

# argus eyes

Volume 8 No. 10

December 1952





# REVIEWING ARGUS PROGRESS

— by Robert E. Lewis

The highest commercial sales of our Company's history were reported for October, and sales since then have continued at the same high level. For the past month, all commercial products that we can make from now until Christmas have been completely sold out--and a survey of 60 representative photographic dealers throughout the country indicates that their supply of Argus merchandise is low. This survey, which is conducted every month to determine how many Argus products our dealers have on their shelves, is very important to us. Our sales to dealers could be misleading. The survey points out how much merchandise actually is passed on to the consumer.

Another guarantee for a sound future has been our steady military production. As you know, our military production has been stretched out at a lower rate over a longer period, and this adds to our flexibility. The way the world situation looks right now, our military contracts will continue for a long time.

Our new product program is proceeding according to plan, and it will help us gain an ever-increasing part of the camera market. The 35mm camera I showed you at the Annual Dinner should be in initial production soon after the first of the year. We believe this camera will be an important addition to the Argus line. The telephoto lens, furthermore, has been well received, with orders for it still running somewhat ahead of our ability to deliver.

### JOB EVALUATION NEARLY COMPLETED

Our Company-wide job evaluation will be completed by the end of November, and we will immediately petition for any selected increases indicated by this study, retroactive for hourly and non-exempt personnel to the first pay period beginning on or after August 1. We had hoped originally that the evaluation would be finished by the end of October, but the large number of jobs requiring evaluation and the decrease in the number of persons working on the study delayed the completion date.

Within the next couple of weeks we expect the Military Optical Assembly Department to occupy the newest addition to the second story of our Optical Plant. This will give us a little

more room where we urgently need it in other departments.

We signed a contract with the Union in the Tool Room on November 3, assuring the Tool Room the same benefits we have in the rest of the plant. We will petition for the selected increases that resulted from the job evaluation.

### BLOOD BANK AIDS BOYS IN KOREA

It is a pleasure to see some of our boys returning from Korea. Bob Barsantee, Jr., and Cliff Swanson agree that it's wonderful to be back. We can help our men still in Korea by donating blood to the Blood Bank. I urge all of you who feel able to do so to give during the Argus and Ann Arbor industrial drive. Only by all of us doing our part can we keep America an outstanding nation.

Our Annual Dinner was the highlight of the month. I was glad to see so many of you there -- we certainly filled the banquet hall of the Union. Where we can hold the dinner if we get much larger will be quite a problem for the future.

### PROFIT-SHARING FUND OFFERS SECURITY

I was very pleased to have the opportunity to review with you again the benefits of our Profit-Sharing Fund. Under our plan an average person could have well over \$20,000 in the fund for his retirement, and he could receive it in lump sum, life-time monthly payments, or in any other manner he desired. That, is real security in these days of high taxes when a person of average income finds it extremely difficult to save any money at all.

Very few plans in industry can compare with ours, which was patterned after the profit-sharing plan of the Joslyn Manufacturing Company of Chicago. As I mentioned at the dinner, one of the Joslyn machine operators retired last year and received a check for \$44,306.13.

### CHRISTMAS PLANS OUTLINED

The Christmas season will soon be with us. A bulletin has been sent out indicating the days that the plant will be closed at Christmas time. As usual, a turkey will be given to everyone. I have always felt that the children's Christmas party was a worthwhile and successful event, and I look forward to seeing many of you there this year.

