

BULLETIN

Published by Scovill Manufacturing Company for its Employees.

Vol. XLII

March 17, 1958

No. 6

Annual Report for 1957

Stockholders of Scovill are now receiving the Annual Report for the year 1957. I would like to give you the highlights of this Report.

Total Company sales of \$129,671,743 in 1957 were \$16,754,182 less than the \$146,425,925 reported for 1956. Earnings in 1957 were \$2,364,486, as compared with \$4,256,546 in 1956. After dividends on preferred stock, 1957 earnings were \$1.31 per share.

Substantial progress was made in 1957 with the Twenty-five Million Dollar Capital Improvement Program undertaken to improve and expand facilities throughout the company. The extraordinary expenses connected with this Program are reflected in 1957 earnings. This Program will carry over into 1958.

While the larger part of the sales reduction was attributable to the drop in prices of copper and zinc, there was also some decline in volume. Wage and salary rates, including those for fringe benefits, major factors in the cost of our products, rose during the year, reaching an annual rate of increase of over \$3,000,000 by year end. Selling prices of our products could not in general be proportionately increased owing to intense competition from both domestic and foreign sources. These conditions caused lower profits overall with losses on certain lines of fabricated products.

Our cash position at the year end reflects the additional funds brought into the company at the beginning of 1957 through the sale of debentures and additional common stock. This financing was undertaken to provide funds for a program of capital improvements in 1957 and 1958. As a part of this program, expenditures of \$10,716,248 were made in 1957 for new equipment and plant. The provision for depreciation was \$4,684,202. This compares with expenditures of \$6,441,673 and depreciation of \$4,540,830 in 1956.

Dividends of \$2.00 per share were paid on the common stock in 1957 as compared with \$2.25 per share in 1956. The number of common stockholders increased from 17,691 at the end of 1956 to 19,296 at the end of 1957.

Construction of the Tube Mill at New Milford, Connecticut, the largest single item in the Capital Improvement Program previously mentioned, is proceeding on schedule. The building, which is one-quarter of a mile long, has been completed. New equipment, plus rebuilt and modernized equipment from the present Tube Mill, is now being installed in preparation for operations which are expected to begin this fall. This new Mill will strengthen the company's competitive position by providing more efficient methods and a more diversified line of tube mill products. Extruded shells from Waterbury will be the starting point in the production of brass alloy tube at the New Milford operation.

A Sendzimir rolling mill is being installed in the Continuous Strip Mill in Waterbury to supplement the equipment used for the rolling of brass strip and aluminum sheet. The primary benefits to be obtained from this mill are the production of flat metals up to 30 inches wide with a minimum variation in thickness from edge to edge, and with a brighter and smoother surface finish. The mill has been delivered and installation should be completed this spring.

In February 1957, Scovill purchased Lyndon Aircraft, Inc., a firm specializing in the design and production of aircraft control devices and other components for airframe manufacturers. In January of this year, Scovill acquired a controlling interest in Airtronics, Inc., which is engaged in research and development and in the design and production of electronic memory components, assemblies and complete computer systems. These moves allow a direct approach to specialized fields of electronics and aircraft and missile control devices, fields which are expanding for both commercial and military applications.

In June, the A. Schrader's Son Division opened a new plant in Cannock, England for the application of rubber to tire valves. This application of rubber had never been done before by Schrader in England and, with the advent of tubeless tires, became a necessary step to produce a complete product. The new

plant, about 17 miles from Schrader's main plant in Birmingham, is now in full production. Export business from England is increasing as a result.

Air ride systems for passenger cars provide a new outlet for Schrader products with several systems now in use carrying from one to ten valve components. Schrader engineering continues to contribute to the development of this new application.

The Oakville Division is expanding the product lines of The DeLong Hook and Eye Company, Ltd. subsidiary. A 17,000 square foot building is now under construction in St. Marys, Canada to provide additional space for improved and expanded facilities.

During the year, the Hamilton Beach Division added four new products to its line of household appliances: electric fry pans, food grinders, canister vacuum cleaners and electric blankets. The special features of these new products, combined with a five-year guarantee, have made them well received by the trade and the consumer.

