

HELLER BROTHERS CO.
NEWCOMERSTOWN, OHIO. AUG. 24, 1937.
HARDENING DEPT.

CKW



Simonds

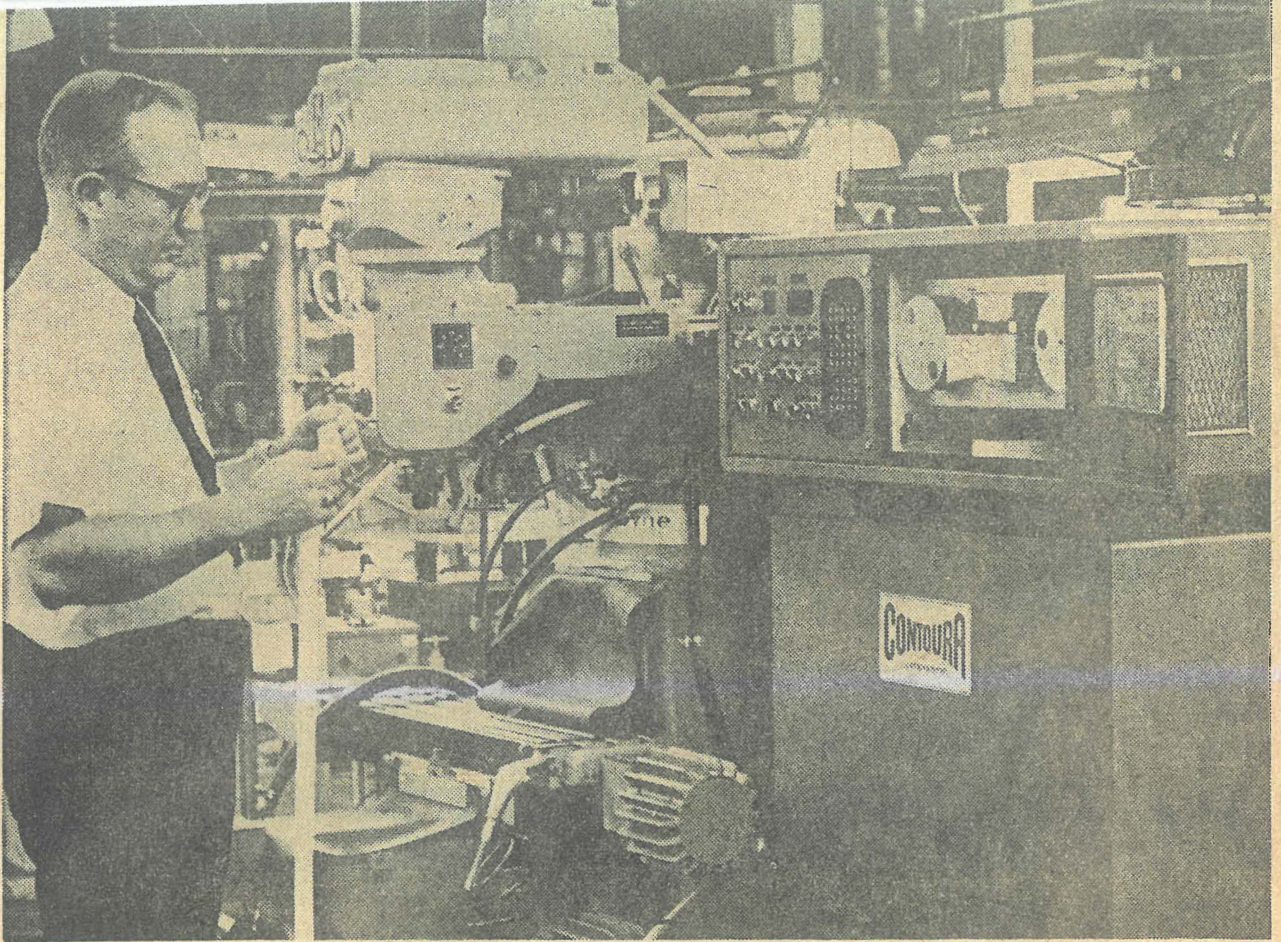
MEMORY LANE

1/23

Twenty years ago — 2002

Lewis E. Gilbert, 28, of Newcomerstown, already on Oklahomas death row for the murder of Roxy Ruddell, a security guard, was convicted of two counts of first-degree murder of a Missouri couple, William and Flossie Brewer. He is also a suspect in the disappearance and suspected death of Ruth Loader of Port Washington. Eric A. Elliott of Newcomerstown, who was 16 at the time of the slayings, pleaded guilty to first-degree murder in Ruddell's death and is serving a life sentence.

A lawsuit is brought against **Simonds Industries, Inc.** by the Ohio Environmental Protection Agency (EPA) in connection with groundwater contamination.



Dave Weber, Heller plant engineer, operates a tape-controlled milling machine which was recently installed at the Newcomerstown plant. It will increase the efficiency of plant operations.

James Reporter Jan 28 1969

Product Design and Technological Development Are Cited in 1968

Advances in product design and technology highlighted operations of Wallace-Murray Corp. during 1968, according to Clement R. Barlow, vice-president and general manager of the company's Heller Tool Division at Newcomerstown.

Among the developments were the world's smallest turbo-charger, which increases the power output of small piston engines; a stainless steel, factory-built chimney which is expected to invade the conventional masonry chimney market; a thermostatic valve which automatically controls temperature of water from showers and wash bowls, and welding and heat-treating processes for the manufacture of a broad line of industrial cutting tools.

Wallace-Murray is a diversified manufacturer of expendable industrial products

and durable goods, including engine components, plumbingware and metal building products, custom gears, wood and metal cutting tools and files, specialty steels, grinding wheels and abrasive grains.

The company, formed by the merger of William Wallace Co. into The Murray Corp. of America in 1965, operates 21 plants in the United States and Canada with an annual volume in excess of \$200-million.

Approximately 30 per cent of production is in the building industry, with 20 per cent in automotive components, 35 per cent in industrial cutting tools and the remaining 15 per cent in other industrial metal products.

The company operates 8 divisions and 2 Canadian subsidiaries, with 16 plants in the

United States and 5 in Canada. The divisions include Schwitzer, which produces diesel and automotive engine components; Simonds Saw and Heller Tool, which make industrial cutting tools; Eljer Plumbingware, one of the foremost manufacturers of a complete line of plumbing fixtures and fittings; William Wallace, which makes gas vent systems and other metal building products; Simonds Abrasive, a manufacturer of grinding wheels and abrasive grains. and Simonds Steel which turns out a wide variety of specialty steels.

The Canadian subsidiaries are Simonds Canada Saw which produces industrial cutting tools similar to Simonds Saw, and Simonds Abrasive, and Selkirk-Metalbestos, which manufactures gas vent systems, factory-built chimneys and standup fireplaces for the Canadian market.

Three of the other operating units, Eljer, Illinois Gear and Heller, are among the top 3 in their fields.

Barlow noted that Wallace-Murray's management philosophy continues to be to purchase or merge into the corporation operating units with established records of profitability and growth. He said the corporation is investigating companies in the European Common Market, along with a number of domestic opportunities.

Meanwhile, Wallace-Murray reported significant internal growth in 1968. A comparison of pro forma results over the past 5 years for all divisions and subsidiaries presently comprising the company shows that sales increased from \$143.4-million in 1963 to \$189.2 million in 1967.

Heller Tool Major Factor in Nc'town Economy

By SALLY DUFFY

NEWCOMERSTOWN — Any discussion of the village's financial future must include a look at its largest industry, Heller Tool Division of Wallace Murray Corp. Employer of over 500 men and women, Heller has been a mainstay of the village economy since its beginning in the 1920s.

In general, officials of the plant expect no radical changes from 1968, which was very good in terms of exmployment and overall financial status.

Plant Manager Robert Berg points out that the tool business is fairly stable, with few changes in models from year to year. He added that improvements in products always are being considered and that some announcements along those lines are expected later this year.

Wages at the plant, among the highest in the county, are not up for negotiation this year, but a contractual wage increase will be effective in the fall. Any fluctuation in employment will

be slight, company officials said.

Any major changes at Heller will be in new equipment. A \$31,000 Contoura milling machine is to be installed later this month. The first electronically controlled piece of equipment in the plant, the machine is operated by tape and is accurate to within 1-1000th of an inch.

Dave Weber, plant engineer, who is responsible for the new machine, says that in the long run it will help increase employment because of the in-

creased efficiency in production.

Plans also are underway to install the first computer in the plant in August. According to Berg, the computer will provide an information center to expedite decision-making by management at the plant.

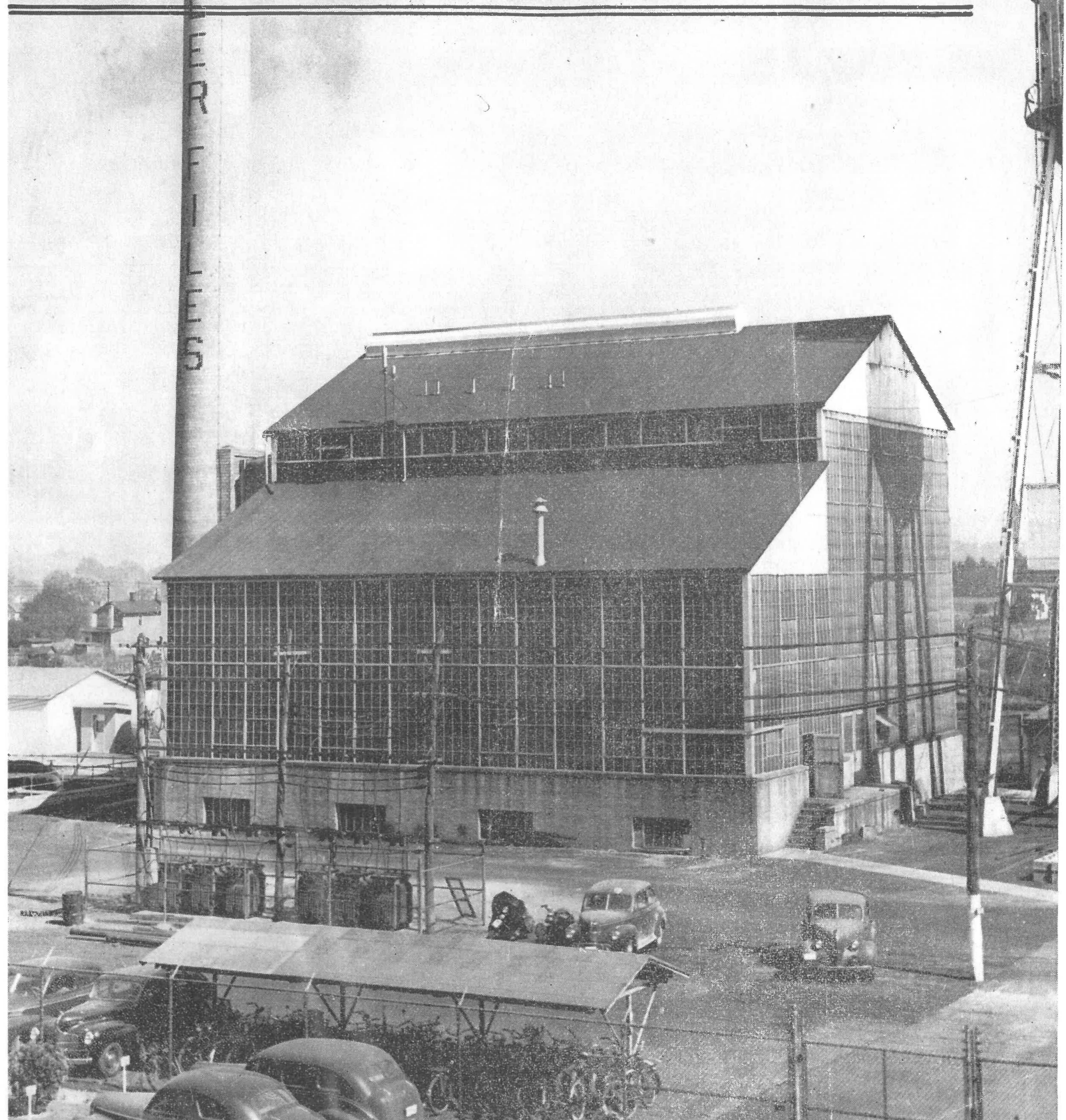
Since the economy of Newcomerstown is more or less dependent on Hellers, the new equipment is welcome news for area residents who can expect Hellers to continue in 1969 to be the backbone of the village's industries.

GOOD WILL NEWS

Newark, N. J.

HELLER BROTHERS COMPANY OF OHIO

Newcomerstown, Ohio



GOOD WILL NEWS

February, 1947

Vol. 4 — No. 5

Published by

HELLER BROTHERS COMPANY

NEWCOMERSTOWN, OHIO

COVER - POWER HOUSE AT NEWCOMERSTOWN PLANT

This is the tallest one-story building in town, if not the county.

There are two five hundred horse power boilers fired with force draft fans. The stokers are of the Riley Herrington type, with Hagan Combustion controls.

In an average day these boilers will consume about 65 tons of stoker coal or about enough to heat the average home for eight or more years depending upon insulation.

For each pound of coal consumed, approximately 8.78 pounds of steam is produced. This makes 1,141,400 pounds of steam used per day.

The power plant tries to maintain 175 pounds of pressure at all times when the factory is running full shifts.

In one day 74,520 gallons of water is drawn for the boilers that must go through a water softening process first. This is a hot lime and soda softner with a capacity of 10,000 gallons per hour.

The hopper, or "bunker" as the engineers call it, will hold 500 tons of coal and the ash bunker will hold approximately 20 tons of ashes. The coal and asher are put into the bunkers by endless peck carriers made by link belt.

Possibly you have often wondered how high the stack is. Here are a few of the dimensions: The base outside is 14 feet 6 1/2 inches in diameter, the top is 9 feet 2 1/4 inches in diameter and 150 in height. The letters on the stack are 4 feet 7 inches high with 2 feet and 1 inch spacing.

The power house was put in operation in June, 1938, at which time we had equipment to make our own electric power. This has since been discontinued.

William King is the chief engineer.

Tornadoes always spin counterclockwise in the Northern hemisphere, and clockwise south of the equator.

SUGGESTION SYSTEM RE-ORGANIZED

We are now prepared to give prompt action on all suggestions received.

Collections from the suggestion boxes are made each Wednesday morning, and will be investigated Thursday, the Suggestion Committee will meet on Friday.

You will be notified of their decision on Monday or Tuesday, therefore, you will hear from your suggestion within one weeks time.

All awards will be paid promptly. Suggestions received in January, 1947 (27):

Action taken by committee:	
Pending trial	16
Paid quarterly	4
Paid in full	6
Not accepted	28
Honorable mention	1
Amount paid January, \$120.00	

The Suggestion Committee
J. Floyd Crater, Sec.

REMEMBER WHEN—

Ray Stanley was foreman of the Forging Room?

Mack McAllister was foreman of the Forging Room?

Willie Myers was chief electrician?

And then came Bill Thomas—Louie Loader was Machine Shop foreman:

Grant Loader was Cutting Room foreman?

Jim Allen was Hardening Room foreman?

Walter Fillman was Grinding Room foreman?

Frank Seedlock was superintendent of the Vixen?

Leo Heller was in charge of the Stock Room?

The Office was where the Inspecting and Stamping is now?

Charlie Edwards was Foreman of the Inspecting and Stamping when it was where the Stripping is now?

Barney Google was foreman of the Tool Works?

Oss Nicodemus was foreman of the

Tool Works?

Mulvane was time-keeper in the Grinding Room?

Jim Murphy was foreman of the inspecting of the Grinding Room?

Charles Stoner was order clerk in Soft Stock?

Remember when you used to smoke behind the main boiler in the Grinding Room?

The Carpenter Shop was behind the Forging Department?

Alvie Wilson was the carpenter?

Bill Medley ground all the Saw Files?

The Regulas, Alice Shepard and Helen Lanning and Bun Lyons, and Zola Lacey were the Saw File Department?

Howard Wilson was foreman of the Inspecting of the Grinding Room?

CONGRATULATIONS TO THE MAINTENANCE CREW

On January 22, 1947, at 12 noon the Ohio Fuel and Gas Company informed the Heller Brothers Company that the gas would be turned off at 7 p. m., due to the inclement weather and the gas supply was not sufficient to supply the plant with gas after that time.

The maintenance crew immediately went to work, changing our furnaces from gas to oil and by the time that the gas was to be discontinued, during the emergency, the furnaces were all changed over to oil and in so doing, production had not been noticeably interrupted.

This is a job well done men, this is what teamwork and cooperation can do for the entire organization.

DOCTORS REPORT ON SOCIALIZED MEDICINE

Socialized medicine, envisioned for America by the "planned economy" theorists, is reported on in a current scientific study, published by U. S. doctors, of state medicine in Russia, Germany, England and New Zealand.

They report that to place all doctors, dentists and hospitals under federal bureaucratic control would be to drop out standards of health and welfare into "the appalling quagmire of mediocrity in which we now find it in Germany, England and Russia after years of political medicine."

HAPPY BIRTHDAY



MARCH BIRTHDAYS

Name	Date
Donald Tyson	1
Chas. H. Moore	1
Cliff Black	1
V. T. Orr	2
Brice E. Rector	3
Ruth Postlewait	3
Albert Lindell	4
Paul Glazer	4
William Mobberly	4
Bessie Early	4
Patricia Marlatt	4
Carl Gephart	4
Harry R. Kinsey	5
Earl Lanning	5
Dwight Kirk	5
Raymond Deeslie	5
Ernest E. Zimmerman	5
Carl Peoples	5
Bernard Hartman	6
Terence Postel	6
Willis Stoffer	6
Frank Walker	6
Kenneth Haas	6
Charles Ball	7
Joe T. Martin	7
Carl Sweitzer	7
Dale Carnahan	7
Otis E. Barthalow	7
Suzanne Neal	7
Charles Brownson	8
Ethel Buchanan	8
Wayne Wilson	8
Irene Gombar	8
Preston Beiter	8
Wm. Howard Parks	9
James Lingle	9
Charles Walton	9
Ralph Slasor	10
Thomas Seiber	10
Sylvan Foraker	11
Wallace Calvert	11
Franklin Gibson	11
Lester Porcher	12
Clyde Lawrence	12
Wilford Edwards	12
Paul Hannahs	13

Elmer Simmerman	13
Walter Opphile	13
Marvin Loader	13
Paul Taylor	13
Ralph Lee Hootman	14
Clyde Cramlett	14
Albeht Meroslaf	14
Chas. Edw. Marlatt	14
Wilson VanVoorhis	14
Norman Moody	15
Embert Ruby	15
Elmer VanSickle	16
Dean Wigfield	16
Mary Huff	16
Jas. R. Hilligas	17
Vernon Haines	17
Everett Corbett	18
Richard C. Durben	19
Ralph E. Reed	19
Richard R. Rhodes	20
Frank M. Oldt	20
Albert Spring	21
Basil Lent	21
William A. Brown	21
Ethel Dorsey	21
Homer Lewis	22
Andy Yanai	22
James R. Barker	24
George Berkshire	24
Robert L. Jones	24
Ruth Tedrick	25
Ralph Miller	26
Juanna Davies	26
Walter Endlich	27
Grace Clay	27
Craig Pollock	27
Kasper Lyon	27
Leona Postlewait	27
Andrew Black	27
Lewis Tish	27
Sherman Duhamel	27
Max Lindel	28
Charles Jones	28
Robert Hinds	28
Lester Herbert	28
Jack Fantin	28
Frank Erwin	28
Melvin L. Little	29
Clayton Gardner	29
Frank Rohrbacker	30
Mabel Addy	30
Floyd W. Clay	31
Grant White	31
H. L. Swaggard	31

Washington, John Adams, and Jefferson were pickle enthusiasts.

A Plantigrade animal is one that walks flatfooted.

WEBSTER WAS OUR GREATEST SCHOOLMASTER

Most of us who think about him at all think of Noah Webster as the man who made the dictionary. In a book called Great Stories from Great Lives (Harper), we learn that he was recognized as America's greatest schoolmaster. He was essentially a scholar and a publicist. He was an editor and author. His speller had a profound effect in giving our country uniformity of language. Millions learned to read with its help, and nearly one hundred millions (shades of modern best sellers) were sold before it went out of use.

He and his wife worked 28 years on the famous dictionary. He was 70 when his last proof sheet was read. It is recognized as America's first monumental work of scholarship. He was a tall, spare Yankee, socially unattractive, and rigidly upright in an inflexible ambition to do good as Harry R. Warfel, his biographer, describes him. He did much to prepare a climate of opinion in which the Constitutional Convention could be successful he was a perennial fighter against social injustice, scientific error and mental torpor, so we can forgive him for not also being a man much beloved.

LARGER CROPS IN 1947

More than a million veterans have returned to farms from the armed forces, helping to relieve one of the most important obstacles to increased agricultural production—the labor shortage.

Larger crops will doubtless be planned due to this factor, and to the favorable prices prevailing.

BETTER 'N' BETTER DEPT.:

Now there's a bagless vacuum cleaner that washes rinses and dries rugs, overstuffed furniture, automobile upholstery, etc.

RISE IN COLLEGE JOB REPLACEMENT

Business and industry are expected to employ more than 51 per cent more inexperienced college and university graduates in 1947 than they did in 1940, according to Frank S. Endicott, Northwestern University director of placement.

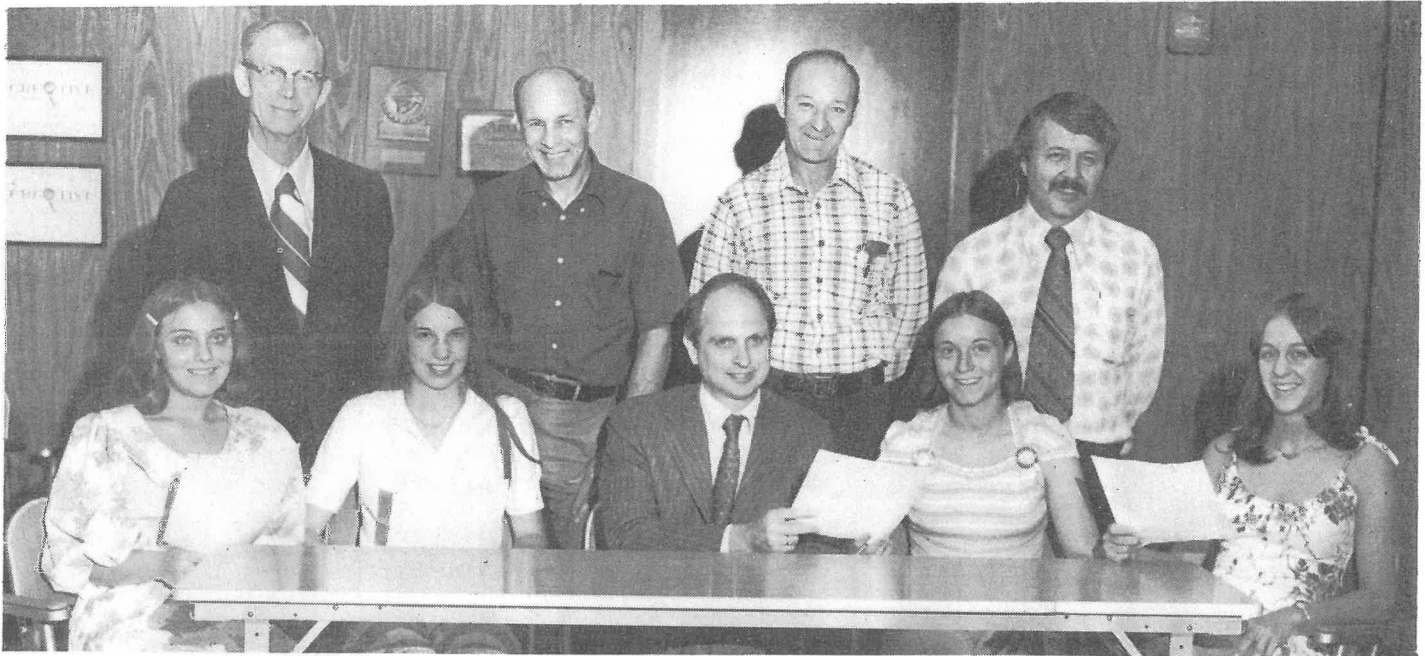
Addressing a conference of 50 business and industrial personnel executives, he reported that a survey showed that the greatest need in 1947 would be for engineers.

SIMONDS FILE

7-1-74

Vol. 1 No. 3

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO



Seated (L. to R.) Carol Butcher, Julie Lehman, William Punt, Janet Lehman, Pamela Sargent. Standing (L to

R.) Elmer Butcher, James Lehman, Dayne Lehman, and Donald Sargent.

HONOR SCHOLARSHIPS

On Friday, June 21, 1974 the company awarded four honor scholarships from the Wallace-Murray Corporation, to the daughters of Simonds Employees. The fathers of those receiving the awards were present and are shown in the above photograph, along with the winner.

The award winners are Janet Lehman, daughter of Dayne Lehman - Dept. 21, Julie Ann Lehman, daughter of James Lehman - Dept. 3, Carol Butcher, daughter of Elmer Butcher a retired employee, and Pamela Sargent, daughter of Donald Sargent, Manager of Manufacturing Engineering.

A Committee of distinguished educators from the New York City area made the selections.

In making the awards Mr. Punt indicated that it was most gratifying for him to be part of a Corporation that provides college scholarships for the sons and daughters of such dedicated and loyal employees. He also stated that it was a real personal

pleasure for him to make the awards to such an outstanding group of young people.

PERSONNEL

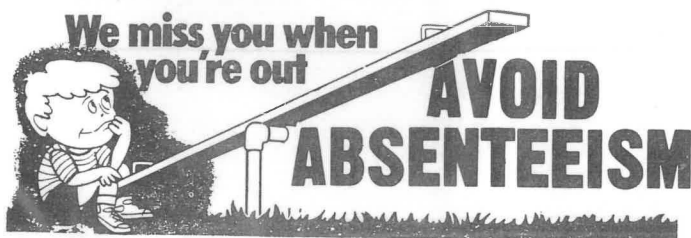
Did you know that absenteeism is a new problem because of factors which didn't exist several years ago?

The magnitude of the problem both at Simonds and in industry across the country is almost unbelievable. Two and a half million workers are absent each Monday alone, that's over 4 percent of the working population. The rate here at Simonds runs about the same and at times even higher.

As we all know, the world today makes for some unrest on the workscene and this often shows up in the form of absenteeism. A few of the reasons are: affluence, anti-establishment feeling among young people, a healthy job market, or personal irresponsibility. Some of us have heard people say, "I can always go on welfare," or "My husband-wife has a good job why should I work every day" — all these add up to a feeling that the job comes second to many other alternatives thus, absentee rates are high.

Statistics show that six out of ten people who report off work as being sick, either are not sick at all or their illness is not serious enough to keep them away from their job.

Remember most companies ask only two things from their employees, as we do — that they come to work every day and work when they are here.



SAFETY CORNER

**WE NEED YOUR SAFE ACTIONS
TO PREVENT MOST ACCIDENTS**

COMPANY RULE 57

Long hair must be contained
as required.

