

Published by Scovill Manufacturing Company for its Employees

## Do You Know Your Benefits?

A recent article on fringe benefits in "Steel" magazine began with two disturbing statements — the first was that the average employee isn't familiar with all of the benefits provided for him by his company — and the second was that the management of the average company is not doing all that could and should be done to bring such benefits to the attention of employees.

These statements prompted us to wonder about the situation at Scovill.

Do our employees know what is provided for them in the way of benefits and are they aware of the effect of the cost of such benefits on the competitive position of the Company?

Is Scovill management doing enough to acquaint employees with the facts on such matters?

To answer the second question first, management has reviewed the extent and cost of employee benefits at frequent intervals, both in the *BULLETIN* and on plant bulletin boards. The May issue of the *BULLETIN* is the most recent example. The Memo from Management in that issue emphasized the

fact that the cost of employee benefits for the Waterbury divisions had increased from an average of 27¢ per hour per employee in 1950 to an average of 95¢ per hour per employee in 1962. It also noted that this 95¢ per hour averaged out to a total of \$1,900 per employee for the year 1962.

But the effectiveness of our efforts (and the answer to the first question) is difficult to determine. For instance, we have no way of knowing how many employees, after reading the *BULLETIN*, are aware of the fact that the total cost of fringe benefits in 1962 just for employees in the Waterbury divisions was \$8,756,000, which is almost three times total Company profits for the year.

Many ingenious methods have been developed to emphasize the growing importance of employee benefits. Two years ago Scovill prepared facsimile bank books for each employee which listed his individual benefits and their cost to the Company for the year 1960.

Other companies have used a short story (similar to that reproduced on page 3) to show what would happen if

## Oakville Co. Div. Plans New Plant

The Oakville Company Division of Scovill has announced plans for a new 100,000 square foot plant in Fayetteville, Tennessee. Construction will get underway this fall, with occupancy scheduled for next spring.

The new facility has been designed primarily to permit the consolidation of existing warehouse and assembly operations at Mason City, Iowa and Somerset, Kentucky.

Present plans also include the transfer of certain complementary manufacturing operations now at Oakville, Connecticut, to round out assembly and distribution facilities at the Tennessee plant and to provide a complete service to customers in the southeast area.

This transfer of facilities is not extensive, and is not expected to have any significant effect on local employment.

there were no benefits. We have modified this example so that the figures would be appropriate for Scovill.

(Continued on Page 3, Col. 1)



SERA CHILDREN'S DAY CAMP. The 16th season of day camping for Scovill children wound up another successful year on August 30. Attendance during the 9-week period averaged 75 youngsters, while some weeks saw up to 120 children participating. Daily programs included active

sports, rest periods, nature study, story telling, competitive games, hot dog roasts, etc. under the supervision of well qualified counselors and lifeguards Lynn Steele, Betsy Wilson, Jim Kasidas, John McGee, Mike Mobilio and Peter Taylor. All activities were held at Woodtick.

# MEMO *from Management:*

## Profits Create Prosperity — and Jobs

Profit is becoming a more respectable word. Administration leaders in Washington are even beginning to realize that the tax dollars they spend so lavishly come from businesses that earn a profit, or from individuals associated with profit-making enterprises. Actually, the formula they are now recognizing is a simple one — the more profits, the more prosperity — the more prosperity, the more job opportunities.

How do you go about creating the profit incentive necessary to encourage business expansion? The administration's answer is tax reduction. Lower tax rates will leave the individual taxpayer more dollars to spend on consumer products, or to invest in profitable job-making activities. Lower tax rates will leave industry more profit dollars to invest in improvements and expansion.

We support this way of thinking. Our own experience confirms the fact that profits are the key to business success. The more profitable companies have more dollars to spend on new equipment, on product research and development, and on the expansion of operations that creates new job opportunities. Companies earning insufficient profits are always struggling to keep their heads above water. They never have enough money to do the things that their successful competitors are doing to stay ahead.

Scovill must increase the profitability of its sales if it is to achieve its maximum growth. Last year's return on sales was less than one-half of the average profit return realized by the 500 largest industrial concerns with whom we are grouped.