## DECEMBER CALENDAR OF EVENTS

<p><b>Withholding Tax Exemptions</b></p> <p>All employees anticipating a change in their tax withholding exemptions by January 1, 1953 should sign a new tax withholding card (W-4 Form) immediately.</p> <p>If your exemptions are expected to be reduced, a new card must be signed. The signing of a new card for increased deductions is optional.</p> <p>W-4 Forms to be signed in case of change are in the Personnel Office.</p>	<p><b>Christmas Dance</b> December 6</p> <p>Plans are in the making for the Annual Christmas Dance sponsored by the Argus Recreation Club.</p> <p>Meet your friends at this gala affair, to be held at the American Legion Home, Saturday, December 6, from 9:00 to 1:00 A.M.</p> <p>Your membership card is all that is needed to admit you and your partner, as well as another guest couple.</p> <p>Arrangements have been made for tables to be set up in the ballroom, refreshments will be served, and valuable door prizes will be given away.</p> <p>Remember the date--Dec. 6 see you at the Legion!</p>	<p><b>Christmas Holiday Pay</b></p> <p>To be eligible for Holiday pay, it is necessary to work the day before and the day after the holiday.</p> <p>Details of the coming Christmas and New Year's Holidays are posted on the bulletin boards. Be sure you know when to report to work - see the bulletin boards, then--have a Happy Holiday.</p>	<p><b>Mixed Doubles Bowling Tournament</b></p> <p>Just a reminder that the Argus Mixed Doubles Bowling Tournament is scheduled for Sunday, December 7th.</p> <p>The tournament is sponsored by the Argus Recreation Club. Mr. Lewis, President of Argus Cameras, is providing trophies for first and second places. Additional cash prizes will be awarded based on the number of entries.</p> <hr/> <p><b>Children's Christmas Party</b> Saturday, December 20, 1952</p> <p>NUMBER OF CHILDREN:</p> <p>BOYS _____ AGES _____</p> <p>GIRLS _____ AGES _____</p> <p>NAME OF EMPLOYEE _____</p> <p>(Return to the Personnel Department)</p>
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## Argus Employees Active in Civil Defense

The only radio transmitter station, that could send out emergency messages from Washtenaw County during a major power shutdown, is Station W8KGG shown in the remodeled DSR Bus pictured below. It is equipped with its own generator.

Three of the men who operate the transmitter station are Argus employees--the Azary brothers, Alex in Standards and Paul in the Machine Shop, and Neil Podewils from the Electronics Lab. All three are radio



hams" and members of the Huron Valley Amateur Radio Association which has brought together 55 radio operators from Washtenaw County and the surrounding area.

Remodeling a wrecked Detroit City Bus has been the three-year-old club's main project. Members pitched in with time, money, and effort to prepare the bus as a communications unit for civil defense and a nerve center for "hams" of this area. Donations from civic and industrial organizations are now underwriting the cost of the bus.

On Armed Forces Day the bus operators relayed messages from persons in Ann Arbor to their sons, brothers, and husbands in Korea. This is a service, incidentally, which the club is always ready to perform, free of charge.

The bus helped in the elimination of Halloween vandalism by acting as a control station for members who patrolled the streets in their radio-equipped cars.

The club members take their posts in the bus and in their own cars twice a month for area civil defense drills which simulate fire, flood, and war emergencies. State and national drills are also held with some 350,000 "hams" participating in the national drills.

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## Seventeen Awarded \$494

How many times have you read through this article and come across the name of someone in your department who has received a suggestion award? Did you ever stop to think about how he or she won this award? The following paragraph shows how easy it is to turn in a winning idea.

Bob Hayes, of our Tabulating Department, noticed that the overhead pipes in the basement stock room were in such a position that a person might receive a severe bump on the head. He turned in a suggestion asking that these pipes have a padded covering as a safety measure. We did this and Mr. Hayes is now \$10 richer.

This last month was a good one for the following 16 Argus employees who, along with Bob Hayes, collected a total of \$494.48 between them for their suggestions.

Bill Dusterhoff of Optical Assembly came through with a slick idea for an injection sealing machine. He was paid \$100 for this idea.

Neither time nor space will allow us to describe what all these Suggestor's ideas were, but their names and the amount they were awarded are as follows: Eric Rose, \$120; Roy Carlson, \$25, Bill Crise, Jr., \$28.08; Harry Rookes, Claude Stoner, Juanita Boyd, George Bock, Jesse Cope, Harold Lesperance, Bill Harner, George Kennedy, Bob Schleicher and Harold Peterson all won \$10 awards. Shirley Dersham, of Tabulating, had two for two this month with both ideas concerning tabulating procedures worth \$10 each.

"Windy" Hanson, of Optical Assembly, had three good ideas, two worth \$10 each and one worth \$71.40.

You have, no doubt, heard the expression, "Too close to the woods to see the trees." That may apply to you so take a step back and look around you. Remember, there is always a better way. SUGGEST IT!

## Service Watches Presented

### At Company Dinner

More than 725 persons crowded the Michigan Union Ballroom and bulged over into the ballroom annex and second floor terrace dining room for this year's Company Dinner, November 10.

After dinner, everyone gathered together in the ballroom to honor six fellow employees, on their 20th anniversary with Argus, and 350 members of the profit-sharing fund.