UNION AGREEMENT PAGE 37 SECTION 5

Female machine operators will be required to wear hair nets or other head covering acceptable for safety standards.

From A-1

Mishap victim recovering

She's at Akron Children's Hospital where she was admitted there May 31 after having her scalp and hair torn off when she became entangled in a power take off shaft of a tractor at her R.D. 1, Sherrodsville, home.



**DON'T BE CAUGHT
HAIRLESS**

**DRESS TO AVOID GETTING CAUGHT BY
MACHINERY**

Protect long hair by cap or net

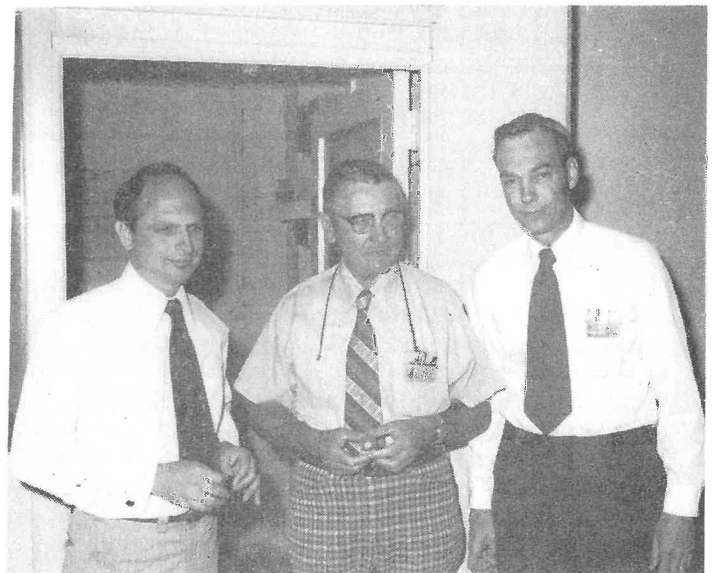
RETIREMENT



Congratulations are extended to Harold Glazer (center) Dept. 11 by Bill Fisher (left) and Robert Decker (right) upon his retirement on June 30, 1974 after almost 39 years of service.

Harold started in the Forging Dept. on October 31, 1935 and worked within the Tool Works area for 24 years and then went to Dept. 5 (stripping) where he has done various jobs since 1959.

Our good wishes for a long and happy retirement are extended to Harold.



Congratulations are extended to Ralph Robinson (center) Production Control Manager by William Punt (left) and Bob Heppenstall (right) upon reaching 45 years of service.

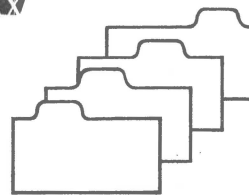
Ralph started with the company on June 3, 1929 in the cutting department where he operated various cutting machines until he was transferred to the standards and timekeeping department in 1940. Two years later he was made an assistant foreman. In 1951, he was promoted to Production Control Manager and has held that position ever since.



THE HELLER FILE



FILE



Vol. 1

No. 1

Published By HELLER TOOL DIVISION — WALLACE-MURRAY CORP.

V-P DESK

This is the first issue of the "Heller File" and I'm convinced that with your help, we all will look forward to each new and, hopefully, exciting issue. Let's have your ideas and suggestions — your participation can assure the success of this plant paper.

Meantime, a lot has happened to us these past few months. We seem to have been peppered with bad news caused primarily by constantly increasing costs and decreasing productivity. Many things have contributed to this problem including the slacking off of a relatively few of our people. They can easily be identified — you know them and so do I. Those slacking off were not just the latest hires. In fact, a large proportion of our new people are excellent workers and we are proud to have them aboard.

I simply will not condemn the majority for sins of the few. The vast majority will continue to do their best because that is the natural thing for most people. But what about the future? Is it good? You bet it is! Do we have business in the house? Yes, more than we can handle. The answer to this question is also "Yes" even though we will stop producing Needle files in the not too distant future. We must all really work at getting production out to insure good sales and satisfied customers.

Each individual must do his part — and now!

As a company, one of our major objectives is to insure good wages and working conditions for our employees. By doing this we contribute to the betterment of the communities in which we live and work. The success in reaching these objectives can then assure reasonable returns to the owners of the business. The only way we can do this is to produce sufficient quality products to satisfy our customers. It is they who, by their continued approval, by buying our products, insure our future success. We can retain their approval only if everyone works together as a team in producing quality files, hammers and tools — the products that made us famous.

FEATURE

Don Sargent, our Manager of Manufacturing Engineering suggested "the Heller File" idea that you see at the top of the page. He came up with it immediately — as though he had thought of it sometime ago and was simply waiting for someone to ask. Don has been with us since June, 1971. Just prior to joining us he was Manager of both Sales Engineering

and Manufacturing Engineering for Hitchiner Manufacturing Company, O'Fallon, Mo. In addition to being a mechanical Engineer he was certified as a tool and Die maker in 1961.



Don didn't want any publicity so we kept the photo small.

NEW PLAN

The Industrial Engineering Department is now at full staff with five newly hired Industrial Engineers. The effort in department nine is moving along on schedule. While the engineers are all experienced in labor measurement, they are new to the file making business. John Croft reports that the spirit of cooperation and helpfulness they have met on the part of all concerned has been outstanding. It is this kind of attitude that is so essential to the successful implementation of this program.

ACCIDENTS

Think we're not interested in you! We are! Each and everyone of you is important. Everyone is obligated to report all accidents to his foreman or the dispensary, no matter how small. A minor cut, sprain or a foreign object in your eye could develop into a serious problem. Please report.



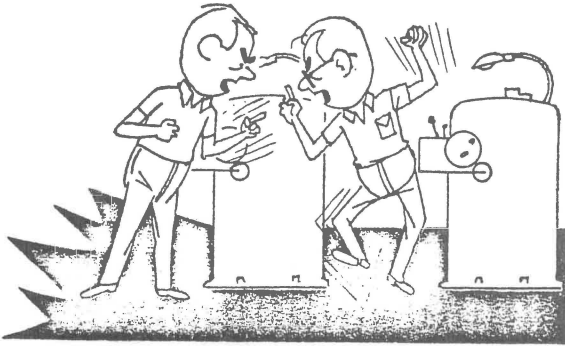
**REPORT ALL INJURIES
—NO MATTER HOW SLIGHT**

THE UNITED SAFETY SERVICE, WHEATON, ILL.

CONDUCT

All employees are asked to conduct themselves in a respectful manner while they are on duty within the bounds of the Company property.

The use of profane, abusive or threatening language toward any employee, indulging in boisterous acts that could cause or lead to injury, fighting or threatening injury to other employees is PROHIBITED.



REPORTERS

Want to be a newspaperman or woman? We need reporters to cover all phases of our operation such as: Accounting, Engineering, E.D.P., the factory, the Union and Free Lance. Please let us know in personnel if you want to help. No experience required.

REMINDERS

1. Park all motor bikes with the kick stand resting on the metal plates provided, this will prevent it from digging into the black top.

2. Walk away — don't run when leaving the plant. Someone could get trampled.

3. Total man days lost for the month of May was 443. Thus, 4.6 percent of the work force was absent.

PERFORMANCE

Each employee is needed on his or her job every day. When an employee is hired he is expected to be in the plant and at his place of work ready to start work at the starting time of his shift and also at the end of the lunch period. If you leave the factory for lunch, allow enough time to get back to your place of work by the end of the lunch period. If for any reason you are unable to be at work any certain day, you should contact your Supervisor or the Personnel Department and report off immediately. You are a part of the team required to get out the production requirements and if you are not able to be on the job, that job must be filled temporarily by someone else. If you report your intentions it gives your Supervisor a chance to plan his production and fill your job accordingly. Remember, if you are absent for three (3) days without reporting, you could lose your job. The rate of absenteeism is improving as we go — please keep coming.

S & A BENEFITS

For every seven days you are off of work for such reasons as hospitalization, sickness or an accident outside of the plant, you are eligible to receive \$75.00 per week as compensation. However, there is normally a three-day waiting period and payment begins on the fourth day. In the case of an accident outside the plant benefits begin immediately.

In order to receive your benefits the following must be done. As soon as you have been disabled by your doctor, pickup a statement of claim form from the personnel office, fill out the form completely and have your doctor do the same. Make sure the doctor has written your diagnosis and has indicated you are disabled from a date thru a date. If the date of return is unknown you must fill out a supplemental medical report every six weeks in order to have your benefits coming to you properly. If all of the necessary information is taken care of quickly, there will not be any problems in receiving your benefits. If in doubt, check with the personnel department.

GOLF

Thru June, 7 out of 15 matches have been played and team No. 3 is leading with 186½ points, team No. 4 is in 2nd place with 167 points and team No. 9 in third with 166½ points.

Team 3 has led from the third week but the margin is rather small. The teams play every Tuesday afternoon at the River Greens Golf Course.

The low actual score for the season is Terry Wilkin with a 34, and the low, minus handicap is Robert Decker with a 25!

SOFTBALL

The Mighty Heller Softball team is undefeated so far this year, winning their first 3 games. Team manager, Raymond Heston is looking forward to a perfect season and with more than 85 percent of the players having batting averages of 500 or better I'm sure nothing can stand in their way. Good Luck!

The following is the Softball team Schedule for July.

Monday, July 2 — Hellers VS General Tire

Monday, July 9 — Hellers VS Ellis Sohio

Thursday, July 12 — Hellers VS Thompsons IGA

Monday, July 16 — Hellers VS JRS & SRS (2nd Game 7:00)

Wednesday, July 18 — Hellers VS Touraine

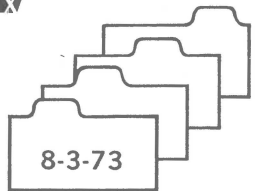
All Games are played at NCT. High School ball field at 5:30 P.M., 2nd Game starts at 7:00 P.M.



THE HELLER



FILE



Vol. 1 No. 2

Published By HELLER TOOL DIVISION — WALLACE-MURRAY CORP.

V.P. DESK

Vacation time is now over for most of us and I hope that everyone had a safe, happy and relaxing time. All of us need this time to get away from it all and relax, like fishing and drinking a can of beer . . . doing whichever one happens to be the more important at the time. Others prefer to travel and be fascinated by the natural beauty and a splendor that is America. I'm sure just not having to get up early in the morning pleased many of us. But I guess getting to know one's family again and enjoying that good company is the most refreshing way towards self renewal I can think of.

During this renewal, the pressures of every day life suddenly seems to disappear . . . for one or two weeks we can just relax and let the world go bye. I expect to join the vacationing America too and work hard at relaxing. Life is a bit tough at times but somehow life's pleasures are more enjoyable during vacation time.

Now that the campers have been grounded, fishing poles stored away and guns oiled for the coming hunting season we can all return to the business of making the world go 'round. But, deep in our thoughts there remains the memories of a happy, restful time that will linger for a long time, WELCOME BACK!

MARKETING

The Heller Tool Division markets a complete line of American Pattern, Swiss Pattern, Vixen and Rotary files, Hammers and Blacksmith Tools, Hand and Power Hacksaws, Carbon-High Speed and Carbide Tipped Bandsaws, Hole Saws, Hacksaw frames, Ground Die Steel, and Carbide Burs to Industrial, Automotive and Hardware distributors throughout the United States.

Export sales of these same products are made to Europe, South America and Asia.

Branch warehouses for the redistribution of Heller products are located in Chicago, Detroit, Los Angeles, Fitchburg, Mass. and Shreveport, La.

EYES

Can an eye examination be a real life saver? The answer's "Yes". Because an eye examination can reveal a lot more than that you need glasses.

Your eyes are a sort of mirror of your inner health. By examining your eyes, the competent specialist can discover the first indications of brain tumors, diabetes, cardiovascular disease and a number of other health problems. It's not uncommon for the first signs of these diseases to show up in the eyes.

Of course, it's a good idea to have your eyes examined regularly, just for the sake of your vision! Poor, uncorrected vision is the cause of a lot of auto and industrial accidents. And "how did that happen? I didn't even see it coming!" is the typical cry of the unsuspecting victim.

So see to it that your eyes are seeing everything they should . . . get your eyes checked regularly.

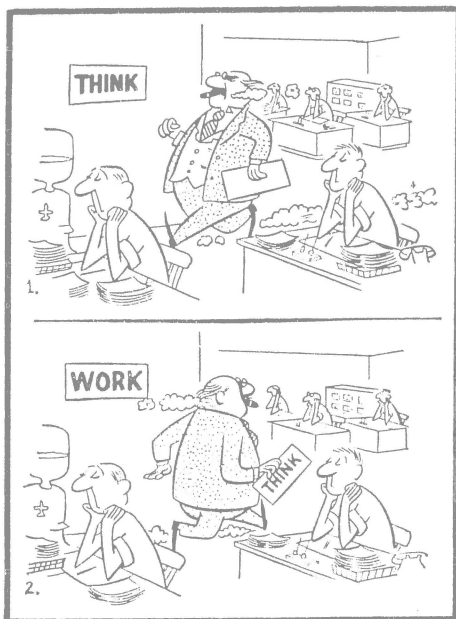
SAFETY

The following is a list of incurred injuries that were recorded here in 1972. Note that Eyes and Fingers are the most frequently injured parts of the body.

Fingers	29
Eyes	28
Hand or Wrist	11
Back	10
Leg	8
Foot	6
Arm	4
Head	3
Ribs & Chest	2
Toe	1

Remember to keep your safety Glasses on at all times and wear side shields if needed.

The Boy who got a wristwatch when he graduated from High School now has a son who wears one to kindergarten.



RETIREMENT

The following employee's retired during the month of July.

- Ralph Shipman 32 years
- Homer Craigo 33 years

The best of luck for a long enjoyable retirement!

SERVICE AWARDS

Service pins were awarded to 5 employees in July. Their combined service with the Company represents 170 years.

- C.W. Hill 10 years
- C. Lyons 40 years
- H.E. Parks 40 years
- E.C. McElhaney 40 years
- I.F. Davidson 40 years

SPORTS

Ever wonder why tennis is called tennis? One theory is that tennis is named after the town of Tinnis in the Middle East, which in the old days, produced linen from which tennis balls were made.

Thru July 9 out of 15 matches have been played and team No. 3 is still leading with 216½ points, team No. 9 is in 2nd place with 192½ points and team No. 10 in third with 185 points.

Terry Wilkin still has the lowest actual score for the season with a 34, and the low minus handicap is Robert Decker with a 25 (come on!)

Now that everyone is back to work all 12 teams can concentrate on Golf!

One of the most unbelievable championship golfers of all time was a man named Walter Travis. Although between 1900 & 1915 Travis won many major world tournaments, . . . he had never played golf in his life till he was 35 year old! It's hard to believe that someone could become one of the best golfers in the world even though he never took up the game till

he was 35 years old, but golf immortal Walter Travis did just that.

The Mighty Heller Softball Team has won 8 out of 11 games played so far this season. Two of the top ranking players are Vic Sterns with a batting average of 709 and David Harris with 679.

The company accountant credits Adam and Eve with being the very first bookkeepers, because they invented the loose leaf system.

HISTORY

On June 6, 1906 ground was broken for the Rex File and Saw Company now Heller Tool. The Company moved here from Jamestown New York, its original location.

D.D. Lewis was the first General Manager, Harry Murphy was in charge of the office and Bess Laub was the first office girl.

The present home of Newcomerstown Mayor, Charles Holdsworth was also the home of D.D. Lewis and Family.

In the spring of 1917 the Rex Company was destroyed in the worst fire in the history of the village. It was bought and rebuilt the same year by the Heller Brothers who moved here from Newark, New Jersey.

The Heller Brothers Company then over 70 years old was a leading manufacturer of files and tools.

NO SMOKING

Employees have the right to smoke during working hours provided they adhere to the rules and regulations set up by the insurance company. Smoking is definitely prohibited in all rest rooms, stock rooms, wrapping department, shipping department, box-making department, hammer handling department, all paint storage or painting areas or storage sheds.

Always remember a fire in this plant could put everybody out of work, so help protect your job. There are containers in the plant for disposal of cigarette butts. Please be sure to use them and always remember when a sign says "no smoking" that is what it means.

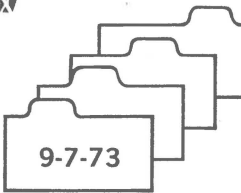
(To be continued)



THE HELLER



FILE



Vol. 1 No. 3

Published By HELLER TOOL DIVISION — WALLACE-MURRAY CORP.

PERSONNEL

Think for a minute of how many aspects of our safety program is served by a clean and orderly plant: avoidance of accidents, health of everyone, fire prevention, morale, effective public relations, to name only those which come immediately to mind.

Most people feel that their responsibility for good housekeeping is the least exciting of their duties, but the truth is that it is very important.

Let's consider the points listed above. Certainly the avoidance of accidents in the plant is one of the major goals of everyone. The working force of any plant is its major asset. A thorough, regular program of good housekeeping, which keeps the maximum number of men on the job through elimination of accidents, makes good sense for workers and management alike.

Obviously this applies as well to the health of all of us. A healthy working force is indispensable to industrial achievement. Good housekeeping is a big factor in the promotion of health.

The manner in which fire prevention is thereby served is obvious. Scrap paper empty cups, and rags should find their way to receptacles not the floor. We have definite containers for cigarettes, waste paper and other items of person use. "A place for everything and everything in its place" is still the basic rule for good housekeeping. If everyone gets into the habit of using containers for scrap and waste at the right time, at the moment when they first appear, instead of having to take time and energy later to clean them up, we will all notice big improvements. (Please don't use the metal scrap containers for other waste materials).

The effect of good housekeeping on morale is incalculable but none the less real. Everyone prefers to work in a clean and orderly plant. Good housekeeping does more than increase your safety; it improves your disposition. Just as good personal appearance is essential to self-respect and just as the appearance of our homes gives us greater self assurance, good industrial housekeeping is essential to pride in our plant.

The appearance of the factory is noticed by all who come in on any form of business and when the visitor's impression is a favorable one it makes everyone of us feel good.

Good housekeeping pays off when it becomes an integral part of everyone's daily work, whether its office or factory. Let's all pitch in.

MARKETING

The Heller Tool Marketing personnel consists of Four Field Sales Managers, Bill Owen, Eastern; Jack Conrad, Western; Bill Johnston, Southern; and Tom Moore, Midwest and twenty five salesmen — Bob Toby, New England; Merle Weidman, New York; John Cuevas, New Jersey-Pennsylvania; Tom Reeder, Pa., W.Va.; Harry Peterson, Maryland, Delaware, D.C., Virginia; Bill Joop, North Carolina, South Carolina; Walter Kelly, Florida-Georgia; Donnie Todd, Tennessee, Northern Alabama, Northern Mississippi, Arkansas; Jim Henke, Southern Alabama, Southern Mississippi, Louisiana; Bob Hill, Texas, Bob Christensen, Texas and Oklahoma; Matt Fetherstone, Kansas and Missouri; Dean Disbrow, Illinois; Al Rolla, Illinois and Wisconsin; Russ Evans, Detroit; Tom Patton, Michigan; John Amick and Tom Tritschler, Ohio; Walter Simpson, North Dakota, South Dakota, Wyoming, Utah and Colorado; Bill Chesley, Tom Ruff and Gary Stanton, California, Arizona and New Mexico; Kent Hout, Washington, Oregon Idaho and Montana.

SERVICE AWARDS

Service pins we awarded to 2 employes in August.
H.F. Langell — 40 years.
J.W. Sheets — 30 years.

RETIREMENTS

The following employes retired during the month of August.

F. Loader — 32 years 6 months
R. Emerson — 37 years
R. Ortt — 31 years 9 months
F.W. Ross — 22 years 4 months (disability)
R. Haver — 37 years 11 months

SAFETY PROGRAM

The accidents that have occurred this year have been reviewed to determine where the majority are happening and the type of injuries. The majority have occurred in the following departments and the most common injuries and causes are as indicated:

Department	Type Injury	Cause
23 Hardening	Back Strain	Lifting & Carrying
1 Forging	Cuts to Arms & Legs	Running into file tangs, Drift Pin breaking Shear blades set wrong
3 Punch Press	Cuts and Bruises to Arms and Feet	Kicking trim steel, sticking fingers into fan when moving it, Struck by tow-motor, drift pin breaking
33 Tool Grinding Polishing	Cuts & Grinding Burns to hands & Fingers	Contacting polishing belt or grinding wheel
9 Cutting	Cuts & Bruises to Hands & Arms	Repairing machine, Dressing Chisels, Moving Skids

The majority of these accidents were caused at least in part, by personnel not paying close attention to the job at hand. Running into file tangs, taking hold of moving parts and contacting grinding or polishing wheels are examples of things that happen all too frequently.

This is to remind everyone that numerous accidents are occurring which can be avoided if everyone will be a little bit more careful. The cooperation of everyone is requested in reducing the number of avoidable accidents and injuries.



"Think of me as the Guru who will lay the safety rules on you"

SOFTBALL

The mighty Heller Softball team finished 2nd for the season and 4th in the tournaments this year. Trophies were awarded to the following players:

Charles Rine — Player of the Year
Vic Sterns — Best Batting Average
Charles Peach — Attendance (Perfect)
Montel Collins — Attendance (Missed one game)
Glen Slay — Attendance (Missed one game)

GOLF

On Tuesday August 28, the last golf match of the season was played at River Greens. Team No. 3 finished in first place with 354 points, Team No. 4 2nd place with 340½ points and 3rd place was Team No. 9 with 334 points.

Terry Wilken had the lowest actual score for the season with a 34 and Robert Decker had the lowest score minus handicap with a 25.

Field day for all teams will be Sunday, September 16, at River Greens starting at 8:30 a.m. Trophies will be awarded to all players on Team No. 3 and No. 4 during lunch.

CHALLENGING COURSES

Which are the greatest golf courses in America? A survey was taken recently and the following courses received the most votes:

Augusta National
Augusta, Ga.

Colonial
Ft. Worth, Tex.

Country Club
Brookline, Mass.

Medinah
Medinah, Ill.

Merion
Ardmore, Pa.

Oakland Hills
Birmingham, Mich.

Oakmont
Pittsburgh, Pa.

Pebble Beach
Monterey, Calif.

Pinehurst
Pinehurst, N.C.

Winged Foot
Mamaroneck, N.Y.

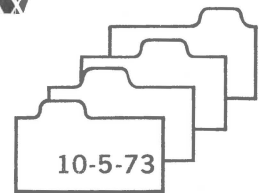
So if you are near one of these courses on your next vacation, try it and see what you think.



THE HELLER



FILE



Vol. 1

No. 4

Published By HELLER TOOL DIVISION — WALLACE-MURRAY CORP.

PURCHASING & TRAFFIC

The Purchasing Dept. manages the material requirements of a company from the inception of the demand to receipt at point of use.

The Purchasing Dept. is the shopper of the company and is responsible for getting all of the materials and supplies used by the company in producing our products. Purchasing can be compared to a typical housewife when she goes shopping.

Step 1 Shopping list prepared. (Purchasing Term-Requisition)

Step 2 Travel to the store or stores where she can get the product. (Purchasing Term-Availability & Quotations)

Step 3 Examine the item for freshness, etc. (Purchasing Term-Quality)

Step 4 Examine the package for damages, etc. (Purchasing Term-Packaging and containerization)

Step 5 The shopper then proceeds to pay for the product. (Purchasing Term-Verification of invoices and accounts payable)

Step 6 Take the items home. (Traffic and Shipping)

Step 7 After arriving home the shopper proceeds to store the items if not used immediately. (Stores Dept.)

Purchasing has the responsibility of buying materials and supplies at the best price, quality and delivery. In today's marketplace material leadtimes are extended in addition to rising prices so we must cooperate to conserve materials and supplies and eliminate waste.

SERVICE PINS

Service pins were awarded to four employees in Sept.

- C. Osler — 45 Years
- M. Hahn — 30 Years
- C. Lehman — 30 Years
- E. Infield — 30 Years

RETIREMENTS

The following employees retired during the month of September and we wish them good health and happiness.

- J. Brown — 32 Years
- E. Patton — 31 Years-11 Months
- M. Rankin — 32 Years

MARKETING

In the last issue of the Heller File we regret the omission of Paul Boesen and Lee Steer from our list of marketing personnel, Mr. Boesen works out of

Detroit, and Mr. Steer out of Indianapolis. Also, Russ Evans was listed as Detroit when he should have been listed as Minnesota, Iowa, Nebraska and the upper peninsula of Michigan. Salesman Jim Henke is no longer with the company.

The Heller Tool Division sells the complete product line through distributors and other manufacturers (private brands).

The file and tool products sold through the marketing team are manufactured in Newcomerstown, all Saws and Flat Ground Die Steel are purchased under Heller brand from Simonds Saw and Steel (Heller manufacturers files for Simonds), Carbide Burs are purchased for resale from Atrax, Simonds and Atrax are both Divisions of Wallace-Murray.

The file competitors to Heller are — Nicholson, Grobet, Miller Falls, Disston, Clemson, Lenox and foreign competition.

Hammer competitors are: Plumb, Stanley, True Temper, Vaughn and Bushnell, Channelock, Fairmont, Germantown, Proto, Williams and foreign competitors.

HISTORY

CONTINUED HISTORY FROM JULY ISSUE

When the Heller Brothers started to build their new factory, Structural steel was scarce, so they went directly to a saw mill and had oak timbers cut for girders, beams, posts, etc. The timbers were approximately 10 to 12 inches square and many of them were still in good condition when replaced by steel a few years ago.

What is now the Spirol H. Rd. and Grinding Depts. was the entire factory at that time. It also contained the first steam boiler used by Heller's. This boiler was still in use as late as 1933.

All Grinding stones came from a quarry along the Ohio River near Marietta, they were all sandstone then.

File Manufacturing dates back to the Roman Empire. File shops even up until the mid 18th. century were built along rivers or streams that had to be big enough to turn a water wheel, which was used to operate grinding wheels. All other work was done by hand. Times have changed.

SPORTS

Anyone interested in playing basketball this fall at the Newcomerstown High School gym may sign up in the personnel office by October 20, 1973.

Starting with this current issue, each month the Heller File will run a feature article on various depts. within the company. We will try to have each dept. featured to be in sequence with our File processing operation. In other words you will see the raw product as it is delivered to us and what the finished product looked like when it is shipped.

