

argus eyes



February 1955

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REVIEWING ARGUS PROGRESS

— by Robert E. Lewis

During the second week of this month I testified against the reduction of photographic tariffs before the House Ways and Means Committee in Washington, D. C. I testified on behalf of our own company, and in my capacity as an officer of the National Association of Photographic Manufacturers I presented the full case for the photographic industry.

The entire subject of world trade and tariffs is a rather complex one. There are tariffs on some products which substantially exclude imports from foreign countries. In cases like this, I can see merit to lowering such tariffs to create some competition in the United States. However, in the case of photographic products, the present rate of tariff is only 15% and this has not been a real handicap to the Germans or Japanese; they have been extremely competitive in the U. S. market.

CAMERA ON DISPLAY TYPIFIES FOREIGN IMPORTS

The German camera that we have had on display in the Plant I showcase is a typical illustration of how competitive they can be. This camera at \$29.95 including a leather case and flash gun is, as you can see, priced very low--particularly when you find that it has a f 2.8 lens.

The reasons why the Germans and Japanese are so competitive in our market is because of their very low wage rates. Average wages in Germany are about 37¢ an hour and in Japan about 26¢ an hour. When you compare those low wages with our high wages of over \$2 an hour, plus the fact that we pay 50¢ an hour in fringe benefits, you can see why they are competitive.

Some mass production industries like the automobile industry are able to substantially overcome this difference in wages through the use of very expensive tooling and

equipment. This is not true in the photographic industry because Germany's photographic industry is just as big as our country's, and German tooling and equipment is comparable to ours.

EFFICIENCY IS SUCCESS SECRET

The reason we have been successful in meeting this competition is that we have an efficient manufacturing operation, and in addition we have an aggressive and successful advertising and merchandising program. Another important element in our favor is that our product is American and our name has become so well known that the American purchaser knows that he can have his camera kept in good working order by sending it to the factory.

In talking to you from time to time, I have emphasized the need for keeping our efficiency at a very high level. By continuing to do this and keeping up our dynamic merchandising policy, we can successfully meet all competition.

PRESENT REDUCED PRODUCTION HAS NO CONNECTION WITH TARIFF SITUATION

There have been some questions raised as to whether the current reduction of production on some of our products had any connection with this situation. The answer is no; it did not. Historically, this time of the year is the lowest point in our production, and as a matter of fact, we have been very fortunate in recent years that we have not had the sharp reductions prevalent in earlier years. Our lowering of production is quite modest in comparison with our over-all yearly schedule. We are only able to keep production up as high as it is by adding to our inventory. Sales at this time of the year are less than our rate of production.

Two Men Celebrate February Anniversaries



ED ZILL, Chief Draftsman in New Products, celebrates his 5th year of employment at Argus this month.



LEONARD THOMAS, Purchasing Agent, marks his tenth year with the Company in February.

Camera Boxes Begin 12 Month Europe Tour

A 12-month tour around the world is in store for a group of Argus gift box packages which will be displayed as examples of exceptional American packaging at European exhibits.

The A4 and 75 gift boxes and the C3 and C4 combination boxes were among those picked by the U. S. Department of Commerce as "exceptional" packaging examples in the United States. First stop for the exhibit will be Frankfurt, Germany.

Charles "Jimmy" Barker, Advertising Department, designed all the boxes.

Argus Children on Cover

The children on the cover of this month's "Argus Eyes" are all members of the Argus family. Kids are the children and grandchildren of employees in both plants.

University Scholarships Applications Taken Now

Applications for Argus scholarships for next fall's term at the University of Michigan or Michigan State Normal College may be made now. Deadline for filing completed applications is May 15.

Four scholarships of \$250 each, renewable for three additional years or until a maximum of \$1,000 has been granted, are available to active Argus employees of one or more year's service and their children. Children of Company officers, however, are not eligible.

Selections of recipients will be based on leadership qualifications, personality, integrity and general aptitude for college work and will be made by the University of Michigan Committee on University Scholarships. Decisions are based on application, references and examination.

Application materials may be obtained from the Argus Personnel Department or from the Secretary of the Committee on University Scholarships, 1020 Administration Building, University of Michigan. All applicants will be notified of the Committee's decision on or before August 1.

Interested employees are urged to get their application, fill them out and file them as soon as possible.

1st Freight Car Ever Loaded by Argus Leaves State Street Warehouse

The Shipping Department, just recently settled in the State Street Warehouse, added a new job to its work program last month when men packed the first railroad freight car ever loaded by the Company. 150 wooden crates filled with 300-watt projectors and weighing 24,500 lbs., were packed in a New York Central freight car for shipment to Brooklyn,

Railroad tracks located a few feet from the warehouse make direct carload shipping by freight convenient.



President Robert E. Lewis (left) welcomes newcomer John Shattuck to the Profit-Sharing Managing Committee as (left to right) Committee Secretary Thomas Spitler, Management Representative Les Schwanbeck, newly re-elected employee representative Harold "Babe" Peterson and Management Representative Clint Harris look on.

Shattuck, Peterson to Represent Employees in Profit-Sharing Managing Committee

A newcomer, John Shattuck, and a veteran committee member, Harold "Babe" Peterson, both of Planning became employee representatives to the Profit-Sharing Managing Committee as the result of the annual election held last month.

Members of the Profit-Sharing

Fund elected John for his first term on the committee and re-elected "Babe" for his sixth consecutive term. Voters first received a preliminary nominating ballot. Results of this ballot determined the final election slate which was voted on by profit sharers and tabulated by the Ann Arbor Trust Company.

New York, for army export.

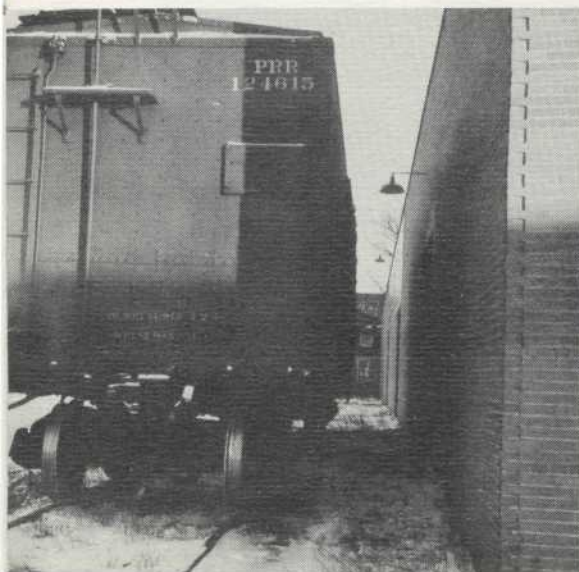
Although this was not the first box car to be shipped from Ann Arbor filled exclusively with Argus products, it was the first time that Argus had been able to take advantage of the low shipping rates allowed for a company that packs its own car loads. Previous carloads have been

Bob Wiseley (left) and Tom Bates (right) load crates of projectors into the freight car.

packed by the railroad company.

