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Clow News



MARCH - 1954

The Clow News

FOR AND BY THE EMPLOYEES OF

JAMES B. CLOW & SONS

Editor - H. E. Norain

CHICAGO

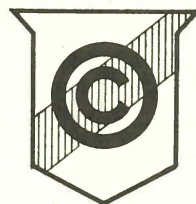
Coshocton

Waterford

Oskaloosa

Birmingham

Newcomerstown



THE COVER

This is TVA's Cherokee Dam, which creates a reservoir containing 1,500,000 acre-feet of water. The dam, situated on the Holston River in east Tennessee, is 175 feet high and 6,760 feet long.

The President's Page

Since 1932 the economy of our country has been subjected to more controls than ever before in our history. To a nation whose standard of living far outstrips the rest of the world, these controls have been most irksome. Our history shows it has been the uncontrolled freedom of the individual that has made possible the great achievements made in this country since its founding - 175 years ago. Many of us cannot remember the "normal times" of pre-1932. Then freedom to use one's best judgment, regardless of controls and competition in the fullest sense of the word, prevailed. In 1954, we are seeing for the first time in more than 20 years a return to that normal condition of freedom from controls and, therefore, free competition. This year we will not have any shortages or allocations, no price controls, no excess profit taxes, no restriction "for national defense" and no regulations regarding manpower. Fortunately for us, we have a government in Washington who believes in fewer, not more restrictions on industry and labor.

All this means more intense competition for the consumers' dollar. Things - automobiles, refrigerators, yes even pipe, will be bought as needs arise, but more than ever these products of industry will be "sold." In a buyers' market, the purchaser seeks the greatest value for his dollar and the item that provides that plus value is the one he buys. It's our job to build into all Clow products that "Greater Value." We can do it by better quality, better service, and lower cost.

I have been studying the results obtained in 1953 to see where economies could be affected and thus reduce our costs, increase our sales, and thereby contribute to our success in 1954. I am convinced, as a result of these studies, that one of the most profitable economies we could achieve would be in a big reduction in the foundry casting losses.

Let me hasten to add that I am well aware of the fact that perfection is seldom achieved in foundry operation, yet I feel that if each of us keeps in mind the cost of bad castings and puts forth a little extra effort or attention, our "lost castings" can be reduced to a minimum! Then, too, "incentive pay" for staying below minimum losses and producing with low loss adds considerably to our pay checks.

We all know that profit is the amount of money left when we receive more from our customers than we spend to deliver our product to them. Profit can be greater if higher prices are realized or, preferably, if we make a reduction in our costs. One of the quickest ways to reduce costs is to produce fewer bad castings or scrap material.

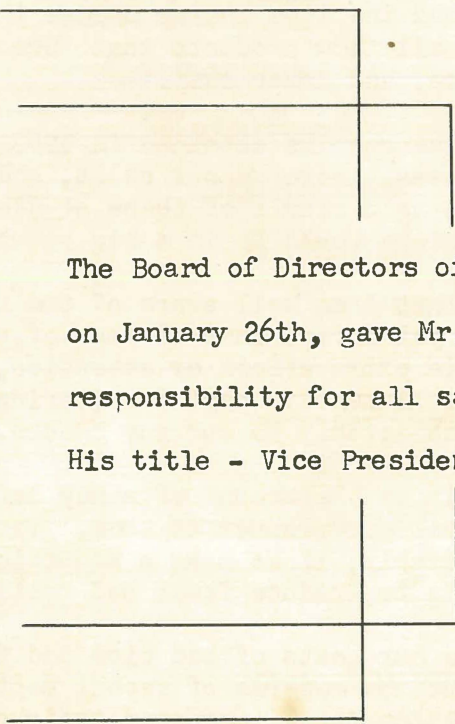
In an effort to reduce our costs of bad pipe and fittings produced at our two pipe plants, we have analyzed production records of recent months. During the period studied, the scrap pipe produced at Coshocton increased their costs \$54,082.00 and that produced at National increased their cost by \$82,701.00! In fittings, the situation is even more startling. For example, the bad castings at Coshocton increased the costs by \$76,594.00 and at National, with less than half the tonnage, their cost was increased by \$43,571.00!

We should remember that bad castings cannot be sold excepting as scrap, so they represent a tonnage which, if good, could have been sold at a profit. Therefore, in addition to the loss to the company for the bad castings, we lost, too, the profit on the sale we might have made! Then, too, there are extra handling expenses incurred in disposing of the bad castings and the lower incentive earnings to the production employees because of the loss.

This process of loss is repeated in our valve plants and in our Jobbing Division. Every order that is shipped upon which an error is made resulting in a "Return for credit" creates a loss that can never be recaptured - a loss of time, freight, handling, profit and, most serious of all, frequently the loss of a valued customer!

Let us all try our best to avoid "loss castings" and careless handling of orders that might cause our customer to "Return for credit" any goods that he purchases from Clow. If we can reduce the selling price of our product - because of a reduction in our costs - our sales departments will have a better opportunity of capturing those orders which we must have to run our shops. In the struggle for sales in the free competition of this normal year our salesmen will need all the help we can give them!

John Madden



The Board of Directors of James B. Clow & Sons on January 26th, gave Mr. George P. O'Day full responsibility for all sales of the Company. His title - Vice President in Charge of Sales.

FACT FILLER

A majority of the nation's top retail, wholesale and service industry executives, questioned recently by the Chamber of Commerce of the United States, believe business in 1954 will equal or exceed the all-time peak in 1953.

SALESMEN'S SECTION



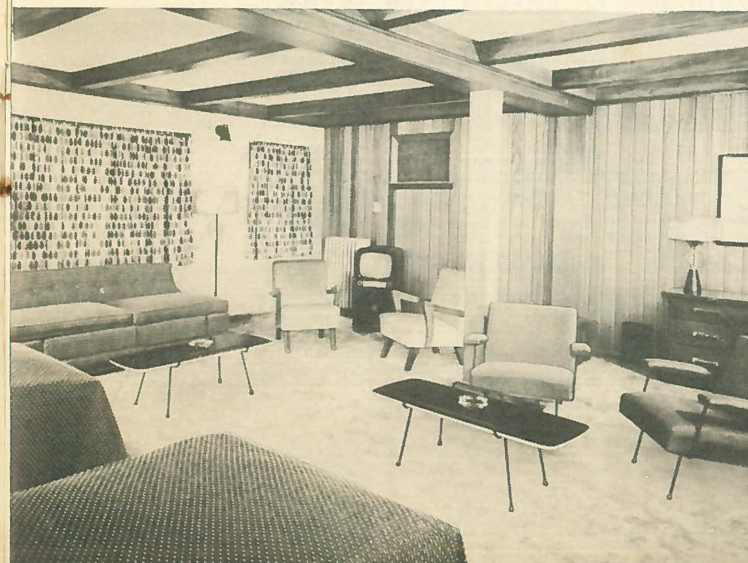
Exterior view of Farrell Manor tourist court at Amarillo, Texas



Typical single room unit at Farrell Manor

Dick Brady, salesman for Andy Belew, our Dallas branch manager, sold two fine tourist court jobs last Fall - one in Amarillo, Texas and one in Mineral Wells, Texas. The one in Amarillo is known as Farrell Manor and included in its installation 46 Gasteam radiators, while the one in Mineral Wells installed 34 Gasteam radiators. Both installations are equipped with automatic room temperature controls.

When Dick Brady first contacted these jobs, they were under construction and combination central heating and air conditioning systems were contemplated. Dick did a good job convincing the owners of these two courts that a separate individual heating system using Clow Gasteam radiators and a separate cooling system, using individual room coolers would be far more economical in operation, especially when occupancy was low. Also that any breakdowns would involve only one or two rooms instead of the whole court, as in a central system.



Large suite at Farrell Manor

A further surprising fact was discovered, namely that the individual systems were a lot cheaper than the central system. The central combination system came to about \$36,000 for Farrell Manor and the individual Gasteam radiators and room air conditioners about \$18,000 or about one half the cost!

These two installations are very important, because they illustrate that we have a good answer for central combination heating and cooling systems in deluxe tourist courts, such as Farrell Manor. These deluxe courts can be sold and Dick Brady deserves a lot of credit for proving it.