At year end, total employment at all divisions was 9,566, down slightly from 9,846 at the end of 1956.

New two-year contracts have recently been negotiated with the unions representing production and maintenance employees of divisions in the Waterbury area. Contracts covering similar employees at Schrader and Hamilton Beach expire in September and December, respectively, of this year. In general, 1957 has been a year of harmonious labor relations with no significant work interruptions.

Each new contract continues the trend of higher wages and higher supplementary payroll costs, the so-called "fringe benefits." Although these benefits contribute substantially to the financial security of employees and their families, their true contribution will depend on the ability to support them through higher productivity and the continued development and utilization of more efficient equipment and processes.

Included among these fringe benefits are the group insurances (hospitalization, surgical, accidental death and dismemberment, disability and life). Added to those required by law (social security, workmen's compensation and unemployment compensation) these insurances totalled \$3,172,891 in 1957.

Another fringe cost of increasing importance is the payment made into the various Pension Trusts established in prior years for bargaining-unit employees. This amounted to \$1,785,648 in 1957. In addition, the company's payments to retired employees not covered by formal pension plans amounted to \$514,132.

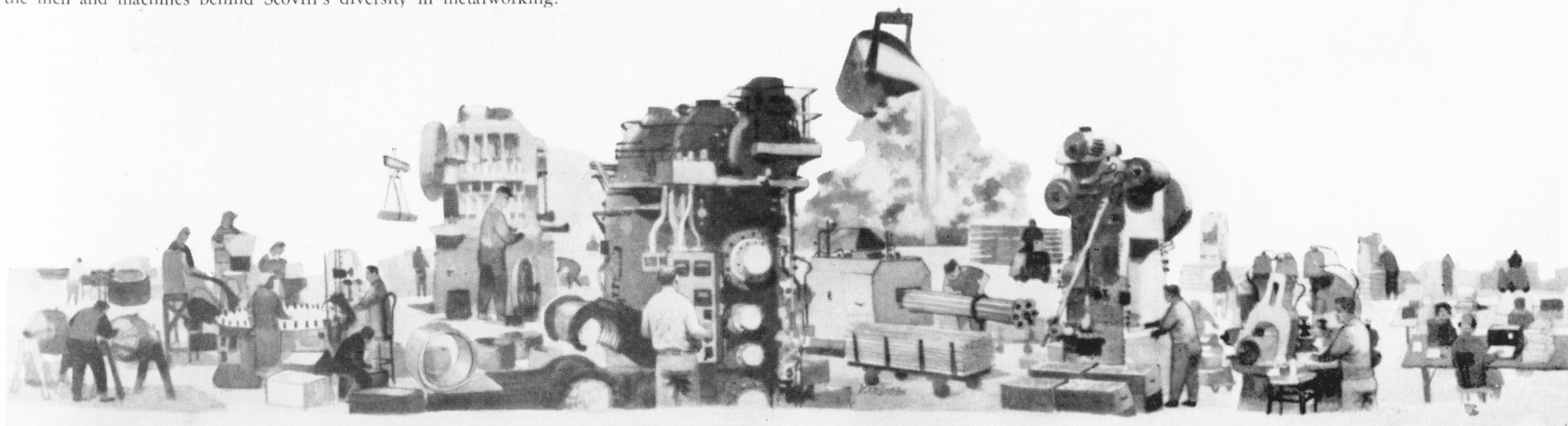
While there is considerable uncertainty as to the immediate future of the economy, the long-term outlook reveals underlying strengths that should lead to continued growth. Our prospects will be influenced by general business conditions and, to an increasing extent, by the action we are taking to strengthen our competitive position.

The stability inherent in the wide diversity of our products and of those industries which we serve is being augmented by recent acquisitions and the more efficient facilities provided by our expanded program of capital improvements. Many of the projects which are being undertaken to improve our profit position require time for completion and the benefits to be derived from these efforts will not be fully realized in 1958.

to H. Jones
President

Copies of the Annual Report may be obtained at the Bulletin Office.

This mural, in color, is the cover of the Annual Report and depicts the men and machines behind Scovill's diversity in metalworking.