Railroad siding located a matter of feet from the recently-leased warehouse makes packing by the Shipping Department possible. The policy of packing our own freight carloads is expected to continue when large shipment orders are received in the future.

Inspecting the partially-filled freight car are (left to right) Ed Kuehn, Harold Shauer and Herb Oliver.





You Asked Andy

By Andy Argus

Well, I asked for them—and I got them! There were five notes to keep me on my toes last month, and here they are:

First Aid in Plant II

"Why doesn't Plant II have a First Aid at least during the winter months. If we have a sore throat, we gargle, then have to go out in the cold. Lots of the employees neglect going across in the cold weather for aid for this reason."

Several people—Fran Watterworth, Tom Spitler, Mrs. Radford were consulted about this one: They all agreed that anyone who has a really bad cold and sore throat belongs at home in bed, not at work. If the difficulty is just a mild case of the sniffles, a little stroll across the street shouldn't hurt someone who has already braved the wintry weather to get to work. The sniffer, of course, should be properly dressed. Everyone agreed that this running across the street in below zero weather without a coat will get you nowhere—except one step toward a case of pneumonia.

A quick look at other companies that have employees spread around in 2 or 3 buildings showed that the common practice is to have just one central First Aid Department.

All I can say is—wear that coat and take care of that cold—First Aid in Plant I will be happy to take care of you.

Thanks for the Christmas Hams and Turkeys

"Just a little note to say your hams you gave for Christmas were delicious. I had a chance to eat one of the turkeys and they were also very good. Thanks again for the nice Christmas gift."

Andy is in full agreement. The Mrs. fixed our turkey up with dressing and all the trimmings for the holidays, and I can't remember when it has tasted so good.

Orchids to Mrs. Holcomb

"I am writing for several of the other girls to let you know how much we really appreciate our fine cleaning lady, Mrs. Holcomb. She is thorough and wonderful in every way. She and Mrs. Winney are very much the same. I have worked at Argus better than ten years and those two are the best cleaners we have ever had... two most wonderful people, too."

This one is a pleasure to pass on. I'm sure that Mrs. Holcomb will agree that it's nice to know that your work is appreciated.

Early Time Clock Punching by Office Employees

"Why is it the office personnel are not docked for punching out at 3:29 like the factory and why don't they have to punch at noon?"

The answer to this one came from Chief Timekeeper Myron Rockman who said that everyone (except people who have been exempted by Federal Law) is required to punch the time clock in the morning, at noon and at night.

It is not a customary procedure in most company offices to dock office employees for punching out 1 minute early, and here at Argus, we attempt to conform to normal company rules and regulations. However, the supervisor of any office employee who does punch out 1 minute early receives a notice informing him of this act.

"Accept No Verbal Order Forms" in the Offices

"Does, or has Argus ever used 'accept no verbal orders' forms in the offices. I am asking this because

very often our supervisor will give us verbal instructions in reference to specific procedures and we are supposed to remember these things and follow them. Oftentimes, this results in utter confusion—the supervisor doesn't remember just what he did say and we don't either. Of course, it's very easy to jot down some notes, but then we don't have the man's signature or initials.

Thank you."

Argus has used the "accept no verbal orders" form in the past, but because the practice did not prove to be a popular one, it was discontinued some time ago. Your suggestion, however, will be given to office supervisors who will be told that there is still a supply of these forms in the stockroom should there be sufficient interest in resuming the practice.

QUESTIONS FROM THE EMPLOYEE MEETING

A few questions were left unanswered at the employee meeting last month. Tom Spitler, who chased them down, asked me to give you the answers.

Profit-Sharing Fund Regulations

Someone asked if the Company has the right to discontinue the Profit-Sharing Fund, and if this were possible, would the profits be distributed among the employees.

As Mr. Lewis stated at the meeting, the Company does have the right to discontinue the Fund. However, the agreement as stated in the Profit-Sharing book (which every employee receives when he becomes a member) provides that the Fund may be discontinued only at the end of a fiscal year by action of the board of directors, and providing that members of the Fund have been given six month's previous notice to that effect. At the time of discontinuance, each member is entitled to the full 100% of his credit existing on the Fund books of account. This includes the employee's contribution plus interest as well as the corporation's contribution plus income and each person's share of forfeitures. As Mr. Lewis stated, too, the Company looks with approval at the Profit-Sharing Fund and it is extremely unlikely that steps toward discontinuing it will ever be taken.

Reporting an Office Absence

The question on who an office employee should report to in case of absence was answered incorrectly in the employee meeting. Every office employee must call the Personnel Department to report the reason for his absence within one hour after he should have begun work. This procedure is outlined in the new employee handbook.

Pay Checks in Envelopes

The question of receiving hourly pay checks in envelopes came up once again. This time it was discovered that the main complaint was the poor handling of checks by supervisors. This complaint has been discussed with all supervisors and they have been advised on how to handle employee's pay checks in the future.

3:30 Traffic Outside the Doors

The question of traffic outside the plant doors at 3:30 was another repeat issue at the meeting. Because the question has created a lot of discussion, the answer is repeated here. Anyone who has a ride waiting at 3:30 is asked to have his driver stop in the next block or around the corner to relieve the traffic congestion.

Department Questions

Several questions involving construction plans for individual departments came up at the meeting. The answers to these questions have been discussed with the supervisor or department head concerned. If you have not heard the answer to your department's question by this time, a check with your supervisor should prove sufficient.

ANDY

Andy Takes A Look at His \$2.74 Per Hour Wages

By Andy Argus

After the "Ann Arbor News" had printed the report on Mr. Lewis' testimony before the House Ways and Means Committee early this month, I heard a lot of comments about the average Argus productive wage rate which he quoted—\$2.74 per hour.

"Who are the lucky dogs who get paid this average wage?" one man asked me. Another said, "Well, if that's average, I sure am underpaid!"

