

# BULLETIN

Published by Scovill Manufacturing Company for its Employees.

Vol. XLI February 4, 1957 No. 3

## Arthur P. Hickcox Retires As of Feb. 1



Mr. Arthur P. Hickcox, Vice President and General Manager of the Waterbury Divisions, retired from active service as of February 1, 1957. He will continue to serve as a Director of the Company.

January 31st marked the completion of 46 years of continuous service for Mr. Hickcox. He joined Scovill in 1910 as a clerk in the Supply Dept. (the forerunner of the present Purchasing Dept.). In 1917 he was appointed Buyer and Assistant to the Purchasing Agent. He was named Purchasing Agent in 1920.

Mr. Hickcox was elected a Vice President in 1940. He was elected a Director of Scovill and was appointed Director of Purchases in 1944. In 1953 he was named Asst. General Manager of the Company and in 1955 he was appointed to his most recent position.

WACLAW OSOWSKI, Blanking Room, was retired as of January 21, 1957.

Mr. Osowski first came to Scovill in September, 1915, and has almost 33 years of continuous service. He has served in various departments but most of his years of service have been in the Blanking Room as a press operator where he has been continuously except for a month in 1935 when he went to the Waterville Div.

The following have retired from active service as of February 1, 1957.

STEPHEN BAILEY, Slide Fastener Tool, came to the Waterville Div. in May, 1919, and served there until leaving the Company in January, 1923. He returned in February, 1951, to the Waterbury Div. as a grinder-scoop, punches and dies, in Slide Fastener Tool Room.

HARRY BOULANGER, Paint Shop, came to Scovill in May, 1917, and has almost 37 years of continuous service. He has always been a painter at the Waterbury Div. except for approximately two years which he spent in the Oakville Div.

## Organizational Changes — Waterbury Divisions

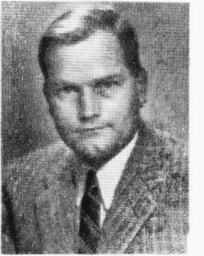
The following organizational changes have been announced by Mr. M. L. Sperry, 2nd, Gen. Mgr. of the Company.

With the retirement of Mr. A. P. Hickcox, the office of General Manager of the Waterbury Divisions has been discontinued. In keeping with the Company's recent policy of decentralization and the establishment of four

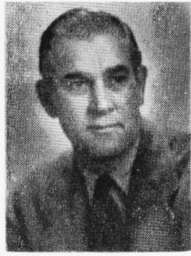
separate operating divisions at the Waterbury plant, the Managers of these Divisions are elevated to General Managers of their respective Divisions. They will report directly to the General Manager of the Company.

### Asst. To Gen. Manager

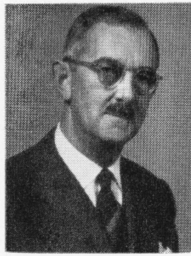
George A. Goss has been appointed Assistant to the General Manager of the Company. He will assist in coordination of Waterbury Services with Waterbury Division Managers and perform such other duties with respect to the affairs of the Company as may be assigned to him by the General Manager.



### Division General Managers



C. P. Goss  
Mills  
Division



H. W. Wild  
Gen. Mfg.  
Division



P. E. Fenton  
Closure  
Division



W. H. Machin  
Forging &  
Sc. Mach. Div.

### Waterbury Services

A new organization, to be known as Waterbury Services, has been established with administrative heads, to be known as Directors, as follows:—

Buildings and Systems (to be established soon); Maintenance; Transportation, Engineer.—Mark L. Sperry.

Purchasing — Lewis F. Cobb.  
Employee Relations—Alan C. Curtiss  
Planning—Ernest F. Rumberg



M. L. Sperry



L. W. Cobb



A. C. Curtiss



E. F. Rumberg

### Accounting Controller

George H. Wadsworth, Assistant Comptroller, in addition to his present duties will be Accounting Controller, Waterbury Divisions and Services. As such, he will coordinate his activities with the Comptroller of the Company.



### Public Relations

Public Relations, as a function of Scovill corporate management, separate and distinct from the Public Relations activities of the individual divisions, has been announced by President W. M. Goss.

Mr. Paul F. Beetz, Jr., was appointed Director of Public Relations effective February 1, 1957 and will report to Executive Vice President Mark L. Sperry, 2nd.