"It gives me great pleasure," said Mr. Lewis, as he presented engraved gold watches for 20-year service to Esther Schenk and John Kendrovics, of Camera Assembly; Walter Clawson, Machine Shop; Reuben Egeler, Paint Shop; Ivan Benson, Service; and Oswald Hoefft, Maintenance. All had joined Argus shortly after the company was formed 21 years ago as the International Radio Corporation.

"Of the 350 members of the profit-sharing fund," Mr. Lewis reported, "ten per cent have \$8000 or more to their credit in the fund, while sixteen persons have balances over \$9000. Next year," he added, "130 persons will be eligible to join."

In a report of the fund's operations for the year ending July 31, Mr. Lewis announced that company contributions earned \$29,545 in interest during the year. Balance in the fund at the end of the year was \$1,264,176.

The company's contribution to the profit sharing fund, Mr. Lewis said, had grown in the past three years from \$87,000 to over \$231,000. In the same three years, sales have jumped from \$5,000,000 to \$13,000,000 a year, employment has increased from 486 to 1,200, and working capital has grown from \$450,000 to \$2,043,000.

"We face the future," he said, with a skilled organization, good plant and equipment, sound financial condition, excellent reputation with the buying public and photographic dealers and a fine line of products."

Cliff Swanson, who just returned from Korea, was called to the speaker's platform and reported that Argus cameras are prized possessions of the boys in service. Speaking for Bob Barsantee, Jr., who also returned recently from Korea, and for himself, he said: "It's really great to be back."





## You Asked Andy

Another month and I'm back again--full and contented from that Company dinner. Sure was good to see so many of you there.

You must have given those pencils a good try-out 'cause I've never seen my box so full! Good questions, though--all 20 of them! But they had me running all over the place trying to find the answers.

### Weekly Pay Periods

Eleven letters--if you can imagine--wanted to know why salaried personnel couldn't be paid weekly now just like the hourly people. But I also got a letter and heard a lot of talk from some hourly folks who didn't want the payday changed at all. So I figured I'd better track down Jim Brinkerhoff and get the whole story from him.

I guess we all know it's company policy to be equal to or ahead of wage policies in this area. Well, a survey was conducted of companies in the Detroit and Ann Arbor area that showed that 62 out of 63 companies were paying hourly people weekly. On top of that, out of 18 companies with incentive plans, only one was paying bi-weekly! So that, plus your letters to Andy asking for

a weekly payday, will bring about the change for hourly employees, even though it means extra work for the girls in payroll and expense for the company.

I don't know what the area practice is for salaried people, but a survey will get started right away. I'll let you know the results of it.

### Job Posting

Had lots of questions to ask in Personnel so I headed there next. Looks like the bugs still aren't out of this job posting business--last month a secretarial job that was advertised in the Ann Arbor News didn't appear on our bulletin boards. The job, in the first place, Mrs. Radford said, was stenographic and incorrectly advertised as secretarial, and in the second place, it was filled from within by a girl who applied through the paper. "But since it is our policy to post all jobs that offer a promotion, this one should have been," Mrs. Radford said. "It was accidentally left off the boards."

It's a little expensive I'd say, to use the newspaper for job posting.

Then a couple of fellows wanted to know how "green guys" from the outside get hired and "immediately get choice boss jobs." Well, that was more than I could answer--couldn't see it happening myself--so I dropped in to see Bill Sturgis. He couldn't see it happening either. But if the fellow was exceptionally well qualified and if, after a very careful survey of everyone in the department it was found that no one else could handle the job as well, the newer fellow might be promoted. Far as I can see, the fellow wouldn't be "green," though. That's a pretty general answer, but the best Bill could do without a specific case. If it doesn't answer your question let me know and I'll try to do better next time.

Here's a question about the Personnel Department. Seems as though someone calls it a "wholesale and retail outlet"--and old Andy's about to agree! The girls are so busy taking orders you wonder how they can take care of their regular jobs! But those "personal" items such as you are curious about, Nurse Fran Watterworth handles--they're inexpensive, too, Fran tells me.

Fifteen letters answered--five more still to go. You sure are keeping me busy this month!

### Non-Incentive Rate

While I was in the Personnel Department, I turned this one over to Mrs. Radford:

"Just how long should it take to make top wages on a non-incentive job?"