BULLETIN

SCOVILL

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"We pledge ourselves to investigate thoroughly for accuracy before publication the material presented in THE BULLETIN."

Vol. XLII March 17, 1958 No. 6

Joe Sullivan, Speaker At SERA Golf Clinic

A special treat is in store for Scovill golfers and would-be golfers. The Golf Clinic Committee has obtained the services of Joe Sullivan who is well known in this area and who is one of the better instructors in the techniques of golf.

The clinic, to be held at Doolittle Hall on Wednesday, April 2, at 8 p.m. is the eleventh such event to be sponsored by the SERA.

Mr. Sullivan is currently pro at Racebrook Country Club in Orange, Conn. He had been golf coach at Yale for 24 years, prior to which he had been golf-pro at Waterbury Country Club.

The program will also include a golfing film, a question and answer period, and refreshments. Display boards will be set up illustrating the correct positions of swing.

The committee in charge of arrangements include: — Co-chairmen Jack Danaher and John McGovern, Les Fuller, Paul Koslowski, Fred Ehrhardt, Peter Smoley, Harold Nichols and Robert Shove.

Tickets may be obtained from any of the committee members or at the Employee Activities Office.

Recent Retirees Feted by Co-Workers



Top photo:—Donald C. MacIntosh accepts the token of remembrance from Foreman William McGrath (left, holding envelope) who made the presentation on behalf of Mr. MacIntosh's co-workers in the General Training Room.

Lower photo:—Mrs. Alice Scalzo (center, rear) was honored at a lunch-time party by her co-workers in the Waterville Machining Dept. on the occasion of her retirement from active service. She was presented a purse.

Worries

Worry about the Russians—then get run over by a neighbor.

Worry about radioactive fallout—then get poisoned spraying flowers.

Worry about the kids running in front of cars—then drag them across the street on the red light.

Worry about getting enough exercise—then drive two blocks for a pack of cigarettes.

Worry about becoming a success—then never get a medical checkup.

Worry about getting the car greased every 1,000 miles—then wrap it around a culvert.

Worry about the kids getting their proper nourishment—then leave household poisons lying around for them to snack on.

Worry about retirement—then do everything we can to keep from lasting that long.

Worry about H-bombs—then blow our heads off lighting a stove.

Worry about polio—then get crippled up by a power mower or home-shop power tool.

Worry about tornadoes—then get liquidated in a whirlwind-force auto collision.



Teamwork

By Walter J. Racicot

Safety is each and every person's business. Quite often teamwork is called for to keep an individual safe. A fine example of Safety Teamwork is the cooperation between departments and the Industrial Hygiene Office as displayed by an incident concerning the Welding Shop recently.

Before permitting a welder to enter a large empty water tank, Foreman Joseph Yinkosky called the Industrial Hygiene Office to have the air in it tested. The tank is located under the concrete floor of the garage.

This was done and the air inside the tank was found to contain only 14% oxygen. To support life, our breathable air must contain 21% oxygen.

To make the air breathable, a portable coppus blower with 20 feet of 12" flexible duct was obtained from the East Electrical Dept. A current of air, blown at a rate of 800 feet per minute, was aimed into the tank. The return air rushed out of the trap door in the garage floor and was velometer tested at 450 feet per minute.

A half hour later the blower was turned off and the air in the tank was tested again. The oxygen meter read 21% oxygen. The blown air had purged stale, dead air out of the tank.

Welder Alfred Evon entered the tank and the blower was turned on. It was kept on during the time he remained in the tank. He had to grind, wire brush, clean and arc-weld. These operations resulted in considerable dust and smoke but at no time was the atmosphere uncomfortable, according to Mr. Evon. Just a light haze was observed through the 11" x 15" trap door opening of the tank.

Mr. Evon performed the task in two periods; he was in the tank 65 minutes—35 minutes the first time and, after his lunch break, 30 minutes the second time. John Daniels was Welding Supervisor of the job.

The use of instrumentation to determine if the atmosphere is toxic (poisonous) or not on various jobs has on several occasions prevented possible tragedy in our plants.