Keith Porter our newest salesman recently sold a dandy job of 16" River Crossing pipe in West Virginia. This was the largest order for this new product, received to date.....Dick Ratcliffe is back on the job after having been confined to the Wesley Memorial hospital in Chicago. We're all glad to see that Dick has recovered nicely..... A piece of plastic pipe was recently brought in by Joe Foreman. It was discovered that this particular piece of pipe had been damaged by rats before being installed. This is good ammunition for us to have when in competition with such manufacturers. All salesmen are urged to be alert for stories about competitive products as well as our own.....Ray Rinehart was chairman of entertainment at the Indiana section of the ANWA at Indianapolis and was assisted by Joe Foreman.....Ray Rinehart sold a nice size pipe order at Paris Township, Michigan - included in the sale were 26,000 feet of 6-inch pipe along with the following quantities of Eddy valves 225 - 6-inch, 22-8-inch, 22-10-inch and 22-12-inch. Valve boxes were also furnished in the same quantities as the valves.....Dick Ratcliffe has acquired a backfield of his own, now that he has become the father of a fourth son.....Mr. and Mrs. Hank Skibbe vacationed in Florida in February and returned looking very well with their newly acquired southern tan.....Tom Wolfe of our New York Office received a valve order for Eddy. This order was obtained from an Eastern Utility and included sizes ranging from 16 thru 60 inch. In the larger sizes requested were one 60-inch, three 54-inch, two 48-inch and six 42-inch valves.

R.L. (Mac) McLeod has resigned from the Company to become a member of a Kansas City contracting firm. We shall miss Mac, but feel that the pleasant connection he had had with the Company will continue and perhaps will result in business dealings of mutual benefit. Mac is a graduate of Auburn; worked in the Sales Estimating and the Sales Department out of Birmingham and was transferred to Kansas City approximately two years ago. Mac has done an excellent job, made a lot of friends and we hope that his training with Clow will be useful to him in his new endeavor.

Perhaps all other salesmen at Clow envy W.L. (Bill) Hackney, who is now covering the State of Florida. Due to the winter season, Bill hasn't been able to locate either himself or his family, but it appears that he will eventually become a resident of the Ft. Lauderdale area. Tom Riley of the Accounting Department at National got a big kick out of an item in one of Bill's early expense accounts. It called for anti-freeze for Bill's car - an insult to the Florida State Chamber of Commerce.

Tom Bruner has been in Chicago - left for Kansas City - then went to Iowa Valve at Oskaloosa.

Joe Foreman batted 1000 per cent on hydrants and valves at Bagley, Wisconsin, on one of the first hydrant and valve lettings he attended. Using the Iowa fire hydrant model and Iowa Valve model he convinced the Town fathers (against stiff competition) that Iowa hydrants and valves were the finest made and should be installed in the town's water system, and agreeing with Joe's logic, they bought Iowa hydrants and valves. Good work, Joe!

The Iowa Valve Company now maintains a warehouse stock of mechanical joint pipe, fittings and specialties at Oskaloosa, Iowa. This is a new venture for the Iowa Valve Company, which should provide many good sales items for Francis Wehrle in Iowa and Nebraska, Bob Holz in Southern, Minnesota, and Bill Roberts in Northern Missouri and Kansas. Stock has been on hand since the first of the year.

Anchorage, Alaska, has a very large number of Iowa hydrants installed in their system. Their weather conditions affect the packing in the stuffing box, making it necessary to repack and dry this packing at intervals. Dwight Richards and his gang at Iowa developed a conversion unit with "O" rings that can be dropped into the place of the standard stuffing boxes in the head of the Iowa hydrant. This unit was tried out at Anchorage and found very satisfactory in eliminating the trouble that they had been having with standard stuffing boxes. Anchorage is now going through their system to determine the number of "O" ring conversion units that they will require for their hydrants. The officials at Anchorage were very pleased with the service and efforts expended by the Iowa Valve Company to solve their problem.

We pass a quote on to you from one of the contractors in Dick Ratcliffe's territory "The Sweetness of Low Prices is Killed by the Bitterness of Low Quality." A good thought if you're in competition with transite.

Dick Ratcliffe and Jack Finnin arranged a meeting with the American Society of Civil Engineers for the evening of February 18 in Columbus. The Moving Picture on the "Manufacture of Cast Iron Pipe" was shown, and samples of mechanical joint and bell end joint, as well as screwed joint were exhibited. Lewis Alk received a big surprise when he discovered that he was the main speaker of the evening. Sam Clow and Lew answered questions after the movie and address

The audience was made up of professors, practicing engineers in the City of Columbus (engineers specializing in water and sewage treatment), contractors, and students from the graduating classes in civil engineering from both Ohio State University and Ohio University.

Mr. Robert K. Morris of the Christopher Construction Company was program chairman and introduced Sam Clow and Lew Alk.

The students were invited to arrange a trip of inspection to our plant in Coshocton, and they undoubtedly will come before they graduate. The students will also be supplied with copies of the new "Handbook of Cast Iron Pipe."

A new Sales Training Program developed by the American Institute of Wholesale Plumbing and Heating Supply Associations has been started in the Chicago Office. The program is under the direction of Gerry Kinnally our General Manager of the Jobbing Division.

The Jobbing Division has recently become the exclusive distributor in the Chicago area and northern Illinois for packaged air-conditioning equipment manufactured by Chrysler Airtemp. We are very proud to have been able to add to our line such a fine product manufactured by the leader in the packaged air-conditioning business. This will give us a completely rounded line and will supplement the refrigeration and cooling business of our Automatic Heating and Cooling Department.

Clow placed the largest order ever received by Chrysler Airtemp for packaged air-conditioning units and have taken this material into our warehouse.

The Jobbing Division is "champing at the bit" for this cold weather to end and get out and make a record in this new venture.

This material was submitted by Warren Whitney of National and though it appears in our "Salesmen's Section" it should be of interest to everyone.

TEN COMMANDMENTS OF GOOD BUSINESS

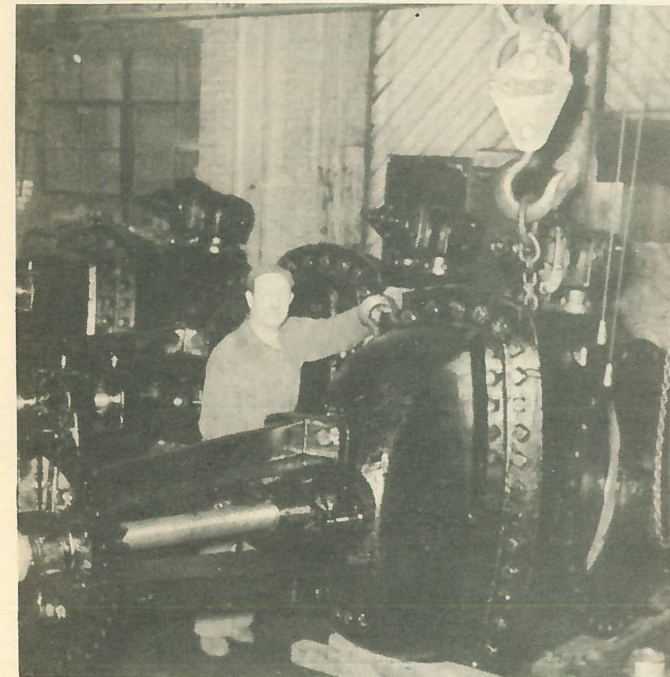
1. A CUSTOMER is the most important person in any business.
2. A CUSTOMER is not dependent on us - we are dependent on him.
3. A CUSTOMER is not an interruption of our work - he is the purpose of it.
4. A CUSTOMER does us a favor when he calls - we are not doing him a favor by serving him.
5. A CUSTOMER is part of our business - not an outsider.
6. A CUSTOMER is not a cold statistic - he is a flesh-and-blood human being with feelings and emotions like our own.
7. A CUSTOMER is not someone to argue or match wits with.
8. A CUSTOMER is a person who brings us his wants - it is our job to fill those wants.
9. A CUSTOMER is deserving of the most courteous and attentive treatment we can give him.
10. A CUSTOMER is the life-blood of THIS and every other business.

News items for this section of the Clow News will be greatly appreciated - so salesmen keep them coming!

eddy

EDITION

by Walt Sorensen



"Mid" Lussier, Laborer in the Machine Shop stands next to a 48" valve to give everyone an idea just how big some of our valves are.

BOWLING

The bowling season at Eddy is swinging down the home stretch and at this time Spence Thompson's "Covers" are in first place with an 8 game lead. In second place are Billy Guiltman's "Bodies" and third are the "Hydrants" captained by Charlie Bryk. Ralph Cuomo's "Gates" are in last place, 14 games down.

Though we expected competition from Roland Landry, we find that Billy Guiltman is still on top of the sheet with an average of 175. Bill also has a high series of 602, while Roland clings to high game of 235 set earlier in the season.

SICK CALL

We are sorry to report that our sick list still contains the names of Nick Falcone and Frank Cassella. Newcomers to the list are Charlie Bryk, Spence Thompson and Walt Bakatis. Spence and Walt are both in the Albany Veterans Hospital and from the reports, both are doing fine.