I felt the same way until I sat down to figure out just how much I get paid per hour. What a shock to find out that it was \$2.74! I thought you might be interested in finding out just how someone does get an average wage such as this. So, although I think I deserve a medal for valor above and beyond the call of duty,

here is my pay check for the inspection of all!

First, Mr. Lewis said that the \$2.74 included "fringe benefits." When I checked to find out what these fringe benefits were, I discovered that it meant Social Security (the part paid by Argus) health and life insurance (again, the portion paid by Argus) recreation activities, unemployment and workmen's compensation, profit-sharing, to name just a few. These fringe benefits add up to 50¢ per hour. Of course, I don't see this 50¢ per hour on my check. What I mean is—I can't go out, cash my pay check and buy a couple of beers with that 50¢. I get it in Social Security and the other benefits I men-



tioned above. So, when I subtracted this 50¢ from the \$2.74 per hour, I was left with \$2.24 per hour which I actually do see on my check. But, since my base rate is just \$1.23 per hour, I was still puzzled. Where does the other money come from, I wondered?

Well, like the other productive workers whose wages were averaged to get the \$2.74 per hour pay, I am

Incentive Pay Total Pay before Deductions Social Security Payments

NOT A CHECK!
NON-NEGOTIABLE

ARGUS CAMERAS, INC.
ANN ARBOR, MICHIGAN
CAMERAS AND OPTICAL INSTRUMENTS

NO. 73618

SOCIAL SECURITY NUMBER		HRS.	EARNINGS		W. H. TAX		O. A. S.	P. S. F.
380	22 5418	40 0	OTHER PAY	O. T. PAY	REG. PAY			
			27 60		89 60	6 77	1 79	4 48

← DETACH: AND CASH YOUR CHECK AT ONCE

OTHER DEDUCTIONS		INS.	NET	PAY PERIOD ENDING	GROSS	W. H. TAX	O. A. S.	P. S. F.
1 50	1 90		73 16	2 13 55	512 12	47 39	12 53	31 36

INCLUDES ANNUAL IMPROVEMENT AND COST OF LIVING FACTORS

RETAIN THIS RECORD. IT IS A STATEMENT OF YOUR EARNINGS AND TAX DEDUCTIONS AS REPORTED TO THE FEDERAL AND STATE GOVERNMENTS.

Credit Union Savings and Donations Insurance Payments

This is my Take Home Pay

Deduction for Federal Income Tax (my wife and 2 kids are dependents).

Deduction for Profit-Sharing

Rossbach Handles Employees' Standards Problems

In the employee meeting last month, several people mentioned that they did not know who to see when a methods and standards problem came up. For that kind of problem, this is your man!



employee when there is a methods and standards problem.

Before this appointment, Gene was assistant to the Factory Manager. Previous to this, he worked in the Tool Room as a tool and die maker and as a trouble shooter. Gene had been working on the Safety Commit-

tee for some time before his appointment and had special training in the methods and standards procedures used in the plant.

Gene, who is a member of the Personnel Department, does not work for or under the Standards Department. His job is to take an impartial view of any standards problem and act as a go-between the Standards Department and the employee when necessary.

If you have a standards problem, you are urged to stop Gene and tell him about it when you see him in the plant. Or, you can find him either in the Personnel Department or at the Plant I guard's desk. His Argus phone number is extension 326.

paid on the hourly incentive basis. Incentive earnings bring my \$1.23 per hour base pay up to \$1.92 (I earn 93.6 minutes per hour and my minute rate is \$.0205). This \$1.92 per hour was better, but it still was quite a distance from \$2.24. So I kept on looking.

I discovered that 26¢ per hour is added to my check to take care of annual improvement factor increases and the Cost of Living Allowance which has been fixed (or is not subject to ups and downs in the Consumer Price Index). Then 6¢ per hour is added to take care of the current Cost of Living Allowance (this amount is subject to the ups and downs of the Consumer Price Index). Adding \$1.92 to 26¢ plus 6¢ gave me the total of \$2.24 per hour. This, added to 50¢ fringe benefits, gave me the final total of \$2.74.

Where the money goes is another point. To find out, I took my check stub apart. You can see the results above.



Alma Higgins, Cafeteria, serves a luncheon tray to Ross Bateman, Driving Education Teacher and Coach from Ann Arbor High.



Dick Ross (right) explains Paint Shop procedures to a group of women teachers. Guide George Milroy, in charge of the group, looks on.



Thomas Vetter (right) history teacher from Ann Arbor High looks over George Calado's (Machine Shop) shoulder as he works.

"Skip" Day for Teachers

School Doors Close, Teachers Tour Argus on BIE Day



Tours gave teachers opportunity to chat and reminisce with former students. Above, right, George Ross, Tappan Junior High shop teacher, talks with Bill Bennett, Layout Inspection. Below, right, William Sonandres, Ann Arbor High Spanish teacher talks with Dick Westphal, Tool Room.



If BIE Day meant faces peering over your shoulder or in the door while you worked, countless questions to answer about your job...here's what it was all about. Here's why you can be proud to have been a part of this community program.

Practical knowledge of what to teach high school students to better prepare them for living and working when school days are over was what 26 Ann Arbor teachers attempted to get during their tour through Argus on BIE (Business-Industry-Education Day) January 26.

Since about one-half of all the students who graduate from high school in Ann Arbor each year go directly from school to work, it is important that teachers know how local industry and business operates. In touring Argus, teachers were interested in employee working conditions, employment practices and types of jobs performed by skilled as well as unskilled workers. Knowledge of these facts will give them a better idea on how to plan for future vocational class activities and how to counsel their students on job planning.

A session with President Robert Lewis who explained the problems and aims of business and answered questions from teachers, started off BIE Day at Argus. After the movie, "Fine Cameras and How They Are Made," teachers relaxed at a luncheon in the Cafeteria designed for informal conversation with Argus guides and executives. Then, with George Milroy, Glenn Rogers, Don Crump, Jack Fyfe and Bill Allen as guides, the plant tours were on!

It was a busy day, and an important one in cementing understanding between two of the most important groups in our town—teachers and workers in industry.



ORATORICAL "OSCARS" were presented to Dudley Scholten, Jimmy Barker, Jim Rorhbaugh and Jim Steel - men who, in salesmen's opinion, made the biggest contribution to Argus' success in 1954. Above, Jack Pelton (left) congratulates Jimmy Barker as Dave Carto looks on.