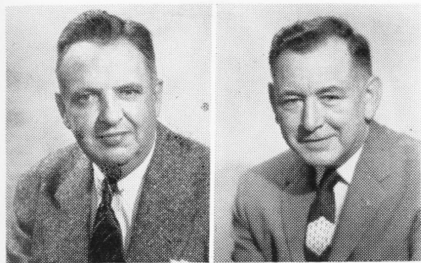
The Industrial Hygiene Office always is deeply concerned with the quality of air that may be found in long closed storage tanks, sewers, tunnels, vaults, underground chambers, manholes, or annealing furnaces that have been shut down recently. This is because the breathable air may be deficient of oxygen or contain carbon dioxide, poisonous gases or even explosive vapors.

Highlights of 1957 Annual Report

	1957	1956
Sales	\$129,671,743	\$146,425,925
Earnings Before Income Taxes	\$5,485,818	\$9,726,089
Federal and Foreign Taxes on Income	\$3,121,332	\$5,469,543
Earnings After Taxes	\$2,364,486	\$4,256,546
Earnings per Share for Common Stock	\$1.31	\$2.81
Dividends per Share of Common Stock	\$2.00	\$2.25
Property, Plant and Equipment Purchases	\$10,716,248	\$6,441,673
Current Assets	\$46,779,801	\$40,743,299
Current Liabilities	\$11,671,223	\$12,693,463
Working Capital	\$35,108,578	\$28,049,836
Number of Stockholders at Year End	19,633	18,039
Number of Employees at Year End	9,566	9,846

Service Awards

Forty Years



Peter H. Young Martin T. Lawlor
New York Ofc. Tool Ofc.
Mar. 4, 1958 Mar. 8, 1958

Twenty-Five Years

Charles A. Semetas
Tube Mill
Mar. 12, 1958

Ten Years

Mar. 4—Charles T. Brickner, Attaching Machine; Mar. 8—Alexander M. Grant, Press I; Mar. 11—Benjamin Mials, Cleaning; Mar. 15—Anna F. Burbee, Mfg. Room Clerks; Mar. 17—Vincent W. Oldakowski, Strip Mill.

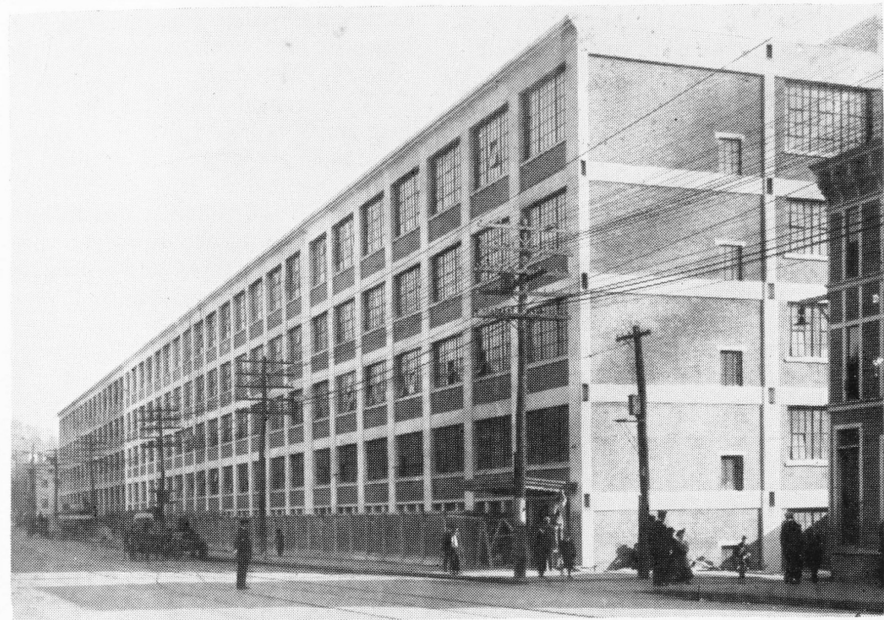
Women Invited To Cancer Film, Talk

All local women are invited to attend the showing of a new film, "Time and Two Women" which is to be shown at the State Theatre on Wednesday, March 20, at 10:00 a.m.