Among the functions of this new activity will be programs for advertising and press relations at the corporate level, and financial and stockholder relations.

### New Telephone Book For Scovill Plants

A new plant telephone directory is being delivered this week to all Scovill telephone users. It contains telephone numbers of the Waterbury, Waterville and Oakville divisions as well as instructions for emergency calls, intra-plant calls, intra-plant bus schedules and back pay office hours.

All users are advised to check numbers in the new directory before call-

ing even familiar extensions as, due to additions, transfers and removals, more than 300 telephone extensions have been changed to a new listing.

Set in an attractive permanent binder, the loose leaf pages will make it possible to keep the directory in a more up-to-date condition as they will facilitate printing by page as necessary instead of the full book.

### A Growing Problem

Taken on the average, wages plus cost of fringe benefits are the largest item of cost in our products. This is not 100% true. In some items wages are a relatively small increment of the total cost.

Wages in this area generally are at a high level. Thus, in those items where wages are a substantial part of cost, we are at a competitive disadvantage. It does not require much serious thought to understand that there is one long range result of operating at a competitive disadvantage. At some point the usual result is to lose that business.

There are three obvious solutions in such situations. One is to so engineer such jobs that labor is eliminated to as great a degree as possible. Another is to negotiate a wage reduction. The third is to move the work to other locations.

Our products will sell only if we satisfy the consumer with price and quality. Unless he buys, we don't work.

*Alan C. Curtiss*

Vice President

### Hungarian Relief

More than ten tons of clothing were contributed by residents of the Waterbury area in the recent drive for aid to Hungarian refugees, in addition to donations amounting to over \$7,000.

Described as one of the largest community participation undertakings here for some time, the three-week program brought in approximately 20,000 pounds of clothing which filled 376 cases.

People donating garments also assisted in the receiving, sorting and packing. Business concerns contributed services and equipment to speed the program along. More than 70 per cent of the garments contributed were in condition for immediate use and local cleaning establishments took on the task of cleaning the remainder, helping to earn the praise of officials at Camp Kilmer that the Waterbury donations were "the best we've seen."

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99 Mill Street, Waterbury, Connecticut

Managing Editor: MARGARET E. FENSKE

Art Editor: GEORGE E. SLATER

Photographer: Earle C. Pierce, Adam Wolak

Contributing Staff:

Juanita Addressio, Charlie Rietdyke, Teresa Ryan

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

Vol. XLI

February 4, 1957

No. 3

## Advanced Course In Hardware Retailing

J. North Hathaway, Assistant sales manager of GREEN SPOT garden hose accessories, has announced that Scovill is one of a limited number of leading manufacturers who will sponsor a correspondence training program for retail hardware salesmen.

The course has been developed by the National Retail Hardware Association for the purpose of training hardware store personnel so that they can better serve their customers.

"We consider it an honor to be one of the 25 hardware and houseware manufacturers who will help to bear the cost of the course," Mr. Hathaway said. "Scovill, because of its GREEN SPOT line, is an important factor in the industry and it is only right that we should take a significant part in this major industry-wide project."

"We feel that this unique training program", Mr. Hathaway continued, "will not only increase GREEN SPOT sales and the sale of all merchandise covered in the course, but will also enable sales personnel to better serve

America's hardware customers".

The course consists of 15 volumes of product information as well as methods of promoting and advertising merchandise. The text was obtained from 150 manufacturers.

The section on watering and watering equipment was written by James Bayard of our Advertising Dept. Recently Mr. Bayard went to the Association's headquarters in Indianapolis to attend a meeting of the sponsoring manufacturers and to make a final review of the course.

The Indiana University School of Business assisted in the preparation of the course and will grade students' test papers. At the completion of the 15-week course, the students will receive a certificate from the University and the Association.

Although the textbooks, which represent 18 months of writing and editing, will not be ready for distribution until March 15, more than 1,000 enrollees have already been signed up for the course.