Pay for non-incentive work, Mrs. Radford explained, is on a rate

range. The minimum paid is a beginner's rate. At the end of sixty days there is an automatic increase of 10¢. On non-incentive work, increases up to the maximum are given as you become more experienced. These increases for merit are made at the recommendation of the foreman. But under Wage Stabilization Board rulings, merit increases are limited in amount and cannot be made more frequently than every 60 days. Therefore, Mrs. Radford said, it would be more than several months before the maximum for a non-incentive job could be reached.

But if you feel you have worked long enough and know the job well enough to earn the maximum and that you do the work as well as those at the top rate, here's what you should do: First, go to your foreman or department head and ask him why you are not at the top. If his answer does not satisfy you, go to Mrs. Radford. If she can't help you out, then drop Andy a note with the details, and he'll find out what he can for you.

### Political Visitors

Here's a question I'm glad somebody asked. I was wondering about it myself and I bet a lot of others were, too! "I would like to know why the Company feels it is necessary to bring the candidates for governor into our shop. Also were both candidates invited to visit our shop, and if they were exactly in what manner was the invitation extended?"

That took me back to Jim Brinkerhoff. Here's what he had to say: "Argus has probably a greater desired than most companies to help inform its people not only of the operation of the company but of civic matters as well. And to give them a chance to meet political candidates for office seemed a service they might not receive in any other way. The Company has never officially sanctioned any one candidate as opposed to another, nor will it."

I asked him how it happened that the Republican candidate for governor toured the plant, but not the Democratic. He said that in the first place, the Republican candidate had personally requested permission to visit our shop. When that happened, Argus, through its official Democratic party representative, Babe Peterson, extended an invitation to the Democratic candidate for the governorship as well. When he couldn't make it, Argus went even further and invited the Democratic candidate for the senate. Unfortunately he couldn't visit us either. Maybe we'll have better luck two years from now.

(Continued on page 8)

### In Memoriam



Mrs. Bertha Casselberry, who had been employed in the Camera Assembly Department since January 1947, succumbed on November 16, 1952.

Our sincere sympathy is extended to her husband, Robert, and children, and her two sisters, Margaret Sindlinger and Catherine Russell, both of the Camera Assembly Department.



# Your Department in Argus Blood Bank Drive

## "It's Easy to Give"

"Nothing to it!"  
 "No after effects--not even a sore arm!"

"I felt like a cream puff for a little while afterwards, but I sure would give again."

Those were some of the comments from the men and women who have already donated their blood for Argus in the Ann Arbor Industrial Blood Bank program.

Said Eva Chovich, Camera Assembly: "The doctor tests your heart, blood pressure, pulse, and temperature. If everything is okay, you lie down flat on a cot, and blood is drawn from a vein in your arm. It takes five minutes--that's all there is to it!"

"It's even easier to give now than it was last year," Charles Owens, Sales, added. "Now the blood is drawn by vacuum through a plastic tube. You just lie back--don't feel a thing. Last year I had to pump a pint full by squeezing a rubber ball."

Jesse Ross and Lewis Jackowski of Polishing, and Herbert Oliver of Shipping agreed that if you'd given once, you'll give again. All have given blood--up to five times apiece. It was Lewis Jackowski who first volunteered this year to give his blood for Argus.

These are a few of the 108 persons who have already done their part. Some 1100 of us have yet to do ours. So let's sign our cards and join the drive for at least 75 per cent participation from Argus in the Ann Arbor Industrial Blood Bank program.



Joyce Dietle, Lenora Sech, Doug MacPherson, and Rod Bowers fill out information cards at University Hospital.



Blood bank technician, Edith Willis, registers Rod Bowers.



Dr. George Ruff performs preliminary health check.



Technician Beverly Livesay prepares to obtain blood donation from Joyce Dietle.



"Doesn't hurt a bit!"

## A Service to Yourself

The life you save may be your own--when you donate blood as an Argus employee to Ann Arbor's Industrial Blood Bank.

If not your own life it could be the life of your child, your husband or wife, your parents, even your spouse's parents, or perhaps the life of the fellow who works next to you. Or it could be the life of a boy in Korea.

For if you donate now, blood will be available when your emergency arises. You won't have to worry then about replacing the blood you use--you won't have to search for the proper blood type.

You would only need to get in touch with Mrs. Grace Radford, representing Argus for the Red Cross, and the blood would be available where you need it--at home or in a hospital, any place in the country.