While tax reduction can be helpful, it also benefits competitors.

In the long run, the only real help that can be expected is that which we provide for ourselves — through continued cost reduction and improvements in product and service. There are no short-cuts to business prosperity.

## Blood Donor Day Tuesday, Sept. 17

An appeal is being issued to all employees to participate in the Sept. 17 Blood Donor Day at Scovill. The Blood Mobile unit will be set up in the SERA Bldg. from 12:45 to 5 p.m.

We have all been reading in the local newspapers about the acute shortage of available blood and the fact that it is practically impossible to borrow any more from other cities. Needless to say, it is vital to our own safety to be sure there will be blood available if we, or a loved one, should become an emergency case.

The Mills Divisions are sponsoring this D-Day, together with all offices, but your help in meeting our 150 unit quota will be greatly appreciated.

## SERA To Hold Annual Meeting

The annual membership meeting of the Scovill Employee Recreation Association Inc. will be held on Wednesday, Sept. 11, at 8:30 p.m. in the SERA Building.

All employees of the Waterbury (including New Milford) and Oakville Company divisions are members of the association and urged to attend.

Reports of the past year's activities will be given; election of the Board of Directors will be held; and refreshments will be served.

The Nominating Committee which will present a slate of candidates for election to the Board of Directors is made up of:—Fred Kirschbaum, General Manufacturing Division; Sue Guarrera, Cosmetic Container Division; Harold Belanger, Closure Division; Joyce Emmons, Mills Divisions; John Capone, Waterbury Services; and Robert Dunn, Oakville Company Div.

As provided by the By-laws:—The Board of Directors will also have nominated four people from departments not represented on the list submitted by the Nominating Committee.

Additional nominations (not to exceed five) will be accepted from the floor. The nominee must be present at the meeting to accept nomination or the person making the nomination must have written proof of the candidate's willingness to accept.

Following the annual membership meeting, the newly elected Board will meet to elect officers of the association.



## Fringe Benefits

(Continued from Page 1, Column 3)

Once there was a fellow named John Bright. One day John received a pamphlet from his company about fringe benefits. It showed that he was receiving benefits costing the company 95¢ per hour per employee. This news gave him a brilliant idea and he rushed to the Employee Relations Department.

"Look," he said to the Personnel Director, "you want me to be content here and not worry, right?"

"Right," the Personnel Director beamed, "the happier you are, John, the happier we are."

"Good. Now, then, you see this pamphlet? Well, it states that the company is giving me benefits that cost 95¢ an hour. If you want to make me really happy, let's convert that to cash. You give me the 95¢ an hour and you keep the benefits."

"But," the Director advised, "you won't be happy without those benefits."

"For 95¢ an hour I can enjoy being miserable. That'll come to \$1,900 a year," said John.

"But, John, fringe benefits are worth a lot more than the money involved. They make this a much better place to work and they give you peace of mind!"

"With an extra \$1,900 a year, I can have peace of mind — and so will my creditors," John replied.

"But you'll lose money. You don't realize how many benefits you are actually getting."

"And you don't realize how many creditors I can do without. Look, when you talk benefits, I don't get the message. But, when you talk money — I read you loud and clear."

"Well, John, if that's really the way you want it."

John did and he went home that evening a very happy man.

"Give that chuck roast to the dog," he told his wife, "we're eating steak. I got a 95¢ per hour raise today — \$1,900 a year!"

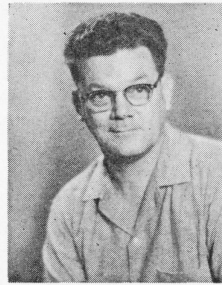
His wife was impressed, but when she heard how he had done it, she asked, "Do you think that was smart?"

"Certainly it was smart! What benefits can they give me that would amount to \$1,900 a year? You sound like a Personnel Director."

So the next morning John left for work with a light heart. When he arrived, there was a note for him to call his wife.

