an active member of the Tennis Club.

It was through his efforts that the present Inspection Classes were started as early as 1932. Many of these were night classes which he taught himself.

Although he is an extremely busy man, no one seeking knowledge and advice is ever turned away empty handed. He is always willing to give generously of his time and knowledge and it is through this cooperation that the Inspection Department has grown to such an extent under his guidance.

"FRITZ"

"I wonder who that was," a bewildered new inspector queries after a verbal lacing for being caught asleep at the switch. Well, it probably was Fritz.

Now in order to answer the question of the new inspector let me introduce our Chief Inspector.

On September 15, 1895, in Hersiwyl, Switzerland, a bouncing baby boy was born to the Scheideggers and was named Frederick J., later to be commonly known to all as Fritz.

His childhood memories are rather vague, but it is the reporter's guess that it was spent playing Leap Frog with the mountain goats. He started to school in Aeschi and later continued in Corneaux. Upon completion of his secondary schooling at Corneaux he entered the Tool-makers Apprentice School of Usen DeRoll in 1912 and completed the course in 1915. Upon completion of this course he served as a toolmaker in various watch and precision instrument factories in Switzerland.

While working for Associte Genevois, makers of world famous precision instruments in Geneva, he studied "Esperanto," an international language now practically

unknown, which was fostered by the League of Nations.

In 1920 the wanderlust sunk its claws into Fritz and he accepted a position with an English concern to go to Belgian Congo. On his way there he met a friend in France who convinced him that the climate was too hot for even him, so it was decided that the U. S. A. would bear investigation.

They landed in Brooklyn and Fritz worked for about a year in various tool and machine shops. In 1921 he applied for work with the American branch of Scintilla which was then part of the Swiss organization. He was sent to Chicago as Service Man and was there three years. During this period he studied Electrical Engineering at night school. It was during this time that he again felt the urge for the open road and returned to Europe for a tour on a motorcycle.

16 Years at Scintilla

He returned to this country in 1926 and came to Sidney to work with Scintilla, where he has since resided. It was here that he met his wife, the former Evelyn Spencer, whom he married in 1930. They have five children, four girls and the last one a boy. Fritz received his final citizenship papers at Delhi in 1929.

His fondness for the outdoors makes him an ardent hunter and fisherman although at present most of his extra time outside of the shop is spent on his "ranch" where he raises everything from Mink to Fords.

As an active member of the Scintilla Gun Club and American Society of Tool Engineers he rounds out a rather complete schedule of activity. A friend of every good inspector, he is well liked by all members of his "Invisible Crew," but let the man or woman beware who does not carry his share of the load.

Working, not wishing, will win the war and Fritz does not intend to see a "Quisling" in the White House.



WHAT HAPPENED to the hair of these men who are stationed in . . . must be a military secret, but in good health otherwise are these civilians who volunteered for air depot work overseas. At least three former Scintilla employees are in this picture. Herschel Moore, formerly 16-200, forwarded it to his wife, and in the back row with Herschel are John K. Sargent, formerly 16-146, and George O'Connor, formerly 10-24.



DRAMATIC MOMENT for Mrs. Margaret Bidwell of tool grinding is this as she first hears the voice of her son, Corporal Everett W. Bidwell of the U. S. Marines. Corp. Bidwell is believed to have been wounded in combat in the Pacific, but was able to make this phone call from his overseas base to his anxious mother.

Wounded Marine Calls Mother from Overseas Base



Sparks from Engineering

Edited by JACK DETEMPLE

The Engineer's Club held its annual Fall Dance Saturday evening, Sept. 19, at the Grandview Heights Recreation Center at Norwich. In passing, we wonder who finally won the "coaster pitching" contest between B. Purdy and M. Weatherly? We also wonder if T. Peek and V. Ward were able to sell those mythical drinks they carried on a tray.

When it comes to jitterbugging, a few of the members will take a back seat to no one. J. DiMarco claims he has a new idea for a machine that will do 14 operations at once. He claims he got the inspiration from watching the jitterbugs. The men were a bit stiff, in their tuxes, we mean, but the women were positively resplendent in those glittering gowns.