## Keep Sprinkler Control Valves Uncovered

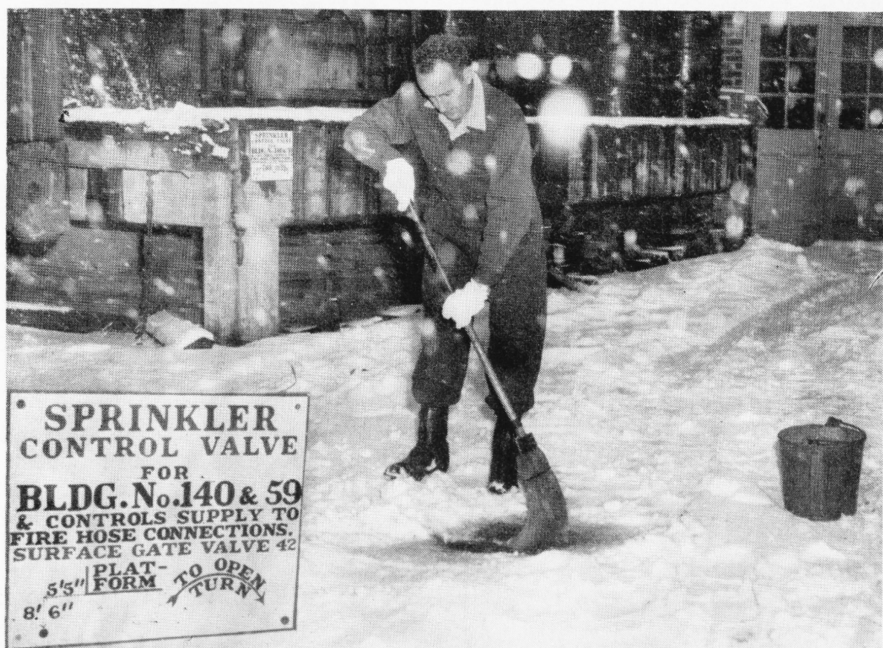
Fire sprinklers within the plant will open automatically if there is a fire, sometimes they are accidentally opened. The only way to shut off these sprinklers is by control valves which are located around the plant. These valves must be easy to find and, always, in operating condition.

There are hundreds of them in the plant, with over 50 set in pavements. They are out in the open where vehicles could stop over them, mate-

rial could be piled on them or ice and snow could hide them.

During the winter, fire inspectors make more frequent rounds to keep these valves uncovered and defrosted.

Now is a good time for departmental Emergency Crewmen to observe their valves under winter conditions as they go to and from work. Everyone can be of help by taking care not to obstruct these "bare spots" in the roadways with vehicles or materials.



During a recent snow storm, Cliff Aspinall, Safety Dept., a fire inspector, removes snow from a sprinkler control valve to make sure it is free of ice and in operating condition. A conveniently placed sign (on platform at his right) gave Cliff specific directions for locating the valve. (see insert).

"With malice toward none;  
with charity for all..."



## Credit Unions Hold Annual Meetings

The Scovill Credit Unions are mutual saving and loan associations organized under a federal charter to serve the credit needs of Scovillites. Interest paid on deposited funds is equal to the maximum offered by banks, often more. Interest rates on loans to members are much lower than offered by outside sources. The banked funds of members are invested in government bonds and other stable investments, thus safeguarding members' funds.

### Credit Union No. 1

A dividend of 3 1/2% was declared at a meeting held January 22, 1957.

Officers:—President, John Robinson; Vice President, Frank Martin; Secretary-Treasurer, George Garrity; Clerk, George Howard; Assistant Secretary-Treasurer, Marion Orsini.

Board of Directors:—James Moore, George Howard, Frank Martin, Joseph Wolff, Raymond Murphy, Fred Kirschbaum and John Mitchell.

Credit Committee:—Tennant Elwin, John Meehan and John Humphrey.

Supervisory Committee:—Edward O'Donnell, Martin Hollywood and James Rush.

### Credit Union No. 2

A dividend of 3% was declared at a meeting held January 21, 1957.

Officers:—President, Peter Moneta; Vice President, Salvatore DiNuovo; Secretary-Treasurer, James Ryan.

Board of Directors:—Angelo DiGiovanni, Carl Longo, Vincent Iacovino and Patrick Fitzpatrick.

Credit Committee:—Angelo DiGiovanni, Carl Longo, Vincent Iacovino.

Supervisory Committee:—James Smith, Jr., Henry Friez and John McGovern.