"John," she said when he called, "Junior fell off his bike and has a

## Service Awards



**Mary Colangelo**  
Payroll  
40 yrs — Aug. 29



**William Kulmann**  
Attach. Mach.  
25 yrs — Aug. 31



**Manuel Maia**  
Casting  
25 yrs — Aug. 14

**Frank Spino**  
Strip Mill  
25 yrs — Aug. 12

## New Assignments

### General Mfg. Div.

**WALTER H. O'HALLORAN**—Asst. General Sales Manager

**ANDREW D. WYLIE**—Maintenance and Equipment Engineer

### Mills Div.

**JAMES P. HOBEN**—Superintendent of the Aluminum Mill

**HOWARD R. KRAFT**—Superintendent of the Strip Mill

**KENNETH L. TINGLEY**—Superintendent of the Rolling Mills (the Strip Mill and the Aluminum Mill)

**JOHN J. DANIELS**—Supervisor-Production Planning, Aluminum Mill

**JOSEPH R. WOLFF**—Production Planner, Aluminum Mill

concussion and he's in the hospital!"  
"In the hospital?" he gasped.

"Yes, and the doctor says they've got to keep him real quiet. It's going to cost us \$21 a day."

"Twenty-one dollars a day," John gasped again. "Well, thank the Lord, I've got hospitalization!"

"But have you?" she asked.

John raced down to the Personnel Director's office.

"My boy is in the hospital. You haven't cut off my hospitalization, have you?" he asked.

"We had to, John," the Personnel Director sighed. "It's a benefit."

"Oh, no! My hospitalization gone! Hey — does that mean my life insurance, too? What would happen to my family if I should have a heart attack?"

"Sorry, John, that's what you asked me to do — keep the benefits and give you the 95¢ per hour! And remember,

**Herbert Eastwood**, Rod Mill  
25 years — Aug. 2, 1963

**Frank Olanski**, General Maint.  
25 years — Aug. 10, 1963

**Joseph F. McAvoy**, Mill & Grinding  
25 years — Aug. 24, 1963

**Algert Baker**, New Milford  
25 years — Aug. 30, 1963

**Simone Bergeron**, Gen. Mfg. Div.  
General Quality Control  
10 years — Aug. 2, 1963

**Robert Nisbet**, Closure Production  
10 years — Aug. 3, 1963

**Anthony Diogostine**, Cosmetic Div.  
10 years — Aug. 4, 1963

**Jane Bruno**, Research & Develop.  
10 years — Aug. 4, 1963

**Julian Abele**, Plant Engineering  
10 years — Aug. 10, 1963

**William Gauthier**, Sc. Mach. Trlm.  
10 years — Aug. 11, 1963

**Alejandro Lopez**, Annealing  
10 years — Aug. 11, 1963

**Domenic Daddona, Jr.**, Clo. Design  
10 years — Aug. 17, 1963

**Arcas Aybar**, Closing Room  
10 years — Aug. 26, 1963

**Margaret Lengyel**, Executive Ofc.  
10 years — Aug. 31, 1963

John, that also means no paid vacation for you — or pension, either."

"What! Say, how much would it cost to get the insurances or pension as I had them?"

"Much more than you have been paying. You see, the company gets wholesale rates by buying the insurances in large quantities. And to get an annuity that would match your pension, it would cost considerably more since you would not benefit from the group rates of the company."

"Good Lord! And I thought I'd be ahead with the \$1,900 cash! Say, do me a favor, will you? Take back your money and give me the benefits."

"Gladly, John, and I know you're one man who'll really appreciate them."



RETIREMENT PARTY FOR JOE MORRONE. *Employees of the Blanking Room gathered together to extend warm wishes for a long and happy retirement to Joseph Morrone who retired as of August 1st, with over 28 years of service.*

## Next To Godliness

By Robert W. Butler, M.D.

Next to Godliness is cleanliness, so we've been told, and we're ready to agree. Soap and water probably prevent more infection and disease than all the disinfectants in existence.

We've always been harping on prevention in this space and propose to continue to harp. Better to harp here than hereafter and if we'd all use more soap and more water more often, some of us would surely postpone the visit to the hereafter.

Germs thrive in darkness, moisture and warmth — hence, they love dirt when they get one or more of these things in abundance. They do a tremendous amount of damage and cause untold suffering, yet are so small they can't be seen without a microscope; which means that literally billions of them can hide in only a small amount of dirt.