CONTEST WAS HELD between "Factory Fullbacks" and "Coffee Slopers" to see who could set up a day-glo display the fastest. Above, Joe Detweiler (seated) tries his luck as (left to right) "judge" Robert Lewis, Ted Humphries and Jim Brinkerhoff look on.

Sales Staff Assembles for Annual 3-Day Conference

Argus salesmen from various parts of the nation attended the 1955 sales meeting called by Dudley Scholten, Vice-President and Director in Charge of Sales and Advertising, and held at the University of Michigan Union January 27 through January 29.

Once again, salesmen's skit night, when salesmen became actors to give their version of home office activities, was one of the high spots of the conference.

The more serious side of the pro-

gram covered last year's sales activities, introduced plans for the coming year and revealed performance goals for the future.

George Chapman, New York attorney in charge of Argus enforcement of Fair Trade contracts, discussed progress in this phase of sales activities. Other guests at the meeting were O. W. Ray, distributor of Argus products in New York and Robert Craig, distributor of Argus products on the West Coast.

MEN FROM SALES, SERVICE, ADVERTISING who attended the meeting were (left to right): FRONT ROW: Bob Shondell, Walt Rickhoff, Bill Spicer, Arnold MacDonald, Al Dawson, Bill Weeden, Bob Dunlap, Bob Dorinson, Dave Carto, Chuck Murphy, Bill Houck, Dan Schurz. SECOND ROW: Ted Watt, Ted Little, Bill Sturgis, Jim Steel, Jack Pearson, Bill Franklin, Ted Humphreys, Jack Pelton, George Milroy, Howard Smith, Ralph Beuhler, Dick Pierce, Jimmy Barker, Martin Breighner. THIRD ROW: Joe Detweiler, Dudley Scholten, Bob Craig, Ken True, Terry Southard, Clint Harris, Robert E. Lewis, Willard Ray, Bob McMillan, Carl Chapman, Bill Armstrong, Doug McPherson, Jim Johnson. LAST ROW: Bob Morenz, Wes Donaldson, Jim Rorhbaugh, Rob Wilson, Bruce Corley, Al Viebranz, Bob Woolson, Jack Dziens, Joel Rowley, Roy Gustafson, Bob Cox, Robert L. Lewis.



SALES REPRESENTATIVE JACK PELTON presented his version of Carl Chapman working on market research and making up salesmen's quotas.





Leonard Motsinger, Lens Coating Supervisor, and Marguerite Canine discuss her progress review.

Now-Progress Reviews for Everyone

Talking Over Job Problems Leads to Better Understanding

A large portion of our day, eight hours for most of us, is spent doing a specific job. It's natural, therefore, to be interested in this job, to want to know if we're making any progress on it. We want to know if our work is good or merely adequate and if we have chances for promotion or better pay. That, basically, is the philosophy behind the progress review, a method of evaluating work, which is being introduced in some departments at Argus for the first time this month.

Progress reviews for salaried personnel have been in effect for the past year. But this month marks the beginning of these reviews for factory personnel and members of supervision.

WORK EVALUATED EVERY SIX MONTHS FROM NOW ON

About one every six months, from now on, you will have your work reviewed and discussed by your supervisor. Your work will be evaluated

according to a progress review form which he will complete, discuss with you and return to the Personnel Department.

The progress review form used to evaluate your job will depend upon whether you have an hourly-paid, salaried or engineering, or a supervisory position. As you can see from the forms at the right, since the type of work is generally a bit different in each of these classifications, the points considered in evaluation are also a bit different for each.

HOURLY-PAID JOB EVALUATION

If you have an hourly-paid position, for instance, your work will be graded on four points: the quality of your work (how good it is), the quantity of your work (how much you turn out), your general attitude toward your job and your co-workers, and your versatility or how quickly you learn a new job and adapt to a new situation. Your absence and

tardy record will be reviewed, also.

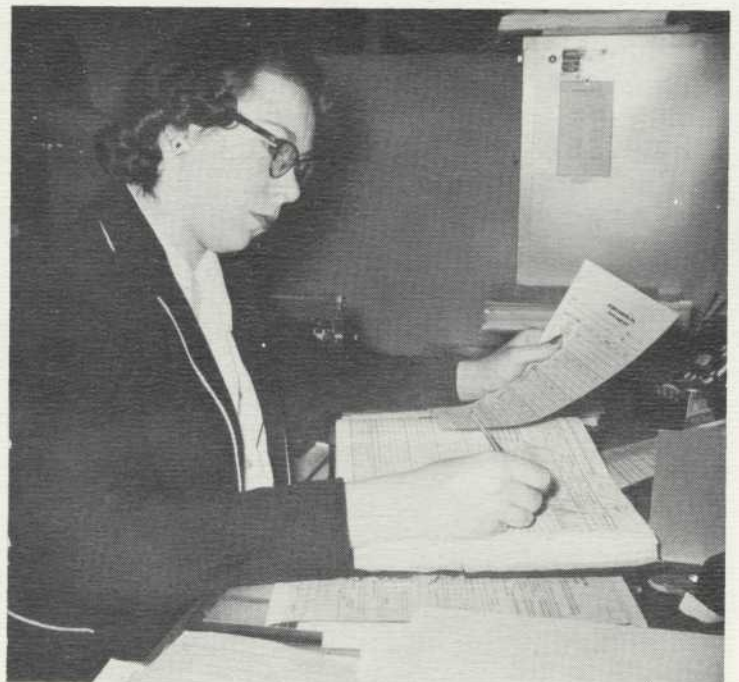
SALARIED JOB EVALUATION

If you have a salaried job, you will also be graded on quality, volume of work, your attitude toward your work and your absence and tardy record. In addition you will be graded on your dependability, your judgment and initiative.

Engineering department people are graded on the same points as regular salaried people, plus creative ability.

SUPERVISORY JOB EVALUATION

People in supervisory positions actually have the most thorough job evaluation of anyone in the plant. Their work, however, is evaluated once a year rather than every six months. They are graded on such factors as ability to organize work and delegated responsibility, initiative, flexibility as well as many personality traits essential to getting along with and supervising fellow employees.



Gerry Criss, Personnel Records Clerk, begins the procedure by sending progress report forms to the supervisors of people to be interviewed during the month. Completed forms are kept in the Personnel files.

Right: progress review form for Engineering employees.