### Credit Union No. 3

A dividend of 3% was declared at a meeting held January 18, 1957.

Officers:—President, Erving Honoytski; Vice President, Joseph Keroski; Clerk, Bernard Yanavich; Treasurer, Thomas Guinea and Assistant Treasurer, Edward Sabis.

Board of Directors:—The Officers.

Credit Committee:—Edward Mitchell, John Degan and Norman Curtis.

Supervisory Committee:—Rocco Rinaldi, William Yanavich and Honorious Chabot.

### Credit Union No. 4

A dividend of 3 1/2% was declared at a meeting held January 8, 1957.

Officers:—President, Alton Norton; Vice President, Harold Stieler; Secretary, Margaret Sheehan; Treasurer, John Carolan; Assistant Treasurer, John Carey.

Board of Directors:—Elmer Barnes and George Block.

Credit Committee:—Emil Brodeur, Margaret Sheehan, James Burkle, Joseph Kenny and William Crochetiere.

Supervisory Committee:—James Schaff, Henry Carisio and Joseph Cipriano.

All members are asked to send in their passbooks for auditing.

## Scovill Basketball

The Inter-Department Basketball League enters its fourth week of play with Waterville and Lipstick tied for first place with 2 wins, 1 loss each.

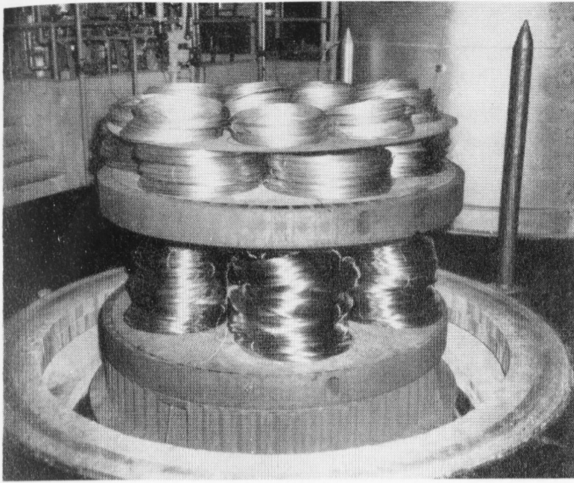
General Training beat Slide Fastener who in turn defeated Waterville. With this in mind, the schedule for tonight should be highly interesting—Slide Fastener and Lipstick are to face each other and General Training is meeting Waterville.

With this schedule, the standing could well be 2 wins and 2 losses for the four teams.

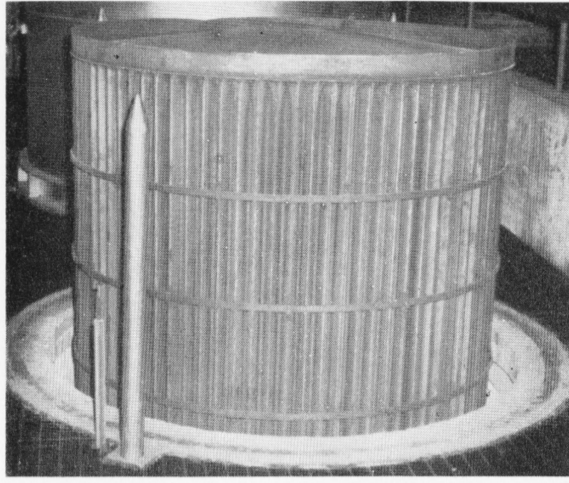
The outcome of the first round cannot be decided until the completion of the games on February 11.



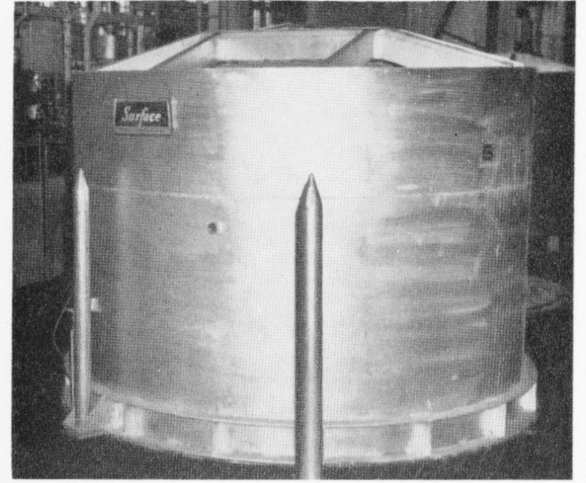
## Wire Mill Acquires New Bell Type Annealing Furnaces



Wire is loaded on trays and placed on base.