These disease-producers hate soap and hot water (very few of them can survive boiling) and we're all very fortunate that both are cheap and available in most houses. In fact, we can thank soap and water for our low rate of epidemics in this country as compared with others where they're not so plentiful — or not used.

Billions of these germs just live around in the dirt waiting for a chance to get into your eyes, nose, mouth and into every cut or scratch in the skin, because there they will have food to go along with the moisture, darkness and warmth. Don't help their transportation problem by putting dirty hands to your face or by handling anything which is going *into* it!

We have a lot of dirty jobs, to be sure, but there are enough germs lying

around the *clean* ones to kill a regiment; so let's all use plenty of soap and water before we eat — and save trouble. Not just sometimes — but *every* time.

Personal cleanliness, however, is not enough. Clean hands and faces and frequent changes of clothing — the dirtier the job, the more often the clothes should be changed — are not enough if our homes are not also clean.

Clean bodies are still easily invaded by germs from dirty food, dirty cooking utensils or furniture. The clean body must have a clean home if unnecessary disease is to be kept out. This is particularly true because of the close personal contacts between individuals — some of whom may safely harbor some germs which would be fatal for others.

The job is important, too. Keep the work place as neat and clean as possible under the circumstances — it's an investment in good health. Just because the job is a dirty one is no reason for not changing clothes often — it's even more important.

An eminent physician once told me that he had had several cases of skin rashes in his plant which no one had been able to cure. The patients were ready to try anything to get rid of it and the doctor made up a preparation which did the trick in a little over a week. When I asked him what it was he said, "Oh! nothing much, but I colored it an awful purple and they had to wash the stuff off four times a day. The soap and water did it." Soap and water again and, maybe, he had something!

## Engineering/Science Open House At U.Conn.

"Engineering and Science—Partners in Progress" will be the theme of the Engineering and Science Open House to be held by the University of Connecticut, Saturday, October 19, 1963.

During the afternoon, the Engineering, Life Science and Physical Science buildings will be open from 1 to 4 p.m. for guided tours of the laboratories and the following departments—

School of Engineering—Chemical Engineering, Civil Engineering, Electrical Engineering, Mechanical Engineering

Life Sciences—Bacteriology, Botany, Medical Technology, Zoology

Physical Sciences—Chemistry, Geology, Physics

Students will conduct the tours and explain the demonstrations while faculty members will be available to discuss the operation, curriculum and research activities of the departments.

A special morning "Career Conference" for high school students and their parents will be devoted to a discussion of the problems involved in becoming an engineer or scientist. Registration for this conference starts at 9:30 a.m. in the Jorgenson Auditorium.

In the afternoon, the students will be given a chance to explore the various areas of engineering and science, and talk with faculty members about any special problems or questions which they might have.

Students may obtain additional information about the Career Conference by contacting their high school guidance counselor or by writing directly to Taylor L. Booth, Chairman, Open House Committee, University of Connecticut, Storrs, Conn.

Personal, home and job cleanliness isn't enough if you patronize dirty public places. Eating places particularly should be scrupulously clean and if they're not, keep out of 'em. If they don't keep the part which you see good and clean, you can imagine what the food-preparation and dish washing departments look like, can't you? And you have enough trouble keeping your own germs under control without trying to take on those of the entire community!

So — if cleanliness is next to Godliness — let's get at it and keep at it. It's a lot easier to keep clean than it is to get into Heaven!



## Fishing Notes

By Mike Cicchetti

A very nice crowd, approximately 90 persons, attended the annual outing at Woodtick on Saturday, August 17, and enjoyed a really fine day. Special prizes were awarded as follows:—*Chick Toletti*, table model TV set; *Mike Cicchetti*, transistor radio, *Bill Hardy* and *Leo Beck*, each a set of lures.

While Labor Day officially marks the closing of the Woodtick Swimming Area it opens the door for many of our fishermen — for on Tuesday, September 3rd, fishing at the Swimming Area is officially re-opened.