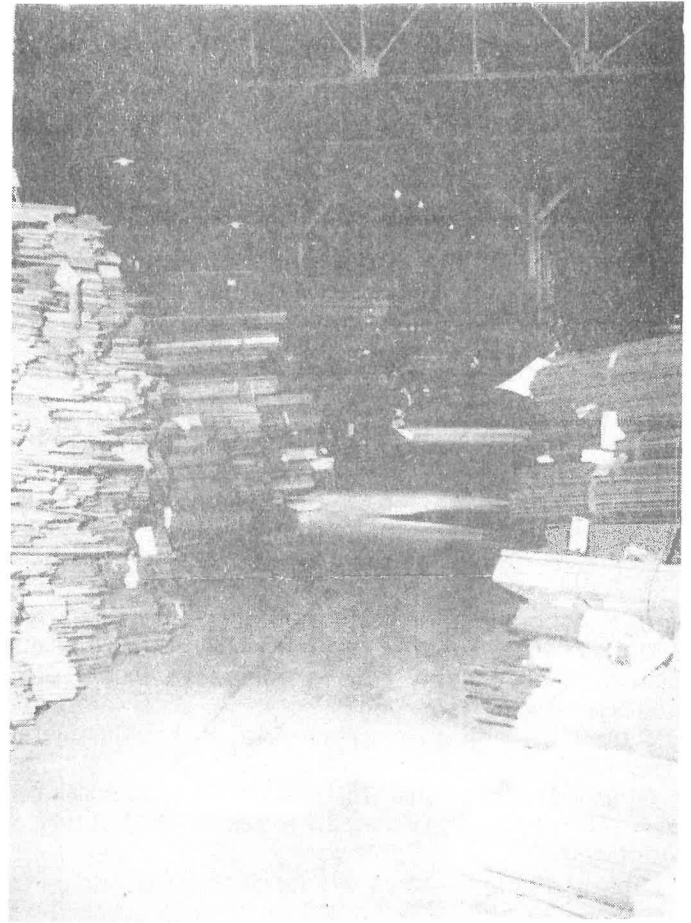
OPERATIONS OF DEPT. 1

Our main suppliers of steel are U.S. and Republic Steel Company's. Steel is delivered to our plant by truck where it is unloaded and stored in the steel shed. Samples are taken from every third bundle and are checked in our lab.

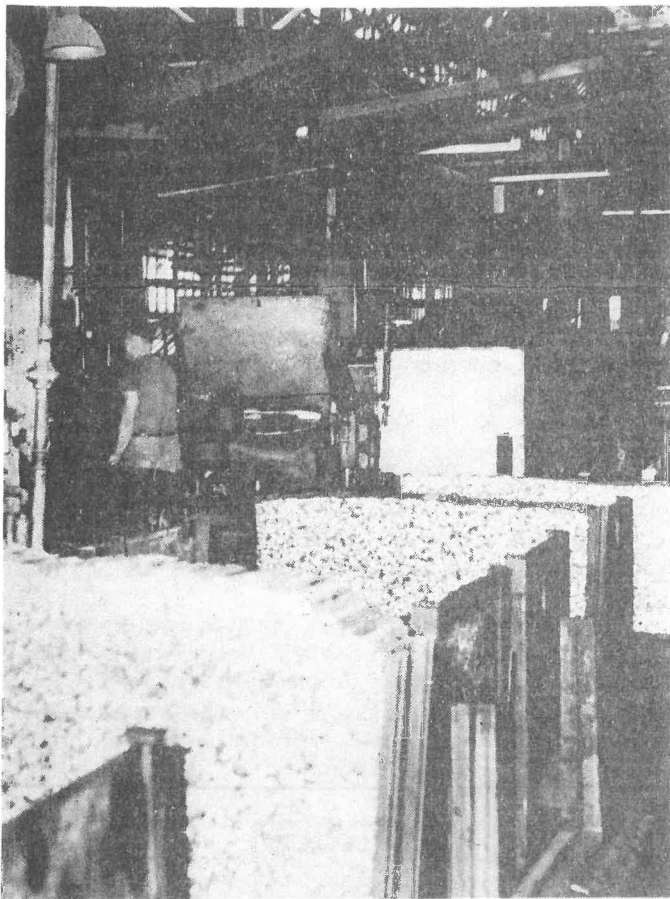
As production orders are released, steel is delivered to the shear men where it is cut into various lengths for processing. Hf. Rd. blanks are cut for both Bradley Hammers and Drop Hammers where the tangs are forged and the tapered points are drop forged.

Sawfiles, Rds., Squares, etc. are tanged and point forged on automatic hammers. Hf. Rd. and the larger flat files are flattened on the ends before annealing and then tangs are punched.

Most files are open annealed in Continuous annealing furnace while others are packed in Bohnite in special steel boxes to avoid excessive scaling and decarb build up.



STEEL SHED



DROP HAMMER



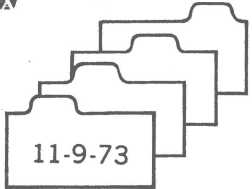
BRADLEY HAMMER



THE HELLER



FILE



Vol. 1 No. 5

Published By HELLER TOOL DIVISION — WALLACE-MURRAY CORP.

V.P. DESK

As each of you are aware we have a productivity problem. In an advertisement of United States Steel, I.W. Abel, President, United Steel Workers of America was quoted as follows "If we adopt a don't -give-a-damn attitude, we risk becoming a second-class economic power." The entire advertisement entitled, I.W. Abel Tells How America Can Become More Productive, is quoted as follows:

I call upon every American to enlist in the crucial battle to improve our lagging productivity.

Nothing less is at stake than our jobs, the prices we pay, the very quality of our lives.

Ominous signs have appeared that all is not well. Between 1960 and 1972, the average annual productivity rise in the U.S. was 3.1 percent. In comparison, the growth rate in a number of foreign countries was double, in some cases even higher!

By last year, 18 percent of all the steel sold in this country was being produced elsewhere. Statistics are sometimes dull, but these leap to life when we think of all the businesses that have shrunk, jobs gone down the drain and families have suffered lower living standards as a result.

What happened? Things have been so good for so long that we've become wasteful and inefficient. So wasteful that, incredibly enough, many firms nowadays actually expect to scrap 20 percent of what they produce!

Let me be blunt: I believe we are standing at a pivotal point in our history. If we adopt a don't-give-a-damn attitude, we risk becoming a second-class economic power.

How can we improve? In these ways:

By stepping up the efficiency of each worker. Does this mean work speedups, job eliminations? Hardly. It does mean cutting down on excessive absenteeism, tardiness, turnover and overtime. It does mean improving the morale of workers, more effective work incentives — and really listening to the man at the workbench. I've always believed that all the brains in the great American economy weren't in the executive suite!

By improving our technology and really using the technology we already possess. Let's put our brainpower to work to create more efficient manufacturing processes and better equipment. But then let's use them.

Important steps are being taken to help solve the problem. For example, the steel industry and the

United Steelworkers of America have established joint advisory committees on productivity at each plant. This co-operative venture is a recognition that workers and employers share a common problem.

Like Oliver Twist, labor has always sought "more" — more wages and benefits. But labor also knows that to obtain more, we must produce more.

Together we face a great challenge. Together, I am confident we will succeed.

SERVICE PIN

One Service Pin was awarded in October.
L.E. Brown — 40 years.

RETIREMENTS

The following employees retired during the month of October and we wish them good health and happiness.

V. Hothem — 33 years 2 months
J. Tidball — 32 years 9 months
E. Silverthorn — 39 years 11 months
E. Frizzell — 37 years 3 months

MARKETING

The Heller Marketing Team makes sales calls on all channels of distribution except General Service Administration (contract is bid yearly from Ohio.) The objective of the sales calls is to sell to the customer all products marketed by the Heller Tool Division.

Heller products are advertised in Trade Magazines and through Press Releases. Catalogs and Advertising Promotional materials are circulated to the potential Heller customers by the salesman and through the media of direct mail, to continually remind the potential customers of the quality and uses of Heller Tool products. The advertising agency used by Heller to assist in the total marketing effort is Byer and Bowman, Columbus, Ohio and the account manager assigned to Heller is Mr. Owen Carroll.

DEPT. 3

Mill, Flat and Hand files are routed to the Automatic Punch Press units after annealing. During processing thru these units the tang is blanked to shape, the point of the file is tapered and the entire file is straightened by passing thru sets of straightening rolls.

Half round files are hand fed into dies for

blanking of the tangs and trimming of the flash on the file points. It is then necessary to bend the Half Round files to fit the grinding and cutting arbors. This is done by running them thru a set of straightening rolls which are set to bend the files to the proper shape.

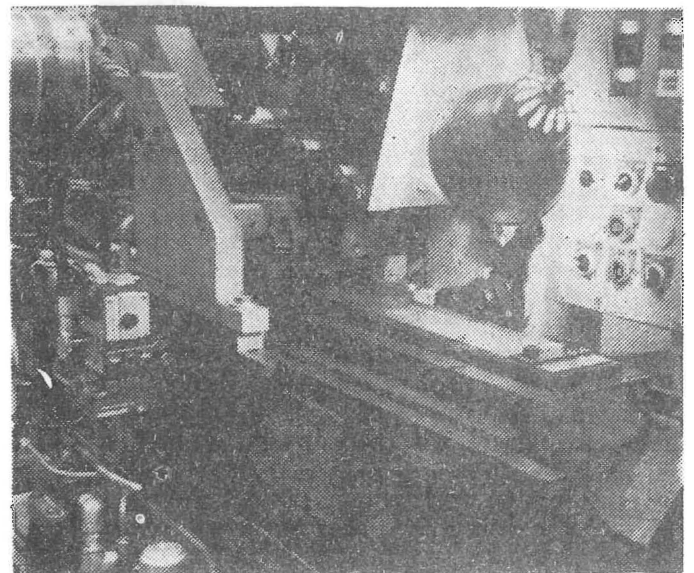
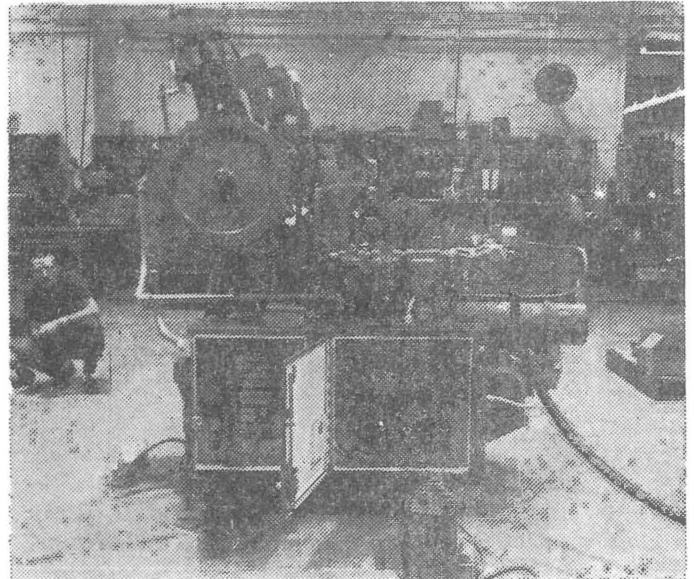
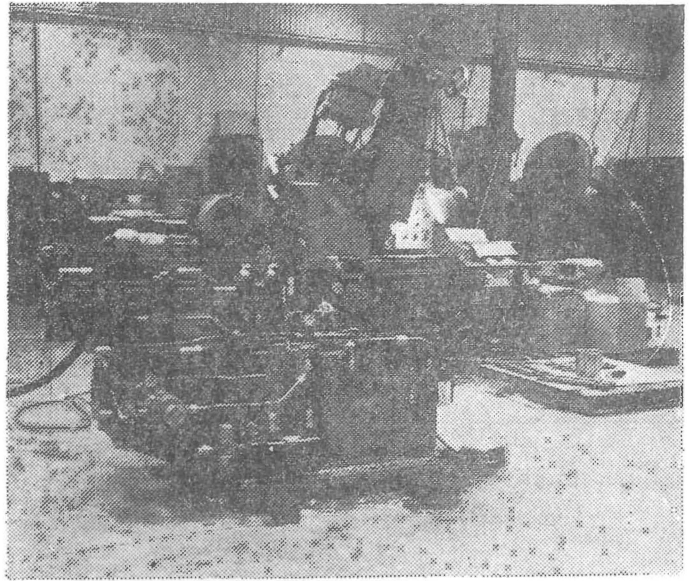
Other files such as saw files, square, rounds and chain saw files must have the tangs cropped to a specified length after annealing. They must then be straightened in preparation for the grinding operation which is to follow. The straightening is accomplished either with machine straightening rolls or by hand.

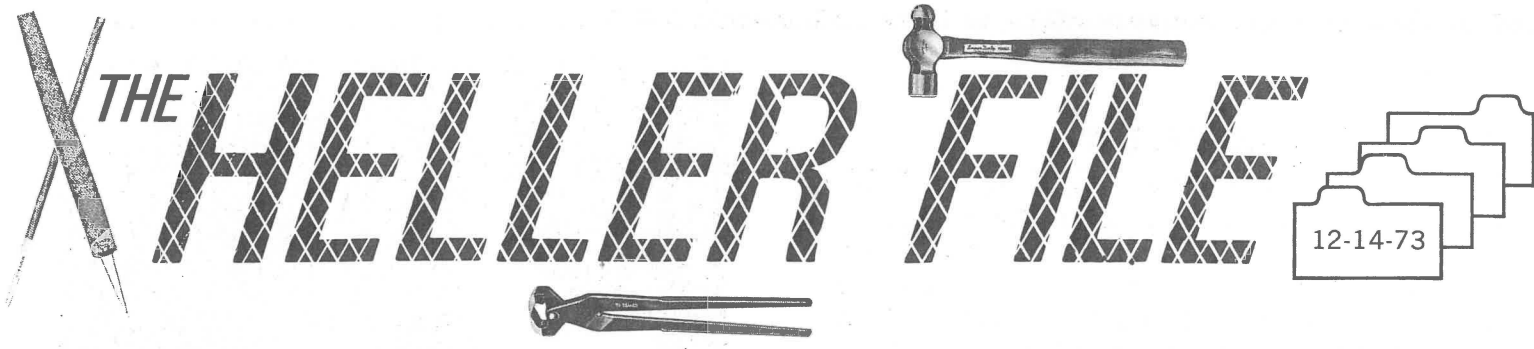
NEW MACHINES

During the week of October 22, Heller Tool received two new Gang Edge Cutting Machines, built by Barth Industries of Cleveland, Ohio. They represent a major investment to the Company. The machines were designed by Barth and Heller Engineering in a co-operative effort to incorporate the latest innovations of the Machine Tool Industry.

Some features are: Byur Full Pressure Automatic Lubricating Systems, Double A Products, Visi-Logic Control System, and Double A Products Hydraulic System.

Present plans are for temporary installation in the experimental department where training and instruction classes will be conducted for operators and maintenance personnel prior to installation in Department 8.





Merry Christmas

PERSONNEL

During a hike in the woods a troop of boy scouts came across an abandoned section of railroad track. Each, in turn tried walking the rails but eventually lost his balance and tumbled off.

Suddenly two of the boys, after considerable whispering, offered to bet that they could both walk the entire length of the track without falling off. Challenged to make good their boast, the two boys jumped up on opposite rails, extended a hand to balance each other, and walked the entire sections of track with no difficulty whatever.

There, in a nutshell, is the principle of modern business and community living. The day of the hermit and the lone wolf are gone forever. We do things better by helping each other. The fellow who lends a helping hand benefits himself at the same time as he helps the other fellow.

The reverse is also true. When we don't help each other, when we don't cooperate, the whole system starts to rattle and shake.

The difference between a good company and a poor one, an effective department and an inefficient one is often reflected in the co-operation, or lack of it, among the people who work there—for instance Union cooperating with management and vice versa. When people help each other, freely and voluntarily, there's a spirit of team work that makes a department or company really go — a pleasure to be associated with. When there's no cooperation — no spirit of the helping hand freely given — what might have been pleasant jobs become grudging chores.

Do you recall when Edmund Hillary and his native guide, Tenzing, made their historic climb of Mt. Everest? Coming down from the peak Hillary suddenly lost his footing. Tenzing held the lines taut and kept his ax into the ice. Later Tenzing refused any special credit for saving Hillary's life; he considered it a routine part of the job. As he put it: "Mountain climbers always help each other." Should The Rest of Us Be Any Different?

SANTA CLAUS

Readying the home for the holiday season is a busy and happy time. Remember to take the following precautions to see that none of the decorations becomes a fire hazard:

If you buy a fresh, natural tree store it in a cold place. Place the tree in a water-filled stand away from a fireplace and heating ducts. Replenish the water daily.

When the needles start to fall, the tree should come down. Remember that a natural Christmas tree heads the list of potential incendiaries.

Inspect tree lights for worn cords and loose sockets. Use only lights which carry an Underwriters Laboratories (U.L.) label. Never use string lights on a metal tree.

Trim the tree with nonflammable ornaments. Select Toys with Safety In Mind.

Don't mar the children's happiness with a dangerous plaything.

Select toys that suit the age, abilities and temperament of the child.

For toddlers and infants, the toys should be large with rounded edges.

By following these precautions you should be able to keep your Christmas merry and your family accident-free this year.

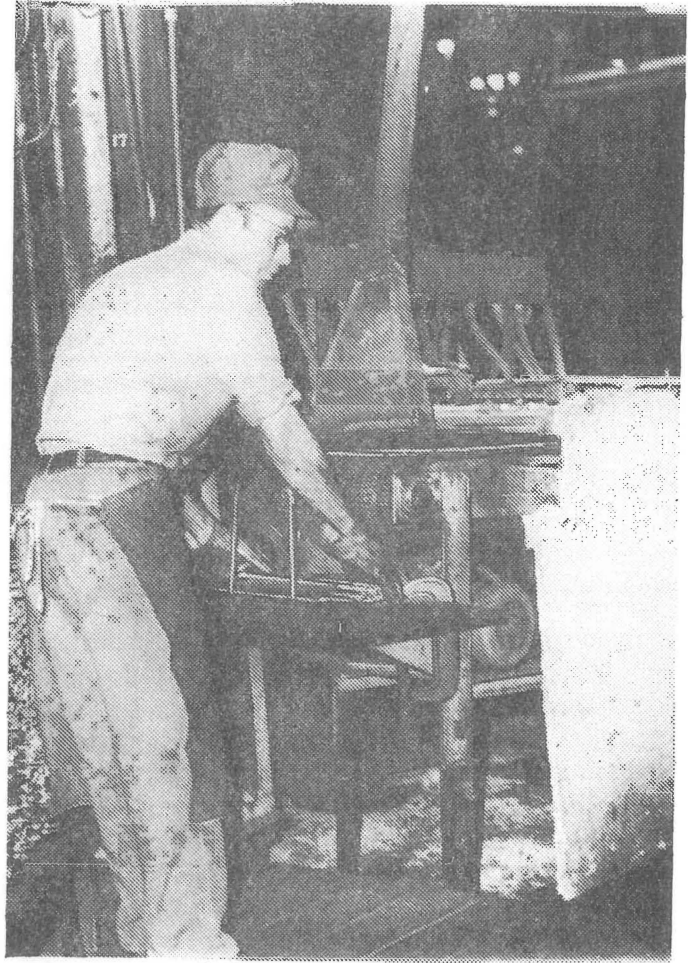
RETIREMENTS

The following employes retired during the month of November and we wish them good health and happiness.

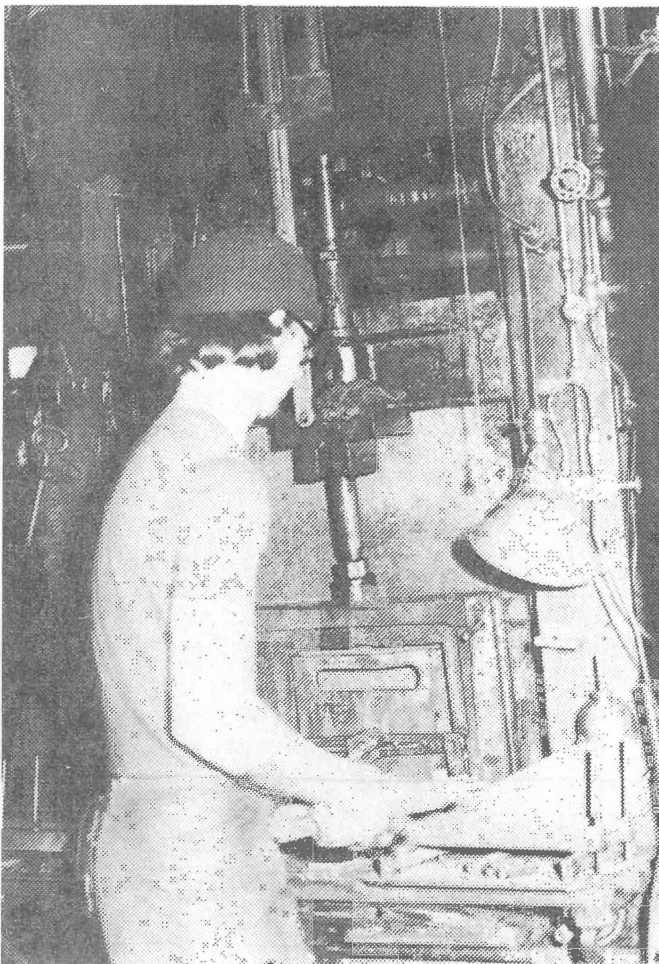
- F. Denham 30 years 9 months
- E. Hashman 28 years 3 months
- R. Beal 32 years 6 months
- A. Duff 44 years 11 months
- E. Myers 37 years
- P. Hayes 31 years 10 months
- L.E. Little 33 years

MANUFACTURING

After the file blanks have been punched and straightened they are delivered to Dept. 4 to be ground in preparation for stripping and cutting. Mill, hand, flat and other items are ground on the edges and edges are cut on the gang edge. The files are then ground on disc grinders, grinding both sides at the same time. They are then ready to be stripped and-or cut on the flat sides. All sawfiles are ground on the flat sides ready for stripping and cutting in the sawfile department. All half round files are ground on the flatsides after the backs have been cut in Spiral Dept. They are then ready for stripping and-or flatside cutting. The general functioning of the grinding department is to grind all files to their given specifications removing all decarborization in preparation for the operations of the next departments throughout the plant.



GARDNER GRINDER

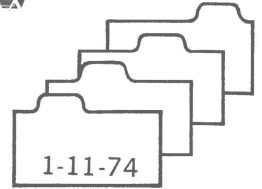




THE HELLER



FILE



1-11-74



Vol. 1 No. 7

Published By HELLER TOOL DIVISION — WALLACE-MURRAY CORP.

MANUFACTURING MGR.

It would be normal at this time of the year to wish all of our readers a prosperous and happy New Year. This year, however, we do this with trepidation, because of the general economic conditions of the country and this factory in particular.

From the news media, we know how the energy crisis affects all walks of life and restrains business, and how shortages of crucial raw material further limit the ability of the production facilities to provide the items needed in our households.

The effects of all these conditions on our plant should be of special interest to you. As you already know that this plant is going through a very critical stage, a struggle to survive.

We are experiencing cost increases in raw material and supplies that exceed any increases that we can get for our products. We are competing with file manufacturers from Sweden, Germany and other European countries as well as India. It should be noted that these manufacturers in many instances can deliver files to our customers in this country for 25 percent less than our cost.

The case of the Swedish manufacturer is interesting because their wage scale is comparable to that in the U.S. The price they pay for steel is also comparable. How then can they afford to ship the files here and still sell below our cost? They must be more efficient!

Compare this with our situation. Approximately 300 workers are engaged in so-called direct or production labor. On the basis of our cost standards, these 300 workers produce what should be produced by 250 workers. (This represents a loss in labor cost of approximately 17 percent). In other words, the Company has to pay 50 workers for doing nothing. We realize that this does not mean that 50 individuals are not working all day. What it means, is that at any time during the day 50 workers are not working. Talking, taking extended breaks, starting late or quitting early. There are many conscientious workers to whom this does not apply, but they will suffer just as much if we are not able to improve this situation. This plant cannot afford such waste.

The energy situation can best be described in the following terms:

During 1973, we exceeded our allocation for natural gas by 50 percent. The Gas Company has advised us that we are held to the same allocation for 1974, and,

that measures will be instituted to control this allocation. In order to save the important part of our business, we have had to decide to close the Hammer and Tool Department. We are hopeful to be able to supplement our natural gas supply with some propane in order to allow continued production.

Our aim is to increase the file production to offset the loss of the hammers and tools. We are aware of the risks involved regarding availability of raw material and supplies, as well as the additional strain on our equipment. We will do whatever is possible to minimize these risks, but we frankly have no option if we are to remain in business.

We have developed certain plans and goals which need to be achieved. Periodically these will be reviewed and no long term decisions will be made unless these goals are achieved.

What can you do?

- Come to work every day.
- Work to the whistle.
- Avoid making scrap.
- Use gloves, shop rags and other supplies frugally.
- If you train a man, train him well and quickly, so you can go on to productive work.
- Don't bid just for the sake of a change. Remember, the grass is not always greener on the other side.

—Limit your bids to those where you will benefit from the move.

—Work with your Foreman to resolve problems.

If you are on Maintenance or other indirect jobs:

—Perform your work as efficiently as you can. Assist production workers wherever you can. Make repairs as well as you can.

—Do not waste time between jobs.

We would have preferred to have addressed you in a more lighthearted vein at the start of a new year, however, the realities do not permit this. Instead, we ask your support to keep this plant operating. It has been in Newcomerstown for over 60 years and we want to keep it here.

Meanwhile, we wish you the best of health for you and yours during 1974.

William H. Punt

PERSONNEL

The White House announced recently that all Series E. and H. Savings Bonds purchased on or after December 1 will earn 6 percent when held to

maturity. Savings Bonds have been earning 5½ percent when held to maturity.

The annual rate on Savings Bonds and Savings Notes now outstanding is also increased by the same amount. Twenty-three million Americans presently holding more than \$60 billion in Savings Bonds and Notes will receive an additional ½ percent return on their present Bonds. No action on the part of Savings Bond or Note holders is necessary to take advantage of the higher rate.

Commenting on the increase, Treasury Secretary George P. Shultz, noted that the Savings Bond program has been a corner-stone of Treasury's debt management program and that the new rate was made possible when Congress, while providing a new debt limit, also clarified the authority of the Treasury to pay the higher rate.

The maturity of Series E Bonds sold after December 1 will be shortened from 5 years 10 months to 5 years. The purchase of new Bonds will remain unchanged, and Bonds will remain available with maturity values from \$35 to \$1,000.

PERSONNEL

Starting with this issue we would like to introduce some of the people who work at Heller Tool. This month's feature is about someone most of you know, if not, introduce yourself and you've found a friend. To help you distinguish him, he is always smoking a pipe and can be found in Department 4.

Phil Vansickle has been with Heller Tool Division since the age of 16 years, with 44 years of service with Hellers. He started at the sum of 20 cents an hour as an inspector and at the time they were working 10 hours a day.

In asking Phil about the changes he has seen at Hellers over the past 44 years, he had many stories to tell. One of them was that where the grinding room is now, used to house the boiler room with one man running the department. It just happened to be Phil's Uncle, Alpha Vansickle as Fireman. Also housed in that area was the Blacksmith's department. They then moved the boiler room to where it is located today. He also remembers that when he started the only way that electricity was used was to run only a few machines and lights, almost all of the machines at that time were run by either gas or oil. In 1930 for 3 to 4 years the Grinding Room was using too much electricity and so they put the men to work from 7 p.m. to 4:30 a.m. in order to save on the cost of electricity due to the fact that the rates were cheaper at that time of the evening.