* * *

VISITORS

Harry Bower and George O'Day spent February 11, with us as our welcomed guests.

The men at Eddy are always glad to see the retired employees when they drop in for a visit. During the last month Steve Hall, Joe Valaderes, Pete Gradoni, Bill Cole and Charly Bryant made the rounds in the shop. Being men of leisure certainly agrees with them, for they all look and feel fine. We all look forward to these visits and would be glad to see more of our retired people.

* * *

A SON

Tom Lesson of the Brass Machine Shop passed out cigars January 31st when a son, Thomas Jr. was born at the Leonard Hospital in Troy. He weighed 7 lbs. Tom reports both mother and son are doing fine.

* * *

NEW EMPLOYEES

Pete Belmonte, a senior at Rensselaer Polytechnical Institute started work January 4,

as a part time draftsman. Pete is working under the careful guidance of Tom Tremblay, one of the top men in the Drafting Room.

Bill Pozniakas has been employed as a grinder and shipper in the Iron Foundry since January 8th. If Bill needs any help, veterans like Patty Berney, Tony Caponi and Bud Boudreau can show him the ins and outs.

* * *

RETIRES

February 5th, Dot Tracy of the Sales Department left Eddy and entered a private business of her own. A farewell party was held by the Main Office personnel, and gifts were presented. We wish Dot success on behalf of the entire gang at Eddy and we would like to say - it's been swell working with you!

Before departing Dot taught Fran Richards the routine at Eddy and Fran has been doing a fine job.

* * *

Once again birthdays are rolling around for the following men:

- Emilien Vertefeuille - Foundry...March 17
- Spence Thompson - Maintenance...March 18
- Arus Richardson - Foundry.....March 18
- Leo Patnode - Foundry.....March 21
- Bill Swazey - Machine Shop.....March 24
- Bill LeBlane - Foundry.....March 27
- Harry Tracy - Foundry.....March 27
- Jim McDermott - Foundry.....March 28
- Stan Helnarski - Foundry.....March 28
- George Shepard - Pattern Shop....March 29
- Art Boyer - Pattern Shop.....March 31
- "Peaches" Montanari - Foundry....April 1
- Leslie Searles - Watchman.....April 3
- George Lane - Machine Shop.....April 3
- Bob Wallace - Foundry.....April 9
- Stanley Mnich - Foundry.....April 10
- Charlie Dillon - Maintenance.....April 13
- Chick Grestine - Foundry.....April 14

"Peaches" Montanari, a Molder in the Iron Foundry hopes that this flask will produce another perfect casting.



Harold Vrooman, Shipping Clerk, ordering a truck for valve shipment.



"Monty" Montgomery, Production Manager, checks castings for the month's business.



Tom Henningsen of the Brass Machine Shop makes his work more enjoyable by smoking on one of his cigars.



Alice Borden displays the smile that all visitors receive as they enter the Eddy office. This reception window is the new look that is now a part of the office.



George Painton, Office Manager has two reasons for this big smile. George is sitting in his newly decorated office and he is just finishing the monthly inventories.

Eddy Valve recently purchased a new 15 ton crane for the Machine Shop and in order to install it the Maintenance Dept. had to use the truck crane shown here. With the use of the truck crane the new 15 ton crane was lowered through the open skylight of the Machine Shop. Though it seemed to be quite a project the installation required only three hours.



of National Interest

by Charles Hooper

Four NATIONAL Employees Retire



George Akeroyd (standing) addresses group.

GEORGE B. AKEROYD, Works Manager, began working for Clow on September 15, 1927, and came to the National Plant in the year 1930 as Chief Engineer. He was elevated to the position of Works Manager in 1950. We are pleased to report that George will continue with us on an unscheduled part time basis, working principally on technical matters concerning our products. We will get to see him often. George is shown at the Foremen's Party, where he and Frank Ramsden were the guests of honor.



FRANK RAMSDEN came to work for National September 4, 1923 in the Shipping Department and he remained in that department continuously until his retirement December 31st. Frank's weather predictions sometimes caused a great deal of comment, but we have it from a reliable authority that he could get a job with the U.S. Weather Bureau any day of the week. Tutt Thomason presents Frank Ramsden with a gift from the Shipping and Flange Departments.



GUY FOOTE (seated center) came to National six days after Frank Ramsden was employed. It was on the 10th of September 1923 that Guy went to work in the Maintenance Department and it was in this department that he remained until his retirement. Bill Hayes has just presented Guy Foote with a gift from the members of the Mechanical and Electrical Department.

All of us are grateful for having had these men with us at National. We are grateful to them for their contribution to the Company and for their fellowship. We wish them the very best in their years of retirement and want them to come to National often and visit with us.



C. D. BROWN, the last of the four National employees to retire on December 31, 1953, worked as a blacksmith in the Machine Shop. He was employed on January 26, 1946. In picture above, Bill Stewart presents C.D. Brown with a gift from members of the Machine Shop.

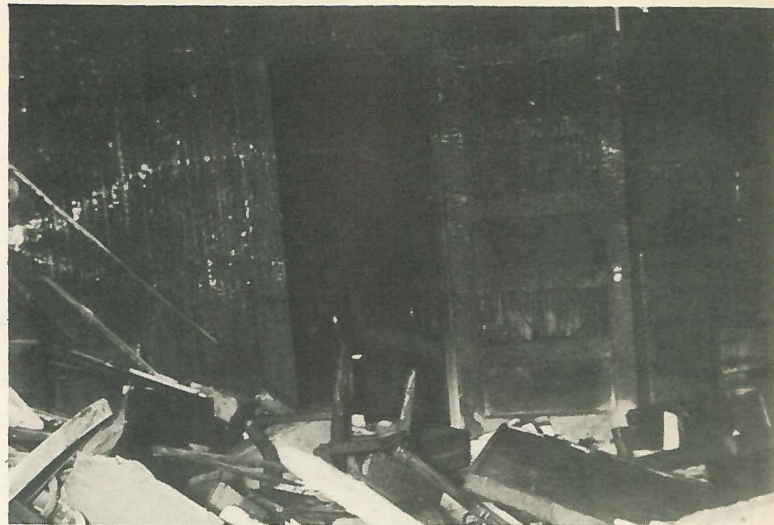


National held a banquet for their retired employees during December. These two get-togethers will become annual events.



SHIPPING OFFICE FIRE

Fire broke out in the Shipping Department offices Friday, January 29, around 6:30 P.M. and after the discovery by John Mitchell, the Tarrant Fire Department was called on to extinguish the blaze. It did this in about 20 minutes time. This was the first fire of any consequence in the history of National, with damage estimated at from three to five thousand dollars.



We were fortunate that all shipping orders were saved, although practically everything else was destroyed and too, we are thankful, that no one was hurt in the fire. Ed White and Leonard Bryant have made an extensive survey of the plant looking especially for fire hazards. Let each one of us be on the lookout for fire hazards, so that these hazards can be corrected. Incidentally, re-building of the new Shipping Department is now in progress.

SUGGESTION AWARD WINNERS

Five more employees are richer by having turned in acceptable ideas to the Suggestion Committee. Jack Lane received an additional payment of \$35.00 for his suggestion regarding grinding rocks in the deLavaud run. Jack had already received a payment of \$15.00, so his total amount received for the suggestion was \$50.00. A.H. Norris' suggestion regarding the place-

ment of an eccentric equalizer sheave for the yard crane to eliminate the breaking of the cable, won him \$50.00. - - A suggestion concerning the improvement of handling cores in the Specials Foundry netted Roscoe Moore \$10.00. John Horton received \$10.00 for his suggestion - improving the handling of scrap pipe in the deLavaud Foundry. The placement of a steel plate or scraper on the back of the brooms for use in the Core Room in the Special Foundry netted W.U. McFarland \$10.00. Congratulations!



Three more suggestion winners above, left to right: Roscoe Moore, W.U. McFarland, John Horton and Buck Dempsey making the awards.

-----At left, Buck Dempsey is presenting A.H. Norris and Jack Lane with their checks.

The Carpenter Department has just celebrated 9,999 days without a lost time accident.

Pictured here are members of the Carpenter Department. Back row standing, left to right: David Dempsey, Jack Lane, Noie Wideman, James Dorman, Ozzie Moncrief, Jim Hollis, S.M. Hicks, and H. B. Hannah. Front row kneeling: C.L. McCauley, Burney Pyle, Roy Burks, and Perrie Sizemore.

Our good wishes for continuing your good work, so that your new record will be 99,999.