September also sees the opening of the annual Reeves Fishing Competitions. The first will be held on September 14 and 15; the second Sept. 28 and 29.

Rod & Gun Club President *Harold Rogers* also announces the regular monthly meetings of the Club will resume in September — the date: Tuesday, Sept. 17; the place: SERA Bldg.

*Charlie Rietyke* and his grandson, Peter, had a "big one to measure in" for Les Hart, even before they started to fish!

In loading their boat, young Peter found a well filled wallet in back of the rear seat and turned it over to Les Hart to "measure in". Les phoned



THANKS FOR YOUR HELP. *There are many opportunities available for our senior citizens to spend pleasant, occupied hours in Waterbury.*

*Drop-in centers and varied programs of recreational activities are provided by such agencies as the Waterbury Area Retired Workers Council, the Jewish Federation, the Y.M.C.A. and the Y.W.C.A.*

*The Retired Workers Council (pictured is one of their arts and crafts groups putting finishing touches to Christmas wreaths they made) also assists in many other services vital to the health and welfare of our senior citizens.*

*And — your United Community Fund pledge makes it all possible.*

## Retirements

ALBERT GAGNON, iron worker in the Welding Shop, retired as of August 26, 1963—16.3 years' service.

### Effective September 1, 1963

GRACE E. JOHNSON, steno-chief clerk in Los Angeles Office—over 16 years' service.

ALFRED LAFRENIERE, sticker in the North Mill—36 years' service.

LUIGI MARINACCIO, annealer's helper in the North Mill—22.7 years.

JOSE PERREIRA, Operator, Goodman Pickler in the North Mill—almost 43 years' service.

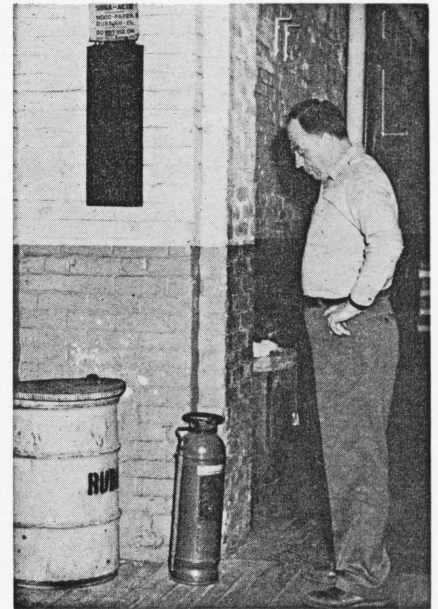
ALBERT ST. JEAN, serviceman on slitters, trimmers and scale in the North Mill—almost 46 years' service.

JOHN J. SWEENEY, gauger and tool crib attendant in the North Mill—30 years' service.

### Retired Folks' Club

The annual fall outing will be held on Tuesday, Sept. 10, at Woodtick. Members will meet at the SERA Building at 1:15 p.m.

the loser who was more than pleased to get back a wallet which he had not as yet missed. Besides catching a good mess of perch, Peter also "caught" a liberal reward, an incident which left everyone happy, except the perch!



IS IT — OR — ISN'T IT?

*Many questions come to the mind of Fire Inspector Crispino as he looks over a fire extinguisher which is off its hanger and on the floor.*

## Quiz Game Not For Fire Extinguishers

Is it full — or is it empty?

Is it ready for immediate use in case of emergency — or is it damaged?

It took human hands to place it there — why didn't someone report it?

These are questions that really shouldn't have to be asked. It's hard to believe there might be some people who do not realize the importance of keeping fire extinguishers in proper condition for immediate use.

Little extinguishers do prevent big fires — but — only when they are ready for action. If an extinguisher has been used, or has been damaged it needs refilling, repairs, or replacement before it can be used again.

Regular inspections of our thousand and more extinguishers cannot be held often enough to eliminate the need for the help of everyone in the reporting of "downed" extinguishers.

If you use an extinguisher, or discover one off its hanger, call Ext. 888 and report it — *without delay*. Don't leave it for the next fellow who comes along — this might just be too late!

WANTED—BLOOD DONORS

SERA Building

Tuesday, Sept. 17—1 to 5 p.m.