Phil has lived in Newcomerstown about 60 years moving out of town for a short period to live and work in Mount Vernon, Ohio. At the age of 15 he worked in a milk glass company, being laid off, he moved back to Newcomerstown. He is involved with the Lion's Club and Masonic Lodge. He enjoys going out for meals and going to dinners occasionally. His hobbies include reading, collecting match books and wooden pencils.

He enjoys people and keeps himself busy visiting with his friends, many of whom have worked or retired from Hellers. One of Phil's fine qualities is doing for others. It's special people like Phil that makes life more enjoyable.

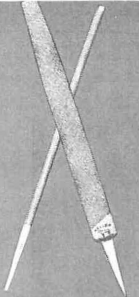
SERVICE PINS

Service pins were awarded to two people in December.

Robert Gay	40 years
Laura Wright	40 years



A painter was painting a safety sign,
When he lit a cigar he thought would be fine.
If you're in a place marked "Danger",
Safety should not be a stranger.
The painter didn't have to resign!



THE SIMONDS FILE



4-11-75

Vol. 1

No. 12

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

PRODUCTION

The manufacturing process is a very important part of any successful industrial organization. Manufacturing is responsible for expending a large percentage of all funds and is responsible for directing the efforts of most of our hourly employees. Much of this responsibility falls upon the shoulders of the front line supervisors — the foremen.

The foreman's role is varied and covers many areas. He must be an expert in many fields, maintain an open mind and learn the art of effective communication in order to be successful. His is one of the most difficult tasks in our organization. Pressure is applied downward from his superiors and upward from his employees.

Our foremen are managers of their departments and are expected to manage them as if they were their own private business. We provide staff support and assistance through Personnel, Industrial Engineering, Mfg. Engineering, Production Control, Purchasing, and Cost Accounting, but the final responsibility is theirs.

Some duties and responsibilities of our foremen are outlined below:

1. Human Relations

In hiring new employees, the Personnel Department conducts the screening process, then presents the prospective employee to the foreman for final approval or rejection. When hired, the foreman must see that the new employee is briefed on safety, trained properly and is working efficiently by tracking his performance daily for 30 working days or longer. He is to see that each employee starts to work on time and continues to work productively until the proper stopping time. He must enforce break times, absenteeism rules and discipline by verbal and written warnings where necessary. He is also responsible for the morale of his employees which is a difficult but vital task.

2. Production

Each foreman is given production goals which he is expected to meet. He must see that each employee on incentive performs at 100 per cent or above and that each ratio employee is producing the required amount of satisfactory work. Scrap must be controlled at each operation and kept to a bare minimum. He is budgeted monthly and expected to live within that budget for all indirect labor and supplies. This requires controlling the need for indirect labor employees and for keeping the indirect labor of direct labor employees to a minimum. The foremen are also continually looking for improvements which will result in a better product, reduced scrap, improved working conditions or reduced cost.

3. Supplies and Equipment

Since these represent large overhead costs, they must be constantly reviewed and controlled. In many instances, it is the relatively small items such as gloves and industrial towels where careful usage can save substantial sums of money.

4. Accident Prevention

Each foreman is responsible for the safe work habits and safe working conditions of his employees. He must see that all safety equipment is in good working condition and must enforce its use. Accident reports must be completed by the foremen when necessary and be followed up by preventative action.

5. Carrying Out Provisions of the Labor Agreement

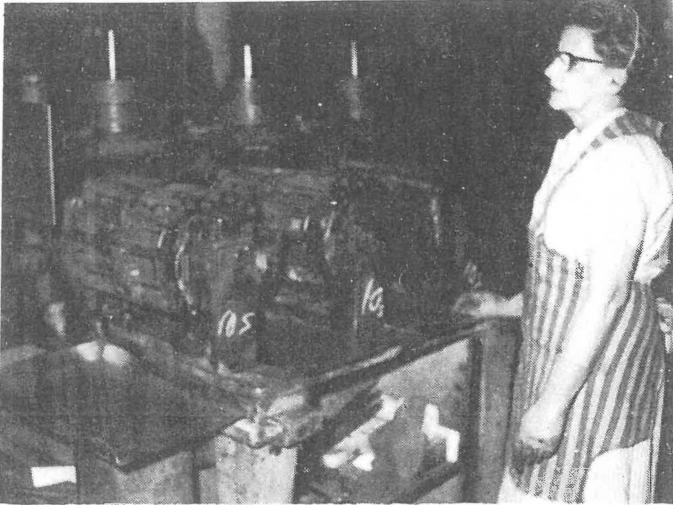
Each foreman must understand the contract and follow it in all his dealings with the employees. Overtime scheduling, transfer of employees and determining method of pay are a few of the areas where compliance with the contract is of vital interest to everyone.

The foreman's job is a demanding one which requires dedicated people. Their success is vital to the success of the business. They need our cooperation and support in meeting their many responsibilities.

PRODUCTION

Department No. 11, Known as the Sawfile Department is located in the southwest corner of the building near the Cutting and Stripping Departments. It is a very versatile department in that many different operations are performed there.

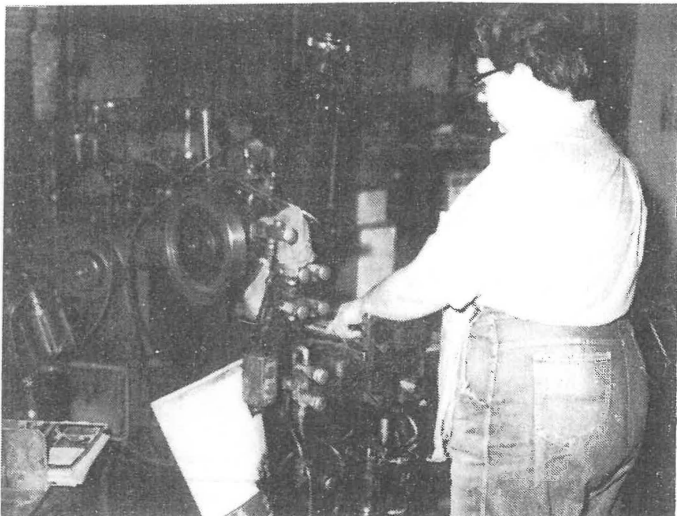
Blank files entering the department are placed in an edge-setting machine first. The files are set on a rotating drum and pass under a stripper file oscillating from point to heel. Due to the drum's rotation, the blank is turned over at the bottom to bring the second and third edge into position for processing. This removes any grinding burr and forms a small flat surface upon the edge for cutting teeth. Each drum holds twelve blanks and there are three drums per machine.



Wilma Shaw

The next process is edge cutting which is done eight at a time on about 90 per cent of all sawfiles.

After the edges are cut, the files are placed in a sawfile stripper and draw filed from point to heel by a special cut file. This removes the burr caused by edge-cutting. The files are then washed and oiled in preparation for flatside cutting. After the flatsides are cut, they leave the sawfile department for further processing.



Laura Wright

Claude Scarborough is the Foreman in Department 11 and the six employees who work in that Department total 164 years of service, an average of almost 28 years each.



The Edging, Saw File and Half Round Departments won the Good Housekeeping award for February. Pictured above is Laura Wright with her foreman Claude Scarborough. Laura's name was drawn from all employees in the three departments. Let's all remember that good housekeeping helps provide a safer working environment!

SERVICE PINS

The following employees received service pins in March:

Robert Urey	Dept. 1	30 Years
Clifford Stahl	Dept. 23	30 Years
Milford Addy	Dept. 18	10 Years
Russ Hislope	Dept. 29	10 Years
Don Hart	Foreman Depts. 43 & 49	10 Years

RETIREMENT



Russ Marquand

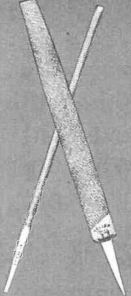
Russ Marquand has elected to retire after almost 40 years of loyal service.

We understand that he will be spending much of his time at his favorite hobby — making cedar furniture.

We at Simonds express a "Job Well Done" and wish Russ a long and happy retirement.

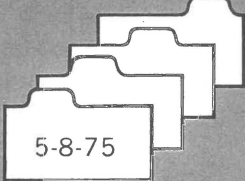
SAFETY CORNER

In March we had three lost time accidents resulting in eleven lost work days. We need everyone's cooperation to reach our goal of eliminating all lost time accidents.
PLEASE HELP!



THE SIMONDS FILE

Robert Decker



5-8-75

Vol. 2

No. 1

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

PLANT MANAGER

After recalling twenty-five employees in March and early April, we have had to lay off about the same number in the last two weeks due to lack of orders.

These are hard times, despite government efforts, inflation continues to gallop along and the only way to combat this is for everyone to **get involved**.

We are facing ever increasing costs in material, wages, and supplies, but on the other hand are not in a position to increase our selling price because of competition. We cannot afford to price ourselves out of the market and we cannot afford to continue producing at a loss. I'm sure we can all agree that we are in a real "squeeze" and I'm just as certain that if each of you only knew what you could do to help keep our cost down, you would.

There is little we can do to influence the price of material we buy. Nor can we control how much we need, except by reducing **SCRAP! WASTE!**

There is little we can do about the cost of supplies, but there is much we can do about how much we use, **SCRAP! WASTE!**

There is little we can do about the cost of labor. We want you to earn good salaries and wages, but we can all do much about **WASTE!**

The average hourly worker in the plant earned over \$5.00 for each hour worked last month, **excluding fringes**, and overtime premium. People earning such wages have a reason to be proud of their work and I'm sure you are. I am certain that no one takes pride in producing excessive scrap. Yet we have scrap losses of approximately \$1.85 for **each** direct labor hour worked! Everyone of you would consider me some kind of a nut if I flippantly dropped a \$1.85 in the garbage can, every hour, 8 hours a day, five days a week, yet this is exactly what all of us are doing.

During the month of January we threw away \$47,500.00, in February \$44,760.00, in March \$59,170.00 for the first quarter this totals to \$151,430.00.

At this rate we will have thrown away over \$600,000.00 at the end of this year. Just think of how many jobs this could provide.

Survival is the objective and I'm convinced we can make it if we all **get involved** by taking positive action to **WASTE LESS** and **SCRAP LESS**.

William H. Punt
Plant Manager

MANUFACTURING ENGINEERING

The function of Manufacturing Engineering is to bring technological solutions to Manufacturing problems in a professional manner. Throughout industry, this definition is being accepted and is changing Manufacturing Engineering from the "home grown" idea of many years past to a modern professional engineering department.

Here at Simonds, Newcomerstown, this group includes departments which provide services to Manufacturing. Thus the operation of Maintenance, Machine Shop, and Die Shop, as well as the various kinds of engineering — Tool Design, Machine Design, Facilities (buildings), Product Routing, Product Specification and Methods are all grouped in Manufacturing Engineering.

In the process of trying to solve the problems of any manufacturing organization, the Manufacturing Engineer encounters many areas. He often is called upon to seek solutions in metallurgical, chemical, electrical, mechanical and even human engineering. He must have the ability to perform his job in a capable, professional manner, working with all levels in the organization. He must be enough of a businessman to recognize the impact of his projects on profit and loss, enough of an engineer to visualize new and productive areas of technological application, and enough of a manager to put the two together and supervise a project to successful completion. Manufacturing Engineering is often a vitally exciting job, sometimes involving millions of dollars in investment, other times recognizing that a thirty-five cent part can solve a serious problem.

The Maintenance section of Manufacturing Engineering is composed of two Company departments — Electrical & Mechanical Maintenance. Both areas, headed by one Foreman, provide services such as repair of equipment and buildings, installation of new machinery, cleaning, painting, safety guards and plant rearrangement.

The Machine Shop and Die Shop, also supervised by one Foreman, make major repairs to machinery, provide spare parts, dies, work-holding fixtures, rebuild equipment, and fabricate some of our new machines.

Some of our present projects are in very visible evidence around the Plant. Every day changes can be

seen with the installation of our new Finishing System, the new Hydraulic Cutter in Experimental (soon to be installed with three others in Cutting), and the many machine guards installed in the past year.

SERVICE PINS

The following employees received service pins in April:

Fred Nay	Department	27	10 years
H.E. Decker	Department	9	25 years
Charles Campbell	Department	29	25 years
Robert Ray	Department	4	25 years

SAFETY CORNER

Key — it's a small word but it packs a lot of meaning.

If you're trying to solve a difficult problem or work a difficult puzzle, it is necessary that you "find the key".

Mayors of many cities present visiting celebrities with a symbolic "Key to the City".

Many people spend years of their lives searching for the "Key to success" or even the "Key to the future".

This latter key is perhaps the most important to all of us and it bears the label "**Safety**".

Yes, without any question, "Safety is a Key to the Future". Let's look at some of the things that make up this important key.

S— is for the Security that comes from working safely and keeping safety always in mind.

A— is for Action that leads to accident prevention. Action such as good housekeeping on the job and strict attention to rules.

F— is for the Future that we will be able to enjoy if a serious accident doesn't interfere.

E— is for the Eternal vigilance against hazards dangerous procedures.

T— is for Tools that must be kept clean and in safe working condition and for Traffic signs that must be observed because they were put there for our protection. When they say Stop or Caution we must comply to be safe.

Y— is for You, the one person who has the major control over your safety on the job and off.

Safety is a very personal subject that requires everybody's constant attention and personal commitment to be safe. It means thinking and acting safely at all times. Remember, "Safety Is Our Key To The Future".

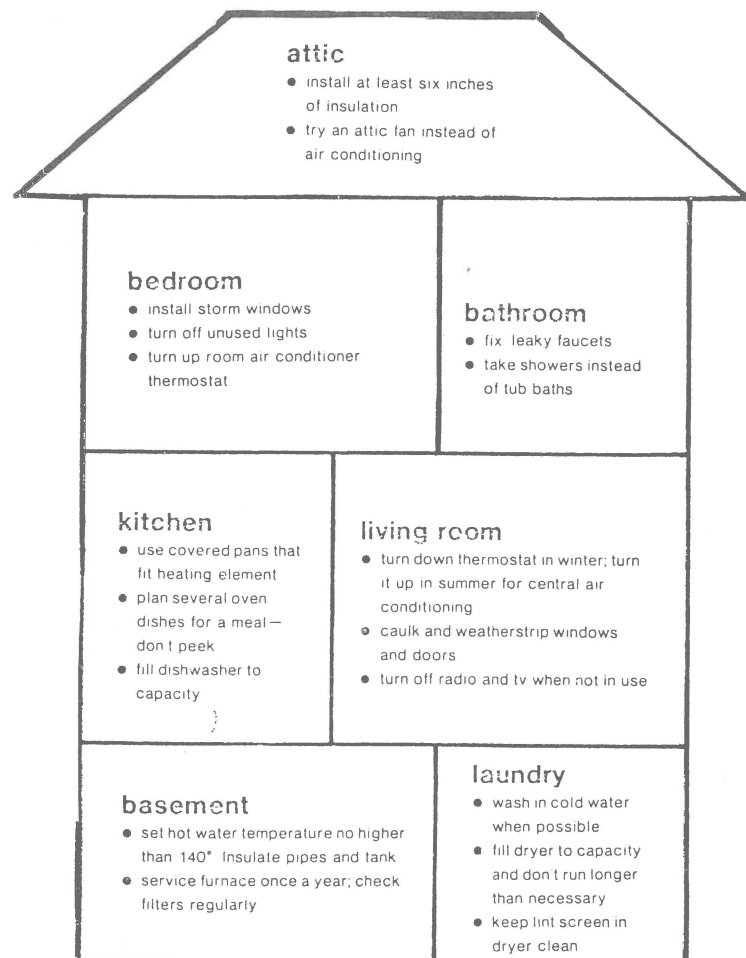
GOOD HOUSEKEEPING


No award was made for Good Housekeeping in April because there wasn't sufficient improvement anywhere in the factory to warrant giving it. While we don't plan to discontinue the program, we are not going to give awards without merit.

The purpose and intent of this program is to provide a means of attaining and maintaining improved housekeeping throughout the factory.

We encourage everyone to actively participate in this program, not only for the award but also to help make our factory a cleaner, more pleasant and more efficient place to work. Let's all make Good Housekeeping an integral part of our daily safety effort.

TEAM UP + CLEAN UP — WIN





THE SIMONDS FILE



6-12-75

Vol. 2

No. 2

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

PLANT MANAGER

While one month doesn't establish a trend it is gratifying to report that scrap losses were **down** in May. This is vitally important since our sales continue to be quite slow. As we all know, a great many economists are predicting an upturn in general business this fall. However, there is no assurance of that happening and in any event we must do everything we can to cut costs and insure continued operations now. Your continued efforts to reduce scrap will certainly help.

We are working in other areas in our attempt to reduce costs. One that requires the understanding and cooperation of everyone is a more effective control of glove usage. First, we are getting the most effective type glove for each department — the one that will provide adequate protection and last the longest. All gloves returned to the stockroom will be inspected to see if they can be salvaged — Cotton gloves will be sent out for laundering. In the interest of control, a used pair of gloves must be returned to the foreman at the time new gloves are issued. This procedure will provide the right glove for each department at the lowest cost.

William H. Punt

MARKETING

PRODUCTS — Simonds Cutting Tools manufacture the broadest and most complete line of metal, wood, paper and plastic cutting tools in the world. The many products include **Bandsaws** for metal cutting and woodcutting; **Band Knives**, **Solid Carbide Burs**, **Circular Cutters** — including slitters, cutters, slicers, **Circular Saws** — all types for cutting metal, wood and plastic. **Steel Rule** for cutting, creasing and perforating

paper and cardboard. **Steel Specialties** such as clutch and valve discs, wear and bed plates. **Flat Ground Steel** — oil and air hardening and low carbon for industrial applications. **Hole Saws, Hack Saws** — Power and Hand, **Machine Knives** — planer, paper, veneer, chipper. **Shear Blades** and **Slitter Knives** all manufactured in our Fitchburg, Mass. plant.

FILES — which include the American Pattern, Swiss Pattern and Vixen files, the products familiar to all of us who are responsible for manufacturing and marketing in our Newcomerstown, Ohio plant.

DISTRIBUTION — Simonds Cutting Tools are sold to distributors throughout the entire world with the large majority of sales dollars being generated within the United States. Simonds salesmen, located in strategic areas throughout the U.S., promote and sell our products through Industrial, Hardware and Automotive Warehouse distributors who in turn distribute to industry, retail stores and auto jobbers. Simonds Service Centers where inventories of all products are maintained to service our customers are located in Fitchburg, Mass., Chicago, Ill., Shreveport, La., Los Angeles, Calif. and Portland, Oregon.

QUALITY — DELIVERY — COMPETITIVE PRICE are the three basic ingredients necessary for our future success in the sale of our products. All of us in the Newcomerstown plant can help to improve our position in the marketplace by making that extra effort (which is necessary) to make the best quality file possible, in the least amount of time, and at the lowest possible cost. We, in Marketing, need your continuing help in all these areas to grow, improve our level of employment and make all our jobs more secure in the future.

John S. Heller

SCHOLARSHIPS



On Wednesday, May 21, 1975 seven Wallace Murray Scholarships were awarded to the sons and daughters of Simonds Employees. The winners were in competition with the children of Wallace Murray employes throughout the country and they can certainly be proud of their accomplishment. Selection of winners is made by an impartial committee composed of qualified individuals who do not work for the corporation. The

fathers of those receiving the award were present and are shown in the above photograph, along with the winners. Photo Identification — Left to Right Facing the Group: Glen Watson, son Jim; Leroy Butler, son Steve; Paul Glazer, daughter Roxie; Richard Hursey, daughter Teresa; David Weber, son Tom; Gary Martin, son Jeff; Richard Folkert, son Rick.

SERVICE PINS

The following employes received service pins in May:

Fred Mathews	Dept. 15	25 Years
Don Emler	Dept. 16	25 Years
Elmer Grewell	Dept. 7	25 Years

SAFETY CORNER

We all recognize how important accident reporting is to the success of a safety program. But how many have given serious thought to the need for reporting near accidents? Many times unsafe practices show up in near accidents before they produce actual injuries. These narrow escapes can be most valuable in pointing out a potential hazard so we can fix it before someone gets hurt. Therefore we ask that all near accidents be reported immediately to your foreman. He will then

report it in writing to the Safety Specialist and it will be investigated the same as an accident.

It is a known fact that thorough accident investigation and analysis will reduce the number of accidents and injuries — it follows that reporting and investigating near accidents will do the same thing.

During the month of May we had five lost time accidents resulting in thirty-six lost work days, which is the highest since April 1974. These are of major concern and further stresses the need for reporting and investigating near accidents.

Your cooperation will make it safer for everyone.

**GOOD "SAFETY HABITS"
PROTECT YOU**

THE SIMONDS FILE

11-26-75

Vol. 2

No. 5

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

DEAR ABBY

* The following article appeared in the Dear Abby newspaper column about ten years ago.

I am one of those foolish wives who insisted that my husband wear his wedding ring at all times. My husband is a maintenance mechanic, and this is what happened. Yesterday, I received a call informing me that my husband was at the hospital! While jumping off a construction truck, he caught his ring on a piece of metal, and his finger was practically torn off. I was told he was lucky he wasn't killed since he lost his balance and fell under the wheels of the truck.

"Abby, please put this in your column as a warning to other women who want their husbands to wear their wedding rings to work.

Al's Wife

DEAR WIFE: Thank you for your letter, and while we're on the subject, read this one:

"DEAR ABBY: When my husband and I were married we had a double-ring ceremony, and he promised he would never take his wedding ring off. And he never did. After a few years he gained a little weight and couldn't get it off. My husband was an electrician.

"Well, to make a long and very tragic story short, his wedding ring wore a tiny hole through his insulated glove and a fatal contact was made. He died instantly. When his lifeless body was examined, the only sign of injury was a small burn where his wedding ring encircled his finger.

Electrician Widow

"So . . . dear wife, if your husband works around machines or electricity, tell him to leave all rings at home — if you really love him, that is.

"Rings and other types of jewelry for women and men working with machinery and electricity are a major problem in industry. Sentiment is a poor excuse for wearing a ring when it can cause the loss of a finger, hand, arm or even a life."

ENERGY

Did you know last year, an estimated 1,600,000 work days were lost in Ohio due to lack of natural gas.

Simonds Cutting Tools, Newcomerstown, will have invested over \$200,000 to help prevent similar curtailments to our plant.

In four years, our cost of natural gas per unit has risen by almost 60 percent, but the cost of alternate fuels, such as oil and propane, is still 2½ times the cost of gas.

SERVICE AWARDS



Robert Decker, right, Production Manager, is shown above being congratulated by Dana McPeak, Plant Manager (Acting), after receiving his 35 year service emblem.



Harold Marlatt, right, Lab Foreman, is shown above being congratulated by Dana McPeak, Plant Manager (Acting), after receiving his 45 year service emblem. (Continued on Page 2)

HEALTH

The advanced economic culture of the United States seems to be a contributing factor to our high rate of heart disease, according to the American Heart Association.

Scientists have found that higher rates of atherosclerotic heart disease and higher blood cholesterol levels occur in the countries and cultures which are most advanced. People in these countries tend to have diets high in animal and saturated fats, high in cholesterol, high in total calories and high in "empty" calories from refined, processed foods. This usually entails consumption of eggs, butter, milk, meats and animal products in general.

Class differences within one country also play a part. Among poor people, whose diets are largely cereals, artery disease is low. But for those who can afford foods richer in cholesterol and saturated fats, the artery disease rate is quite a bit higher.

The Heart Association points out however, that moderate changes in diet can help to reduce the risk of heart disease. In fact, it is possible to reduce heart attacks in middle-aged men from 25 to 50 per cent with only a 15 to 20 per cent reduction in cholesterol levels.

These dietary modifications would include placing less emphasis on foods high in saturated fats and replacing them when possible with foods high in polyunsaturated fats. De-emphasize foods high in cholesterol and control the intake of calories to achieve and maintain a desirable weight.

Among foods which should be restricted are ice cream, fat-rich cheeses, butter, eggs, fatty meats, pastries and bakery products, whole milk, solid shortenings and margarines high in saturated fats.

Instead, the Heart Association recommends emphasizing skim or low-fat milk and cheeses, lean meat (cooked so as to get rid of fat), poultry (avoid the skin), fish and seafood, all vegetables and fruits, cereals, pastas, white, whole wheat and rye breads and polyunsaturated margarines.

SERVICE AWARDS

(Continued from page 1)

Additional employees with service awards in October were:

James Dyer	Dept. 23	25 years
Roger Warden	Dept. 3	25 years
Wayne Wilson	Dept. 15	35 years
Edward Grewell	Dept. 3	25 years
Ray Durbin	Dept. 15	25 years

SAFETY REMINDERS

A SAFETY REMINDER!

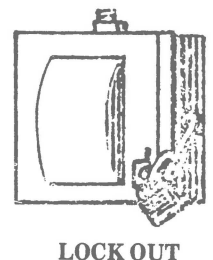
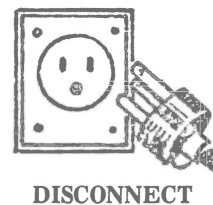
Safety glasses should be worn at all times when in the factory. This includes every employee, whether he or she works in the factory or in the office and has reason to be in the plant at any time.

Safety glasses are a proven aid against personal injury. Time and again it has been demonstrated that workers wearing safety glasses have been spared serious injury because of the protection given by this equipment.

Safety glasses are only one of the measures which the Company takes to give added protection to employees against industrial hazards. Think about it . . . eye injuries can be minor, but they also can be blinding. Your eyes are fragile. Guard them well!

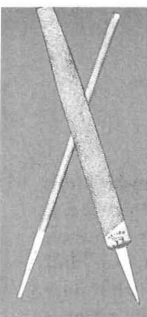
FOUR IMPORTANT WAYS TO AVOID FINGER TRAPS WHEN OPERATING MACHINERY.

- 1** Never operate machinery without full instruction and authorization.
- 2** For repairs or adjustments, shut down the machine so nobody can start it accidentally — or on purpose. Shut off — disconnect — lock out.

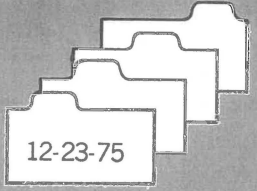


- 3** Use tools, not fingers to handle work near moving parts. Use a brush — not hands — to clean up.

- 4** Keep in place and properly use all guards, shields and safety switches.