This new film is an interesting and informative presentation of the subject. Four doctors will be on hand to answer all questions in a discussion period to follow the film.

There is no charge and the Waterbury Cancer Society urges all women who can attend at that hour to come. There will be door prizes also.

Hayden St. — 40 Years Ago



Time was when Hayden Street (at right in photo) really was a thoroughfare running from East Main Street and connecting with Mill Street about where the Blacksmith Shop is presently located.

The above picture, taken in early 1917, shows Bldg. 71 extension nearing completion on the far side of Hayden Street, and a three-story tenement building on the other side where the Employee Rel. building now is located.

Many other items in the picture are no more. Thirty or forty overhead wires for telephones and electricity, arc lights, a Model T Ford, several horses, two teams alongside each other with drivers apparently discussing the recent declaration of war, trolley tracks with Sco-

Your Social Security

Do you know that—

You can get a statement showing amount of earnings credited to your social security account? You can, by filling out and mailing a special postcard form, "Wage Statement Request".

Your earnings statement plus the booklet, "How To Estimate Your Social Security Payments", will give valuable information about your protection under old-age and survivors insurance.

Wage Statement Request and the booklet may be obtained at the Bulletin Office, Employee Relations Bldg.

Girls' Club News

By Vera Scott

Time for election of the 1958-59 Council is drawing near. At the recent Council meeting, the following members were named to serve on the Nominating Committee:—Chairman Marion Thompson, Adele Sharka, Betty Windischman, Antoinette Nigro and Ann Romano.

If you'd like to serve on the Council, or know of a gal in your department who would be an active Council member, why not get in touch with any member of the Nominating Committee? You know, this is your Club — your section of the plant should be represented on the Council, so that activities are planned to the interests of the majority of members. It's certainly more fun being a member when you are taking active part in its activities.

Help to the less fortunate is not limited to Christmas time by our club. They will be remembered also at Easter—thanks to all members and friends who participated in the Chinese Auction and Card Party recently.

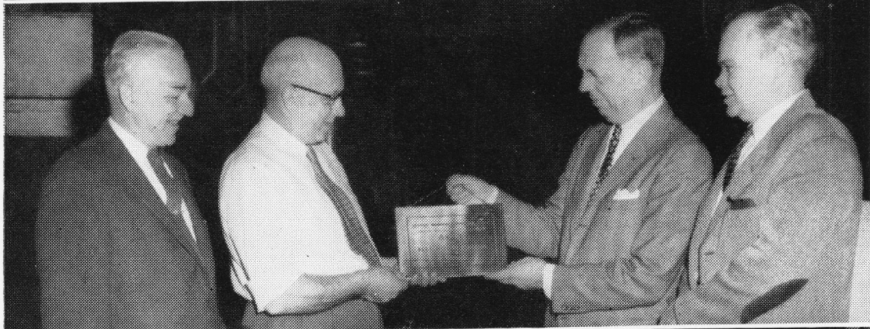
We are happy to welcome three new members in the club:—Shirley May Armstrong of the Wire Mill; Mildred Jacovino, Alma Chernesky and Zulmira Figueredo, all of Lipstick Dept.

Nancy Raggozzino (Lipstick) will be leaving soon for a four-month vacation in sunny Florida. Many happy days, Nancy.

Edyth Carolan and Ann Romano (Slide Fastener) are planning a trip to California this year. Lucky, lucky, gals.

Good Housekeeping Plaques Awarded

Three Gen. Mfg. Depts. Receive 1st Prize



Foremen accepting Good Housekeeping plaques for their departments are:—(top photo) Harvey Krantz, Repair Room; center:—William Newton, Anneal; and, bottom:—Harold McCarroll, Solder Room. Looking on are: General Foreman Leon Mayschaw (left in top photo) and Factory Superintendent George Chase. Division Works Manager Chester A. Burnett made the presentations.

The first month of the General Manufacturing Division's Good Housekeeping campaign resulted in three first-place winners. The Inspection Committee reports efforts by all employees in the departments involved had made it a close race. They feel that these first winners of the plaques will have to keep on their toes in order to keep their plaques another month.