We have already announced in last month's Clow News that W.R. Rhea was the winner of the safety Slogan contest whose slogan is "SAFETY FIRST OR NEVER". Leonard Bryant is presenting Rhea his award. Rhea is a student at Howard College studying pre-med and operates the overhead crane in the Machine Shop at night.....



We all enjoyed seeing C.C. McCombs who was home on leave from Ft. Jackson, South Carolina...We extend a very cordial welcome to Noel J. Smith who will work in the Engineering Department...A cordial welcome goes to J.F. Crocker new blacksmith. David Dempsey joined the Air Force and left for Lackland Air Force Base. His new address is:

A/B David R. Dempsey
Flt. 162
3708 B. M. T. S.
Lackland A. F. B.
San Antonio, Texas

We are glad to report that Arthur Rice has recuperated from a recent operation and is at work.....

Left to right, Zollie Stewart, Charlie West, Walter Cooper, posed for this picture just before they went to work.



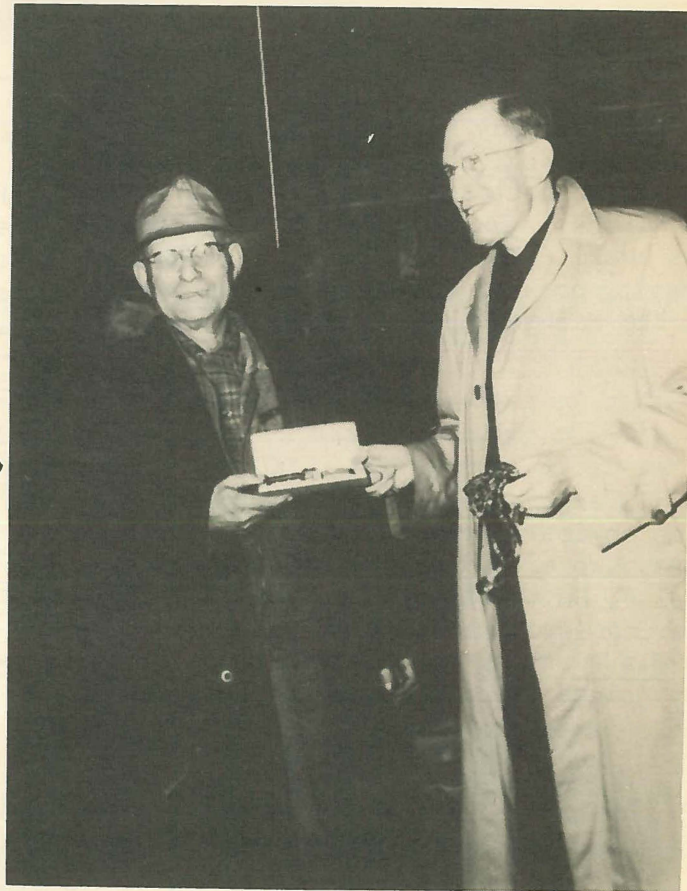
Newcomerstown NOTES

by Harold Schlarb

RETIREES

Arthur C. Lacey came to Clow in September 1915 and was employed as a machinist in the Radiator Machine Shop. He worked in that department for 38 years and became Foreman on January 1st, 1950. Arthur was presented with a bottled gas cigarette lighter by his friends and fellow supervisors on his last day of work.

Charlie Starker presents Arthur Lacey with a cigarette lighter on the day of his retirement.



Chuck Yingling presents Burt Reed with his first Clow Annuity check.

RETIREES

Bert E. Reed came to Clow in January 1917 and began working in the old Flange Machine Shop. It was at this time that cast iron pipe was being made at Newcomerstown. Bert was transferred to the Gasteam Department July 1st, 1939, where he remained until his retirement. During World War II he was Foreman of the second shift in the Bomb Plug Department. In his 37 years of continuous service with Clow, Bert has never had a lost-time accident. Now that he has



Phil Bond, new Foreman of our Machine Shop.

retired he expects to have more time for his hobby, which is growing roses. He also plans to grow vegetables as well as flowers. On his last day of work he was presented with a beautiful corduroy jacket by his Foreman and fellow workers.

* * *

CHRISTMAS PARTY

Santa Claus paid his 1953 visit to the NCT youngsters on December 23rd and just about every one of the 189 children were on hand to greet him. As in the past, the party was held in the office lobby and every child received a gift and many good things to eat.

Helen Glazer was again Santa's chief assistant and to her and Jesse Wiandt - our thanks for a job well done.

* * *

PROMOTION

Effective January 1st Phillip Bond took



468 Days without a lost time accident. This number was placed on the Safety board on the morning of January 1st, 1954 and meant we had gone through the entire year of 1953 without having a lost time injury.

over duties as Foreman of our Machine Shop following the retirement of Arthur Lacey. Phil came to work for Clow in 1943 after having previously worked for Heller Brothers Company and Westinghouse as a machinist. He first worked in our Bomb Plug Department as a machinist and was transferred to the Radiator Machine Shop in August of 1945. Phil is 43 years old, married and has one daughter, Jacqueline age 15. He lives on R.D. #1 Port Washington, Ohio. We offer our congratulations to him and wish him the best of everything in his new job.

* * *

BOY BITTEN BY DOG

Calvin Hartline, 14 year old son of Ben Hartline, Gasteam Department, was painfully injured when a boxer dog bit him in the mouth. Eleven stitches were necessary to close the laceration on his lips. He was treated in the office of a local physician and then returned to his home. Ben reports the boy is coming along fine.

* * *

LITTLE LEAGUE BANQUET

61 Little League Baseball players were



Cy Young, baseball's all time great, presents awards to members of Newcomerstown Little League baseball teams.

entertained by sponsors of the four teams at Stoffer's Restaurant.

Sponsors of the individual teams are James B. Clow and Sons, Business and Professional Women's Club, Maplewood P.T.A., and Heller Brothers Company. Harold Schlarb and Charlie Starker represented the local Clow Plant. The guest speaker was baseball's all time great - Cy Young. Mr. Young spoke on the history of Little League Baseball and what it can do for the young boys participating in this great sport. A film, "The Little League World Series - 1952," was shown. Each Little Leaguer was presented with a mechanical pencil especially made for ball players. The players on the winning team, sponsored by the Business and Professional Women's Club, were given baseball pins by that club. They were presented to the players by Cy Young.

* * *

HOSPITAL NOTES

John Williams, Jolt Squeeze Machine Molder, underwent surgery for a hernia on January 13th at Good Samaritan Hospital, Zanesville, Ohio. Johnnie reports he is feeling fine and expects to be back to work about the middle of March..... Harold Van Dusen underwent plastic surgery



Edward McCall pours iron on his Jolt Squeeze Molding floor, Ed was recently presented with his 10 year service pin.

in January at University Hospital, Columbus.....George Baughns, Foundry, who has undergone two operations at University Hospital, Columbus in the last two months has returned to his home. He is coming along slowly and expects to be back to work about the 1st of March..... Ross Miller retired, who has been a patient at Coshocton Memorial Hospital has returned to his home.....Bob Rennard, Maintenance, entered Union Hospital, Dover on February 4th for medical treatment. He returned to his home a few days later.....William Womer, Welder, entered White Cross Hospital on February 9th for treatment.

* * *

SYMPATHY

We wish to extend our deepest sympathy to the following men and members of their families.....Ben Hartline on the loss of his sister-in-law, Mrs. Lorin Hurtubise,



Bob Bonnell's children left to right: Marilyn 11, Barbara 4, Richard 9 and Leonard 8.

North Bay, Ontario, Canada. She had been a patient at Toronto Hospital for two weeks.....Harry Eckelberry on the loss of his nephew, Leonard Arnold.

* * *

X-RAY UNIT AT CLOW PLANT

A portable x-ray unit, sponsored by the Tuscarawas County T.B. and Health Association was at our Clow Plant January 13. 108 employees of the Clow Plant, Alchrome Products and the Goshen Brick Company were given free chest x-rays.

* * *

BIRTH NOTES

A son was born January 31st at Guernsey Memorial Hospital to Mr. and Mrs. Richard Daugherty. William Forest, as he has been named, will join two brothers. Dick, who works in our Jolt Squeeze Molding Department, reports his wife and the baby are both doing fine.....A son, Ronald Kent, was born at 8:50 P.M. February 2nd at Guernsey Memorial Hospital to Mr. and Mrs. Harold Schlarb. He weighed 8 pounds, 1 ounce.

* * *

No man ever gets very far pacing the floor.



Above left to right Edgar Jordan 8, grandson of Arthur Dansby, Montel 8, Charles 10 and Kent 7, sons of Mr. and Mrs. Elton Collins. Charles has just received gifts and treats for his three little sisters.