Officers spoke...



shareholders listened attentively



...others asked questions.

CREDIT UNION HOLDS END - OF - YEAR MEETING

The Annual Meeting of the Argus Employees Credit Union was held in the Plant I Cafeteria on January 18. Shareholders present at the meeting elected William Brackney, Herbert Pfabe and Wilma Simmons to the Board of Directors; Elwood May was elected to the Credit Committee and Jesse Cope to the Supervisory Committee. Expiring terms of former members of these committees caused the vacancies.

Credit Union by-laws which state that officers of the Credit Union are to be elected by the Board of Directors from members of its own group were followed at a special board election after the general meeting. In this election, William Brackney was elected Treasurer to replace Ty Kemp who resigned from this position. Wilma Simmons was named Clerk and member of the Delinquent Loan Committee.

Newly-elected officers are: right, Herb Pfabe; below, back: Jesse Cope, Elwood May; front: William Brackney, Wilma Simmons.



ARGUS EMPLOYEES' CREDIT UNION

Statement of Financial Position For the Fiscal Year Ended December 31, 1954

On December 31, 1954, 369 people were members of the Credit Union. 96 loans had been made on that date totaling \$22,558.19.

CURRENT ASSETS:

84 loans (including those less than 2 months delinquent) totaling.....	\$ 17,724.02
Cash in the Ann Arbor Bank.....	3,143.93
Total current assets	20,867.95

CURRENT LIABILITIES:

Notes Payable.....	1,000.01
Shares purchased by members	19,654.18
Reserve for Bad Loans	116.55
*Undivided Profits (Net profits minus \$24.30 set aside as a reserve for bad loans)	97.21
Total current liabilities.....	20,867.95

INCOME:

Interest on Loans.....	284.08
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EXPENSES:

Stationery and supplies.....	106.64
Borrowers' Insurance (upon the death of a member, this insurance provides for full payment of his outstanding credit union loans).....	35.93
Surety Bond Premium (pays for bonding of credit union officers).....	20.00
Total current expenses.....	162.57

NET PROFIT.....	\$121.51
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QUICK REVIEW OF QUESTIONS ASKED AT THE CREDIT UNION MEETING

What is the shortest period of time in which the Argus Credit Union can grant a loan? In an extreme emergency, the Credit Union can grant a loan up to \$400 within one hour after the request is made with only the borrower's signature as security.

What is the largest loan the Credit Union can grant? Although no definite decision has been made on the size of loans, the Credit Committee has felt that until the organization has a larger reserve, the largest loan should be \$500. This figure is now being reconsidered, and it is possible that larger loans will be made in the near future.

When will the Credit Union pay dividends to members? Because of the short term of operation of the Credit Union, no dividend was declared in January. It is hoped that the organization will be able to declare one in June.

What insurance does the Credit Union carry? First, a reserve fund of 20% of profits is set aside for bad loans. Then, should any member die, his beneficiary will receive all his savings plus an insurance sum which is equal to the amount of his savings up to \$1,000. A sum of \$1,000 is also set aside for quick availability when a fast withdrawal of savings is requested. The organization also carries Borrowers' Insurance and Surety Bonds, explained in financial statement above.

Has the Credit Union had difficulty finding borrowers for money? No, the organization has been so successful lending money that it has been forced to use a waiting list. None of the loans have been delinquent.

Camera Club Presents 1st Honorary Memberships



Eddie Sayer (left) and Gerry Space (right) explained Camera Club activities and presented membership cards to Thomas Spitler (left, center) and Robert E. Lewis.

Robert E. Lewis, Argus President, and Thomas Spitler, Director of Industrial Relations, officially became members of the Argus Camera Club last month when Club President Eddie Sayer and Secretary Gerry Space presented them with honorary membership cards.

The club which was organized in October meets every Monday night at 7 p.m. at Argus. Lists of club activities are posted on a bulletin board near the front doors in Plant I and in the hall near the front door of Plant II.

Camera Club membership is open to any Argus employee who is interested in black and white or color photography or cinematography.

JCC Bosses' Night Award Given to Argus

A special award, the first of its kind, was given to Argus by the Ann Arbor Junior Chamber of Commerce last month for outstanding assistance in community activities during the past year.

The award was given at the annual JCC "Bosses' Night" Banquet at the University of Michigan Union.

Junior Chamber of Commerce "Key Men" awards were also given to two Argus men—Irving Halman, Accounting, and Jack Grimston, Inventory Control.

The Old Timer:



"Except for wrestlers, no really big man ever throws his weight around!"

GROVER JOHNSON COLLECTS \$300 AWARD

Grover Johnson, Machine Shop, collected a check for \$299.31 last month when he suggested several changes in the method of handling the lens tube bracket on the 300-watt projector.

Second highest award for the month, a check for \$107.61, went to Matta Maynard, Camera Assembly, who suggested the use of a different tool in assembling the C-3 Camera case and back.

Lucy Hawks, also of Camera Assembly, received \$37.50 for suggesting the revision of a soldering operation for the final assembly of the "75" Camera.

Bill Kinney, Standards, suggested a new advertising idea and won \$25. Awards of \$10 each went to Marilyn Jaeger, Accounting; Orviel Harrison, Planning; Reuben Rohde, Machine Shop, and Mary Azary, Shipping. Suggestions for the month of January totaled \$504.42.

A recent survey of the operations of suggestion systems in plants discloses that suggestions from employees made most often include process improvement (94%), work simplification (94%), materials handling (93%), and safety and health (97%).



Grover Johnson (left) receives his suggestion award check from night shift foreman, Forrest Graves.

Argus Named "Company of Year" by Camera Shop

Employees at Argus were responsible for the firm's being selected "company of the year," according to William V. Petrere of the City Camera Shop of Dearborn who presented an engraved gold trophy to Dudley Scholten last month.

Argus received the first of what is to be an annual award given by the shop to the company which has done the most for its business during the year. City Camera is a Greenfield Road shop dealing in hobby supplies, camera repairing, stamps and coins.

"All the people at Argus have bent over backwards to be of service to us," Petrere commented. He also mentioned Argus' current efforts to enforce Fair Trade contracts. "Being one of your smaller dealers, we can truly appreciate Argus' going to the forefront in the increasing battle of prices," he said.



Dudley Scholten, Vice-President and Director in Charge of Sales and Advertising (right) accepts a trophy from William Petrere (center) as Robert E. Lewis looks on.