SCOVILL LEADS IN CLOSURE AUTOMATION. *This was the theme around which our Closure Division's unique and attractive display was centered at the American Apparel Manufacturers' Association convention in Atlanta, Georgia.*

## Closures, Ease of Application Feature of Closure Division Display

One of the centers of attraction in the exhibition held in conjunction with the annual convention of the American Apparel Manufacturers' Association in Atlanta, Georgia, recently was the unique Scovill display.

Representatives of the apparel industry in attendance were much taken with the dual button & fastener and zipper sectioned booth, which was headlined "Scovill leads in Closure Automation". In this booth, the unique and practical services of our closure laboratory and field representatives for best closure application was demonstrated.

In the button & fastener section of the booth were featured the 68AGS 500 series attaching machine for standard prong-socket units and the 41-B attaching machine for reinforcing tape feeding of narrow flange studs and fasteners. Photographs of the 370-B and CC-B attaching machines were also part of the display background.

A sewing machine, by which our representatives illustrated the double

needle banding of dungarees, was the feature of the zipper section. Photographs illustrated the SE staple attaching machine, a scoop removal tool and an eight-reel zipper chain holder.

Many new uses of snap fasteners and zippers on various fabrics and types of clothing were shown on actual garments. Some of these were: the duo stud of the Gripper Snap Fastener especially made for knits on a woman's sweater and child's stretch sleeper; open-prong Gripper Snap Fasteners to show the convertibility of a girl's closed or open beach jacket; work clothes fasteners on a woman's denim skirt to illustrate the new look of these standard fasteners in fashion today.

Unique uses of zippers in many forms were shown in a man's outer jacket with detachable hood, man's black dress slacks, boy's ski jacket, and a man's golf jacket.

A product panel illustrated a new product, the Snap-lok heel. This new innovation in men's and boy's shoe design makes it possible for the wearer to snap off the old heels on his shoes and interchange them with a separate pair of new heels by means of three snap fasteners inserted in the heel and the shoe.

A 16-mm color film, shown continuously, served to show the ease of attachment of a paper fastener to a food package. While not directly related to the apparel industry, the new product illustrated the ease in which Scovill's attaching machine equipment could be programmed into a conveyor system.

## Girls' Club News

By Margaret Gorman

Our most satisfying news to report at this time is that, thanks to the cooperation of all employees who support our various activities throughout the year, we were able to send 13 youngsters to the SERA Day Camp this year.

I hope you're all looking forward with anticipation to the clambake to be held at Woodtick on Wednesday, Sept. 11. (It will be held in the SERA Building if the weather is disagreeable). Co-chairmen *Edith Carolan* and *Caroline Cannata* have a fine program of activities lined up, starting at 3 p.m. Bring your bathing suit if it's a nice day and—certainly—your appetite. There'll be clams, hamburgers, steak sandwiches, corn on the cob, hot-dogs, salads, etc. and, games for the active ones. See you there!

The first fall meeting of the Council is scheduled for Monday, Sept. 16, at which time plans for the year's activities will be lined up. If you've ideas which might be of interest to other Club members, tell them to one of the Council members. They'll be happy to consider including them.

Bowling Secretary *Elizabeth Buczak* says all is in readiness to start the bowling season on Thursday, Sept. 5th. If you haven't contacted her but would still like to sub occasionally, you can reach her at Ext. 833.

## Your Social Security

Your social security provides a basic protection against three major lifetime "risks"—old-age, disability, and death.

It is important to remember that the program provides this lifetime protection—not only retirement benefits in old age, but also individual and family payments if you become too disabled to work, and payments for your family if you should die.

There are two free publications that will help you to understand the types of protection you are buying with the social security taxes you are paying:—

Booklet #35—*Your Social Security*. This booklet explains the main facts of the program.

Leaflet #855—*Social Security Benefits*. This leaflet tells how you earn social security credits, how many credits or units of coverage you need for benefits to be payable, and how to estimate the amount of your benefits.

These publications are available in the Bulletin Office.