The Robert (Fantastic) Smith's are to be congratulated on the arrival of a baby daughter; and the Judd (Jeeter) Cole's, who are the proud parents of a bouncing boy. The children were born only two days apart.

A. J. Wadsworth, Secretary of the Engineer's Club, announced that Jim Dougherty was elected to the grade of Junior Member; Carl Lindenmeyr to the grade of Full Membership, and your correspondent to the grade of Associate Member.

Mr. and Mrs. Joseph Mitch are the proud parents of a daughter born Sunday, Sept. 13.

The Barter Column

Publication of the Barter Column of "The Scintillator," announced to begin with this issue, is being postponed until the November issue. Hereafter, special forms will be available at the Personnel Department for submitting copy for this free advertising service. Contents may be restricted by the editors. If you wish to insert an ad, get one of the special forms available.

Progress Made on U.S.O. Recreation Center

The lease has been signed for the Sidney Recreational Building, and committees are being formed to obtain volunteer labor to renovate the building.

The two story unit must be cleaned, repaired and painted and volunteer workers are needed for the job. Some employees have already signed pledges for this work, but more help is needed.

In the near future there will be a canvass for funds to provide the money needed for materials and the professional labor that will be necessary. You will be asked to give to this fund. The recreation building will provide dancing, lounge rooms, game room and an extensive program of planned entertainment for you and your family.

The U.S.O. and the Sidney Defense Recreation Committee are cooperating in this project. Give a few hours' time, and some money to this much needed project!

"I Depend on You"

Back in 1925, when Scintilla located in Sidney, a slogan was hung on a wall. It read, "Work With The Greatest Care, Be Sure You Are Right, Give Your Best—Aircraft Pilots Are Depending On You For Their Safety."

Today, the slogan still lives, and a copy of it is in the office of Tom Fagan, Sales Manager. An adaptation of it, is on this month's cover. Look it over again. The photograph was taken by Norman Meagly, staff photographer, and Wendall Bachman of the Service Department, did the art work.

Probably Not

Breathes there a man with soul so dead, who never hath turned his head and said, "Hmm, not bad." (Wall Street Journal)

Meet Personnel Dept. . . .

(Continued from Page 6)

of absent employees made, calls advising reasons for absence relayed to clerks, and other duties relating to absenteeism are handled. Interviews regarding departmental transfers are handled by Mr. Snowdon, and the feasibility of transfer investigated. Mr. Snowdon also interviews male employees leaving the company, while Mrs. Waldron interviews females.

Files of all types are maintained on each employee. All badges, passes and special passes are handled for the Personnel Department by Kirkwood Cross. The Personnel Department also reviews material to be posted on bulletin boards, and Mr. Van Name must authorize the use of the public address system for any special announcements. The department also serves as a focal point for surveys, contests and other personnel relations activities.

Letters of recommendation, releases and certifications of employment, approved by Mr. Van Name, are handled by Aysel Searles, Jr., who also prepares statistical reports, and is associate editor of "The Scintillator." Program for former Scintilla employees now in the Armed Forces is handled jointly by Mr. Snowdon and Mr. Searles.

Last week, a permanent night shift was instituted in the Personnel Department to provide fuller utilization of office facilities, and to provide third shift workers with a means of contact for minor problems, which previously would have had to have been handled by indirect contact.

Heading the Personnel Department, with direct supervision over every phase of its activity is Mr. Van Name. The increase in employment and production, has brought additional problems to every department head, but "Van," as he is known to hundreds of employees, has a double headache, because he is responsible for providing that increase in employment.

"The Scintillator" will present a biographical sketch of "Van" in the next issue, but to touch a few of the highlights, he has an overall experience with Scintilla, beginning with his employment in 1925 as a machinist. His experience includes promotions to assistant purchasing agent, assistant production manager and other responsible positions with Scintilla.

Other personnel of the department includes Betty Disbrow and Betty Page, typists, and Barbara Sliter and Irene Viernstein, clerks, and Dorothy Frantz, secretary to Mr. Van Name.

With the night shift hours now in effect, the Personnel Department is open from 7:30 a. m. to 5 a. m. the following morning. If you have problems or questions coming under the jurisdiction of the department, it's there for your service.