So plan to donate during the Argus Blood Bank drive. By signing your donor card and returning it to the Personnel Office, you help your department fill its quota. Your name will be inscribed on the Argus "Roll of Honor" and your department's "tube" will fill a notch. Look for both on the Plant I bulletin board.

The Red Cross will provide transportation to and from University Hospital at the time of your appointment, and your time from work will be paid up to two hours.

Urge your family to contribute as well. To make this a real family project, evening hours at the hospital are being arranged for family donations.

Give now--for it's easy and worth while, a service to yourself and your country!



Gladys Johnson receives hot coffee from Mrs. Marion Crandell, Red Cross Canteen volunteer.



# Annual Company Dinner Attended by Over <sup>Pauline's Husband</sup> 700 Employees



Stella Edds Beulah Newman Roy Hiscock Mrs. Benson

Howard Schwichtenburg Jim Fraser Carl Bates Eddie Dow Fran Watterworth Mary Burris

Frances Franklin Chuck McClune John Shaftuck

Marilyn Watson Roberta Jones Dorothy Lixey James Mills Dorothy Quinn Phoebe Johnson Helen Doe Ken Geiger Herb Oliver

Marian Murray Sam Potter Ernie Metzner Harold Pickering Bill Wetzler Rita Parsons Joan Gross Erhart Schlenker

Joyce Dietle Nancy Carpenter Bill Ruzicka Ron Kaufman Barbara Rider Don Hindal John Roskos Eric Rose Merwin Campbell

Betty Meanley Jean Fitzgerald Cleo Wood Jerry Riley Mary Anne Whitechurch Kathryn Fraser Betty Balzman Marie Gould

Virginia Brumley Belva Marion Ann Davies Thelma Burke Frances Riggs Alice Alt Lula Belle Marge Phillips Roberts

Janet Dixner Pat Strickland Ruth Beckman Laura Searly Hazel Pedigo Carolyn Dancer Joe & Genevieve Wright Bill Armstrong Dick Darow Betty Bolzman Marie Gould Aaron & Gerry Otis Becky Herman Thomas Koegler Phoebe Johnson Helen Doe Joyce Todd Harold Piehutowski Agnes Cobb Jerry Stauch Bob Hayes Minna Ashby Don Koch Rolly White Peter Knight "The Novelaires"

R. E. Lewis Ozzie Hostf Walt Clawson Rube Egeler 'Doc' Benson Esther Schenk Robert Lewis John Kendrovics

Doris Walle Bill Sturgis Bev Bullis Helen Kurtz Steve Filipiak

Dick Foster Norm Symons Jerry Smith L. G. Bell Raymond Gregory

Ed Blattenberger Victor Balmer Harry Kaufman Walter Smith John Carl Runsey Frank Alice VanSchooten LaRoe

Fred Hardin Terry Kirkpatrick Tom Goetz Dave Merriman John Kense Henry Art Christopherson Danier Russell Brown Eric Soderholm Eddie Girvan Jack Turner Walter Purdy Betty Patterson Carmela White Norma Bennett

Elizabeth Chovich Johnny McKinney Tom Kincaid Grace Buttman Viola Curtis Kay Plabe Wilma Hague Bro Junod Bill McGinn Bud Farrell Elizabeth Campus Tom & Joan Doll Norval Saunders

Leonard Tappe Les Schwanbeck Louis Belleau Orrin Decker Steve Catlaas Don Burns Bill Patton Roy Brinkman Cliff Rowland Tena Canja Earl Cress Arnold Macdonald Isabelle Nash James Johnson

Betty Coella James Alice Wrathell Hill Boku Belitz

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Carl Frank Van Rothfuss Schoten

Frank Gates Bill Brigham Cliff Cook Pauline Johnson

Jim Meldrum John Billaw Marvin & Evelyn Geiger

Bob Rose Russ Warren

Bob Broderick Art Parker, Jr. Alice Roselyn Gertrude & Paul Haines

Frank Johnson Jim & Irene Swaney

Bessie Green Marie Kettle Audra & Paul Stotts Andy Kokinaikes

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# Stork Calls

Colby Allen is the name the Carlos Chapman's have chosen for their little daughter born November 4. The little miss who weighed 7 lbs. 8 oz., is a favorite of her big sister, Christy.

Another November baby, "Chuck" Tucker was born on the 3rd, weighing 8 lbs. 5 oz. His mom, Elaine, is employed in the Cleaning and Cementing Department.