## Pinochle Tourney

Pinochle—the oldest organized recreational activity in our plant—will start its 49th season of play on Thursday, October 3rd, with cocktails at 6:30 p.m. and dinner at 7 p.m.

Joe Brenneis has been the guiding hand of this card group for 40 years and is again chairman of the Tourney. He extends an invitation to all Scovill men (including those who are retired) who like the game to join them, any Thursday evening.



## Obituaries

STEPHANO BIANCHI died on June 21, 1963. A maintenance man in the Lacquer Room when retired in May, 1958—9 years' service.

LEONA SMITH died on August 5, 1963. A bench and machine worker in the Cosmetic Finishing Dept.—over 21 years' service.

SAMUEL S. BOROCH died on August 13, 1963. Asst. Foreman in the East Carpenter Shop when retired in April, 1955—42 years' service.

JOSEPH STEPONAITIS died on August 21, 1963. A buffer in Buff 2 when retired in September, 1957—36 years' service.

AGNES BAGLEY died on August 23, 1963. An inspector in Button Packing when retired in December, 1953 — 38 years' service.

ANTHONY CHESTONE died on August 25, 1963. A plating barrel repairman in the Repair Room when retired in December, 1963—28 years' service.

FRANCIS HERR died on August 25, 1963. A toolmaker in the Main Tool Room when retired in December, 1947 — 30 years' service.

DONATO DIVIRGILIO died on August 26, 1963. Laquer and enamel mixer in the Oil House when retired in February, 1957—33 years' service.

GROVER C. BALDWIN died on August 28, 1963. Chief Analyst Control Engineer when retired in April, 1958 — 32 years' service.



"CASH IN ON YOUR IDEAS". Larry Wright, Company driver, believes this is a good suggestion and worth trying for. Although his first idea was not a prize winning one, he knows that every suggestion is quickly and thoroughly investigated and he has others which he feels are worth submitting.

## Suggestion System Brings in Ideas

The new and improved Suggestion System offers increased cash awards for eligible ideas that are adopted, and provides for the prompt review of all employee suggestions.

These factors are encouraging employees to put their ideas down on paper and submit them for consideration.

If at first you don't succeed — try, try again. This slogan is also being adopted by employees — witness Larry

Wright, pictured above. He submitted an idea that he felt was a sure thing and he had often wondered why no one had thought of it before. It did sound good, and a thorough investigation promptly followed. However, it showed that while the idea had its good points, its actual use could produce some disadvantages which would more than outweigh the advantages. These were pointed out to him in a letter which he received from the Administrator of the Suggestion System.

However, he is not discouraged. He does have other ideas and is going to try again. "After all," he says, "what can I lose? If it works, I'm in—if not, I'll at least know the reason why and will quit wondering why 'they don't do the job this way'."



CLOSURE DIV. HONORS E. G. OVERTON. A certificate "in recognition and appreciation for his 43 years of outstanding devotion and contribution to the sales and well-being of the Closure Division" was presented to Mr. E. G. Overton, former District Sales Manager of the Dallas, Texas office, on his recent retirement. Group Vice President George Young and Closure Division General Manager Roger Hall made the presentation.

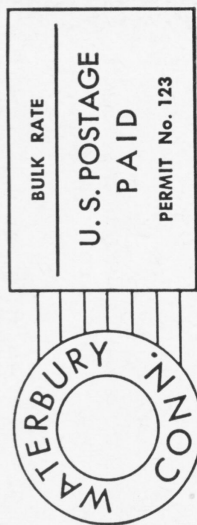
## SERA Golf Outing

All Scovill golfers are invited to participate in the annual SERA golf outing scheduled for Saturday, October 5, at Southington Country Club.

Players will tee off between 7 and 9 a.m. Late arrivals will tee off at the convenience of the starter.

Advance registration is necessary to permit the committee to provide food and refreshments for the day.

Notices, with details, are being sent to all known golfers. Others interested are asked to contact the Employee Activities Office, Ext. 834.



# Classified Advertising

## For Sale

Pedigree beagle pups, 7 weeks old. 879-9082.

Lady's coats: 1 long beige, \$8; 1 short beige, \$8; both size 14. Maternity clothes, summer and winter, as low as \$2 each. 755-9608.