HATS OFF DEPT.

These people have received promotions at Argus during the past month.

LIZ CLAPHAM is the Sales Stenographer in the newly-formed Business Machine Department headed by Dan Schurz. Taking Liz's former job of Records Clerk in the Personnel Department is GERRY CRISS. Gerry was promoted from her former job of Personnel File Clerk.

BETTY BLISS who has been Secretary to Jim Steel in Advertising is promoted to Secretary to Tom Spitler, Industrial Relations Director.

When Walt Blackwell left Argus, ROGER RICE was promoted to take his place. Roger was promoted from Process Control Engineer in the Engineering Department to Tool Project Engineer.

DELOY KELLY, a former part-time Detail Draftsman in Engineering has been placed on the full-time payroll and promoted to Layout Draftsman.

FRED TOWER, former Lens Blocking Supervisor, was promoted to Supervisor of Commercial Optical Assembly. Stepping into Fred's shoes in Blocking is PAUL GUENTHER, formerly a Lens Grinder.

JOHN KOKINAKES has been promoted to Apprentice Machine Rebuilder in the Maintenance Department instead of Oiler as reported in last month's "Argus Eyes." The Oiler is LEONARD SHOCK who was formerly a temporary Maintenance Mechanic.

ELMER JOHNSON, Machine Shop was promoted from a Class A Machine Operator in this department to an Automatic Screw Machine Operator.

Two Wrongs Can Make a Right!

Merwin Campbell, Tool Room, stumbled upon a piece of almost impossible coincidence recently while jig-boring a punch plate for a die. The plate didn't look just right to Merwin, so he checked it to discover that he had made an error of one-tenth of an inch in the location of one of the nineteen holes he had bored.

On checking with the Engineering Department to see how the error could be corrected, Merwin discovered that Engineering had made an error, too. The error was the same size as the one Merwin had made on the location of the same hole on the same plate.

The two mistakes cancelled each other to make what normally would have been a faulty plate - a perfect one!

Can You Top This Record?

Production Engineering reports that an excellent absence and tardy record for their department has been held by Bob Barsantee, Sr., a Tool Gage Inspector who in the nine years he has been employed at Argus has been late just three times and absent just four and one-half days because of illness.

Progress reviews which are currently in session may bring to light other outstanding late and absence records. Can anyone in your department top this one?

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- LOUIS "BUD" FARRELL, Service, has been appointed Post Service Officer for the Dexter American Legion Post #557. He is also delegate for a 3-year term to the Washtenaw County Council of Veterans.
- JIM BRINKERHOFF, Factory Manager, was elected President of the Ann Arbor Manufacturer's Association - an organization to further the interests of manufacturers in Ann Arbor and to provide industry leaders with the opportunity of becoming better acquainted.
- RUSS WARREN, Factory Supplies Supervisor, took charge of a polio fund dinner for county drive chairmen held at the Moose Lodge last month. Russ is Governor of the Lodge this year.
- ART PARKER, JR., Suggestion Plan Manager, was elected to the Board of Directors of the National Association of Suggestion Systems, Detroit Chapter, last month. Purpose of the association is to provide members with information and methods for improving suggestion plan systems and to compare and study mutual problems.
- TOM KENTES, Service, has been elected Vice President of the Board of Trustees of St. Nicholas Greek Orthodox Church for the coming year. He is also chairman of the major project for 1955 - to refurbish school rooms in the parish house.
- Argus people who took part in a variety show for patients at the Ann Arbor Veterans Hospital recently were JIM MELDRUM, Engineering; IRVING HALMAN, Accounting; GEORGE HAAS, Accounting; JACK GRIMSTON, Inventory Control; TOM LESTER, Accounting. Jim Meldrum sang in the Serenaders quartet from the Lyra Chorus; the others were part of a JCC play group.
- AL BETHKE, Engineering, was installed as Worshipful Master of Golden Rule Lodge #159 F & A. M. on December 10. On the same day, KEN GEIGER, Planning, and WILLIAM FRANKS, Planning, were installed as Stewards in Ann Arbor Lodge #544 F. & A. M.
- JIM LAWLESS, Engineering, was installed as Chaplain of Ann Arbor Council #86 Royal and Select Masters on December 11.
- BILL CHEATHAM, Machine Shop, was installed as Venerable Prophet of Zal Gaz Grotto #34 M. O. V. P.E.R. on December 18.

Hint to Indoor Photographers

Want to take good indoor snapshots of people and pets without floodlights or flash? It can be done by using a reflector to redirect the light from a bright window to illuminate softly the shadowed side of the subject. Place model within three feet of the window and keep reflector (a 3 or 4 ft. square of white cardboard) just out of camera range. Use 1/25th of a second at f/8 with subject in direct sunlight, and 1/10th at f/6.3 if the light is bright, but not direct sunlight.



Wedding Bells Ring for Five Argusites

Larsen—Ambrazevich Wed



Mrs. Ambrazevich

Lois Larsen exchanged wedding vows on the afternoon of December 26 with William Ambrazevich (Tool Room) in the home of her parents, Mr. and Mrs. Andrew Larsen of Caro.

C. V. Hamilton of Caro was best man, and a wedding supper honoring the newly-married couple was held at his home.

Mr. and Mrs. Ambrazevich are now making their home at 721 Church Street, Ann Arbor.

Phillips—Shaw Marriage

Don Phillips, Sales, married Barbara Shaw, a former resident of New York City in Tokyo, Japan, on December 22.

Don was sent to Japan last August to represent Argus in connection with military sales. Before that, he spent several months in the Ann Arbor Sales Department.

Sedlar—Hamlin Nuptials

Vera Sedlar of Windsor, Canada, became the bride of Richard Hamlin, Standards, on January 28 at a ceremony in Temple Baptist Church, Windsor.

After a wedding trip to Chicago, Mr. and Mrs. Hamlin are now living at 516 Packard Street.

Wilson—Doyle Engaged



Sue Wilson

Suzanne Wilson (Advertising) is engaged to William Doyle (Personnel) her parents, Mr. and Mrs. Brainard M. Wilson of Rochester, New York, announced.

The couple is planning a May 21 wedding in the Sacred Heart Ca-

thedral, Rochester, New York.

Bessie "Ma" Green, Glass Salvage, would like to thank all of her friends at Argus for their remembrances at the recent death of her husband.