BOWLING

Johnnie Williams' Buckeyes caught fire the last few weeks of the first half and won going away by 9 points. Members of the first half champs are Johnnie Williams 183, Chet Leonhard 164, Willard Chaney 106, Bob Bonnell 148, and Jack Jurin 170.

The second half is well under way and after five weeks Harold Schlarb's Hoosiers and "Hats" Meeks' Gophers are tied for first place. The first half champion Buckeyes are one game out of first place and Lou Gracik's Badgers trail by 7 points.

Ten High Average Bowlers

1. H. Schlarb	185	6. H. Meeks	164
2. J. Williams	183	7. J. Ricketts	161
3. J. Jurin	170	8. B. Nay	160
4. L. Gracik	166	9. G. Johnson	158
5. C. Leonhard	164	10. A. Yanai	158

Representing Clow in the Newcomerstown City League this season are "Hats" Meeks, J. Jurin, L. Gracik, B. Welsch, and H. Schlarb. At the three-quarter mark the Clow team has a 3 point lead in the eight team league.

* * *

NEWS BRIEFS

A fire which started in the basement, caused minor damage to the home of Arthur Dansby.....Odis Dansby, Jr. is now serving in the Army. He is stationed at Fort Knox, Kentucky. Odis, Sr. works on our Iron Pouring gang.....Burris Gardner, 8 year old son of Cecil Gardner, Gasteam is recovering from the mumps....
.....Staff Sgt. Allen C. Stewart has returned to Manassas, Virginia, after spending a leave with his parents Mr. and Mrs. E.L. Stewart.....A bridal shower was given for Mr. and Mrs. Jack Hart, January 29th at the Stocker School Building.....Mary Ann Schworm and her husband are the owners of a new PlymouthChuck Yingling still likes the Pontiac and Johnnie Ricketts has switched

to a new Oldsmobile.

* * *

468 DAYS WITHOUT A LOST TIME ACCIDENT

Number 468 was the magic number for the employees of the Newcomerstown Plant. This meant that we had gone another year without a lost time accident - another achievement each and everyone of us can be proud of. Lets all work toward the same goal in 1954.

We would like to take this opportunity to thank the many people for their wonderful letters of congratulation. They were sincerely appreciated.

* * *

SPORTS

TIPS IN CARING FOR GAME

1. Experienced game hunters go properly equipped to take care of the meat.
2. As soon as the animal is killed the hunter should tag it and turn its head downhill so that it will bleed freely. Each piece of game should be bled if the wound is such that it will not do it.
3. Remove the entrails as soon as possible. This is easiest done while the animal is still warm.
4. A short cut to removing the feathers from ducks, geese or pheasants can be taken by dipping the bird in melted paraffin, allow to cool, and then by peeling off the paraffin, most of the feathers come too.
5. A couple of days hanging will give your game birds a somewhat "high" flavor that many epicures find very pleasing. Deer should be hung or aged for a week or ten days.
6. As caring for game takes planning and preparation, so too does your future security take planning and preparation. Do so by getting on Payroll Savings and save U. S. Savings Bonds regularly for the future. And be sure to hang on to those Bonds!



CHICAGO'S CHAPTER

by H. E. Norain

MEET OUR NEW PURCHASING AGENT

On January 1st Arnold Fischer was named Purchasing Agent of our Company, after having worked as assistant to Harry Lehman, who recently retired.

Arnold came to Clow on February 2, 1920 and began working for Bill Cawley at that time Clow was located at Harrison and Franklin Streets. After having worked for Mr. Cawley for a time, Arnold moved into the Billing Department where he handled "binder" work.

When Clow moved to its present location Arnold was transferred to the Stock Records Department and later moved to the Bulletin Desk. By this time he had learned much about the Company business and office procedure and so, took a turn at selling. After having sold Clow products for a time, he again entered into the office picture and was called on to assist Henry Reinke in the Estimating Department.

Arnold's next step was to the Purchasing Department, where he worked with Harry Lehman, our former Purchasing Agent. Today Arnold Fischer heads our Purchasing Department.

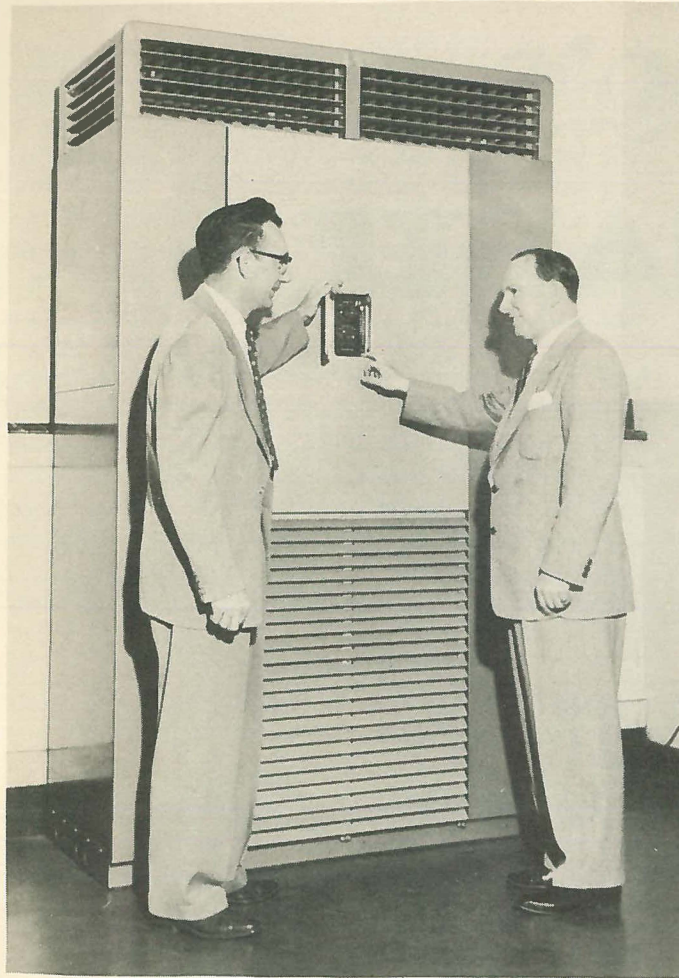


TALMAN COLLEGE

On February 4th Talman College began a series of lectures for the newer employees. There will be series of 10 class meetings that will include the following movies and lectures:

1. Movie on "Health and the Cycle of water" and also "Laying Cast Iron Pipe".

2. Identification of major cast iron product - specifications and uses.
3. Continuation of Cast Iron Pipe Product discussion with possible use of a slide film, "Chicago Sanitary Sewer District," for purposes of identifying material in the sewage treatment plant installation. Also, movie - "Production of Cast Iron Pipe."



Lee Kelley right, explains to Rudy Krempels something about humidity control on one of our new 10-ton air conditioners

4. Slide film of the first and second sections of the guided salesmanship course with introductory remarks covering the reason for showing the slide film.
5. Discussion of roughing-in material - uses and specifications.
6. Discussion of plumbing fixtures, types and uses.
7. Discussion of heating material, air conditioning and refrigeration material.
8. Discussion of Valves and Hydrants, both Eddy and Iowa.
9. Discussion of Gasteam products.

10. Summary and showing the 7th section of the slide film "Guided Salesmanship" with explanation.

After completing the 10th session, an examination covering the subject matter of the entire course will be given and an award of one \$50 U.S. Savings Bond will be given to the young man with the highest examination mark and two \$50 U.S. Savings Bonds to the two highest girls. Two bonds are available for the girls because of their greater number.

Hank Stob lectured on subject of cast iron at the 2nd and 3rd meetings.

* * *

NEW SALES TRAINING PROGRAM

A Sales Training Program, developed by the American Institute of Wholesale Plumbing and Heating Supply Association, Inc., has been started at Clow. There will be a series of eight meetings centered around a slide projector film and sound recording entitled "Guided Salesmanship."

The title of the first film "Creating The Symbol of Progress" was shown to the office personnel as well as to the outside salesmen, since it pertained to the inside people of our organization and their jobs as well as to the salesmen who actually call on the customer and prospective customer.

A second film "What Beats Competition" was also prescribed for both the office force and the outside salesmen. After this film an open discussion was held to bring forth ideas to improve service to our customers.

* * *

DUNHAM MOBILE DISPLAY

Clow was privileged to play host to a group of heating contractors who visited the Dunham mobile display unit. This unit was set up in front of our Talman Avenue office and featured many items in the heating field produced by the Dunham Company.

VISITORS

Recent visitors to our Chicago Office were, Warren Whitney from Birmingham, Tom Ripley from Coshocton and Henry Reinke formerly of our Chicago office - now retired. Other visitors to Chicago were Herb Carlson also from our Coshocton Plant and Francis Werhle one of our Iowa Valve salesmen.