The departments were divided into two categories—Mechanical and Non-mechanical. The Repair Room won top place in the Mechanical Depts. division while Anneal and Solder tied for top place in Non-mechanical division.

Each of the three 1st-place departments was awarded a handsome brass plaque which is theirs to display for one month.

The campaign is being conducted on a monthly basis. During the last week of each month, a Committee will inspect and grade the departments on their housekeeping. The plaques will be awarded to (1) the best departments and (2) the departments making the most improvements.

Results of February Campaign Mechanical Depts.

- 1st.....Repair
- 2nd.....Press II
- 3rd (tie).....Press 1, Coupling
- 4th.....Drawing
- 5th.....Electric Shell
- 6th (tie).....Connector, Blanking
- 7th.....Manufacturing Eyelet

Non-Mechanical Depts.

- 1st (tie).....Anneal, Solder
- 2nd.....Buff 2 & 3
- 3rd (tie).....Alum. Finish, Lipstick
- 4th.....Lacquer
- 5th (tie).....Rack Plating, Relay
- 6th.....Dip
- 7th.....Buff I
- 8th.....Assembly
- 9th.....Mfg. Packing

John DiTillo Retires

JOHN DITILLO retired as of March 1, 1958 with over 27 years of continuous service.

Mr. DiTillo first came to Scovill in June, 1915. Working at various jobs through the years, he has served in the old "S" Dept., the Tube Mill, Waterville Div., Case Shops, and the Drawing, Stamp, Blanking, and Butt departments. From December, 1943 until retiring, he was a hand press operator in the Drawing Room.

Pinochle

Scores on March 6th saw Mancini's team in first place with 42,285 points; Matulunas, second with 39,930; Laudati, third with 39,915.

Scores for the tourney to date show Laudati's boys holding top spot with 396,700 points, Mancini, second with 395,470; Matulunas third with 393,480.

Individual highs for the evening went to Carusillo with 4,660 points and Mancini with 4,445 points.

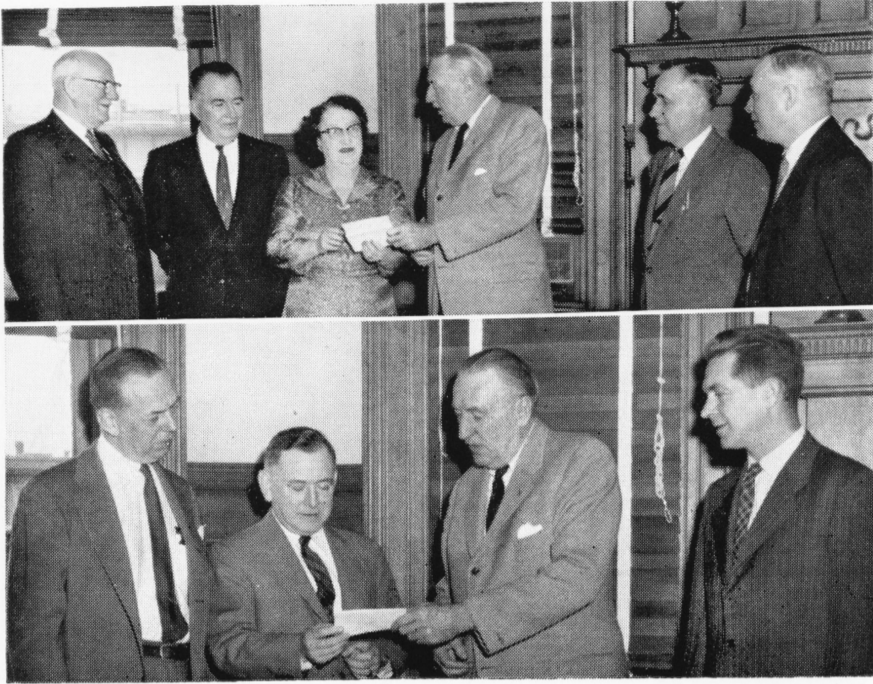
March 20th will mark the last night of play and the banquet will be held on Saturday, March 22, at the Scovill Girls' Club. There'll be cocktails at 6:30 p.m., dinner at 7:00.