The inner cover is placed over the load.



The hot top is put in place; the annealing begins.

Recently installed in the Wire Mill are Surface Combustion Bell Type Furnaces used for both process and finish annealing (softening of metal for further operations or to meet customers' specifications).

These new furnaces provide uniformity of anneal at a fast rate of heating; a clean surface on such work as brass alloys containing zinc; and are capable of maintaining a bright finish on copper and cupro-nickel wire.

### Pinochle Tournament

Mancini's boys had top scores during the evening of play on January 24. They had a total of 30,770 points, followed by Matulunas' team with 28,770 points and a very close third was Laudate's team with 28,415 points.

Individual high for the evening went to Joe Daukas with 4,615 points and Neil Granoth with 4,383 points.

So far in the second round, Mancini's team is ahead with 116,685 points; next is Laudate's team with 115,450 points; followed by Matulunas' team with 114,455 points.

A tray is loaded with wire to be annealed and then placed on the base of the furnace which is recessed into the floor. The inner cover is then placed over this load, the bottom fitting into a trough where it is sealed with a water seal.

A generator, beneath the base of the furnace, provides a protective atmosphere of partially burned natural gas which is non-oxidizing (no oxygen, 1% carbon monoxide, 12% carbon dioxide and 87% nitrogen). This protective atmosphere, which is piped up, expels or purges the air from the furnace at 2,000 cubic feet per hour and circulates all the time the furnace is in use, from the purging process, to the annealing, to the cooling cycles.

When the atmosphere inside the inner cover is free from oxygen, the wire is ready to be annealed. An outer cover or hot top, shaped like a bell, is placed over the inner cover.

The heat for the annealing process is obtained from four gas burners lit by a pilot torch at the base of the furnace. A 30 horsepower recirculating

fan, located in the center of the base, is turned on and wind circulates at 100 volume changes per minute or 25,000 cubic feet per minute. This is one of the chief reasons why the heating rate is so rapid. This type of furnace works with a high heat input and the automatic controls prevent the work from overheating.

The chief advantages of these furnaces are that they provide cleaner annealing with less oxidation left on the wire; faster and more uniform rate of heating and the color of the wire is better protected.

It provides light anneal, soft or drawing anneal and dead soft deep drawing anneal.

With the old method, when the annealing was done over open fires, all the wire came out scaled, which required a long time to clean at the pickling tubs. With the bell furnaces, the wire comes out clean requiring less pickling time. If spools are annealed at the lowest temperature possible, they don't have to be pickled at all, but are ready for processing or shipping.

### Retired Folks' Club

Mr. B. F. Quinn, representative of the Union Pacific Railroad Company will present an illustrated travelogue on national parks in Utah and Arizona at the February 14th meeting of the Retired Folks' Club.

The meeting will be held at Doolittle Hall at 1:30 p. m.

### Hungarian Relief

(Continued from Page 1, Column 4)

The clothing was delivered to Camp Kilmer, New Jersey, on January 24 by trailer trucks loaned by the American Brass, Chase and Scovill companies. The trucks bore huge signs announcing the contents as coming from "the Brass City of the World".

Officials stated that the clothing would be distributed to a group of Hungarian refugees who were expected to arrive at Camp Kilmer on January 29.

## Minor And Major Injury Rates Go Down Together

Minor and major injuries go up and down closely together — this is evidenced by the chart below. When a department or a Safety Committee works to eliminate seemingly small hazards, the chances of serious accidents are also reduced. It is largely a matter of luck whether an accident turns out to be a *little* or a *big one*.