* * *

NEW EMPLOYEES

More Recently added to our list of Clow personnel in past weeks have been:

Office

Ed Smetana	Sales
Edith Hukkala	Accounting
Joan Kos (Part Time)	Steno
Ruth Schultz	Advertising
Charles Wood (Pt. Time)	Claim
Mary Ann Shopkus	Steno
Loretta Wortham	Foundry
Novalyn Tillman	Accounts Payable
Sandra Allen (Pt. Time)	Steno
Gene Naue	Claim
Bob Hanck	Accounting
Sue Grace	Billing

Warehouse

Raymond Headtke	"A" Department
Robert Horgan	"A" Department
Richard May	"A" Department
Frank Dougan	"F" Department

* * *

SYMPATHY

Our deepest sympathy is extended to John and Gerry Kinnally on the loss of the former's wife Ginger. She passed away on February 5th.

* * *

We understand that Dick Price is now stationed in the American Zone of Germany and that he is enjoying his stay in this European country. During his spare time he is taking courses in French and German.

Dick's address is:

Pvt. Richard J. Price
U.S. 55432578
597 Arm'd FA. BN.
Battery "A"
A.P.O. 46
c/o P.M. New York, New York

* * *

"Chico" Mavigliano of Automatic became the proud father of a baby boy named Andrew Rocco.....Ted Brammer also of Automatic was presented with a baby girl. She has been named Donna Maria. Congratulations to the new parents!

* * *

We are happy to report that Mrs. Les Mandelbaum is recovering satisfactorily from an accident in which she fell and broke her hip. The last report from Les is, that she is resting comfortably.

* * *

BOWLING

Here are the standings of the individuals in their respective brackets, who are bowling for a position on the Inter-Plant team. These standings were taken from the last report given to us by Bob Haak.

<u>GROUP 1</u>	<u>GROUP 2</u>
1. F. Hovinga	1. M. Bobber
2. J. Hoar	2. E. Thorsen
3. G. Nelson	3. R. Heffelfinger
4. R. Haak	4. K. Hersted
	5. A. Fischer
<u>GROUP 3</u>	<u>GROUP 4</u>
1. A. Gramith	1. E. Price
2. T. Horgan	2. R. Mangan
3. R. DiDomenico	3. R. Hemphill
4. W. Furst	4. S. Bongiorno
5. I. Fecencko	5. M. Lack

GROUP 5

1. S. Kmiecik	3. M. Marcis
2. D. Osko	4. J. Arendt



Milo Marcis our man with the camera got a few shots at the bowling alley recently. Pictured here, left to right, seated: Sub Kmiecik, June Albertson, Bob Heffelfinger, Grant Nelson, Virginia Power. Standing in back Dick DiDomenico left, and Mike Lack.

**BOWL
'EM
OVER**



Here are the men that were on top for the Inter-Plant team at the time this picture was taken. Left to right: Sub Kmiecik, Tom Horgan, Frank Hovinga, Ed Thorsen and Ed Price.



Joe Arendt seems very delighted about the last ball he rolled.



Waiting their turn to bowl were left to right: Ed Smetana, Dan Osko, Wally Furst, Pat Nelson, Dick Michaels, Buster Bongiorno and Jean Whittington.

Another group of bowlers pausing for their picture were left to right, seated: Marilyn Tisdahl, Dot Killeen, Arnold Fischer, Bill Turley, Marty Bobber. Back row left to right: Dick Olszowka, Irv Fecenke, John Gee and Ed Detmer



Mike Lack sat down on his bowling ball and thought about his next shot.



One of our retired people helped to make up this group left to right are: Bob Mangan, Joe Chap (retired from Clow, but still very much interested in our bowling league), Joe Arendt, Bob Hemphill and Helen Horton.

A few of our high series bowlers of late are Jay Hoar 632, Marty Bobber 590, Bill Turley 568 and Ed Price 562.

* * *

et cetera

Lillian Price is now working in Ruby Nikodem's department which is Accounts Receivable.....Frank Fabbri and Dick Michaels are sporting new Oldsmobiles.....A number of salesmen and office personnel recently made a trip to Cudahy, Wisconsin, to visit the Ladish Plant there.....Best wishes

to Eleanore Zehnder who became engaged on Valentine's Day.....Glen Carnahan's candy treat, sent from the deep south, was enjoyed by the entire office.....Val Modesti is now driving a new Ford....Tom Horgan bought the Company Oldsmobile.....Shirley Larson, Iris Sterling and Ronnie LaMothe walked home after work one day. They covered some nine miles in approximately 3-1/2 hours - reason for walking, it was a nice evening and they wanted the exercise.....Aud Birkenes has left on a trip to Norway. She was given Marie Oppedahl's address and hopes to drop in on the former cook in our Clow Cafeteria.....

Coming Events Cast Their Shadows Before!



IOWA items

by Fred Gegner

he desires.

Harry Brock retired on January 1, 1954. Harry has plans for an extensive trip to California next summer.

BIRTHS

Mr. and Mrs. Eldon Wiely are the proud parents of a new daughter born on December 28, 1953.

Mr. and Mrs. Merle "Bud" Smith have a son, Andrew Michael Smith, born on January 15, 1954.

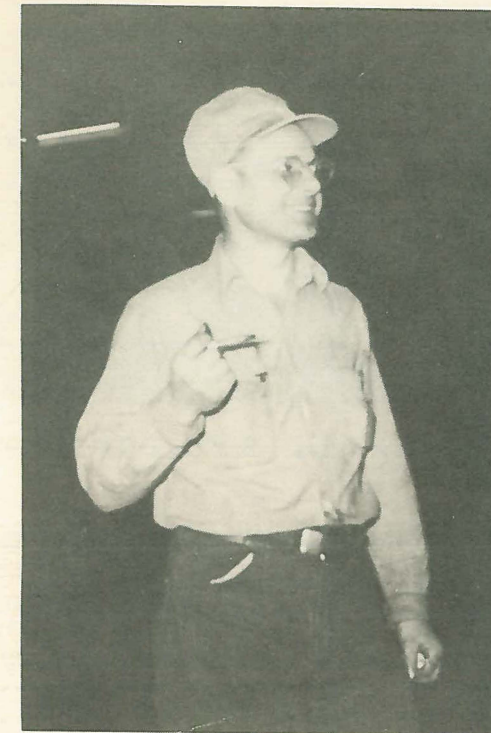
BOWLING

The bowling season is now well into the second half. Here is a list of the second half team members and their averages for the first half:

HUBS

Ivan Baltimore.....	117
Con Coupland.....	136
Bill Wilson.....	141
Dwight Richards.....	148

(Continued on next page)



Ed Murphy, Foundry. Foreman, displays his smile at some jovial happening in the plant.

Mose O'Bannon

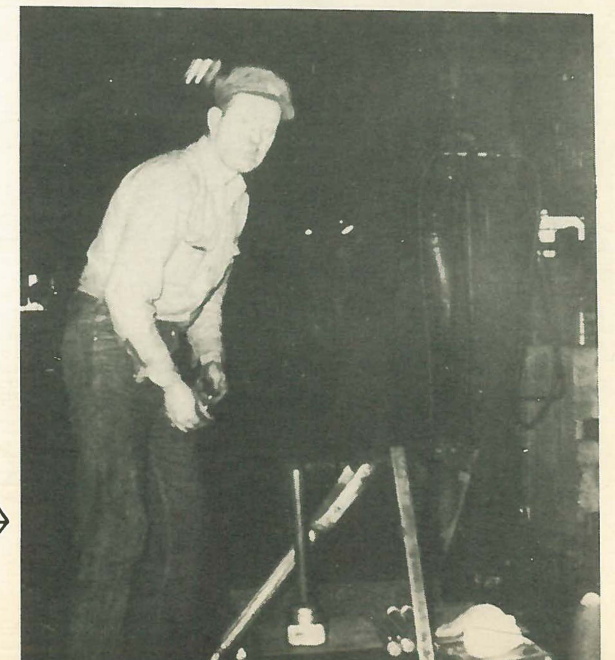
On the morning of December 24, 1953, the Iowa Valve Co. and employees received the news that Mose O'Bannon had passed away. "Req", as he was called by all that knew him, had been taking X-Ray treatments in an effort to defeat Leukemia.