THE SIMONDS FILE

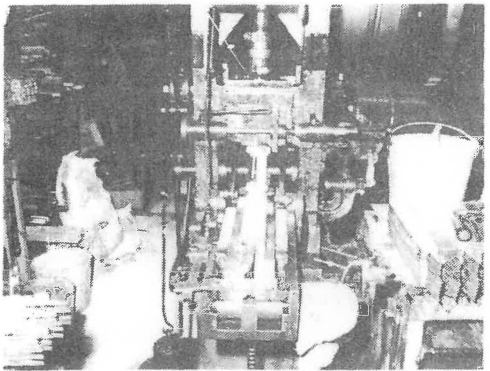


Vol. 2 No. 6 Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

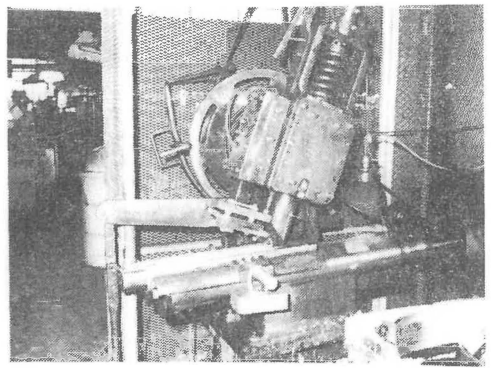
DEPT. 13
RASP

Merry Christmas

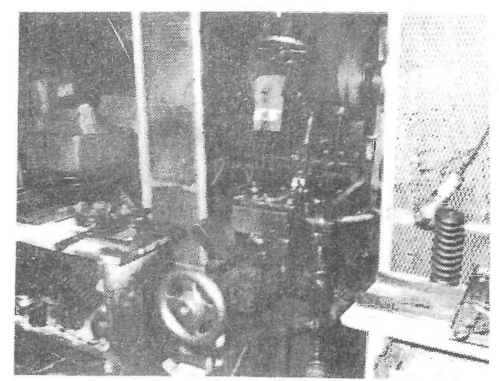
The function of Department 13 is to upcut, overcut and punch 8 to 18 inch horse rasps and cut the flatsides and backs of Half Round Vixen files.



Rasp Punching Machine

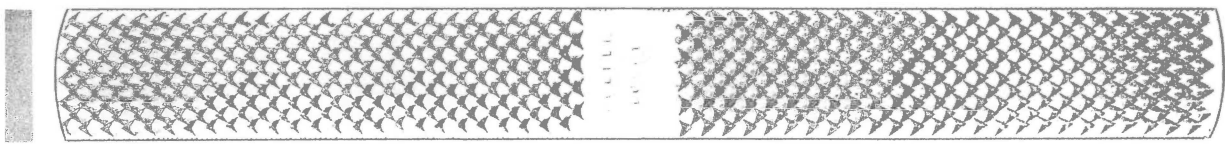


Horse Rasp Upcutting Machine



Hf. Rd. Vixen Cutting Machine

Rasps have uniform, individually — formed teeth and are generally used by wood craftsmen, wheelwrights, plumbers, leather and aluminum workers, blacksmiths and hobbyists. Some of the different types and sizes of rasps and wood files processed by Department 13 are as follows:



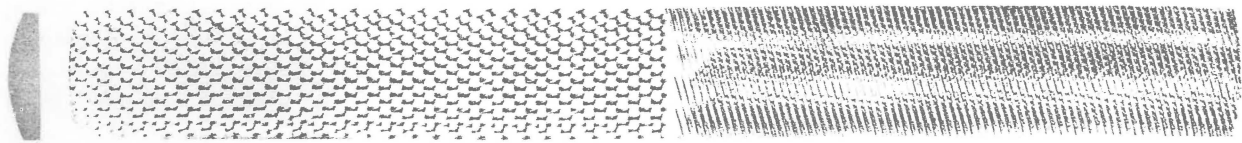
HORSE RASP (Half File)

PLAIN—Regular
 SIZE
 12" x 1 5/16" x 1 1/32"
 14" x 1 1/2" x 3/8"
 16" x 1 23/32" x 7/16"
 PLAIN—Slim Pattern
 SIZE
 18" x 1 1/16" x 13/32"

TANGED—Regular
 SIZE
 14" x 1 3/4" x 7/16"
 16" x 1 7/8" x 13/32"
 TANGED—Thin Pattern
 SIZE
 14" x 1 3/4" x 9/32"

"RACE TRAK"
 TANGED
 SIZE
 14" x 1 3/4" x 9/32"
 PLAIN
 SIZE
 18" x 1 1/16" x 11/32"

Made plain or with tang, with a choice of Regular, Slim or "Race Trak," this type rasp is mainly used by horseshoers and blacksmiths. It is flat with rasp cut on one side and file cut on reverse side.

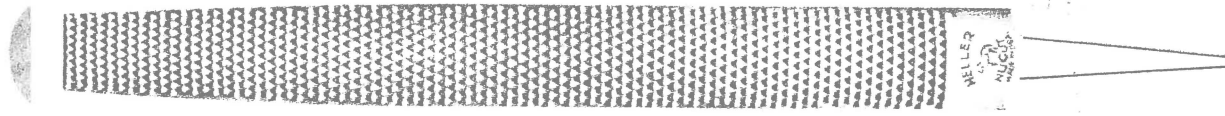


SHOE RASP

SIZE	CUT
8" x 7/8" x 9/32"	ALL SPECIAL COMB.
9" x 1 1/32" x 5/16"	

SIZE	CUT
10" x 1 1/16" x 11/32"	ALL SPECIAL COMB.

This tangless rasp has been adopted for general all-around use by woodworkers, hobbyists and modelmakers as well as by shoemakers and leathercraftsmen. Made with one flat and one rounded side, half the length of each side is rasp punched with the other half file cut.

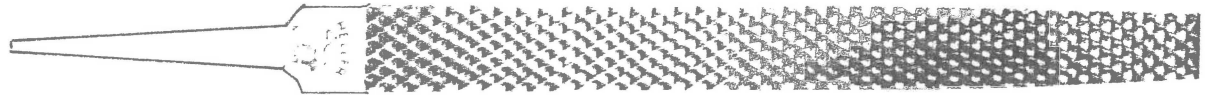


CABINET RASP

SIZE	CUT
6" x 1 1/16" x 3/16"	2
8" x 2 9/32" x 1/4"	2-S
10" x 1 1/8" x 9/32"	2-S

SIZE	CUT
12" x 1 11/32" x 1 1/32"	2-S
14" x 1 7/16" x 3/8"	2

Cut on both flat and rounded sides with single cut edges, this rasp is thinner and has a larger radius on the rounded side than the Half Round Rasp. Made with finer teeth, it tapers toward the point—leaves a smoother finish.

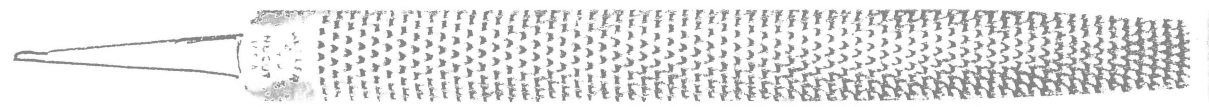


Cut on both flat sides and single cut on the edges, this rasp tapers to the point in width only . . . is used by woodworkers, plumbers and soft metal workers.

SIZE	CUT
8" x 2 5/32" x 9/32"	B
10" x 2 1/32" x 1 1/32"	B

SIZE	CUT
12" x 1 3/32" x 1 3/32"	B
14" x 1 1 1/2" x 1 3/32"	B

WOOD RASP - FLAT



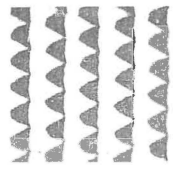
Cut on both flat and rounded sides with single cut edges, this coarse tooth rasp is useful on curved as well as flat wood or soft metal surfaces. It tapers toward the point.

SIZE	CUT
6" x 1 1/32" x 1/4"	B
8" x 2 5/32" x 5/16"	B-S
10" x 2 1/32" x 3/8"	B-S

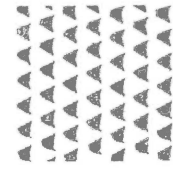
SIZE	CUT
12" x 1 3/32" x 7/16"	B-S
14" x 1 1 1/2" x 1/2"	B
16" x 1 7/32" x 9/16"	B

WOOD RASP - HALF ROUND

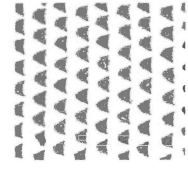
The Cabinet Rasp and both Wood Rasps are processed in the following different cuts.



B—Bastard Cut



2—Second Cut



S—Smooth Cut

While we are in the space age, it is interesting to note that the largest volume item is the Tanged Race Track Rasp used by blacksmiths and horsehoers. There are currently only two employees in this department and the foreman is Cecil Lawrence.

SERVICE AWARDS

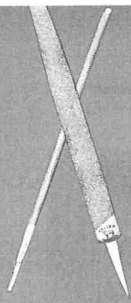


The employees shown on the opposite side are being congratulated by Robert Decker after receiving service emblems as follows: (from L. to R.) Doug Courtwright - 40 years, Virginia Wilson - 35 years, Jim Styer - 35 years, Virgie Casteel - 35 years and Karl Miller - 25 years.

Additional employees receiving service awards in October were:

Charles Simmerman	30 years
Marshall Wheeland	35 years
Carl Covic	35 years
Richard Rose	25 years

Happy New Year



THE SIMONDS FILE

1-21-76

Vol. 2 No.7

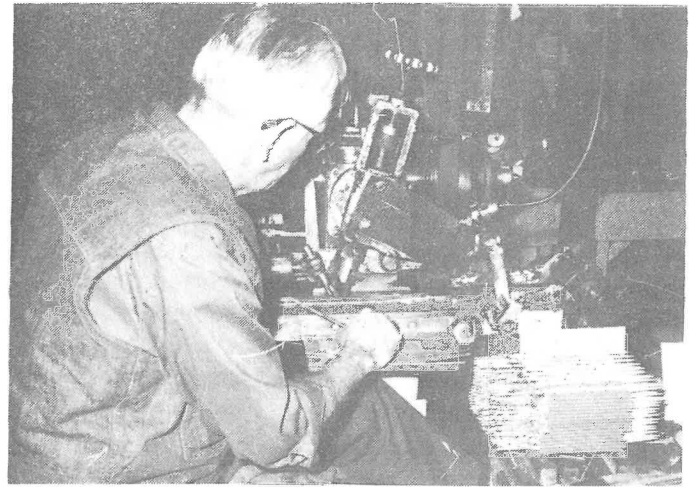
Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

DEPT. 13 SWISS

This Department performs many varied operations in the manufacturing of Swiss Pattern Files. Some of the operations are Hand Stripping, Etching, Hess Cutting, Lift Head Cutting and Grinding.



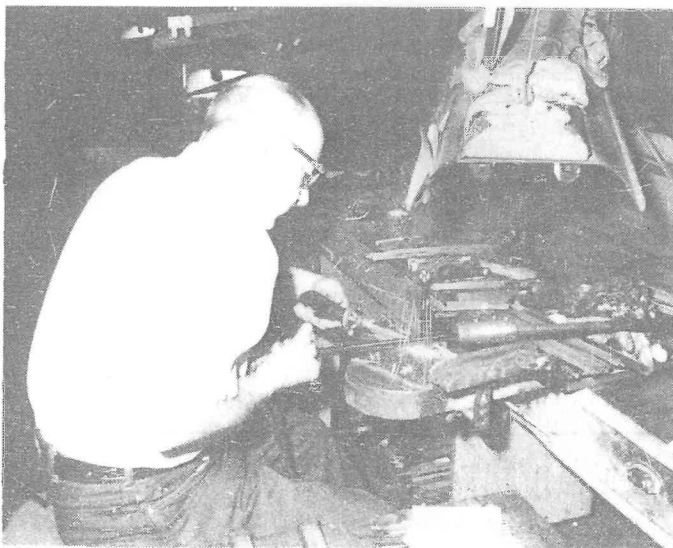
Hand Stripping Operator — Ray Durbin



Hess Cutting Operator — Robert Shaw



Lift Head Cutting Operator — Wayne Wilson



Etching Operator — Tom Orr



Grinding Operator — Godfrey Meeks

Approximately 50 different types of files are processed in Department 15. Some examples are as follows:

Barrette — Used to remove burrs from Gear teeth.

Crochet — Used in slots, rounded corners.

Crossing — Used for corners and holes.

Die Sinkers — Used to dress and finish dies of all kinds.

Equalling — Used in holes and corners.

Hand — Used for flat surfaces.

Knife — Used for filing in slots.

Pillar — Used for slots as well as flat surfaces.

Pippin — Used best on rounded corners and holes.

Rifflers — Die Sinkers—Used by die sinkers and jewelers . . .

Rifflers — Silversmiths—Used by Silversmiths in making glass moulding dies.

Swiss files are used by precision craftsmen such as jewelers, gunsmiths, watch makers, instrument makers, air craft mechanics and pattern makers. These files are used when it is necessary to finish delicate and intricate parts.

There are currently 13 employees in this Department and the foreman is Cecil Lawrence.

HOLIDAY REMINDER

The ten remaining paid holidays in 1976 are as follows:

Good Friday	April 16
Memorial Day	May 31
Independence Day	July 5
Labor Day	September 6
Thanksgiving Day	November 25
Day after Thanksgiving	November 26
Day Before Christmas	December 23
Christmas Day	December 24
Day Before New Year's Day	December 30
New Year's Day	December 31

SAFETY CORNER

EVERYDAY CARE FOR YOUR HANDS

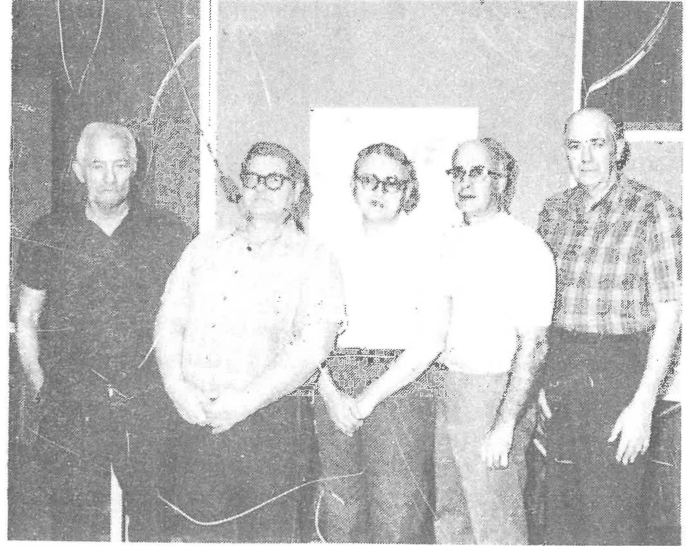
CLEANLINESS — Cleaning hands with soap and clean water removes particles and chemicals harmful to skin. But never clean hands with chemicals or solvents. Keep nails trimmed to avoid tearing. Get first aid for every injury, making sure wound is cleaned and covered.

JEWELRY — Rings, bracelets and watches are dangerous when worn around machinery and tools. Best to keep jewelry in a pocket while working.

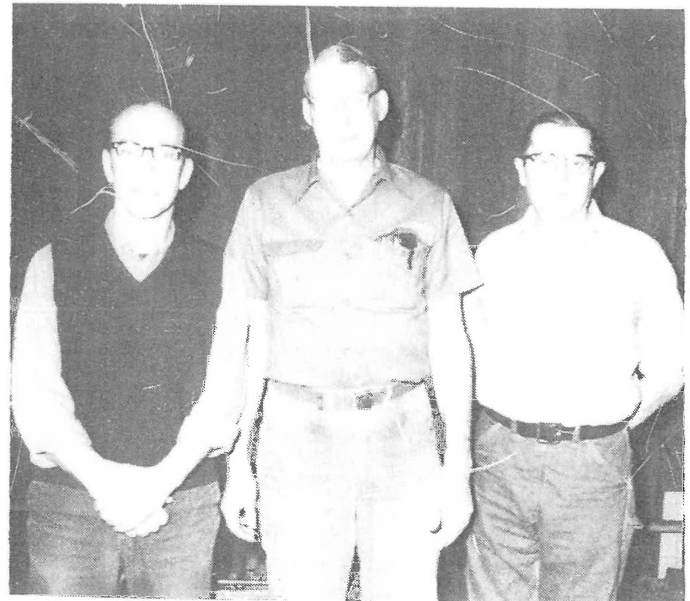
GLOVES — Wear the right type for the job to protect from cuts, scrapes, chemicals, heat or cold. But don't wear gloves when they can be caught in machinery and pull your hand in.

CREAMS — For some types of work, lotions and barrier creams are best if prescribed for the job. Use them if provided — they are for the health of your hands.

SERVICE AWARDS



The employees shown above received service emblems in December as follows: (From L. to R.) Virgil Stocker — 35 Years, Lloyd Bender — 35 Years, Paul Glazer — 35 Years, Wilbur Barthalow — 35 Years, Myron Hagan — 40 Years.



The employees shown above also received service emblems in December as follows (L. to R.) Terry Postel — 35 years, Pearl Ahle — 30 years, Walter Stonebrook — 40 years.

Additional employees receiving service emblems in December were:

Robert Patterson	35 Years
John Davis	35 Years
George Little	40 Years

THE SIMONDS FILE

2-13-76

Vol. 2 No. 8 Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

MARKETING

Plans are being finalized for a meeting of Simonds Marketing Personnel in Newcomerstown on February 22-25, 1976.

The primary objective of the meeting is to introduce and explain to our Marketing Group the new Glass Bead cleaning process for our files. A plant tour, filing demonstration stations, and a review of the uses of files for different filing applications will also be included.

Approximately 75 Marketing-Sales personnel will be visiting our factory, many for the first time. Their view of our capabilities, appearance, quality of workmanship, and attitudes will be lasting, so we all want to make the best possible impression.

Our salesmen have many products, other than files, to sell our customers. Salesmen tend to devote more of their selling time to the product they have confidence in and know the best.

We are manufacturing a quality file, the best in the industry, and we want to convince our marketing team during their short visit that we in Newcomerstown manufacture the best file made and the files are made by men and women who want to cooperate with our Marketing team and help sell more files.

Your help and cooperation towards our marketing personnel during their visit will help the entire company effort to obtain a greater share of the file market.

John S. Heller

SERVICE AWARDS



Harry Bliss, left, Shipping Department is shown being congratulated by Mick McKibben after receiving his 35 year service emblem.

Additional employees with service awards in January were:

Vioda Geyer	Personnel Dept.	5 years
Jack Ellis	Dept. 9	10 years
Gary Martin	Dept. 11	10 years
Ralph Lewis	Dept. 23	20 years
Harry Caldwell	Dept. 28	20 years
Lloyd Belt	Dept. 4	20 years

SAFETY CORNER

The following editorial is quoted from MONITOR, a publication of the Ohio Industrial Commission.

CHANGING ATTITUDES!

"The Public, Labor and Management have one common goal — that of achieving accident-free, disease-free, death-free workplaces everywhere in Ohio.

How to approach this goal in the most practical, efficient and least economically disruptive manner is the big point of difference among the groups mentioned.

Since OSHA's Inception,
Industrial Injuries

And Deaths Have Increased

Oddly enough, since the inception of the Occupational Safety and Health Act in 1970, the progress of industrial safety and health has not only come to a standstill, but has deteriorated — we've been averaging relatively more injuries and deaths than we have for decades.

This applies not only in Ohio but universally throughout the nation.

Some contend that this increase was due to better and more complete reporting. However, this idea has since been disproven by most experts. Then it was thought that many employers shifted the emphasis of their on-the-job safety and health efforts from an on-going educational and motivational approach, gave this up and concentrated all their efforts toward compliance with standards for fear of OSHA citations and neglected their other organized and continuing safety programs. Now time and the steady influx of statistics lend doubt to this too.

We Must Change Our Attitudes
And Join Forces As A Team
To Reduce Injuries and Deaths

In light of the above we must examine attitudes, for nothing can succeed unless those who participate do have the proper attitudes and the resultant enthusiasm for the job at hand. Most of us must change our attitudes.

All of us then must do everything in our power to cooperate — to change our attitudes — to bend a little toward our ultimate goal.

In this bicentennial year let's put our shoulders to the wheel and all push in the same direction. This we must do with cooperation, courage, conviction, knowledge, drive and devotion. We must, as a team, join forces in the fight to reduce injuries and deaths in the workplaces of Ohio. May each of us see the other's side of the picture. If we do this we will have won a major battle."

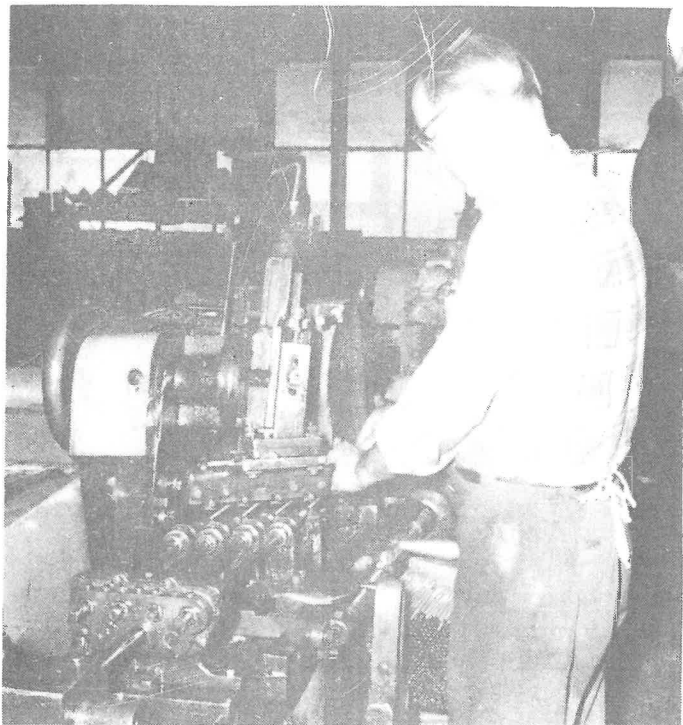
While there is much to be done in the way guards and other hardware, most accidents are still caused, at least in part, by a careless attitude.

DEPARTMENT 18 ROUND FILE

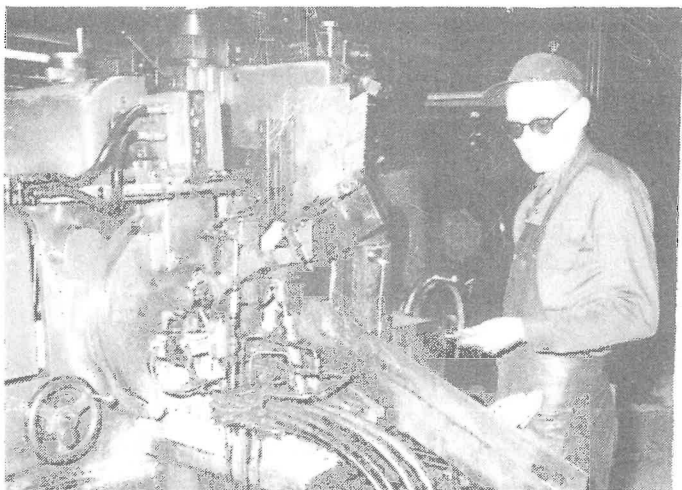
The function of Department 18 is to grind and cut all commercial round files, Round Chain saw files and round swiss files.

Two Landis and two Cincinnati grinders are used to grind all round file blanks.

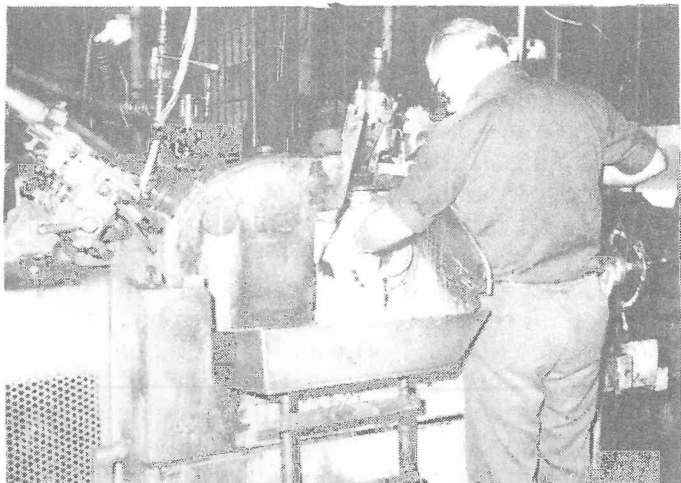
Forty-one round file cutting machines are used to cut round commercial files in sizes 4" through 16" in course, bastard, 2nd cut and smooth cuts. Also, round chain saw files in sizes 6" X 1/8" through 8" X 5-16" and round swiss in 6," 8" and 10" sizes.



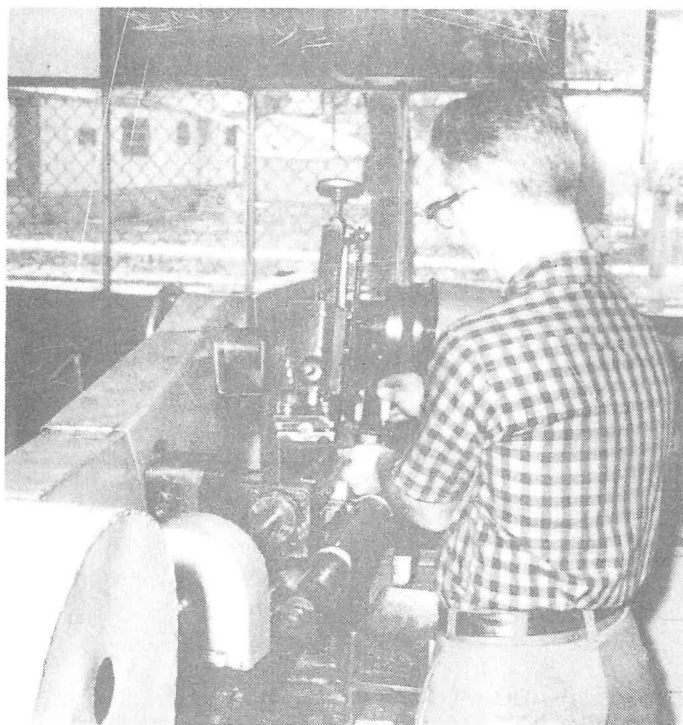
Commercial Round File Cutter — Virgil Hogue, Operator



Landis Grinder — John Shepard — Operator



Cincinnati Grinder — Harry Langell, Operator

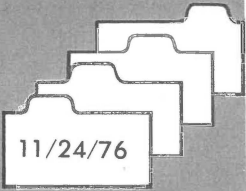
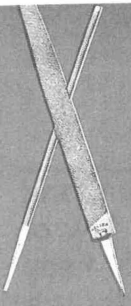


Round Chain Saw Cutter — Roger McCoun, Operator

There are currently ten employees in this department and the foreman is Cecil Lawrence.

Mrs. R. Decker

THE SIMONDS FILE



Vol. 3 No. 5 Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

THANKSGIVING



We have much to be thankful for in this great land of ours. For we live in a nation of abundance and opportunity, health and prosperity. Where freedom is our birthright . . . and brotherhood our life spirit.

This spirit of brotherhood is one that our forefathers exemplified on the first Thanksgiving. And from it we have established a lasting sense of loyalty, compassion and respect for one another. For this, we are truly fortunate.

Let's take this holiday as a time to reflect on all that we have to treasure. And celebrate Thanksgiving in the true tradition of peace, unity and love.



BE SAFE DON'T STICK YOUR NECK OUT



SAFETY CORNER WHAT SAFETY ISN'T

Simply obeying rules, regulations and past procedures since they are the law of the land and if followed will certainly keep me from getting hurt. Not at all, safety is a creed, a religion that not only says I will always consider what job I am doing and what precaution I must take to perform the job safely but also I will never in any way contribute to the personal demise of my fellow worker by my own personal failure. Have you ever considered whether your actions or inactions has contributed to or caused a fellow employee to be injured?