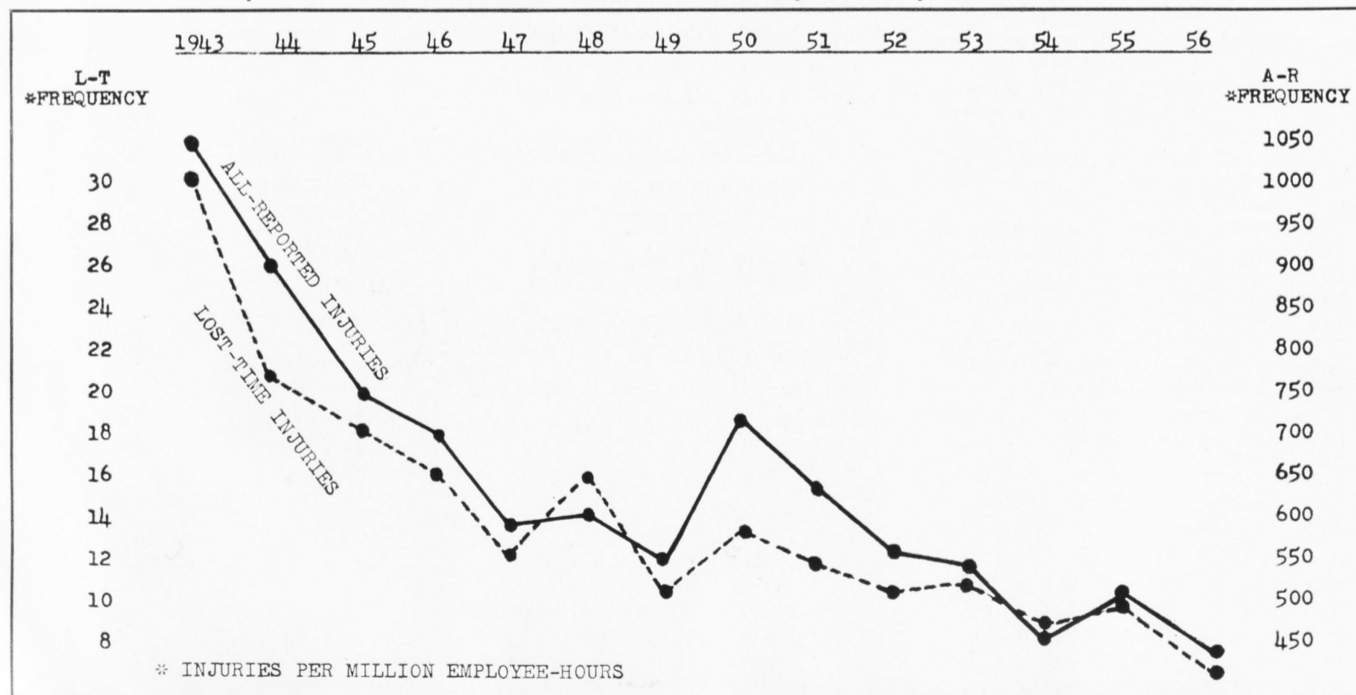
Many employees have worked untiringly to eliminate unsafe conditions and we know they will find satisfaction in the excellent results shown by the chart. The present rate is good by any standard.

However, there is no reason why 450 persons should require first aid care for injuries in every million em-

ployee-hours worked. Pushing this rate down again this year is the challenge now. Causes of the troubles must be found and action taken to prevent them.

Tell your foreman or Safety Committee member about the things you think may cause injuries. This cooperation is one of the most important parts of the Safety Program.

Comparison of Rate of Lost-Time and All-Reported Injuries 1943—1956



This chart shows how the plant safety program has reduced the rate of injuries over the past 14 years.

The solid line shows all reported injuries have declined since 1943, from a rate of 1,050 injuries per million em-

ployee-hours to a low of 450 last year.

The broken line shows that disabling injuries over the same period went down from 31 to 8 per million employee-hours worked.

## Service Awards

### Forty Years

George J. Grenier  
Waterville  
January 26, 1957

### Twenty-Five Years



Milan E. Grant  
Tool Chrome Plating  
January 22, 1957

### Ten Years

Jan. 22—Anthony J. Conti, Mill. & Grind.; Edward J. Morra, Cost Office; Eugene W. Santalucia, Carpenters; Jan. 24—Allan M. Steel, Maint. Engineering; Jan. 25—Vincent G. Co-francesco, Waterville; Jan. 29—Albert P. Anusauskas, Waterville; Gerald F. Corrigan, Tube Mill Office; Joseph D. Olson, Tinsmiths; Jan. 30—Nicholas Orsini, Waterville.