Nancy Volker Becomes Bride of John O'Hare

Nancy Volker, daughter of Mr. and Mrs. R. F. Volker of Monroe, became the bride of John O'Hare, plant guard, at a 4 p.m. ceremony in the First Evangelical United Brethren Church in Monroe on January 8. The groom's mother, Ruth, works in Camera Assembly; his father, Dennis, works in Planning.

Argusite members of the wedding party were Ronald Fox, guard, who was best man and Bill Allen, Planning, who was one of the ushers.

A reception was held at the church after the ceremony. A second reception was held in the evening at the Dennis O'Hare home.

After a week's honeymoon in Montreal, the newlyweds are now living at 1093 Janet Avenue, Ypsilanti.



Mr. and Mrs. John O'Hare

Dawn Ramsey Marries Robert Halleen

Dawn Ramsey, Sales, became the bride of Robert Halleen, son of Mr. and Mrs. E. N. Halleen of Dearborn at a 7:30 p.m. ceremony in the University Lutheran Chapel on January 22.

Girls from the Sales Department who took part in the wedding included Lois Elkins who was maid of honor and Mary Eschelbach who was one of the bridesmaids. Ruth Beckman took charge of the guest book at the reception which was held in the Labor Hall in Ypsilanti and Agnes Covington cut the wedding cake. Donna Gilbert and Alice Riley poured coffee.

After a two-week wedding trip to Florida, Mr. and Mrs. Halleen are now at home at 1105 Spring Street.



Mrs. Robert Halleen



Lauren Lutz, Lens Polishing, became the father of a 7 lb., 13-1/2 oz. boy, Mark Lauren, on January 17.

Bill Rippel, Engineering, has a brand new daughter, Barbara Reed, born January 25 weighing 7 lb., 14-1/2 oz. Barbara has a sister, 2-year-old Debbie; her mother, Marion, formerly worked in Service.

Mary Smith, Shipping, became the mother of a 9 lb. boy, Henry

Lee, on December 7.

Stephanie Burns, Timekeeping, has a new son, Daniel Louis, born January 20 weighing 7 lbs., 7 oz.

Ted Waxman, on military leave from Government Optical Assembly, is proud father of a 6 lb., 12 oz. daughter, Nancy Ann, born December 21.

Laurel Marie is the name of Robert Ingling's (Standards) new 8 lb., 13 oz. girl born January 8. Laurel has one sister, 2-year-old Barbara.

Dick Ross, Standards, is the proud father of a 6 lb., 6 oz. baby girl, Joyce Ellen, born January 17. Dick has 4 other children.



In nineteen hundred
And fifty-five
I'll watch my step:
On SAFETY thrive!

Keeping Up with Argus People

Sitting on Top of the World!



Cake, with lots of gooey frosting, topped with plenty of ice cream—what more could a girl ask for on her 2nd birthday! The date was January 13—the birthday celebrator, Lois Elaine Bradmon, daughter of Dick, Lens Grinding. Dick took this charming photo with his Argus "40".

Barbara Barlow Gets Department Gift



Two Servicemen Receive Promotions

Gilbert Jaeger, Machine Shop, and William Wetzel, Standards, both on military leaves of absence with the Army, received promotions to sergeant and corporal, respectively.

Gilbert was promoted to sergeant at Fort Bliss, Texas, where he is assigned to the office of Headquarters Battery. He entered the service on March 16, 1953, and received basic training at Camp Atterbury, Indiana. March 15 of this year will be the last day of his military duty.



Gilbert Jaeger



William Wetzel

William Wetzel received his promotion to corporal when he arrived back at Fort Knox, Kentucky, after a 10-day furlough. He entered the service in May, 1953, and is now a printer with the Third Armored Division.

His father, William Wetzel, Sr., is a supervisor in the Design Engineering Department.

Lois Niles is Showered with Gifts



Ev Loy (right) tries a housecoat "for size" on Lois Niles, Switchboard Operator. Lois, who recently went on leave of absence, received the housecoat and box of baby clothing which she holds in her hand as gifts from friends at Argus.

Barbara Barlow, Accounting, takes a few minutes off from her typing job to admire a car bed given to her by friends in the department for the baby-to-be. Barbara is now on leave of absence.

"Lost Five" Team Leads Afternoon Bowling League

by Tom Mitchell

The half-way point has been reached -- the Lost Five team on top with 60 wins and 16 losses. Four Roses is next with 53 and 23, and the Pin Heads are in third spot with 47 and 29. The five other teams are not in contention at this date.

So far, the high team single game has been bowled by the Pin Heads - 1057. The high team three game record is held by the Lost Five - 2880.

11 Men Win Fishing Prizes

\$110 in prizes was distributed last month in the 1954 year-long Fishing Contest sponsored by the Recreation Club. Each winner received a prize of \$10.

For the largest fish caught in Independence Lake, prizes went to four men. They were: Paul Haines who caught a 5 lb., 28-3/4" x 11". Northern Pike using minnows for bait; Bob Cramer who got a 3 lb., 19-3/8" x 9-1/2" Large Mouth Bass with minnows; Al Kesler who caught a 1/2 lb., 11-3/4" x 6". Perch with wigglers and Dewey Bonnewell who got a 1/2 lb., 9-1/2 x 7-1/2" Blue Gill with worms.

In the local waters division, William Dusterhoft caught the largest fish - a 9 lb., 3 oz. 35" x 19-1/2" Northern Pike with minnows in an unnamed lake. Donald Canine got a Large Mouth Bass weighing 5 lbs., and 22" x 41" in size at Pleasant Lake with surface bait.

Joe Jaroszyk caught a 2-1/2 lb., 19-1/2" Brown Trout with night crawlers in Slago Creek.

Harvey Bennett got a 2-1/2 lb. Small Mouth Bass 16-15/16" long in Barton Hills Pond with a special fly bait which he ties himself.

Paul Haines won again in the local waters division with a 1/2 lb., 10" x 9" Blue Gill caught with wigglers in Big Silver Lake.

In the out-of-state division, Rolland Snyder was a two-time winner with fish caught in Cedar Lake, Minn.

One prize was won for an 8 lb. 9 oz., 31" x 14" Northern Pike caught using a Johnson Spinner for bait. The other prize was received for a Large Mouth Bass weighing 5 lbs., 1 oz. and 20-3/8" x 13-1/4" in size using a frog for bait.

Sports Review

by Art Parker, Jr.