One year old Tommy Rae Grimston is all excited about his new brother Gerald Ross who was born November 7. Jerry weighed in at 7 lbs. 13 oz. Their proud daddy, Jack, is manager of the Inventory Control Department.

Petite 6 lb. 11 oz. Karen Ann Barkley is the new addition to the household of Helene and Jim Barkley. Her big brother Ricky thinks his sister, who was born November 12, is quite a gal!

Susie and Sherry Belleau were very happy over the arrival of their brother born October 1. Richard Mathew is the name of the lucky little boy. We understand dad, Ernie, enjoys having another man in the house.

The reason for the big smile displayed by Bud Farrell on November 20 was due to his brand new daughter, Thressa Maureen. The welcomed little lady weighed 8 lbs. 10 oz. Her mom, Helen, is employed in the Accounting Department.

The Maurie Carr household is busy these days with the addition of John Kilner born November 5. Johnny's daddy is Chief Product Engineer here at Argus.

Debra Sue Corley is the new little cutie at the home of the Bruce Corley's. Debby was born October 30 and the Sales Department really has a proud daddy in their midst.

## You Asked Andy

continued from page 4

### Time Studies

Seems some production standards have been changed as a result of the job studies by the boys in the Standards Department. I was expecting a letter about that, and I got it.

Asked Jim Thompson what the deal was and he explained:

It has always been a policy of Argus to pay incentive rates on the basis of the work involved in an operation. Methods, conditions, and job requirements change on many operations, and it becomes necessary to change the rates in accordance with the change of work required. That is the only way to insure that equal pay will continue to exist for equal work.

Everyone working on a bonus job is assured that a standard will not be changed except when a change occurs in methods, conditions, or job requirements. There are only two other occasions when a standard could be changed: when an out-and-out clerical error is uncovered, and to correct the standard of a job that was started off with all or part of the standard based on estimates, or including a temporary allowance, pending a good measurement.

The time-study observer works to a set procedure and has nothing to say about the final answer he gets from the procedure. He records all of the motions used to perform the operation and everyone observed can see his record of the motions. The time allowed for the motions comes from a table of time values. Many Argus people have been working to rates set from these tables for over a year. Our experience so far has been that we receive far fewer complaints on these time-values than we ever received on stopwatch and judgment techniques.

A portion of the job that is controlled by a machine or process is timed by a watch. Incentive allowance is then added to the watch reading, but only in accordance with instructions received by the time-study observer. Allowances for personal time, fatigue, and delays are added according to another chart given the observer.

The observer has nothing to say about the base rate on which your bonus is figured. The fact that one job is tougher than another is a problem of job evaluation.

Argus has adopted this procedure as the fairest one available--the best one to give equal pay for equal work. Anyone, including the person asking for the explanation, would come up with the same rate if he followed the same rules.

Many rate changes have been the result of improvements developed by the people working on the job. The "equal pay for equal work" policy does not permit us to pay excessive bonus earnings for improvements. Chances are that the fellow earning the juicy bonus isn't the one who thought up the improvement anyway--he sometimes inherits it from someone else. There is one, and only one, way to cash in on an improvement: by turning in a suggestion! So if you think of the improvement before someone else, the prize is yours.

As a last word, Jim told me this: "The time-study observer is a human being--and as a human being, he can make mistakes. If you think he has made a mistake in studying your job, ask your foreman to check."

### Good Housekeeping Changes

Just two letters left now--and they're bringing about some good housekeeping changes on the third and fourth floors. "Take a good look at the stairways to the third and fourth floors. They do not look nice," one letter said. Cigarette butts seem to be the main trouble there. Ginny Lau said the people from Camera Assembly didn't like to use the smudge pots at the bottom of the stairs. Cigarettes catch fire in them, smoulder, and a draft carries the smell upstairs. Ginny suggested replacing the smudge pots with a pail of water or a covered can. Erhart Schlenker came up with a handy little gadget that's both of those and more --a cigarette butt can, attached to the wall at a convenient level, and filled with water and--of all things--chlorophyll! So now, for sweet air and a neat stair, use the new cans for your cigarette butts. If they haven't already been installed, they will be soon. Let me know how they work.