5 full length storm windows, 2 screens; Underwood typewriter; 9 x 12 Persian rug. 754-6777.

Family jewels: 18 karat pocket watch, 14 karat pocket watch, strap watches, antique chain; other miscellaneous items. 755-6287 after 4 p.m.

21" grey metal table model Motorola T-V, new picture tube, excellent condition; new, chrome deluxe bird cage with stand and all accessories, \$10. 753-2552.

Mason pint jars and jelly glasses; canner; 40' extension wooden ladder; men's rubber boots and arctics, size 9; antique glasses, odd dishes. 754-2057 after 4 p.m.

Maple full size bed, box spring, good condition, reasonable. 754-8357.

1951 Pontiac parts:—new battery, 4 good tires and tubes, radio in good condition. 756-9854.

9 cu. ft. Westinghouse refrigerator with 60-lb. freezer compartment. 756-1655 after 5 p.m.

.45 caliber automatic, Model 1911-A1, like new, \$40. 729-1430.

Stainless steel hood for kitchen range, 36"; four 8.20 x 15 whitewall tires; full size pinball machine; 20" bicycle, like new, removable bar—for boy or girl; doll carriage, like new. 756-1828 after 5 p.m.

1959 Chevrolet Impala convertible, all power V-8, \$1000. 755-2157 after 6:30 p.m.

Florence gas/oil stove, chrome pipes, very good condition. 753-4963.

Black Angus king size rotisserie broiler-oven; completely automatic, brand new, \$45. 755-3891.

Whirlpool automatic washer, 7 years old, in working condition, needs new hose, \$15; 6 brand new barber shop waiting chairs, tan cover (still in cartons) \$16 each or \$95 for six. 879-2226 after 4:30 p.m.

1946 Chevrolet 1/2-ton pickup, runs good, looks good, \$125. 879-0627.

100-pc china set; hand made copper screens and storm windows. 628-5924.

Light grey kidskin coat for young lady, size 12-14, excellent condition, worn very little; cost \$400, make a reasonable offer. Remington Roll-a-matic 25 electric shaver, used twice only, \$12. 753-5620 or 753-4566.

1955 4-door Oldsmobile, automatic transmission, power steering and brakes, radio, heater, good transportation, \$100. 879-2043.

1959 Dodge convertible, very good condition, owner leaving country. 754-6948 or Ext. 484.

40" Westinghouse electric range; chest of drawers; maple twin beds, complete; 2-well kitchen sink. 756-9279.

Walk-in cooler (built-in) \$75. 753-7912 after 3:30 p.m.

1954 Fordomatic station wagon with 7 tires, very good condition, \$125. 754-1277 or 283-5580.

South Bend rod and reel, spin cast Starlite 7 reel, \$5. 755-3803 between 5 and 9 p.m.

Early American bedroom suite with canopy top; double bed, complete; dresser with mirror; night stand; 6 mo. old. \$325. 753-7972 after 3 p.m.

White Magee gas/gas stove, excellent condition. 754-9289.

Parlor gas stove, 35,000 btu; used one year, A-1 condition. 756-1884.

40" Roper gas/gas stove, white, staggered burners. 755-2712 after 5 p.m.

Man's new dark suit, size 42 short, 40" waist, 25" leg; cost \$65, asking \$45. 756-0251.

Paint spray machine, 1/2 hp motor; hand made cut work linen tablecloth, extra large. 756-0783 after 4 p.m.

40" Roper, 4-burner stove with heating unit, (Philgas). 755-4641.

## Wanted to Buy

Go-cart. 879-9184 from 5 to 7 p.m.

Surf rod with spinning reel; lady's golf clubs. 753-6061.

3-wheel bicycle; also 20" boy's bike, in good condition. 754-8357.

Automobile manual repair book, from 1950 on. 754-1277.

Large size binoculars, 15 x 70 or higher, with or without mounting. 722-8213.

## Other

FOUND A miraculous medal, in Bldg. 112. Call Ext. 345.

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## SCOVILL BULLETIN

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"It works at Dad's shop—it should work here."