SERA Bowling Tourney

A record number of bowlers is expected to roll in the SERA's 14th annual tournament to be held on Saturday, March 22, at Perillo's Bowl-o-drome on the Meriden Road, from noon to 6 p.m.

The committee asks, wherever possible, to have the entries submitted to the Employee Activities Office before the tourney date to help set up schedules. If not possible to do so, entries may be filled out at the alleys.

Forty-Year Award Presentations



Miss Margaret L. McHugh, Closing Room, and Mr. Martin Lawlor, Tool Engineer, were recently awarded 40-year diamond-studded gold service pins and certificates. President William M. Goss made the presentations.

On hand for Miss McHugh's presentation (top photo) were: Closure Div. Production Works Manager J. G. Wolff, General Foreman R. V. Havican, B & F Section Superintendent Jesse Barratt, and Foreman William Walton.

General Mfg. Division Works Manager C. A. Burnett and Chief Tool Engineer L. W. Krake were on hand for Mr. Lawlor's presentation.

Fishing Notes

The annual fishermen's spring banquet will be held on Thursday, April 10, at Doolittle. This one promises to be a "lulu"!

The *Wilson Special*, charcoal broiled steak (half a cow each), plus a top-notch professional movie, should start our sportsmen on an enthusiastic 1958 fishing season.

Reservations are \$3.25 each and are limited. They may be obtained on a first-come, first-served basis from Ray Ladden, John Hubbard, Lee Reid, Charlie Semetas, Ted Sandulli, Henry Miller, Neil Granoth and Ed Daveluy.

Restocking at Woodtick Lake was scheduled to take place on Sunday, March 16. Davey Bros. were to bring several hundred of mature fighting trout from their hand picked stock—a sight worth seeing!

There is some misunderstanding among our newer members on what their membership in the Rod & Gun Club entitles them to. "Just what does my buck buy me?" asks one of our neophytes.

Your buck buys you admission to the monthly meetings where you can help support a sound program; it buys you participation in the restocking program so necessary for good fishing; it buys you admission to the Rod & Gun Club fishing competitions—and that alone is worth your buck.

No, your buck does not buy you free fishing and boating privileges at Woodtick. Rod & Gun Club members always pay their way. In fact, they are glad to pay the small amount involved (\$2.00 for annual fishing permit, 50¢ a day for a boat). You can't beat that anywhere.

Ed DeBisschop, hot shot electrician and past president of Rod & Gun, has returned home from the hospital and is making a splendid recovery.

Les Hart is back on the job, still bothered some with his ulcers, but otherwise ready and raring to go.

Jim Littlejohn is his own cocky self again. He came in to give John Hubbard some free advice. Take it easy, Jim, or John won't let you go fishing with him this year!

Final reminder—Get your banquet tickets now. They're limited!

Classified Ads

For Sale

Combination storm door, 6' 11 1/2" x 33 3/4"; storm windows with matching screens: eight 58 1/2 x 32", thirteen 58 1/2 x 30". Call 8-9402.

Combination 17" TV, radio and automatic record player, ideal for children, \$50.00. Call 6-4921 after 3:30 p.m. or at 16 Long Meadow Drive.

Combination oil and gas stove, white, fairly good condition. Call 3-8839.

9 x 12' blue rug and drapes, \$75; Gray matelasse sofa, brown arm chair with ottoman, two end tables, coffee table, complete, \$75. Call 9-2594 after 6:00 p.m.

Jig saw, very good condition; metal bed; bathroom corner sink and toilet bowl. Call 5-5520 after 4 p.m. or 6-9290.

White Fairmount combination oil and gas stove, 4 burners, two ovens; slightly used. Call 5-7002 after 3 p.m.

1948 Packard four-door sedan, new battery, good condition. Call 5-4216, or call at 14 Monroe Ave. after 4 p.m.

Boy's herringbone tweed topcoat with zip-in wool plaid lining, size 10, good condition. Call 4-5998 after 4 p.m.

Girl's shoe roller skates, size 8, good condition. Call 6-8645 after 6 p.m.

Wanted To Buy

Spinnet desk, in good condition. Call 5-6240.