Feb. 4—Loretta Albert, Waterville; Donald B. Mabony, Tube Mill; Stanley V. Prisbus, Atlanta.



# Foremen's Club Holds Annual Banquet



The Scovill Foremen's Association's annual banquet was held at Waverly Inn. Seated at the head table are (left to right):—SFA Secretary Harry Shewbridge, Vice Pres. H. W. Wild, retiring SFA Pres. Herbert Colby, General Manager M. L. Sperry, 2nd, Vice Pres. A. C. Curtiss, SFA Pres. Tom Ryeal, Vice Pres. C. P. Goss, Vice Pres. P. E. Fenton, SFA Vice Pres. Ed Willhaus.

The Club's 1957 officers are (seated, left to right):—Treasurer Ubald Desaulniers, Secretary Harry Shewbridge, President Thomas Ryeal and Vice Pres. Edward Willhaus. Standing:—Trustee Carl Anderson, Asst. Treasurer and Trustee Anthony Laudate, Trustees William Rosevear and William Dacey.

# Retirements

(Continued from Page 1, Column 1)

ANTHONY CHESTONE, Repair Dept. first came to Scovill in 1908, but due to a period out of the plant his continuous service record begins in March, 1925. He served in the Automatic Screw Machine Dept. until January, 1949, when he went to the Repair Dept. as a plating barrel repair man.

NORA CURLEY, Waterville, was first hired in January, 1905, and has a continuous service record since November, 1920. She served in the Screw and Rivet Dept. at the Waterville Div. until 1942, when she went to the Waterville Div. as an inspector in the Inspect and Packing Room.

MARGARET FRAM, Mfg. Room Clerks, was first hired in July, 1912, and has a continuous Company service record since June, 1919. She served in various departments until July, 1928, when she went to the department of Mfg. Room Clerks and was assigned to the Assembly Room as Timekeeper when she retired.

PETER KARPAS, Continuous Strip Mill, came to Scovill in May, 1915, and has 30 years of continuous service. When he first came to Scovill, he served in the Casting Shop until leaving in 1919. Returning in 1927, he served in the East Mill and since November, 1949, has been a conveyor operator on muffles in the Continuous Strip Mill.

J. CHARLES KEELEY, Slide Fast. TL., has a continuous service record of over 36 years at Scovill. He served in various departments until June, 1947, when he went to the Slide Fastener Tool Room where he has been serving as a tool keeper and vault man.

FRANCISCO MASSARELLI, Trim & Knurl, came to Scovill in September, 1911, and has over 39 years of continuous service. He served in various departments until November, 1944, when he went to the Trim & Knurl as a knurling machine operator.

EMMA J. REILLY, Lipstick, first came to Scovill in August, 1905, but due to periods out of the plant her continuous service record began in July, 1928. She served in various departments until September, 1945, when she went to Lipstick as a painter and wiper.

ANTHONY BARES, Carpenter Shop, will retire as of February 11, 1957.

Mr. Bares came to Scovill in September, 1935, and has a continuous service record since November of the same year. He has always been a carpenter in the Carpenter Shop. Illness forced him to leave last August.

## Rod & Gun Club

John Meier Puts His Foot In It!

John Meier of A.S.M.D. had a rather chilling experience recently. Seems he was ice fishing and his tip-up came down. John raced over the ice and inadvertently stepped into an open hole some careless fisherman had left unmarked. John went in up to the crotch!

"Wow," John exclaimed, as he unhooked a goodsized perch, "I've heard of a hot foot but this time I got the opposite!"

In our last issue, we referred to the fact that Rocco Lobraico uses the Norwegian system when ice fishing.

In response to numerous requests, we now, with the aid of our favorite artist, George Slater, demonstrate the fine technique of—

### The Norwegian System



Some people fish with rod and line, with flies or lures for bait.

Norwegians fish a different way, and claim their way is great.

They place their bait around the hole and patiently they wait.

The fish comes up; down comes the bat! Now, that's some fishing, Mate!

## Two Succumb

CHARLES SYNNOTT, Casting Shop, died on January 17, 1957.