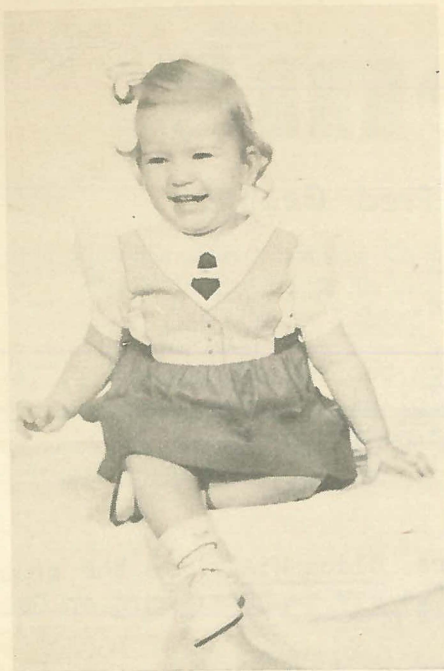
Surviving are his wife, Laura, a son, Jack, and two daughters, Mrs. Andrew Leydens and Mrs. James Lynch, and one sister and seven brothers.

RETIREMENTS

Gus Swanson retired on January 1, 1954. Gus, who is 78 years old, plans to enjoy life as

Roy Brummel as he prepares to make an Iowa tapping sleeve.----->





"Ves" Earl is proud of his granddaughters and we can see why. Both girls live in Buffalo, New York.

At left, Sharon Faye Wagner, 18 months old, displays her winning smile.

Cherly Earl, right, is 13 months old and shows lots of expression.

STEMS

- Jim West 117
- George Olive 132
- Ralph Reese 136
- Jim Beadle 156

COVERS

- Ralph Chapman 118

- Leslie Skeels.....129
- Ralph Hite.....145
- Farrell Scott.....149

WHEELS

- Oren Peterson.....128
- Nelson Fortney.....139
- Charles Lamphier.....142
- George Young.....137

GATES

- Jack Suiter.....116
- Forrest Newton.....131
- Clifford Young.....136
- Emil Berglund.....164

RINGS

- Jack Davis.....119
- Charles Long.....120
- Paul Vance.....130
- Paul Evans.....171



Harry Deaver smokes his pipe while waiting for iron.



Tom Jones and Pat Fisher wait their turn to pour.



Ralph Hite and Archie Braden pause to give us a good picture.

The following list shows the molders name, the total pounds of cast-made and the percentage of loss in 1953.

	<u>Pounds</u>	<u>% Loss</u>
Bill Longcor	348,027	2.4
Roy Brummel	117,816	3.2
John Eichenberger	89,824	3.7
Sylvester Earl	138,898	4.6
James Terrell		5.5
Lester Brummel	259,818	6.9
Archie Braden	186,744	7.3
Ralph Hite	157,430	7.4
James Beadle & Ralph Chapman	336,849	8.0
Tom Jones & Pat Fisher	295,013	8.5
Wolf, Striegel, Wymore & Deaver	1,795,696	8.6

Les Brummel guiding the ladle. ▽



"Pete" Terrell smiles as he gets his next day's supply of cores.

NEW EMPLOYEES

Jack O'Brannon is our new Watchman. Floyd Kamerick is the newest member of our Shipping Department.

VISITORS

Corporal Larry Hightower of Lawson Field, Fort Benning, Georgia, spent the Christmas holidays with his parents. Mr. and Mrs. Roy Hightower.

Coshocton Comments

by Howard Sherrets



John W. Fouch, Sr. Retires

An employee of the Coshocton Plant for twenty-eight years, John Fouch, retired from the Shipping Yard on January 29.

Twenty-two members of Loading, Traffic, Inspection, and Safety were present at a dinner and party on January 30 at the Ranch. Additional guests included James A. Fouch, a son, of Pipe Foundry Finish. Another son, John Fouch, Jr. of the Shipping Yard, was also present.

Following the dinner, John was presented with a fine piece of luggage given by his fellow members of Shipping and friends.

Remarks of service and friendship were made by Foreman Frank Miller, Ralph Leighninger, Traffic, Axline Thompson, Inspection, and E. U. Sexton, retired Shipping Yard employee.

After thanking all for the party and gift, Wid recalled a number of experiences and happenings during his time of employment and extended his best wishes

to all.

Indoor horseshoes and other games concluded the evening. In addition to those mentioned the following were present: Harvey Taylor, Paul Wilden, Virgil Meeks, Henry Stine, Rodney West, Kenneth Hutchison, Lester Guilliams, Sandy Miller, LeRoy Coulter, Harvey Guilliams, James Miller and Harold West.

BEST OF LUCK TO WID!

Fire

A fire caused damage to the residence of Mr. and Mrs. Earl Dingus, Labor Pool, on January 18.

On the job promptly and helping extinguish the blaze were men from our plant who are members of the South Tuscarawas Township Volunteer Fire Department.

Visitors

Pete Clow and Tom Barnefield, Chicago, Edward Murphy, Iowa Plant, Dave Lillibridge, retired Industrial Department, E. U. Sexton, retired Shipping Department, John Spencer, retired Pipe Foundry, and George Cooper, retired Machine Shop.

Sick List

Roy Wilden of Molding Floor Main has been confined to his residence R.F.D. #5 for the past seven weeks suffering from pleurisy.

Berle Barns suffered a severe sprain to his right foot while hunting.

THIRTY YEARS

Another milestone was passed on February 2, when Plant Manager Thomas A. Ripley was given his 30 year service pin by President John Madden in Chicago.

A true example of Clow executives, Tom attained his position via the Foundry ladder in four of our plants.

During his comparatively few years at Coshocton a permanent bond of friendship and appreciation has knit together employees and Manager.

Always during times of problems and decisions kind and willing consideration has been rendered by our boss, and characteristic of his good nature he has requested that we do not print his picture along with this announcement, saving the space for someone else.

Due respect and thanks are also extended to Mrs. T. A. Ripley for her kindness and appreciation shown to the Coshocton Clow family.

SCHOOL DAYS.....

Are back again for sixteen Maintenance employees each Tuesday evening in the school room and laboratory on the second floor of the old Main Office building.

Headmaster Virgil Bucklew, Maintenance Foreman, is conducting a class in Basic Electricity with text books from the division of Vocational Education, Ohio State Department of Education, Ohio State University.

The instruction and practically all equipment is furnished by the Company and a school room and an electrical laboratory has been installed to serve during the forty weeks course.

Upon offering this instruction both Management and the instructor were pleasantly surprised at the number of men desiring an opportunity to better themselves in their work.

As in almost any adult school the personnel vary in age and family position. Our class

includes students from the younger, single bracket to married men with large families, again characteristic of men interested in their plant.

Attending classes are Bob Allman, Carl Long, Ray Guilliams, Bob Walters, Paul Gardner, Ralph Parks, Bill Patterson, Jim Smalley, Bob Popham, John Shaw, Dick Morrison, Roger Gamble, Richard Tatten, Arthur Court-right, Bill Hardesty and Bill Lousha.

Best of luck men in your training.

* * *

ADDITIONS TO THE COSHOCTON CLOW FAMILY

Thomas Michael, December 20, to Mr. and Mrs. Kenneth Grier, Labor Pool.

Teresa, December 16, to Mr. and Mrs. Bert Wright, Pipe Foundry.

Johnny Eugene, December 14, to Mr. and Mrs. John Aron, Pipe Foundry.

Gregory Allen, December 15, to Mr. and Mrs. Richard Simmons, Labor Pool.

Julie Gilene, December 19, to Mr. and Mrs. James Miller, Shipping Yard.

Deborah Sue, December 19, to Mr. and Mrs. Robert H. Randles, Labor Pool.

Carol Ann, December 27, to Mr. and Mrs. Charles Mizer, Main Office.

Malinda Jo, January 8, to Mr. and Mrs. Paul Hosfelt, Industrial Department.

* * *

PARTY

Twenty-two members of Standards Department and their wives were in attendance at a Holiday party at the residence of Mr. and Mrs. James Dasher, during the evening of December 29.

A delicious covered dish dinner was enjoyed by all present and later in the evening the guests engaged in games and contests. A good time was had by all.

* * *

PAID SUGGESTIONS

Four awards totalling \$40 were paid recently to men who participated in the Clow Suggestion System.

James Graham of Melting Department was given \$10 for his idea on a hand operated winch to better the operation of the rail switch on the mono-rail crane at the cupolas.

An idea for arrangement for gaining access to the vent fans in the Pipe Foundry Finish netted John Barthalow of the Maintenance Department \$10.



L to r: James Graham, Paul Gardner, and John Barthalow, and Bob Henderson

Paul Gardner, also of Maintenance, gained \$15 for a suggestion, with possible alteration, of preventing slag and iron from pouring on to the handles and gears of transfer ladles.

Concluding the awards this time was Bob Henderson of the Machine Shop, who received \$5 for his suggestion - the installation of a rapid travel lever on the lathe for use in machining ball joint "River Crossing" pipe.