Safety isn't a deterrent to the job, it is part of the job. It is a job which we all are responsible for; a religion in which there is no difference of opinion.



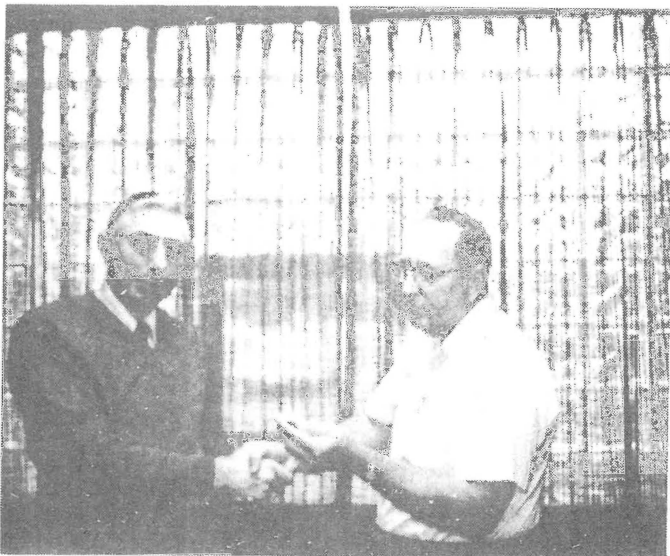
Shown above being congratulated by Robert Decker for service anniversaries in October are from left to right, Raymond Heston, Dep. 10 (20 years), Alvin Hammond, Dep. 8 (30 years), Roger Chaney, Dept. 29 (35 Years), Kenneth Opphile, Dept. 15 (40 years) and Orrin Ricketts, Dept. 43 (40 years).

Additional employees receiving service awards in October were:

Frank Cramlet	Dept. 43	40 Yrs.
Millard Sweitzer	Dept. 20	40 Yrs.
Robert Patterson	Dept. 43	35 Yrs.
Lawrence Howell	Dept. 9	35 Yrs.



Larry Wood, Project Engineer shown above is a recent addition to our engineering staff. Larry brings with him experience in the field from Uhrden Inc., in Sugarcreek. Larry, his wife and son reside in New Philadelphia. His hobbies are golf and bowling.



Edgar Buehler, forman in Department 29, wrapping (above right) is shown being congratulated by Robert Decker upon receiving his 40 year service pin.

THE SIMONDS FILE

12/24/76

Vol.3

No.6

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO



Christmas

As all herald the birth of Christ in the manger, we extend our wishes for an inspired and blessed holiday.

CORPORATE MANAGEMENT REORGANIZATION

Dick Durgin, formerly Vice President-General Manager of Illinois Gear, has been promoted to Group Vice President-Power Components. He will be responsible for Schwitzer, Illinois Gear, Ohio Gear, and our Brazilian subsidiary, Lacom Componentes Industriais S.A. Dick has been Vice President-General Manager at Gear since 1969 and a member of the Corporation since 1955.

Bob Niehaus, formerly Group Vice President for Power Components, has been named Group Vice President-Cutting Tools. He succeeds John Orr, who, because of the growing importance of our Canadian cutting tools business, is being reassigned to the position he held there as Vice President-General Manager of the Simonds Canada Cutting Tools Division prior to being transferred to New York in 1972. The Cutting Tools Group consists of the following divisions: Simonds Cutting Tools (U.S.); Simonds Cutting Tools (Canada); Simonds Steel; Atrax Carbide Products; Atrax Cemented Carbide; and New England Carbide Tool.

Rex Falkner continues as Group Vice President-Building Products and is responsible for the Eljer Plumbingware Division; Metalbestos Systems (U.S.); Selkirk Metalbestor (Canada); Selkirk Metalbestos (Europe); the Fiberglass Products Division; Lawton-Scharf; and Dry Manufacturing.

Replacing Dick Durgin as Vice President-General Manager at Illinois Gear will be John Allwood, who is a graduate of Michigan State, joined Illinois Gear in 1964 and had been chief engineer there prior to this appointment.

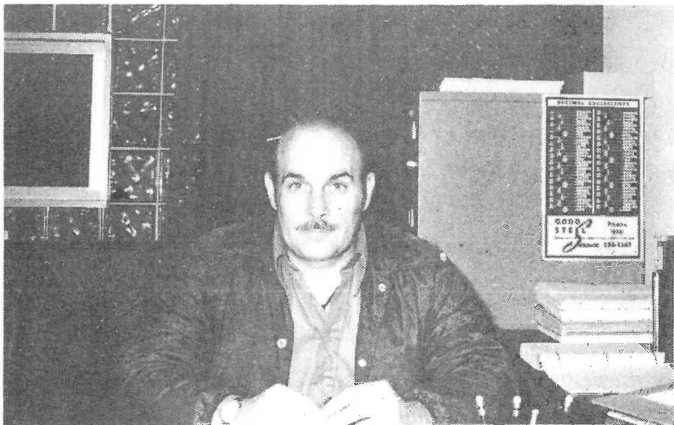


Shown above being congratulated by Robert Decker for combined years of service of 220 years are from left to right Willard Davis (30 years), Orland Stocker (40 years), Carl Phillips (40 years), Lester Herbert (40 years), Charles S. Smith (35 years), and Wilma Shaw (35 years).

Additional employees deserving of recognition and our thanks:

James Albaugh retired 11-10-76 after 35 years of service.

Emmett Bell retiring 12-31-76 after 35 years of service.



Dave Leach, shown above, is a recent addition to our Production Staff as Production Foreman on second shift. He comes to us from Fuqua Homes in Caldwell, Ohio in the position of production supervisor. Dave, his wife and six daughters reside in Cambridge, Ohio.

NOTICE

Service pins for the year 1977 have been ordered, however there will be a delay in receiving them. Those employees not receiving their pin due to this delay will receive it in March or April when they come in.

THE FOREMAN'S ROLE

Your Foreman is one of the most important employees working for Simonds today. He is often referred to as the forgotten one in industry. I believe few people really realize how much is expected or demanded from this position. Listed below are some of his most important responsibilities:

1. To see that all employees are properly trained to work safely and efficiently and to produce Quality Products.
2. To see that all machinery is maintained and kept in proper repair.
3. To communicate with all employees and keep them informed of work assignments, plant rules, proper conduct, work, and safety habits.
4. To see that all his decisions made are in compliance with the Management-Union-Contract.
5. To control cost and see that all labor and supply costs are within the established budget. (These costs are reviewed every month with each Foreman against the budget and all over runs must be explained).
6. To see that their departments produce to establish Daily Production Goals.

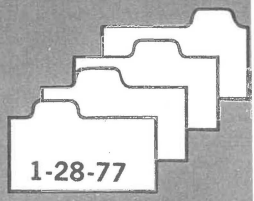
These kind of responsibilities require that our Foreman wear many different hats and that he be experienced in many important fields. Like everyone of us, he is better equipped in some areas than in others. But rest assured, he is doing his best and your cooperation is needed.



John Derck, shown above, recently joined us as Personnel and Safety Specialist. John comes to us from Browning and Ferris Inc. of Toledo, Ohio where he served as Operations Manager for two years. John, his wife and daughter reside in Dover, Ohio.

H. Nicker

THE SIMONDS FILE



Vol. 3 No. 7 Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

A MESSAGE FROM OUR PLANT MANAGER

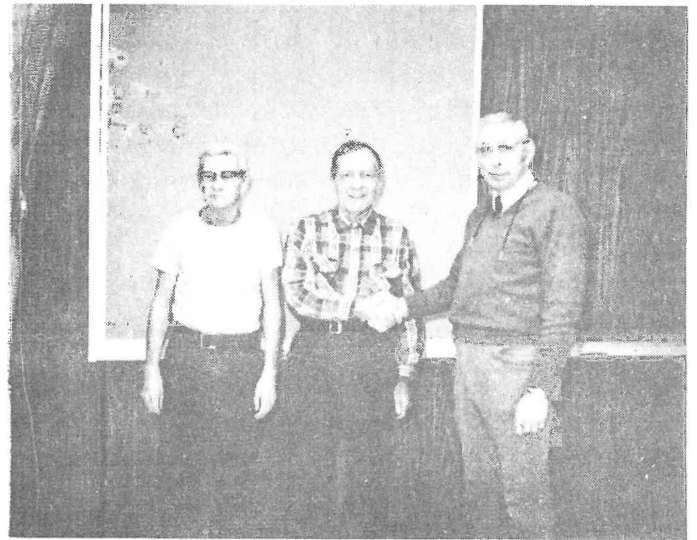
With the start of any new year a review of the past year's performance with an eye towards future opportunities is appropriate. As with any industry the reputation of the producing firm is based on the price, quality and ability to deliver the product when the customer needs it. On a positive note, the Simonds name has earned a strong reputation throughout the years and this has been, as with any company, our saving grace. With this solid base to work from we must not rest on our past laurels, but must look forward to improvement in certain areas to remain a competitive force in the market place.

Due to intense inflationary cost pressures we are experiencing increased foreign competition in the sale of files. As a consequence, our present work force is at an all time low but we continue to pay for unused plant equipment and capacity. Certain old product lines have become unprofitable and non-competitive due to their costly processes and have been dropped. While some buyers continue to purchase one product over another based on name and past reputation he, sooner or later, realizes that he can purchase a comparable quality product elsewhere at a lower price and does so.

In order to meet these challenges we need better techniques for manufacturing our products to help reduce our cost of manufacture and remain competitive. We must raise the quality of our product above our present level without increasing costs and also improve our ability to deliver that quality product to the customer when he demands it. We will continue to eliminate old and unproductive lines in order to make our product more attractive to prospective customers. Also, of vital importance will be our joint ability to negotiate a realistic labor agreement in the coming year.

In summary, we must all bind together as employees of Simonds with a common goal of continuing to develop an old highly reputable firm into a highly competitive and profitable concern. With in our immediate area Simonds remains an extremely desirable organization to work for from a pay benefits

and opportunity standpoint. In order to sustain this level of benefits and security for all of us, we must work together towards these common goals.



Earl VanSickle, above left, Hand Oiler and Blank Room Clerk in our Swiss File Department and Orrin Ricketts, middle, Class A. Machinist in our Machine Shop are shown being congratulated by Robert Decker, Production Manager, upon their retirement. Earl retired on January 7 and plans "to take it easy and just rest after 40 years of service." Orrin, who retired on January 20 hinted that he and his wife may do some traveling upon his retirement at 40 years and 3 months of service.

PAID HOLIDAYS FOR 1977 ARE:

Friday	April 8	Good Friday
Monday	May 30	Memorial Day
Monday	July 4	Fourth of July
Monday	Sept. 5	Labor Day
Thursday	Nov. 24	Thanksgiving
Friday	Nov. 25	Day After Thanksgiving
Thursday	Dec. 22	Day Before X-mas
Friday	Dec. 23	X-mas Day
Thursday	Dec. 29	Day Before New Year's
Friday	Dec. 30	New Year's Day



Emmett Bell, Chisel Grinder and Vibration Finisher, is shown above being congratulated by Jim Riordan, second shift foreman, upon his retirement on December 31, 1976, after 35 years of service.

Other retirees deserving of our congratulations and thanks are Godfrey Meek, Swiss File Department, retiring on January 28, 1977 after 42 years and 9 months of service, Edwin Collins, Flying Squad, retiring on January 28, 1977 after 30 years and 5 months of service and Howard Groff, Department 9 Cutting Room, retiring after 42 years of service.



Wilma Shaw, edge setter operator in our Saw File Department displays a unique bracelet she is extremely proud of. Upon receiving her 35 year pin in November she took her past service pins (her 5, 10, 15, 20, 25, and 30 year pins) to a jeweler and had this bracelet made. Much of Wilma's life and devotion to Simonds is represented by this bracelet. We are equally proud to have her as part of our organization and we wish her the best of luck in the future and upon her retirement.

PRICE-QUALITY-DELIVERIES

These three conditions must be met competitively, if we are to grow in the File Business. Many times our price, and quality are good, but we can't deliver on time. When this happens we have an

unhappy customer, and maybe a lost customer.

In 1975 Simonds instituted a "Customer Service Program" called SC-75. SC-75 meant "Service To Customers in 1975." This program became SC-76 in 1976, and its principles and standards are now part of a continuing joint effort to improve Customer Service in 1977. Under this program the File Plant has goals which must be met in terms of manufacturing a sufficient volume of product in time to avoid stock outs at our Branches, and to arrive at customer locations when needed. These goals are expressed in Service Level percentages.

Pct. of Our Business

AA Files	95 Pct.	50 Pct.
A Files	90 Pct.	30 Pct.
AA, A, B, C, Files	88 Pct.	20 Pct.

A 95 Percent Service Level means that the Branches must have stock on hand to fill 95 out of each 100 Sales orders. The Simonds File Plant is responsible for supplying the 5 Branches with stock as it is ordered. "AA Files" consist of the larger volume sales including certain cuts of Mill, Flat, Half Round and Round. The "A Files" are made up of the next highest volume, and the "B & C Files" are the lowest volume items. Most of the files are stocked at each Branch. In addition to these items, we also have the Private Brands, and Special Files which are manufactured to specific orders to deliver on time.

The File Plant's record for 1976 in the three categories was:

AA Files	95 Pct.
A Files	89 Pct.
AA, A, B, C, Files	87 Pct.

As you can see, we accomplished our goal on AA items, but missed on the other two goals. Although there are presently no Service Levels established on the Private Brands, we know that there is improvement required.

Due to the large volume of production of the AA Files, it is easier to identify problems and take corrective action. The other files, although smaller in volume are greater in number, and require more work in identifying, and correcting problems.

All of us are aware of the daily problems that make it difficult at times to produce. However, unless we solve the problems, or work around them, our problems become the customers'.

Progress was made in many areas in 1976 in meeting delivery dates. Increased efforts are being made, and will continue to be made in 1977 to achieve improved Customer Delivery performances. All Departments and all employees have to be involved in this effort.

Improved Customer Service will be a significant factor in achieving a successful 1977.

THE SIMONDS FILE

1118. SecRer

2-25-77

Vol. 3

No.8

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

SAFETY CORNER

CHOOSE RIGHT TOOL FOR THE JOB:

That may sound obvious, but the fact is that a lot of hand tool accidents occur when somebody tries to use a tool for a job it was not designed to do. For example, some men use a screwdriver as a chisel — and that can cause a cut, even the loss of an eye.

There is a certain size and shape of wrench for each task. If you try to loosen a stubborn nut or bolt with a wrench of inadequate size or design by increasing leverage with a piece of pipe stuck on the handle, you are setting up an accident. Pipe wrenches are sometimes used as hammers — if the jaw should fly off serious injury may result. It is hard on wrenches, too. Even the old, familiar trick of using a pair of pliers as a wrench is hazardous, because if they slip they can hurt both the man and the work.

Take time to get the right tool. Trying to make tools perform jobs they are not designed to do sets the user up for an accident!

TAKE A CRITICAL LOOK AT TOOLS BEFORE USING THEM:

Look over wooden handled tools for splits, checks, and splinters; make sure the head is wedged on tightly. The price of using a tool with a bad handle may be a pinch or a cut or a splinter. But even more serious, you may send the head flying with all the force of your swing endangering any person near you. Check every chisel for defects, particularly for a mushroomed head. Those hammered curls of steel could be sent flying into the eye of anyone the first time you hit the chisel hard.

MAKE SURE EVERY TOOL IS IN GOOD OPERATING CONDITION:

Be sure that the screwdriver is squarely dressed, that the saw, knife, or chisel is sharp, and that the wrench or pliers are tight and sound. Remember, a defect makes your job harder, more hazardous.

PROTECT YOURSELF WITH PROPER EQUIPMENT:

Now that you have the right tool and know that it is in good condition, there is one other precaution to take before you start work — protect yourself with proper equipment. Different jobs call for different personal protective equipment, but here's

one general rule to remember. Any time a hand tool strikes metal against metal or stone, or one that turns metal against metal or stone, be sure your eyes are protected. Proper eye protection. Proper eye protection is available for every job.

TOOL STORAGE:

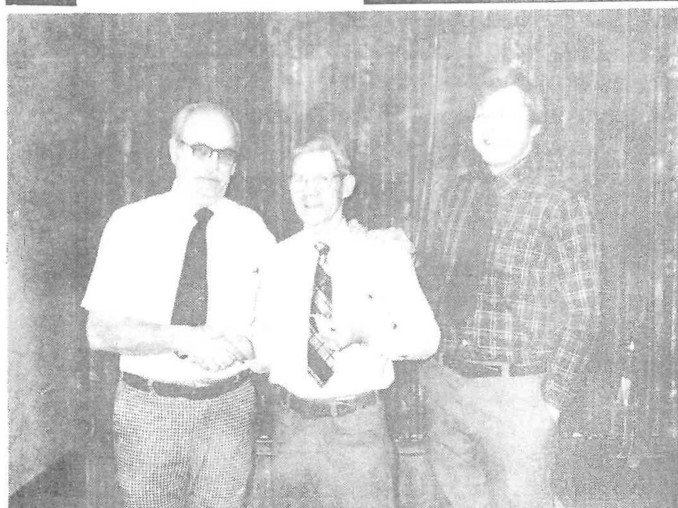
Now that the job is finished, what about the tools you have used? Are they left lying around? If so, they are booby traps, since they can cause puncture wounds, tripping, or scuffing hazards. Tools should be kept in tool boxes or on a pegboard.

The causes of hand tool accidents really boil down to:

- Inattention.
- Using the wrong tools for the job.
- Using tools in poor condition.
- Using tools improperly.
- Leaving tools where they contribute to an accident.

Tools are regarded as the workingman's best friends — the best means for increasing his strength and extending his own fingers. Why not treat them with the respect they deserve, and avoid abusing them to your own sorrow.

SERVICE AWARD

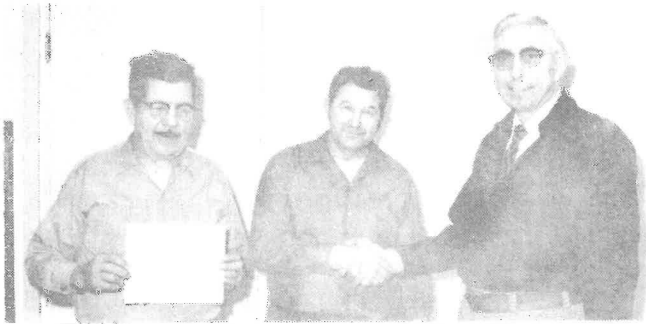


Louis Craigo, Senior Hourly Payroll Clerk, is shown being congratulated by Don Porcher, Payroll Department Supervisor and Pete Christiana, Plant Controller on receiving his 35 year service pin. Lou began his career with Simonds in February of 1942 in our Swiss File Department.

RETIREMENTS



Shown above being congratulated upon retirement by Robert Decker, Production Manager, far right, are from right to left, John Wilson, with 42 years of service Form Tools Grinder Department 49 Die Shop, with 42 years and 9 months of service, Godfrey Meek, Belt and Stone Grinder in our Swiss File Department, and with 43 years of service, Howard Groff, Hess Cutting Machine Operator in our Cutting Department. All plan to rest a bit, do some needed repairs around home for the time being, however a lot of fishing and golfing are in their plans when the cold weather breaks.



Edwin Collins above left, Flying Squad Operator after 30 years and 5 months of service and Alva Hannahs, Round Edge Stripper in our Grinding Department after 40 years of service are shown above being congratulated by Robert Decker, Production Manager. Edwin plans to enter full time into the real estate business.

ENGINEERING

The Engineering Department is made up of Plant Engineering, Project Engineering, Industrial Engineering and Metallurgical Lab & Quality Assurance.

The overall responsibility of engineering is to provide the technical support to manufacturing necessary to enable the maximum utilization of its production resources — namely our people and the machines, equipment and materials required to manufacture our product.

As such Engineering covers a broad area that in some way sooner or later affects each of us.

A sequence of events, of an engineering project would look something like the following:

First, an investigation of new equipment, processes and technology would take place with an eye towards identifying and selecting a project.

Step two would involve an examination of the

economic consequences of the project to determine if the savings expected justify the expenditure.

In step three we determine what specifications adapt to our particular application. In other words, how do we apply new equipment, processes and technology to our requirements.

In step four, if a purchase of the equipment is to be made we consider who to buy it from. Reliability, kind of service and delivery dates are very important in this respect.

In step five if the project is to be fabricated, outside designs are reviewed and approved before going ahead with fabrication.

In step six if the project is to be fabricated in-house the following factors are considered: Material selection, Price, Delivery, reliability and Trade off decisions.

In step seven installation plans are made with plans made as to where to locate, construction plans, electrical requirements, plumbing requirements and maintenance requirements.

In step eight operating procedures are examined. We determine what skill level will be required — the responsibilities of the operator and operating instructions.

In step nine the responsibilities of maintenance and a schedule of maintenance are established.

In step ten we look to establishing an operating method and a time standard for the Incentive System.

Step eleven concerns quality control. A definition of Acceptable Quality Standard and a control system necessary to maintain that standard is established.

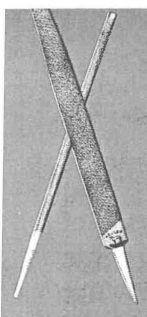
In step twelve, trouble shooting, we follow up and solve problems that arise during the normal course of operation.

All the above steps must be accomplished in the time allocated to the project schedule. This is no easy task as time for approvals can't always be predetermined, suppliers often miss promise dates, and maintenance may be needed on breakdowns.

It is generally assumed that the degree of success of a project is directly related to the competence of the people responsible for its implementation, and this is partially true. However, its even more true that the degree of success of a project is related to the level of cooperation achieved by all parties involved in the project, from the engineer to the operator.

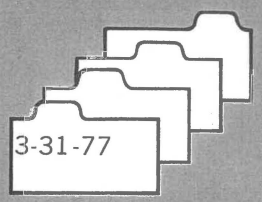
The engineer must realize that his thinking must include all those closest to the particular project and the operator must realize that he can influence the final success of the project by the degree of cooperation he brings to the project.

We must all understand and appreciate that the only way we can stay competitive is to constantly be seeking better, more efficient ways of doing things, and that successful implementation of these new ideas requires the cooperation of each and everyone of us.



THE SIMONDS FILE

R. Necker



Vol. 3 No. 9 Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

MARKETING OF FILES

A special thanks to all plant employees for helping to make 1976 a successful year in the marketing of our file products.

We are looking forward to another good year in 1977 but we should all be aware of several serious problem areas in the U.S. file market.

During the past 8 years, the imports of files into the U.S. has increased approximately 50 percent. In 1976, approximately 2 million dozens were imported into the U.S. The resale price of these imports is 30-50 percent below our resale prices.

The major foreign countries importing files to the U.S. are India and Portugal where the labor rates are substantially lower than in the U.S. The quality of these files, in most cases, but not all, is lower than our quality but the big difference in price still makes it attractive to the user to buy these imported files.

An application was filed by your Union with the Labor Department for adjustment assistance for those employees who were adversely affected by unemployment as a result of these imports but we cannot depend totally on assistance from the Government using your tax dollars.

We have written several letters to our Congressmen and Senators advising them of the serious impact imported files have on Government bids and future unemployment.

How can you help?

You can help by writing your Congressmen and Senators. Copies of our letters to our legislators were sent to your Union in June of 1976. The letters are available in the Personnel Office or possibly from your Union.

The present import tariff on most American Pattern files is 8 cents per dozen which does not provide the U.S. manufacturers any real Tariff protection on files.

Our U.S. competitor, Nicholson has established file manufacturing plants in Mexico, Holland and Brazil to be more competitive in manufacturing files. Nicholson has also announced closing of plants in Anderson, Indiana and Philadelphia, Pa. and are now in the process of moving both file manufacturing facilities to Cullman, Alabama which will enable our only U.S. competitor to take

advantage of the more favorable conditions in the South.

We are going to make every possible effort to overcome the problems of foreign competition and more favorable competitive conditions of our competitors but we need your help to:

1. Continue to make a quality file at the lowest possible cost.
2. Exerting pressure individually and through your Unions to Congress requesting an increase in the import duty on files and to continue the Buy American Act in the pricing of Government bids on files.

John S. Heller

RETIREMENTS



Congratulations to Eugene Parks, above left, and Ray Durben, right, upon their retirement in February.

Eugene retired on 2-28-77 with 43 years of service. Eugene has been a Round Edge Stripper in our Machine Shop during the majority of his career (39 years). We are happy to have the opportunity to thank Eugene for his many years of loyal service and wish him the very best during his retirement.

Ray received a disability retirement on 2-28-77 after 26 years 4 months of service. Much of his career was spent in the Hardening and Swiss File Departments. We wish Ray a full recovery and happy retirement.

ACCOUNTING



Lester Porcher, above left, shown being congratulated by Robert Decker, Production Manager, retired on 3-14-77 after 34 years and 4 months of service. Lester spent most of his career in Department 1 Forging and Department 21 Straightening.



Also retiring in March is Bruce Harvey, above middle shown being congratulated by Robert Decker, Production Manager on the left and Charles Abbuhl, Jr., Personnel Manager on the right. Much of Bruce's 30 years found him in our Testing and Inspection Departments. Bruce plans to farm after retiring.

Many thanks to Bruce and Lester for all those many years of loyal and productive service and many wishes for a fulfilling retirement.

SERVICE AWARDS

The following individuals had service anniversaries in February:

Vernon Snell	Dept. 1	40 years
Earl Anderson	Dept. 23	35 years
Theresa Gombar	Dept. 67	35 years
Robert Stocker	Dept. 16	5 years
Rick Storck	Dept. 4	5 years
William Treat	Dept. 16	5 years

The File Plant regularly prepares statements which show our financial status (assets and liabilities) and our profit or loss of over a period of time. Accounting is responsible for preparing these statements, but more importantly, for following correct accounting control procedures so that the statements present a true picture of our operations. We are audited each year by outside public accountants who verify not only our statements, but also that we follow correct and adequate accounting procedures. This outside audit is a requirement of law.

In addition to this basic reporting function, many types of internal financial reports and analysis are generated by Accounting. These are used to measure our performance against the manufacturing efficiency goals we set for ourselves at the start of each year. They are also used as a part of the basis for operating decisions.

Probably the most important of these tasks is the annual Profit Plan, which is begun in September of each year and completed in December, for the following year. The profit plan ties together all of our operating plans for the coming year, including:

- New machinery and other equipment.
- The amount of inventory we need on hand.
- The level of manufacturing losses (scrap) which we want to achieve and keep as low as possible.
- The amount of expense we will incur to comply with the various governmental regulatory agencies such as OSHA.
- Our goals for manufacturing efficiency, cost reductions, and quality improvements.
- The amount of sales we want to achieve.
- Our anticipated expenses for labor, fringe benefits, payroll and other taxes, factory supplies, energy, depreciation and maintenance expense.

Combining all of these elements produces an estimated Profit and Loss statement, which is the end result of all our other goals and objectives. When our plan is approved at Division and Corporate headquarters, we break it down into a series of supporting goals and objectives which we measure monthly. Corrective action plans are then formulated where necessary.