Mr. Synnott, who came to Scovill in November, 1939, served for brief periods in Drill & Tap and the Rod Mill before going to the Casting Shop in December, 1940. He was Assistant Foreman in Scrap Process and Weigh-up at the time of his death.

GEORGE KALINAUSKAS, retired, died on January 26, 1957.

Mr. Kalinauskas came to Scovill in August 1926, and had a continuous service record since September, 1933. Always in the Casting shop, he was serving as a maintenance man when retired in March, 1956.

## Classified Ads

### For Sale

27 x 40" Kelvinator Deluxe electric stove, 2 ovens, good condition. Call 5-3497.

Two wooden combination doors, size 34 x 84" and 31 1/2 x 80"; wooden storm windows: 1—31 1/2 x 46", 2—22 x 62", 1—38 x 62", 5—32 x 62". Call 3-8601 after 4 p.m.

Gas space heater, 70,000 B.T.U., thermostat, blower, used one season, \$70. Call 6-1220.

White combination gas and oil range, very good condition; Maytag washing machine, excellent condition; combination storm door, like new. Call CRestwood 4-2482.

Studio couch, black print design. Call 6-6665 between 4 and 9 p. m.

Squirrel fur jacket, good condition. Call 4-4008.

1956 Magee electric range. Call Naugatuck Park 9-2432.

Two deep porcelain set tubs; 2 old type porcelain sinks; side arm water heater; \$2 each. Call 6-5606 after 5 p. m.

Dining room table; Maytag washing machine; grape squeezer. Call Naugatuck Park 9-7287.

Large room, kitchenette and bath, heat, hot water, electricity, at 21 Harvard St., Waterville. Call 5-4915.

Universal marine inboard engine with all accessories to install, 25 h.p., used 1 year; combination gas and oil stove, 2 ovens. Call 3-4727 after 4 p.m.

### For Rent

Furnished room in private home located at east end of Waterbury, kitchen privileges if desired. Call 4-3820.

### Wanted To Buy

Inexpensive used piano. Call 6-4964.

### Found

Tire and rim at Ambrose St. Parking Lot. Call ext. 345.

## Girls' Club News

By Teresa and Juanita

One of our most beloved members, Peg Fram, (Assembly Room timekeeper) was feted at a large party Thursday, January 24, at Doolittle Hall by her friends and co-workers. Peg has retired as of February 1 after many years of faithful service. We shall miss her cheery hello, winning smile and forthright sincerity. We hope there will be lots of happiness for you in your leisure hours, Peg.

A couple of girls from the B&F Sales Office went skiing a few weeks ago for the first time — what fun, aches and pains. Of course, one "show off" showed up unexpectedly, Terry Narbut. But, they told Terry, "just wait, we'll show you". Now they're waiting for the movies to be developed just to prove that they don't look like beginners. If you haven't guessed who they are, well one was Ann Brennan and the other me, (Juanita).

January sure was an active month:

Little Jo Bombaci had a very important birthday on the 19th, she was 16.

Lillian Henderson, Payroll, was feted at a shower on the 17th by her co-workers and a few of her former co-workers. Lillian was married on the 26th at the West Side Methodist Church to John Cole of Deering, New Hampshire.

Anne Burbee, Payroll, is beaming these days over the birth of a granddaughter, Robin Ann, which occurred the 12th.

Stacia Bodziac, formerly of Payroll, was recently married to James Clark.

Angela, Lipstick and Nellie LoRusso, Payroll, recently became aunts to a beautiful baby girl.

Lauretta Clark and Hazel Didsbury, both of Waterville, are suntanning on the beaches of Florida. Lucky girls!

We were very sorry to hear of Kay Mc Hale's accident. We hope she will be up and around real soon. Why not send her a card at St. Mary's Hospital. She certainly will appreciate hearing from you.

We wish to express our sincerest sympathy to Angela Masi, Waterville, on the recent death of her mother.

The last Cabaret Dance of the season will be held on Saturday, February 23. Tickets will be sold first-come, first-served.

POSTMASTER—If address has removed and new address is known, notify sender. Dept. B, on Form 3547, postage for which is guaranteed by the sender.

Return Postage Guaranteed

99 Mill Street, Waterville, Conn. SCOVILL MANUFACTURING COMPANY

PAID U. S. POSTAGE PERMIT NO. 123 WATERBURY, CONN.