Second-hand sewing machine. Call 4-7548 after 4 p.m.

Boy's 24" bicycle. Call 6-9006.

Found

Key case with one key, found on East Main St.; Key case with two keys, found in Bldg. 71; gold wedding band, in East Yard parking lot. Call Ext. 345.

Tenants Wanted

Five-room apartment, clean, at 130 Cherry St., third floor. Available in April. Adults only. Inquire at 132 Cherry St. or call 6-4184.

Organizational Changes — Waterbury Div.

Announced by Mr. Mark L. Sperry, 2nd, General Manager

Cosmetic Container Division

Effective March 15, 1958, a new division to be known as "Cosmetic Container Division" has been created.

Mr. CHESTER A. BURNETT has been appointed Division General Manager. He is responsible and reports directly to the General Mgr. of the Company.



The products to be made and sold by the Cosmetic Container Division shall be those covered by present sales classifications 30, 31, 32 and 33.

The products, sales facilities and organization with respect to these sales classifications, presently controlled by the General Manufacturing Div. will be transferred to the new division on dates to be announced.

Waterbury Services



J. B. Griffin



T. W. Colina

MR. THOMAS W. COLINA has been appointed Director of Maintenance.

Effective March 1, 1958, Mr. Colina has assumed responsibility for the following departments:

Maintenance Engineering, Roll Grinding, East Machine, West Machine, Millwrights, Pipe Shop, Electrical, Yard Maintenance, Blacksmiths, Tinsmiths, Welding, Electrical Testing, Carpenters, Painters, Combustion Control, Salvage, Box, Sanitation, Telephone.

N. Menchise Dies

NICOLA MENCHISE, retired, died on February 28, 1958.

Mr. Menchise had first come to Scovill in October, 1905 in the Steel and Brass Roll Dept. He worked for a time in the Vacuum Cleaner Dept. and from November, 1924, until his retirement in August, 1935, he was a cleaner in the Dip Room.

MR. JAMES B. GRIFFIN has been appointed Director of Traffic.

Effective March 1, 1958, this appointment includes responsibility for the following departments:—

Traffic, Shipping and Receiving, Automobiles and Trucks.

The Directors will report to the General Manager of the Company.

Scovill Salesmen Pass Institute Test

To date, the "Certificate of Completion" (reproduced below) has been presented to four Scovill salesmen by the Sales Analysis Institute of Illinois. They are: Rae Broker, Merchandise Div., Waterbury; Richard Dixon, Mills Div., Chicago; Howard Collier and Frank Male, Mills Div., Cleveland.

Arthur Scuyler, Mills Div., Rochester, has also qualified and will receive his certificate soon.

The men are part of the Eastern Area Salesmen group who were in Waterbury last fall attending a three-week supplementary sales training program. The course, as conducted by the Institute in Chicago, uses the conference method of sales analysis instruction to promote better relations between salesmen and customers; as well as closer cooperation and understanding with other departments in the Company.

Upon completion of the course, all those who wish to qualify for the Certificate of Completion voluntarily work out problems set up by the Institute.

The series of problems are in the form of typical situations which salesmen might encounter and the men had to actually go out into the field to work out the solutions. They were judged on their practical application to the problems of principles studied in the course.

The course was sponsored by the General Manufacturing Division and was open to men of various Company divisions. John Rushmore, of Manufacturing Division, who qualified as an instructor last summer, conducted the course in Waterbury.

Thirteen men completed the course here and it is hoped that soon all will have taken the exam and qualify.

This method of sales instruction is part of a broad program that includes initial training of new employees, periodic sales conferences, and a projected program of Sales Analysis Institute training. The latter will consist of subsequent courses for those who have not had this type of training as well as refresher courses for those who have.

The Sales Analysis Institute
of Illinois, Inc.
hereby Certifies that
Rae M. Broker

has successfully completed the basic study and practice of the Principles and Fundamentals of Selling and is hereby awarded this Certificate of Completion on this 6th day of January, 1958.

John F. Rushmore
Instructor

John B. Griffin
Executive for the Company
W. A. Coleman
S.A.I. Chairman of Completion Committee

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