By doing a little checking I've found that a great many sports are enthusiastically followed by our fellow employees right through the winter. Sports cars would seem to be a rather seasonal activity because of the marginal weather protection equipment. However, weather cannot dampen the enthusiasm of the stout-hearted sports car owner.

Bob Barsantee, Jr., of our Tool Room, is the proud owner of such an automobile. In recent months he has made quite a name for himself in the sports car racing circle of the midwest.

In the most recent event held on the ice of Lake Orion located near Pontiac, Bob placed best time of the day driving his car through a tortuous course laid out on the ice and against some of the best drivers in this area. His, like most true sports cars, is an import. It was built in England by a company long recognized as one of the best. The car is known as a Jaguar XK-120-M. It is powered by a 190 h.p. 210 cu. inch double overhead cam engine which makes the car capable of attaining true speeds in excess of 130 m.p.h.

Bob is not alone in his enthusiasm for this sport. Bill Patton, General Manager of our German Operation, and Bob Watkins of our Engineering Model Shop are both owners of these fine performance automobiles. I hope that over the year we can check on these men now and then and report their activities.

GOLF

Spring must not be far away because I've heard that the golfers are beginning to stir and organization meetings are taking place. More about this sport as the details are obtainable.

BOWLING

LEAGUE STANDING

Men's League

- 1 Thirsty Five
- 2 Tabulators
- 3 Planning
- 4 Tool Room
- 5 Green Hornets
- 6 Lens Tool

Women's League

- 1 Arg-Eyes
- 2 Ten Pins
- 3 Argus-Etts
- 4 Jiv'n Five
- 5 Service
- 6 Lucky Strikes



Bob Barsantee, Jr. and his Jaguar.

Cribbage Players Win \$ \$

Best cribbage players at Argus this year are Ernie Schneeberger, Accounting, and Edna Huntley, Receiving Inspection, winners of the 1955 men and women's cribbage tournaments sponsored by the Recreation Club. As a prize for top place, Edna and Ernie each received \$10.

2nd prize of \$5 each went to John Kenne, Camera Assembly, and Katie Del Prete, Timekeeping.

3rd prizes of \$3 each were received by Walter Back, Machine Shop, and Wilma Simmons, Paint Shop.



YOU CAN WIN PRIZES

in the

1955 FISHING CONTEST !!
(sponsored by the Recreation Club)

Year-long contest ends
December 31, 1955

For rules and entry blanks,
see Don Crump, Quality Control.

argus eyes

Published monthly for the employees of
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ANN ARBOR, MICHIGAN

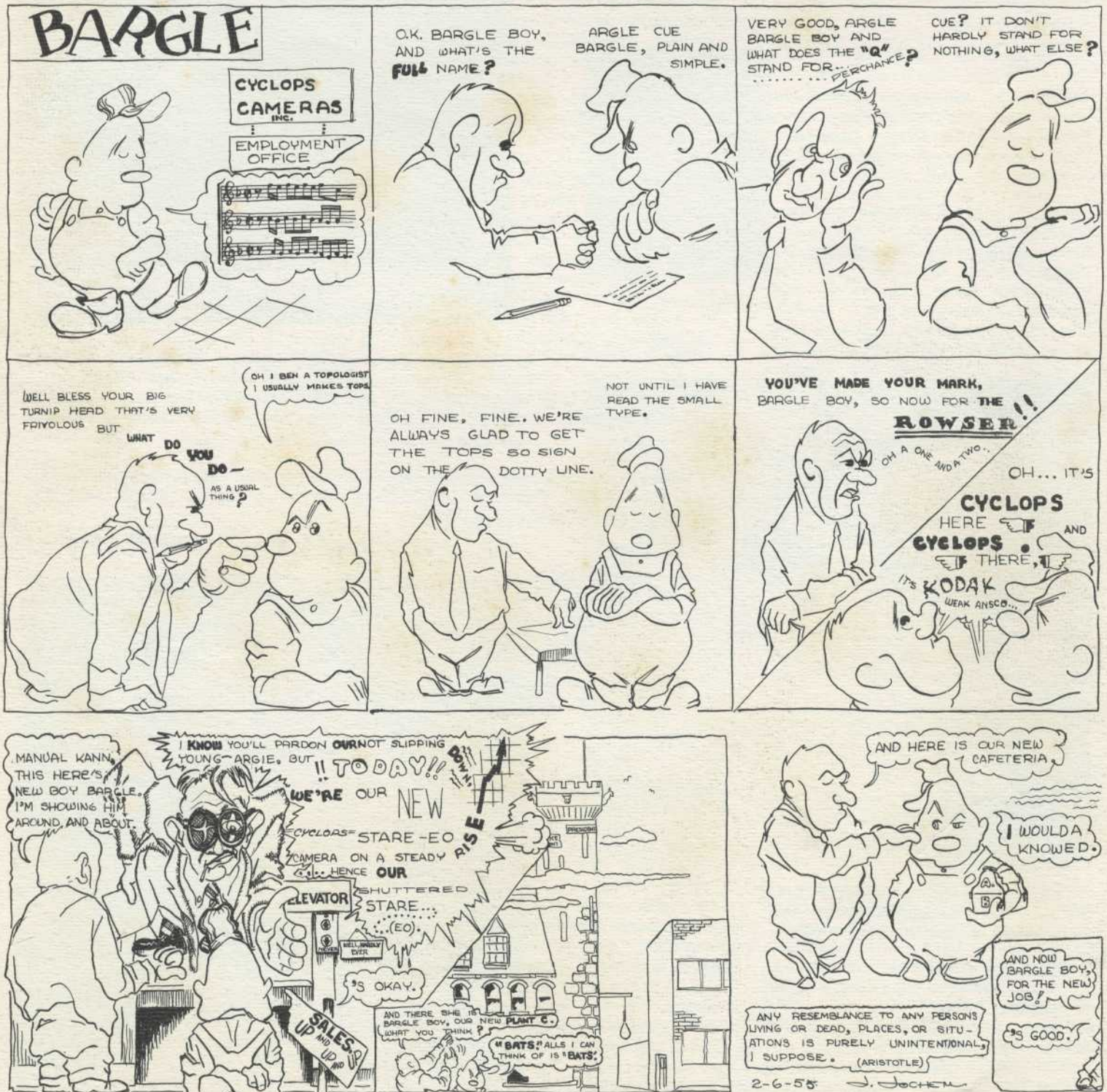
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