In summary, we need to make operating plans and decisions, and determine the financial impact of them. We also need to measure our results and compare those results to our goals so that we can achieve the annual results we originally committed for. The basis function of Accounting is to provide these services.

THE SIMONDS FILE

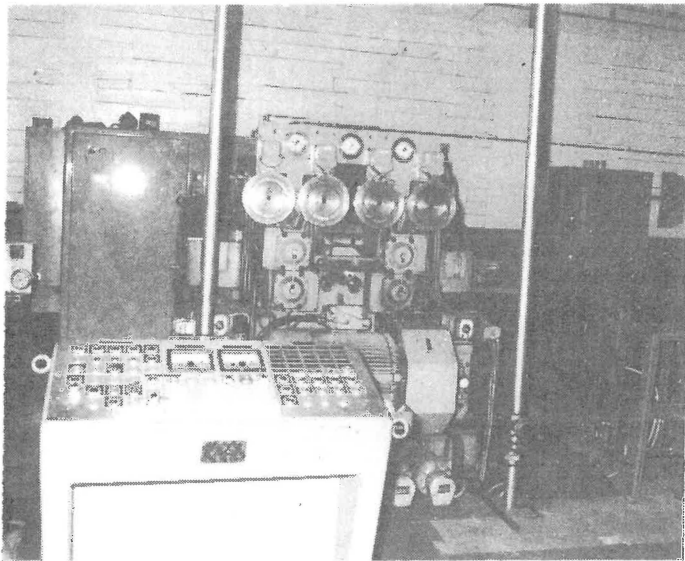
5/27/77

Vol. 3 No. 11

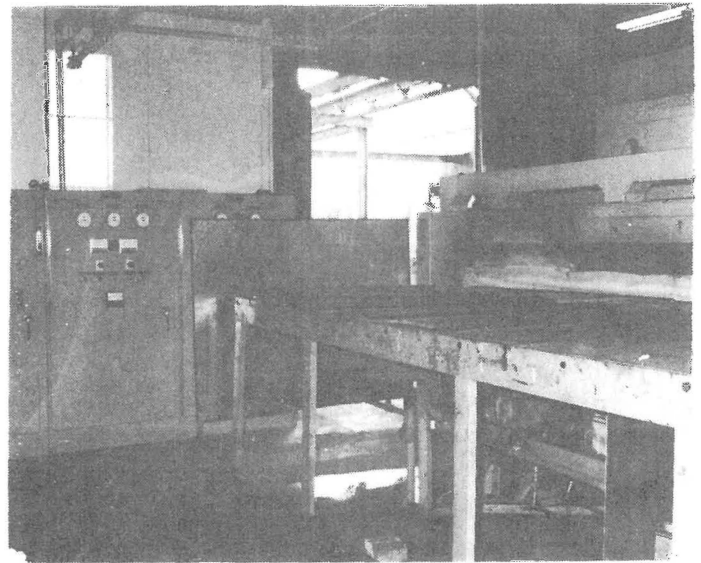
Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

CORPORATION REPORTS RECORD QUARTER

Wallace Murray reported that first quarter net income amounted to a record \$4,057,000, up 11 percent from the \$3,649,000 reported in the like period of 1976. This is the seventh consecutive time the Corporation has surpassed the earnings of the same quarter in the prior year. Sales were \$111,996,000 compared with the \$77,261,000 in the prior first quarter. Primary earnings per share were \$1.18 versus \$1.05 in the first quarter of 1976. Fully diluted earnings per share amounted to \$.82 as opposed to \$.74 in the similar period last year.



Continuous Forging Machine



Walking Beam Furnace

NEW EQUIPMENT

In April we completed the installation of new continuous forging equipment designed to improve our capability for supplying various file sizes and shapes on a more timely basis. Our ability to acquire steel of the required size for each file we manufacture has become increasingly difficult due to the low demand for file steel as compared to other types of steel and some unique processes necessary to produce the type of metal used for files. We were faced with the probability of eventually having to remove certain items from our product line due to our inability to purchase raw material in the shapes and quantities required. The new equipment solves this problem by enabling us to form many different file sizes and shapes from readily obtainable rods or bars when the material is required and without penalty for reasonably low volume.

6,000 pounds of material was converted to 10" and 12" file shapes prior to our purchasing the equipment. Files were successfully produced from these shapes.

Engineering and Production personnel are currently experimenting with the equipment to determine its full capabilities and develop tooling necessary to produce the wide range of steel sizes and shapes used for files. The decision to purchase and install this sophisticated equipment re-affirms Simonds Cutting Tools' commitment to maintaining our position as the Best Supplier of the Finest Quality Files in the Industry.

Presently the GFM machine is operating on a limited basis as we learn more about it and refine the process. We have made a batch of 8" flat steel in-house and will be making more of our requirements as we progress.

Engineering will also be developing the methods to produce half-round, taper, and other shapes in the near future.

SERVICE AWARDS

The following employees received five year service pins in May.

Don Rose	Foreman Department	1 & 3
Sandra Keating	Department	29
William Smith	Department	20
Bruce Stephen	Department	3
Vernon Stahl	Department	26
Raleigh Belt	Department	49
Loren Stout	Department	23
Paul Hanni	Department	9
Rollin Larrison	Department	41
Pauline Young	Department	3
Richard Case	Department	23
Barry Johns	Department	80
Ronald Foster	Department	8
Stanton Addy	Department	23

Robert Bradshaw	Department	21
Delores Stocker	Department	1
Robert Septer	Department	49
Donald Baker	Department	42
Joseph Hunt	Department	23

PROMOTION



Charlene Paisley, shown above, was recently promoted to the position of Secretary to the Marketing Department replacing Mary Rice who is retiring. She began with Simonds in August of 1973 as Industrial Engineering Clerk. Charlene and her family reside in New Philadelphia.

RETIREMENTS



Katherine Beiter, above left, proudly displaying her certificate of retirement is shown being congratulated by John Derck, Personnel and Safety Specialist upon her retirement on April 21, 1977. Katherine spent the majority of her 35 years in our Wrapping Department as a Wrapper, Boxer and Labeler. She plans to travel the country and possibly abroad during retirement.



Debra Lawrence, shown above, replaces Charlene Paisley in the capacity of Industrial Engineering Clerk. Debbie has lived in Wyoming and Colorado and now resides in Newcomerstown. Her hobbies include sewing, cooking and ice skating.



Robert Gay, above left and Clifford Overholt, above right, retired on April 29, 1977 after 43 years and 4 months and 35 years of service respectively. Bob spent most of his career in our Cutting and Saw File Departments.

Cliff spent his career in our Shipping and Clerical Departments. He elected disability retirement.

We take this opportunity to thank Katherine, Bob and Cliff for their many years of loyal and productive service and wish them a long and happy retirement. We wish Cliff a full recovery.

SCHOLARSHIPS

We are pleased to announce that the sons and daughters of seven employees will be awarded Wallace Murray Scholarships. All who applied will receive an award. Details will be provided in a future issue.

THE SIMONDS FILE

R. Decker
6/30/77

Vol. 3 No.12 Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO



Seated (L. to R.) Vickie Stocker, Janet Barthalow, Debra Porcher, Cheryl Norman, Sally Gay, Brent Dansby, Edward Johnson. Standing (L. to R.) Bill Purdy, Plant Manager, Delores Stocker, Marvin Stocker, Dorothy Barthalow, Wilbur Barthalow, Don Porcher, Wilburn Norman, Veronica Gay, Robert Gay, Odis Dansby, Charles Abbuhl, Jr., Personnel Manager, Edmund Johnson.

SCHOLARSHIPS

On Thursday June 2, 1977, Bill Purdy, Plant Manager, awarded seven scholarships from the Wallace-Murray Corporation to the sons and daughters of Simonds Employees. The award winners are Vicki Stocker, daughter of Marvin and Delores Stocker, Sally Gay, daughter of Robert Gay, Edward Johnson, son of Edmund Johnson, Janet Barthalow, daughter of Wilbur and Dorothy Barthalow, Brent Dansby, son of Odis Dansby, Cheryl Norman, daughter of Wilburn Norman and Debra Porcher, daughter of Don Porcher.

A Committee of distinguished educators from the New York City area made the selections.

In making the awards, Mr. Purdy pointed out that each winner was in competition with the dependents of Wallace-Murray employees throughout the Corporation, therefore they should be extremely proud of the accomplishment.

WALLACE MURRAY TO MOVE UP IN FORTUNE "500"

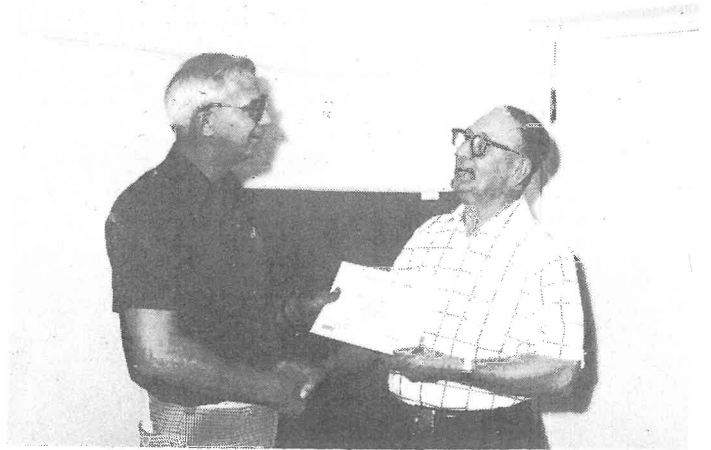
Fortune Magazine's current survey of the 500 largest industrial corporations ranks Wallace Murray as 490th on the basis of 1976 sales. If one were to include the sales volume achieved by Hydrometals in their fiscal 1976, the Corporation would have jumped a full 100 slots to approximately 390th in size. Based on a successful 1977, the Corporation can expect to be at least at that level next year. In other comparative rankings for 1976, the Corporation was 379th in net income, 166th in net income as a percent of sales, and 119th in net income as a percent of stockholders equity.

Hydrometals, an important producer of plumbing hardware, non-powered mechanics hand tools, and consumer electronic products, was recently acquired by Wallace Murray. Among the Companies owned by Hydrometals is Thorsen Tool Company employing 670 employees in plants in Dallas, Texas and Emporium, Pennsylvania. Thorsen produces non-powered hand tools like socket sets, flat wrenches, solid joint pliers and tool boxes which are sold to hardware stores.

RETIREMENTS



After 25 years of competent, dedicated service Mary Rice retired on May 31, 1977. Mary began as the Secretary to the Marketing Department on September 25, 1950. Mary is shown above being congratulated by John Heller, Marketing Manager. Mary's retirement plans include a trip to California sometime this year. We wish Mary a full and happy retirement.



William Fisher, foreman of Quality Control, is shown presenting a Certificate of Retirement to and congratulating Chester (Curly) Ross who retired on June 3, 1977 after 43 years of service. Curly spent the majority of his career in our Punch Press Department as a Roll Straightener and Cropper.

We would like to take this opportunity to thank George Little and Curly Ross for the many years of efficient and loyal service and to wish them a fruitful and fulfilling retirement.

SERVICE AWARDS

The following employees had service anniversaries and received service pins in June.

Mary Hannahs	Dept. 29	35 Years
Doris Walker	Dept. 67	5 Years
Stanley Gibson	Dept. 1	5 Years
Larry Bruno	Dept. 13	5 Years



George Little, above right is shown being congratulated by Robert Deedrick, Production Control Manager, upon his retirement on May 27, 1977. George proudly displays his Certificate of Retirement symbolizing the culmination of a career spanning 41½ years of efficient service. George spent the majority of those years in our Clerical Department holding the most recent job of Expediter.



NEW HIRE

William Thomas, above, joined us on May 25th in the new position of Production Control Analyst. Bill comes to us from Wurtsmith Air Force Base in Michigan where he resigned as Captain from the Air Force after seven years of service. He holds a Masters degree in Industrial Management from the University of Central Michigan. Bill's recent career change is based on his desire to accept a new and different challenge and apply his education in business to a business environment. Bill and his family reside in Dover.

THE SIMONDS FILE

7-29-77

Vol. 4 No. 1

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

MANPOWER STABILIZATION

During the past year, one of our Production Goals has been the stabilization of manpower. Frequent layoffs and rehires are inconvenient and expensive to both employees and the Company. Ideally, Simonds would experience a steady growth in business and employment. Unless there is a sustained growth in the file business, however, it is not possible to increase employment.

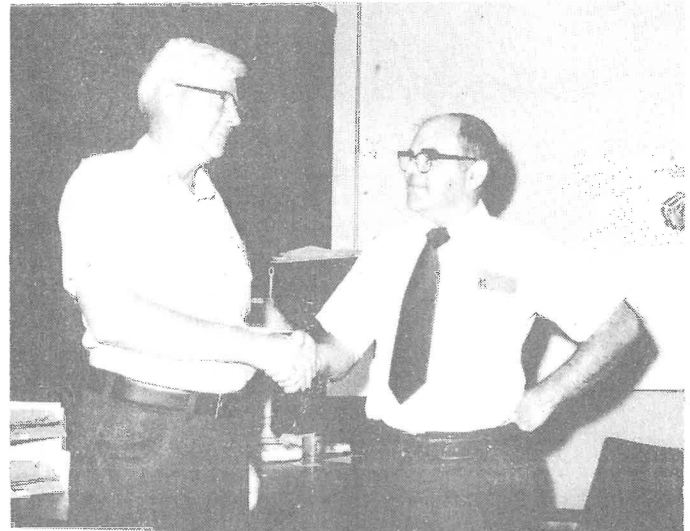
There are ways, however, to reduce the impact of business changes on employment levels. Many times when business is down, rather than reducing manpower, we have built stock for future requirements. On the other hand, we have worked selected overtime rather than increasing employment for short term requirements. Ultimately, business conditions determine our manpower requirements.

There is another important factor which enters into the Production Schedule. This is the plant's manufacturing mix requirements. A suitable product mix is necessary to keep a material flow going through the plant to support manpower, and machinery. Unfortunately, all of our products do not provide an even workload for the plant. Certain types of product may provide work for a limited number of machines and personnel. Thus, when a large volume of business is received it may not mean that employment can be increased.

Employment stabilization requires planning, both for the business level and for the efficient utilization of current manpower and machinery. Effective production depends, somewhat, on our ability to predict future incoming business. We must be producing today what will be sold weeks from now. In a fluctuating economy, it is more difficult to forecast future orders.

Two other factors that must be considered in planning production are Customer Service and Inventory. Regardless of business levels Customers must be competitively served, and Inventories cannot be built indefinitely without a payback in a reasonable length of time.

There have been improvements in the area of forecasting which assists Companies in Planning Production. We have been reviewing some of these improvements. A more accurate and long range forecast will enable us to determine product needs in advance and plan accordingly.

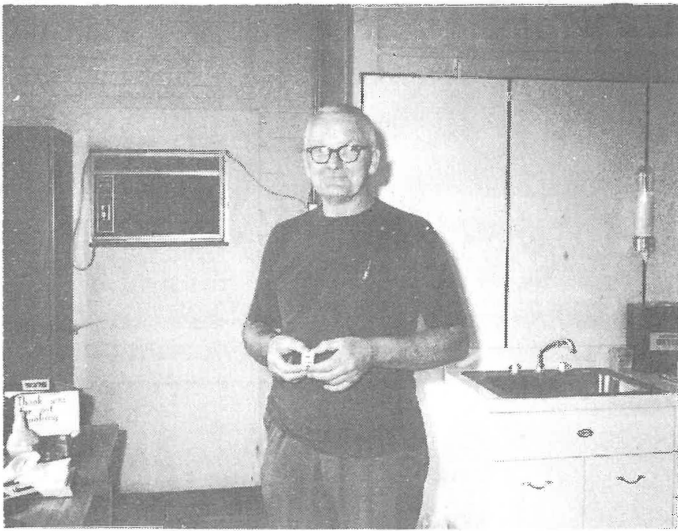


VAN VOORHIS RETIRES

Wilson Van Voorhis, above left, is shown being congratulated by John Croft, Manager of Engineering, upon his retirement after a career of 36 years with Simonds. Wilson started in our Grinding Department in 1941 and after five years he took the position of Time Study Analyst in our Engineering Department where he has been for 31 years. He is very pleased with his career with Simonds and is especially proud of his ability to reconcile employee complaints fairly and equitably. His talents and extensive knowledge will be sorely missed. Wilson plans to spend many hours golfing and fishing. We wish him a happy and well deserved retirement.

GOLF LEAGUE

After 14 weeks of turf pounding and lowered handicaps the Simonds Golf League nears its conclusion with four more weeks remaining. Team one is currently in first place pursued closely by teams four and ten. The season's low score of 35 has been shot by three individuals — Dick Bordenkircher, Clyde Smith and Mike Leone. The yearly low score with handicap of 21 was shot by Lew Whitehair. One regular week of play remains with the field day, best ball tournament and scramble tournament following the regular season. A recap of the season will follow in a future issue.



SERVICE AWARDS

John Foust proudly displays his 40 year service pin. John is presently in our Maintenance Department as a Millwright; although John spent most of his career in Cutting. John remarked that this would be the last service pin for him since he expects to be retired before the 45 year mark.



NEW HIRE

Rose Johns was recently hired filling the job of Secretary to the Production Manager. Rose resides in the West Lafayette area with her family. She is a big auto racing fan and enjoys playing tennis.

SIMONDS AND THE SILVER JUBILEE OF QUEEN ELIZABETH II

Simonds played a small part in the pageantry and splendor of the Silver Jubilee celebrations held in London last month, according to Brain Loveridge, European Sales Manager. He reports that on June 6th, the feature of the day was the Queen's Royal procession from Buckingham Palace to St. Paul's Cathedral. Many splendid horses took part and each one had been specially groomed with their hooves in first class condition thanks to Simonds rasps.

At the end of the long and tiring day, the feet of these special horses were still in excellent condition thanks in part to a Simonds product made at the Newcomerstown File plant. It took about 600 rasps to groom the feet of the horses for the great Jubilee Day.

You also might be interested to know that trainers of England's horse racing classics use Simonds Rasps in preparing their horses for the races.

THE TROUBLE WITH SAFETY IS PEOPLE

Judging from stories told about accidents, one would think the tools and equipment used were alive, that they are aggressive and sinister objects ready to pounce on us and inflict injuries. Here are some examples of statements made by injured people so far this year: Knife cut gash in hand, Steam and water scalded foot, cab door slammed on finger, wooden board cut face, wrench slipped and hit foot, Handles of cart struck chest, Cleaning solution burned feet, piece of wood struck eye.

Such statements are hazards because people feel they are innocent victims of their surroundings and there is nothing they can do about the causes of injuries. This is not true.

If there were no people on the job, there would be no injuries. The many objects that inflict injury would lie dormant, unable to move or release force because man is not there to start the motion.

The trouble with safety, then, is people — all of us.



Doris Holdsworth, who joined Simonds on July 21, 1952 in our Data Processing Department is shown, above right, receiving her 25 year service bracelet from Glenn McMullen, Data Operations Supervisor. Doris has spent her entire career in Data Processing and presently holds the position of Key Punch Group Leader. Doris was recently married and resides in Newcomerstown.

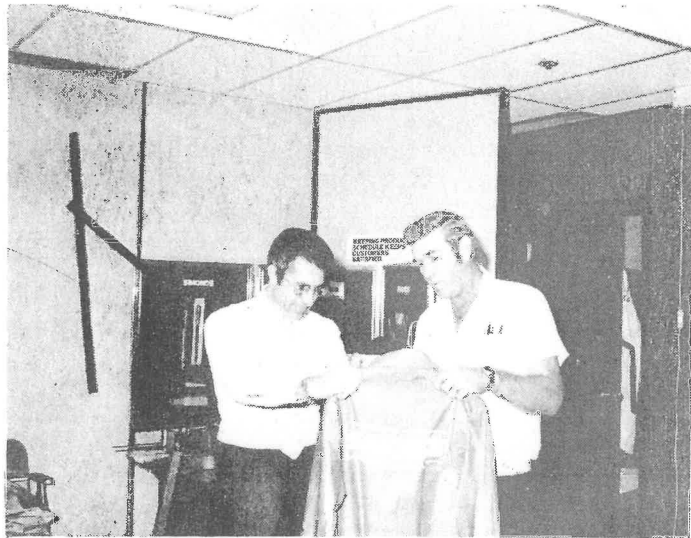
Other employees receiving service pins in July were:

Raymond Goodwill	Dept. 18	35 years
Leman Clark	Dept. 29	35 years
John Bradshaw	Dept. 40	35 years
Montel Collins	Dept. 8	5 years
Robin Lippencott	Dept. 16	5 years

SIMONDS FILE

9-30-77

Vol. 4 No. 3 Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO



WELCOME FRANK MARTIN

On 9-23-77 Frank Martin, above left, our new Vice President of Marketing for the Simonds Cutting Tools Division was officially welcomed to our Newcomerstown plant. Don Rose, President of the Heller Supervisor's Club is shown presenting Frank with a Simonds wind breaker. Frank is a graduate of the University of Pittsburgh and has had extensive experience in sales, sales management and marketing management. Most recently he was Vice President of Marketing with the U.S. Brass Corporation of Hydrometals, Inc., a recent acquisition of Wallace Murray Corporation.

SERVICE PINS

Employees receiving service pins in September were:

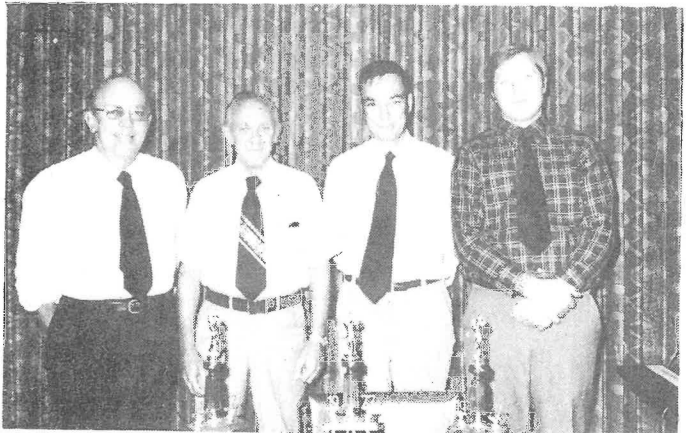
Earl Gibson	Machine Shop	15 Years
Harold Crites	Finishing Dept.	5 Years
Dave Elliott	Stripping Dept.	5 Years
Harold Manion	Grinding Dept.	5 Years
Thomas Mann	Shipping Dept.	5 Years
Kenneth Baker	Hardening Dept.	5 Years
Otha McGaha	Saw File Dept.	5 Years
Carl Boyd	Wrapping Dept.	5 Years
Daniel Wilkin	Hardening Dept.	5 Years



GOLF LEAGUE ENDS

On Saturday, August 27, 1977 the Simonds Golf League held its Annual Field Day Tournament with Don Porcher awarding trophies to the first and second place teams of the 10 four men teams which participated. Pictures above displaying their first place trophies are from left to right, Jim Lehman, Richard Bordenkircher and Bob Bender (Lew Whitehair not pictured).

The second place team is pictured below from left to right; Dave Weber, Chuck Abbuhl, Bob Heppenstall and Pete Christiana. The individual low score of 35 for nine holes was shot by Clyde Smith, Mike Leone and Richard Bordenkircher. The low individual handicap of 21 was shot by Lew Whitehair. The winners of the two man Best Ball Tournament on August 13, were Dave Weber and John Derck. Winner of the Scramble Tournament August 2, was the team of Jim Styer, Don Shipman, Andy Yanai and Chet Tyson.





Laura Wright, above left, retired on August 26, 1977 after 43 years and 8 months of service. She is shown above being congratulated by Robert Decker, Production Manager, while displaying her Certificate of Retirement. Laura was hired on December 6, 1933 and spent her entire career in our Saw File Department on various cutting machines. Laura's retirement plans include much traveling within the United States.



Ralph Lewis, above left, is shown receiving his Certificate of Retirement and being congratulated by Robert Decker, Production Manager. Ralph retired on August 30, 1977 after 20 years and 7 months of service. Ralph spent his entire career in our Hardening Department as a Hardener and a Sticker, Paster and Dryer.

Congratulations to Laura Wright and Ralph Lewis upon retirement and best of wishes. Their careers' have proven to be quite successful and productive.

DON'T GET CAUGHT!

During a demonstration in a recent safety film the director placed a quarter on the trigger of a small mouse trap and invited a supervisor to try to remove the coin without being caught. The prize was the quarter.

A man feeling the mouse trap could not injure him, was successful in removing the money without springing the trap and was elated over obtaining the money so easily.

The safety director then asked the man if he would like to try the same thing for a dollar, and his immediate reply was that he would, as this was easy money. However, the safety director made one change, he substituted a rat trap with the dollar attached to the trigger.

The man refused to even attempt to get the dollar as he immediately recognized the hazard and valued his fingers more than the dollar bill.

This is similar to a problem we have before us today. Some of us compare falls on the same level with the mouse trap and take unnecessary chances. This results in the highest number of injuries in industry.

When a worker is required to work on high platforms, ladders, etc., he immediately recognizes the rat trap is deadly. We must realize the mouse trap is used more frequently and in comparison does more damage over the same period of time.

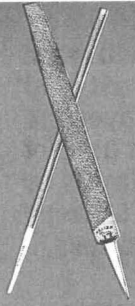
Level floors in buildings give us a feeling of security (such as the mouse trap). We feel that a fall to the floor will not hurt much anyway, and therefore, we are not alert to the many hazards causing this type of fall.

The surprising thing is that more people fall and receive injuries from falls on the same level than in falls to different levels. Accident studies reveal that one doesn't have to fall from a high elevation to sustain injuries.

The cause of most falls regardless of the level is inattention to footing or surroundings. It's as simple as that. People injured in falls usually are not paying attention to these two factors.

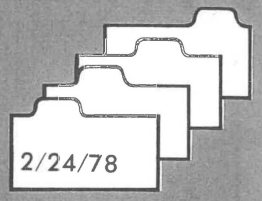
Elimination of all falls simmers down to one's own awareness in recognizing hazards and in acting upon their control. Safety measures in the prevention of fall-type accidents can be as simple as using a handrail on a stairway, exercising additional caution in bad weather, observing and cleaning up oil and grease spots on floors, carrying objects in a manner not obstructing visibility, working safely on ladders, walking up and down stairs, keeping aisles clear, etc. And there are many more which only tend to emphasize the need to pay attention.

REMEMBER! The mouse trap does not look as dangerous as the rat trap, but it claims many more victims.



THE SIMONDS FILE

Mr. Becker



2/24/78

Vol 4

No. 5

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

NEW EQUIPMENT

Several new and interesting pieces of equipment will be installed in the coming months, designed to add capacity and-or provide new and improved methods.

Some of this equipment is already in house and awaiting the availability of manpower for installation, while others will be received shortly.

Chain Saw Cutting Machines

Project Engineer Dave Weber

Six new chain saw cutting machines are on order and will be received in February.

These machines, while referred to as chain saw cutting machines, will also cut round files up to 10". They are designed to cut quad, rather than duplex and will significantly add to our cutting capacity.

This equipment was placed on order in October of 1976. As you can see the lead time to purchase equipment of this type is considerable, thus requiring rather accurate forecasting to assure availability when needed.