NEW SUGGESTIONS COMMITTEE

Effecting a change in the Clow Suggestion System at Coshocton, Plant Manager Tom Ripley named a new committee to assume its duties as of February 1, 1954.

Heading the organization is Assistant Works Manager Sam Clow. Other members include Bill Bevington of Engineering, Paul Gardner and John Barthalow of Maintenance, and Paul Hendricks of Standards, secretary.

Meetings will be held monthly or as often as necessary to insure prompt attention to suggestions.

The Clow Suggestion System certainly is a means for our employees to better themselves and their plant. Invitation is again extended to all to participate.

Suggestion boxes including proper blanks and envelopes are conveniently located in the Pipe Foundry, Molding Floor and Machine Shop and Maintenance Departments.

Let's make 1954 pay high for suggestions.

WELCOME BOB NEUMANN

Mr. Robert B. Neumann was employed February 8 as a Project Engineer. He is a native of New Britain, Connecticut and the father of a twelve weeks old baby girl.

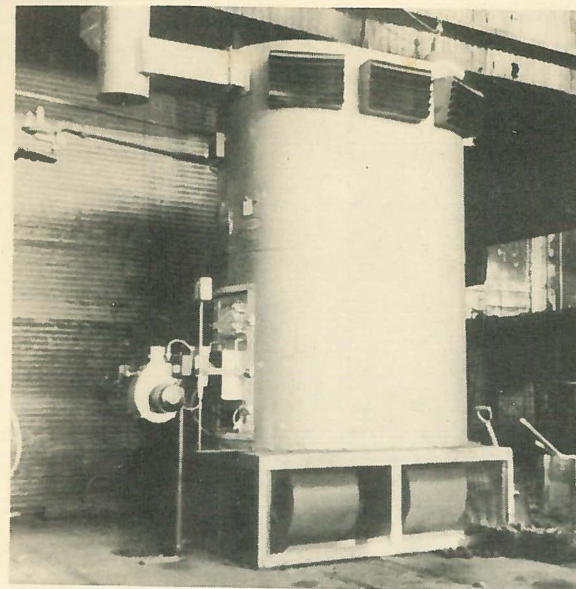
Bob is a graduate of the University of Connecticut in electrical engineering, and has had additional training in metallurgy at Michigan State College. His schooling was interrupted between the dates of April, 1943 and April, 1946 during which time he served as a gunner in the U.S.A.F.

Best of luck Bob and Welcome to Clow!

* * *

Sincere regret is expressed in the death of Mrs. Ella Savage, 80, at her residence on R.F.D. 2, February 5, following a heart attack.

Among the survivors is a son, Charles Savage, Molding Floor Finish Department.



New Foundry Heaters

In their program for improving working conditions in our plant, the Company has recently installed four new Thermoblock Space Heaters in the Foundry. These heaters were installed to replace some of the oil and coke salamanders previously used.

The new units have a capacity of 300,000 to 1,000,000 BTU per hour output and are normally gas fired, but can be used on auxiliary with No. 2 fuel oil.

Considerable planning was done by members of our Engineering Department in locating the heaters in advantageous spots and in addition they drew up diagrams and prints for gas and oil lines. Compliment is also passed to members of Maintenance Department for again performing a good job in record time.

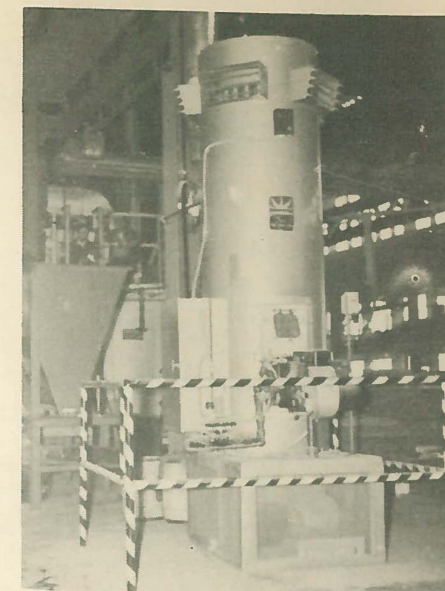
A 10,000 gallon fuel oil tank has been located outside the southeast of the Core Floor and will be ready at all times in event of need.

Each of the new heaters is equipped with a ventilating fan and louvered ports for covering a wide area with heated air. In the summertime they may be changed for use as ventilators only, and all are equipped with the latest automatic safety controls.

When the venting and adjusting of these heating units is completed they should add appreciably to the comfort of the Foundry personnel.

PROMOTIONS

Mr. S. C. Clow has been appointed to the newly created position of Assistant Works Manager of the Coshocton and Newcomerstown plants.



Fuel oil tank for Foundry heaters.



S. C. Clow, Assistant Works Manager of the Coshocton and Newcomerstown plants.



William Bevington, Assistant Works Engineer of the Coshocton plant.

PROMOTIONS CONT'D

Mr. William J. Bevington has been appointed to the position of Assistant Works Engineer of the Coshocton plant.

Mr. Harrison J. Booth has been appointed Assistant Molding Floor Foreman.

Mr. William C. Neff has been appointed Assistant Core Floor Foreman.

Congratulations to these men and best wishes in their new positions.

CHRISTMAS PARTY

Guests were greeted as usual by Mr. and Mrs. T.A. Ripley on the grand day for all Clow children when the annual Christmas party was held at the American Legion Hall.

Gifts, favors and candies were presented to each youngster by the Company with the special assistance of Don Myers of the Maintenance Department.

As usual, door prizes were awarded and are listed as follows: Tarry, son of Mr. and Mrs. Wymar Phillips, Pipe Foundry Finish, \$5.00; Clifford, son of Mr. and Mrs. Raymond Klingler, Storeroom, \$3.00; and Marsha, daughter of Mr. and Mrs. LaVern Gray, Pipe Foundry Finish, \$2.00.

A representative of the Independent Cast Iron Workers was present with a candy gift for each child.

Kindest thanks are extended to the Company

for such a nice party for our children. Thank you is also in order to all who worked before and during this occasion.

WEDDING BELLS

The marriage of Miss Zelpha Murray, 776 South Sixth St., and Calvin Jennings of the Main Office, took place December 19, before the altar of Emmanuel Lutheran church. The Rev. Olan Aughbaugh, pastor of the church, officiated.

Mrs. Jennings is a sister and aunt respectively of Glenn Murray of the Machine Shop and Gerald Murray of the Machine Shop and Air Corps.

Best wishes to Zelpha and Calvin.

Mr. and Mrs. Sumner Slaughter, R.F.D. #1, Conesville, announce the marriage of their daughter Mary, on January 8, to Arthur Courtright, Labor Pool, son of Mr. and Mrs. Dewey Norris, Core Floor.

The ceremony was performed by Rev. Garbrant in the Conesville M.E. Parsonage. Mr. and Mrs. Leo Norris, Core Floor, were the attendants.

Congratulations and best of luck Mary and Arthur.

TABLE TENNIS LADDER TOURNAMENT

As a result of play Tuesday evening, January 12, a ladder has been established and players listed in order of the results



The theme of our Christmas party December 19.

TABLE TENNIS LADDER TOURNAMENT CONT'D

of a series of matches. One ladder is located in the basement of the main office and the other in the old welfare building. Anyone desiring to play singles place their name on a card and put it on the bottom of the ladder.

Anyone can challenge the man above him to a match, two games out of three and, if a winner, exchange places on the ladder. A man can challenge the same man only once in one week.

An unaccepted challenge must be accepted the second week or the one challenged loses by forfeit.

The top seven men will be carried on the City League roster as representing Clow in the City Tournament. Any change taking place in the first seven places will be reported to the City League officials on Tuesday of each week. Any new player on this list will be eligible to play the following Tuesday.

Any questions see - H. Carlson

ANNOUNCEMENT

Conclusion of the regular Safety Slogan Contest on December 31, announces what we believe to be three excellent Safety Slogans for 1954. They are to be painted on standard locations at the north and south ends of the plant.



Santa waiting to receive all Clow children shown below.



Winners and their slogans are as follows:

- Can't
- Lose
- Wise
- Safety

Paul Gardner, Maintenance, \$10.00 First Prize.

"The Best Time for Safety is All the Time"

L.F. Potter, Maintenance, \$5.00 Second Prize.

"Today is the Tomorrow You Worked Safely for Yesterday"

Ed Cox, Molding Floor, \$2.50 Third Prize.

We wish to congratulate the winners and to thank all who submitted entries in the contest.

We trust that these slogans will be a guide for a safe 1954.

* * *