It is planned to locate these machines in the area vacated by the centerless grinders, adjacent to the existing cutting machines.

Alox Machine

Project Engineer Larry Wood

An additional Alox machine has been ordered similar to the one presently in use.

This machine is in-house awaiting installation, and when in operation will greatly increase our capacity. This will enable us to provide more satisfactory delivery dates on product requiring this type of finishing.

The machine will be located adjacent to the existing machine and utilize a conveyor system, similar to those presently in use, to oil the files and transport them into Testing.

The Fuller air compressors are being refurbished and put back into operation to handle the increased compressed air required by this addition.

Forging Machines

Project Engineer Dave Weber

Tang and point forging, as we now know it, will shortly see a radical change.

Three new machines are on order that will forge all points and tangs, presently being done on hammers. These machines will be hopper fed, with the part being automatically inserted and ejected from the dies.

Two of the machines are presently being fitted with the furnace and feed mechanisms by the supplier and are expected in April.

The third machine minus the furnace and feed mechanism, is in house and being set up for experimental runs.

These machines will provide a significant methods improvement to this operation, while making a considerable impact on operating noise. This equipment, under load, will operate at noise levels significantly lower than our existing equipment, thus providing a more comfortable environment to work in.

All of the above-mentioned equipment should be in operation by late spring.

This equipment represents a sizable investment and emphasizes the continued effort necessary to establish and maintain competitiveness in the file market.

PAID HOLIDAYS FOR 1978 ARE:

Monday	January	2	New Year's Day
Friday	March	24	Good Friday
Monday	May	29	Memorial Day
Tuesday	July	4	Fourth of July
Monday	Sept.	4	Labor Day
Thursday	Nov.	23	Thanksgiving Day
Friday	Nov.	24	Day After Thanksgiving
Monday	December	25	Christmas Day
Tuesday	December	26	Observance of Day Before Christmas

Effective September 1, 1978 all employees will become eligible for an additional holiday with pay on their birthday. It is expected that all employees will take their birthday holiday on their birthday. If the birthday falls on a weekend, holiday or vacation period the rules in the labor agreement will apply.

RETIREMENTS



Edgar Buehler, foreman of our Wrapping and Boxing Departments, retired on January 31, 1978 after 41 years of dedicated service. Edgar, above center, is shown displaying his Certificate of Retirement and being congratulated by Bill Purdy, Plant Manager, above left and Robert Decker, Production Manager, above right. Edgar began his career in 1936 in the Box Department, became an Assistant Foreman in 1940 and General Foreman in 1961. We extend congratulations and thanks to Edgar for his many years of service.



Earl Stocker, above left, is shown displaying his Certificate of Retirement and being congratulated by Don Rose, Foreman of Forging, upon his retirement. Earl spent his entire career, 41 very productive years, in the Forging Department. We all extend best wishes and thanks to Earl for those many years of loyal service.

REMINDERS:

- Second Shift, please do not enter the plant until 3:15 P.M.
- Be SURE to report all injuries promptly to the nurse.

EQUAL EMPLOYMENT OPPORTUNITY

Wallace-Murray's basic employment policy is as follows:

"That all qualified applicants for employment will be considered without regard to race, creed, color, age, sex (unless age or sex is a bona fide occupational qualification for the job concerned) or national origin."

"That there shall be no discrimination with regard to race, creed, color, age, sex or national origin in all matters applying to all employees of the Corporation. Such matters include, but are not limited to promotion, demotion, transfer, layoff or termination, compensation, selection for training or related programs and employee's facilities."

"That our employment practices will conform with both the letter and the spirit of Federal, State and local laws regulations regarding non-discrimination in employment."

The above Corporate policy of Wallace-Murray applies to the Simonds Cutting Tools in every respect. It is the policy of this Plant to take such affirmative action necessary to fulfill the Division's obligation to all residents of the community in regards to equal employment opportunities.

Charles Abbuhl, Jr., Personnel Manager, has been designated as EEO Co-ordinator and will report to me on a monthly basis our status and progress.

B.G. Purdy
Plant Manager

NOTICE TO EMPLOYEES

Effective January 1, 1978 your tax rate for Social Security increased to 6.05 percent. During 1977 the tax was 5.85 percent.

This tax must be paid on all wages earned up to \$17,700 this year. During 1977, the tax was based on wages earned up to \$16,500.

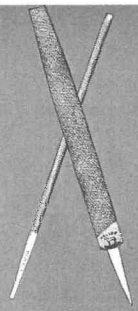
Under the new wage base of \$17,700 and the new tax rate of 6.05 percent the maximum tax to be paid is increased to \$1,070.85. In 1977, it was \$965.25.

As your employer, the Company is required under the Social Security law to deduct this tax from your pay each payday until the total of your taxable wages has been reached.

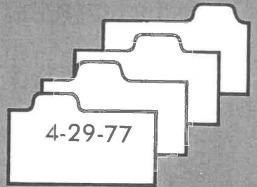
Under this law as your employer, the Company must also match this deduction by paying an equal amount to provide future Social Security benefits to you.

The table below shows the tax rate and wage base for 1979 through 1981. After that, the tax rate will increase gradually until it reaches 7.65 percent for 1990 and later years, and the earnings base will rise automatically according to increases in average wage levels.

In	Employers and employees each will pay	On earnings up to
1979	6.13 percent	\$22,900
1980	6.13 percent	\$25,900
1981	6.65 percent	\$29,700



THE SIMONDS FILE



Vol. 4 No. 10

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO



The Simonds Bowling Team completed their season in the runner-up spot of the Early Bird League at Emerald Lanes. They were first half champions qualifying them for the year end roll off. They are pictured with the trophies they received at the annual banquet. Bill Purdy accepted the sponsor's trophy for the Company. Marvin Stocker received a trophy for high series with handicap. The team was paced by Gary Mathews with a 166 average. From left to right top row are: Bill Purdy, holding the sponsor's trophy, Jay Harstine, cost accountant, Marvin Stocker, Stockroom clerk, also holding a trophy for the highest series at 728, Virgil Stocker, Half-round grinder-cutter, Don Rose, foreman in Punch Press and Forging. From left to right bottom row are: Stan Gibson, Weigher and Checker in the Steel Shed, Gary Mathews, Automatic Hammer Operator in Forging and Orland Stocker, Machine Stripper in our Saw File Department. Congratulations to the Simonds Bowling Team.

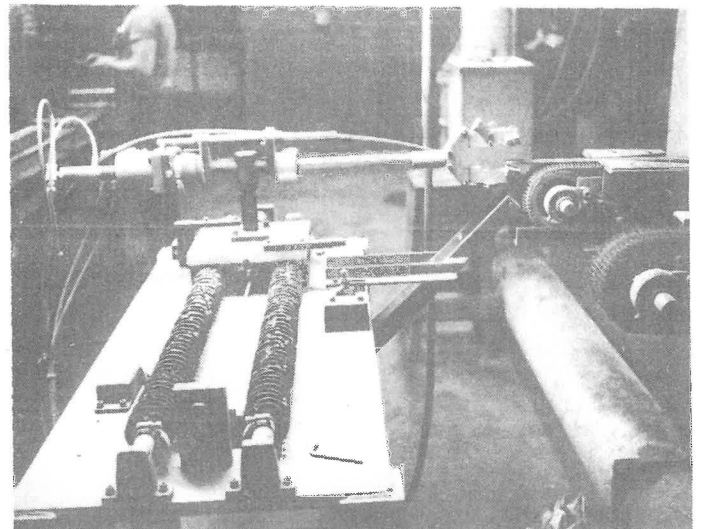
SERVICE PINS

The following individuals had Service Anniversaries in April:

Charles Holdsworth	Dept. 29	40 Years
Katherine Beiter	Dept. 29	35 Years
Charles Johnson	Dept. 5	35 Years
Wallace Calvert	Dept. 40	35 Years
Clifford Overholt	Dept. 67	35 Years
Jack Harris	Dept. 41	5 Years
Delbert Lower	Dept. 9	5 Years
Eugene Rotruck	Dept. 16	5 Years

Philip Mardis	Dept. 43	5 Years
Robert Haver	Dept. 15	5 Years
Thomas Kiste	Dept. 26	5 Years
Ronald Porcher	Dept. 9	5 Years
David Craigo	Dept. 23	5 Years
March		
Arthur Moody	Dept. 15	35 Years
Raymond Lawrence	Dept. 8	35 Years

NEW EQUIPMENT



In March a new industrial robot (pictured above) was installed on the output end of our Alox machine in Department 26. The Alox machine is designed to sharpen Vixen and some special body files as opposed to the Glass Bead machine which are specifically designed to clean files.

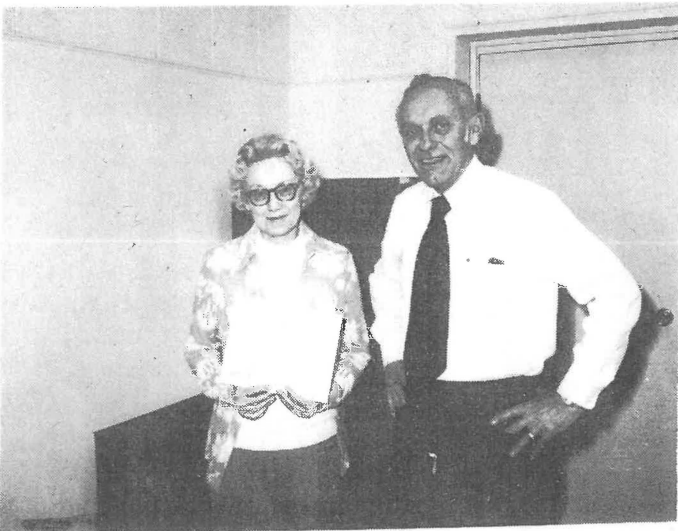
Vixen files are blasted from the top on an angle with the abrasive, Aluminum Oxide, as they are run through the Alox machine on a conveyor. To sharpen the bottom side the file is turned over and run through again. The function of the new robot is to grasp the file as it comes off the conveyor on its first run, turn it over and place it on a second conveyor which runs through the Alox machine to sharpen the other side of the file.

The robot is a pneumatically-powered system consisting of four modular components analogous to the human hand, arm, body and brain. It operates on 70-90 psi shop air and its required movements are programmed by interconnecting small pieces of plastic air tubing on terminals on the programming section of the controls.

RETIREMENTS



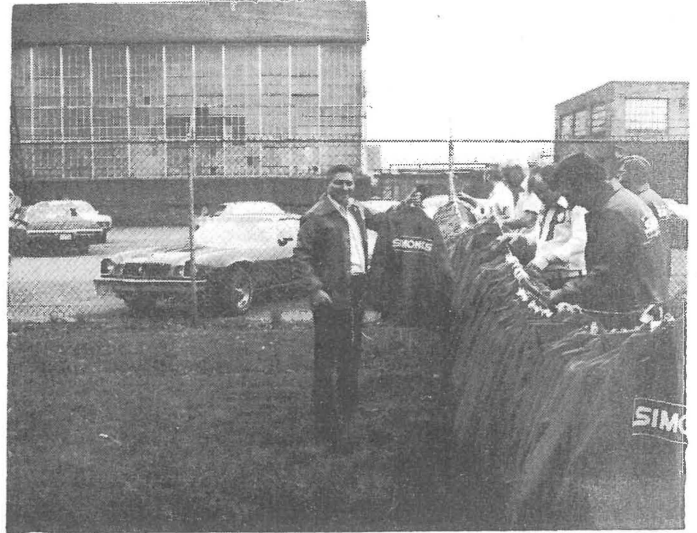
Robert Decker (above right) Production Manager and Charles Abbuhl (above left) Personnel Manager extend their congratulations to Embert Ruby, welder — Department 42 Maintenance, retiring after 40 years of service. Embert is shown displaying his certificate of retirement and a unique plaque presented to him as a gift by his fellow employees. The plaque is made from walnut with a chipping hammer similar to one used by Embert many times throughout his career attached to it.



After forty three years of loyal service Waneta Wilson, above left, shown being congratulated by Charles Abbuhl, Personnel Manager, retired on March 29, 1977. Waneta spent twenty-seven years of her career in our Boxing Department as a Box Stock Clerk. Sixteen years were spent in the office handling sales accounts.

We thank Embert Ruby and Waneta Wilson for their many years of dedicated and productive service and wish them a long and happy retirement.

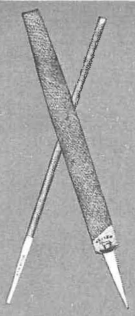
JACKET DAY



The enthusiastic support shown by the majority of Simonds employees came to a climax on Thursday April 21, 1977 when the eagerly awaited jackets arrived. Of a total work force of 365 employees approximately 270 ordered the jacket. The jacket, a bright red wind breaker with lining inside cost fourteen dollars each. The Company name "Simonds" is displayed in vivid white letters on the back and the name or nickname of the wearer on the front. The photo above is evidence of the enthusiasm and team support involved in ordering, distribution and collection of payment for the jackets. One of the participants Jim Riordan, 2nd shift foreman is shown displaying his jacket as other members of the team sort jackets.

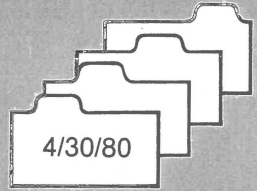
Shown below proudly displaying their new jackets are from left to right Bill Fisher, foreman of our Testing Department, Linda Fair, Personnel Secretary; Don Rose, the founder and catalyst of the project, and foreman of our Forging and Punch Press departments; and Rollin Welch, machine and Maintenance Man for our cutting and Stripping Departments.





THE SIMONDS FILE

R. Wecker



JOB CHANGES HURT PRODUCTIVITY

Everybody remembers that we made a big effort to increase the plant's output last year and added people steadily until August. We did not increase production as fast as planned, and cost actually rose faster than production. Scrap, training cost, and maintenance costs rose, and there was a drop in productivity (which we measure as the number of files produced per hour worked).

At first, we thought the main problem was new operators. The real cause was not new employees, but the number of people who bid onto jobs which were new to them. Many of the new operators were employees who had bid to new jobs.

There were numerous breakdowns when we tried to run machines continuously three shifts daily. This interrupted the flow of production, causing out-of-work situations at the next operation. It also raised costs in areas like cutting where operators (with one machine down) could only run two machines instead of three.

The main reason for the cost increase was bidding. When a new job was posted, we didn't hire a new person and train him for that job. Usually, someone in the plant would bid, leaving an open job which someone else would bid to, and so on. We found that, on the average, six to seven people moved to other jobs every time we posted one new job! Usually, four or five of these six people moved to a job new to them, so they had to be trained. As a result, training costs were unusually large.

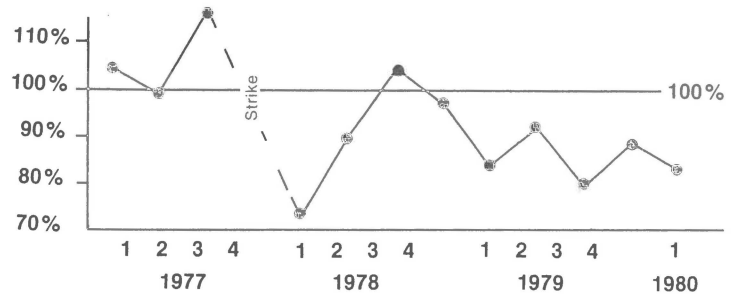
Many people worked on jobs new to them, and their incentive performance was lower than experienced operators for a few weeks.

One result was that we didn't get as many pieces per day as were produced by fewer but experienced operators. Another result was that the pay of support people was cut slightly, and some very capable setup and maintenance people bid to other jobs. This left us with some inexperienced repairmen at a time when machines were breaking down more often in some critical areas.

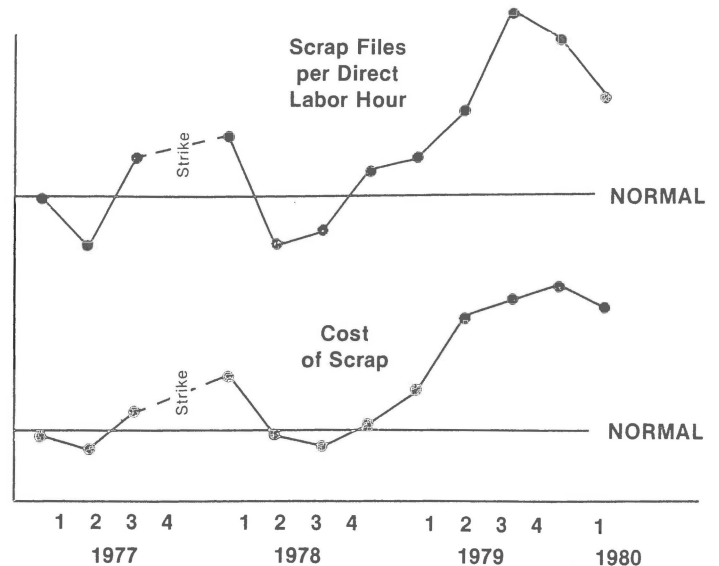
The graph shows productivity in each calendar three-month quarter since the beginning of 1977 (the last quarter of 1977 is omitted because of the strike then). The "normal" line of 100% is the average for the first nine months of 1977. You can see that pro-

ductivity (defined as pieces produced per direct labor hour) was lowest in the third quarter of 1979 when we had the most people.

Productivity



There was also a big increase in scrap last year. The graph below shows that the dollar value of scrap rose sharply in 1979. It also shows that the number of files scrapped per direct labor hour is very high.



The purpose of this article has been to ask for everyone's help in correcting two serious problems: a decline in productivity, and an increase in scrap. Both of these problems are caused by the large number of people on new jobs.

"SIMONDS SALES TRAINEES IN NEWCOMERSTOWN FOR TRAINING"



Front Row (l. to r.): Jared Ingram, Portland; Toby Turnbull, Sheffield, England; Ruell Dinkins, Shreveport; Roger Albo, Norwalk.
Second Row (l. to r.): Dan Falcone, Eastern; Bob Harding, Portland; Alan Jarrard, Shreveport.

Pictured above are the seven sales trainees who visited the Newcomerstown file factory for training on our File Products March 23-26, 1980.

The meeting was conducted by H. Huff and J. Heller, assisted by R. Decker and T. Simmons on the factory tour. The meeting agenda consisted of:

Factory Tour, Instruction on the proper use of Files, Filing Techniques and Demonstrations, File Sales Meeting Presentations, File Testing, Markets and Potentials for Files, Simonds Distribution, Features and Benefits of Simonds Files.

The addition of these sales trainees to our marketing team will help to improve our market penetration on files in the U.S. and European Markets, and is an additional step towards the successful growth of Simonds Cutting Tools.

The courtesies and cooperation extended by all employees during the meeting is very much appreciated.

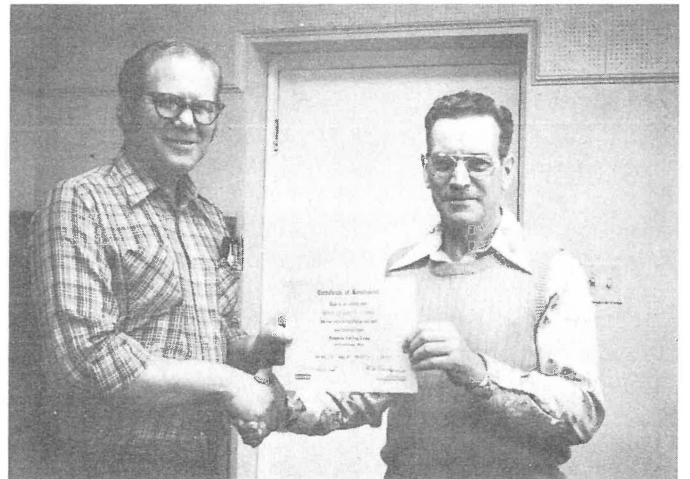
SERVICE ANNIVERSARIES

This month four employees celebrated service anniversaries. Robert Ray of Department 40 and Henry Decker of Department 26 were each awarded for 30 years of service on April 20. On April 14, Fred Nay of Department 41 was awarded for 15 years of service. Also on April 14, Linda Meek, Personnel Assistant, was awarded for 5 years of service. We congratulate each of them and thank them for their contributions to our success.

RETIREMENTS



Margaret Smith of Department 7 retired on March 31 after 36 years and 7 months of service. Margaret is pictured above displaying her Certificate of Retirement. Claude Scarbrough, Department Seven Foreman, pictured with Margaret, indicated that her experience and dedication to the job would be missed.



Also retiring on March 31 was Kenneth Tedrick of Department 26. Kenneth (pictured above right) is being congratulated by his Foreman Clay Smith. He retired after 39 years of service.

We would like to wish Margaret and Kenneth the best of everything and to extend our appreciation for all the years of loyal and dedicated service to Simonds.

THE SIMONDS FILE



5/30/80

Vol.6

No.5

Published By SIMONDS CUTTING TOOLS — WALLACE MURRAY CORP. — NEWCOMERSTOWN, OHIO

Simonds Continues to Perform — But It's Getting Tougher

For some time most companies have been preparing for a recession. What was the major concern was inflation. High inflation has been with us for too long. Spurred on by rapidly rising energy costs, it has risen to new heights almost monthly. It is now evident that the recession may go deeper than economists anticipated.

The experts have been saying for about two years, that the economy would level off, things would recede, then settle back towards more normal levels. The experts, however, have been wrong. Lately there has been a steep down turn in some parts of our nation's economy.

The auto industry provides a good example of the effects of the increasingly gloomy outlook for 1980. A month ago, auto makers said they planned to produce 1.9 million cars in the second quarter. This represents a drastic reduction as compared to more than 2 million produced in the same quarter a year ago. But now auto makers cut that production schedule another 10% to 1.7 million cars. This has resulted in more than 200 thousand employees being laid-off. It is becoming more apparent that no rapid turn around is in sight for the auto industry.

The situation is not much better in the housing industry. Inflation and record interest rates have dropped new housing starts by about 40%. Even as mortgage rates begin to decline to the 10 - 12% range only a modest demand for new homes would be the result.

Now that the down turn in business has spread and deepened, the experts predict that the economy is in for something far worse than a six-month or nine-month dip. It is now clear that the long awaited recession is upon us. Companies are responding by holding down hiring, laying off employees, cutting purchases, and some are even closing plants.

Some of our competitors and many of our customers have already been severely affected. Weeks ago, they were forced to lay off up to 20% of their force, eliminating night shifts and operating on a four day week. We, too, have felt its impact in some of our product lines. Fortunately, however, we've had the talent, the programs, and the broad based product line which have enabled us to out perform our industry. As a result, we've been successful in counteracting the recession's influence.

However, recognizing that the recession is here we must move quickly to adjust. As this realignment period goes on and the recession deepens, we will face even greater challenges. In order to protect our jobs and our future, ways will have to be found to offset the drop in sales. We must do an even better job of controlling costs and investments. This means

cutting expenses in every possible way. Unfortunately, some of our biggest expenses are outside our control. Such things as rent, utilities, and taxes can't be cut. Therefore, there will be a greater burden on other areas.

We must lower our production in order to meet the lower sales demand. We must also reduce the size of inventories in order to save the costs involved. All unnecessary purchases must be eliminated. And, if we can't do without, we must make sure that we're getting the best value for our dollar. At the same time, however, we must be able to respond quickly to any order. Simonds' reputation for the best quality, best service, and best price will be key factors in keeping our business healthy. As the market for our products shrink, we must increase our share of what's available. This means we must cut into our competitor's sales whenever possible. This means that each of us must do all we can to work harder and smarter. Now, more than ever we're depending on each others hard work, commitment, and enthusiasm.

Up to now, we have done well. We've kept our sales up, controlled costs, kept inventories in line, and continued to improve our efficiency and quality. We have done much. Now we must do more. We must find new and better ways to handle our work. Is this task necessary? Can it be done more efficiently? Can it be combined with other tasks in such a way that it takes less effort? Can we get the same results for less? If we all work harder and smarter, we can find answers to these kinds of questions. And these answers will help us keep our expenses below our income.

Marketing must develop new programs to convince our customers to stay with us. Plans must be effected which will get our competitors' customers to switch to our product lines. And when the turn around in business starts, marketing must be sure that we are in a position to meet our customers' needs with the best quality and service.

Manufacturing must plan production schedules to reduce inventories that will support our lower sales. But we must have enough of the right products to service our customers' needs. Careful attention must be given to our present and future customer demands.

Presently, we are in a solid position because of our full-line/full stocking distributors. They put our products closer to the customer and insure that we have time to order materials and produce our products. Our service centers must also be able to give prompt, efficient deliveries.

Finance must evaluate the economic benefits and risks of all decisions to insure we make the best use of our resources. They must make sure that money we spend is only necessary in those areas that will enable us to meet our objectives.

Each of us must accept a personal challenge during the months ahead. We must continue to find new and better ways of doing our jobs - at reduced costs. Plans and controls must be put into practice now so we are ready when business recovers. All of us must work together to ensure our reputation for quality, service, and innovation.

This is an opportunity to show our competitors that we can succeed. They'll be trying their best to protect their company, jobs and future by taking sales away from us. We must stay ahead of them. We must out perform our market no matter how bad the economy gets. We must continue to think and act like number one. In this spirit of team effort, we can all be proud of saying, "It's Simonds for Sure".

RETIREMENTS



Virgil Casteel of Department 40 retired on April 30, 1980 with 39 years and 6 months of service. Virgil is pictured above displaying his Certificate of Retirement. Pictured with Virgil are his Foreman Bill Fisher (above left) and John Croft, Manager of Engineering (above right). Virgil plans to spend some time fishing, and if he puts half the effort into his new pastime as he put into his job with Simonds he'll certainly catch the big one!



Also retiring on April 30, 1980 was Edward Grewell of Department 3 with 29 years and 5 months of service. Edward (above left) is being congratulated by his Foreman Don Rose. Ed indicated that he plans to relax and enjoy himself.

We wish both Virgil and Edward the best of everything and extend our appreciation for the years of dedicated and loyal service to Simonds.

SERVICE ANNIVERSARIES

This month two employees celebrated service anniversaries. Don Emler was awarded for 30 years of service on May 16. Elmer Grewell, also celebrating 30 years of service, was awarded on May 18. We congratulate both of them and thank them for continued contributions to our growth and success.

WELCOME ABOARD

Joining the Simonds team are two recent additions to our Engineering Department.



Pictured above is Harold Roes who has been assigned to our Manufacturing Engineering group as a Project Engineer. Harold was formerly employed with Airolite Co., Marietta, Ohio as Assistant Plant and Processing Engineer. He has spent 24 years in the Marine Corps. After completing his military obligation, Harold obtained a B.S. Degree in Mechanical Engineering from West Virginia Technical Institute. He plans to move his wife and children to the Newcomerstown area after completion of the current school year.



Joining our Industrial Engineering Department is Steven Buono in the capacity of Associate Industrial Engineer. Steven has recently received an Associate Degree in Industrial Technology from Pittsburg Technical Institute. Steve is single and is currently living in West Lafayette.

We welcome both Harold and Steve and wish them well as they begin their careers with Simonds.