Both letters suggested that sweeping compound be used in Camera Assembly to settle the dust, and one added that parts, no matter how small, be salvaged more carefully from the floor. Well, I dug into a report on salvaging parts and found that it's less expensive to throw small parts away than to sort them out from the sweepings. That makes it everybody's job, and more important than ever, to keep parts off the floor. Since we don't have to bother with sorting swept-up parts, sweeping compound can and should be used.

The way these questions have been coming in, I'll have to have even one more page for the answers next month--maybe a whole issue of the paper after that! But that's okay. I don't mind the work and I like to hear from you. So keep your questions coming.

Be seeing you,  
Andy



# ANNIVERSARIES



IVAN BENSON  
Service  
20 Years



OSWALD HOEFT  
Maintenance  
20 Years



WALTER CLAWSON  
Machine Shop  
20 Years



HAROLD PETERSON  
Production Planning  
15 Years



C. ROSS WILSON  
Blocking  
10 Years



HUBERT KRASNY  
Optical Assembly  
10 Years



HELEN BYBEE  
Camera Assembly  
10 Years

X



JOHN RUMSEY  
Blocking  
10 Years



VIRGINIA BUSCH  
Optical Assembly  
10 Years

X



PAUL STOTTS  
Shipping  
10 Years



AUDRA STOTTS  
Service  
10 Years



HAZEL PEDIGO  
Paint Shop  
5 Years



WILLIS VANDYKE  
Accounting  
5 Years



LAWRENCE DIETLE  
Quality Control  
5 Years



DOLORES HOADLEY  
Tabulating  
5 Years



# Christmas Party Will Feature Marionettes

Ed Johnson's Marionettes will present the story of "Wonder Mountain" at the Annual Children's Christmas Party, Saturday, December 21, at 2:00 o'clock, at Tappan Junior High School.

This year the marionettes will take us to the Philippines where Pedro Dizon, a seventeen year old boy, lived with his mother in a little bamboo house at the edge of the town of Angeles.

The Anitos are a strange sort of people, for no one can see them. They live in the rice fields and are usually very peaceful. At the time of the story, they had become quite troublesome and bananas would pick themselves off the trees, bags of rice would pop into the air and fly away - many strange things happened.

Pedro was told the chief of the Anitos was living down inside the nearby Mt. Arayat and someday the mountain would become an active volcano and erupt. When this happened the chief was to come to the island and take the most beautiful girl back to the mountain with him. Pedro was worried for he loved Maria, a neighbor girl, and she was very beautiful.

Then it happened. Mt. Arayat erupted and after that Maria was not to be found. She had disappeared. Pedro,

and his dog, Banana, decided to go to the mountain to see if they could find Maria. All day long they climbed the steep sides and finally reached the top where they saw a huge crater. The sides of the crater were much too steep for them to climb down and Pedro did not know what to do until the dog discovered a passageway leading downward through the rocks. Pedro thought that must be the way to where the Anito Chief lived, so down they went.

Finally Pedro came to the end of the winding passageway and found himself in a sort of room carved out of the sides of the mountain. There were some of the strangest looking people there he had ever seen.

Only the marionettes know what happened after this. "Wonder Mountain" is full of excitement and there will be many things to make you laugh too.

-----  
Don't forget. If you haven't made reservations for your children to attend this fun fest, do so at once in the Personnel Department. Santa, with his pack loaded with toys, will be waiting to welcome all the Argus youngsters from the ages of 2 to 12. Fill in the form on page 2 for your young ones today!

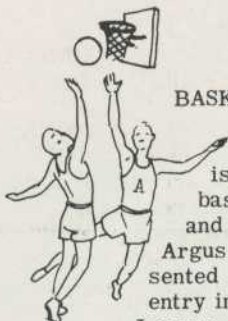
# Women Bowlers Stage Masquerade Party





# Sports Review

by Babe Peterson



## BASKETBALL

Al Terry has issued his call for basketball players, and it is hoped that Argus will be represented with a strong entry in the Recreational League.

After an absence from competition for some time Argus placed a team in the league last year, and the players made a creditable showing in a very tough league.

Most of the members of last year's team will be back again this year, but Coach Terry must get additional help from some of the new employees who have basketball talent. It was hoped that Bill Doyle, former University of Michigan basketball star, and Carlos Chapman, of Rochester University, would be the nucleus around which a formidable outfit could be built, but it appears that neither is going to be available for Coach Terry. Al states, though, that the interest this season seems to be much stronger than it was last year.

The Argus Recreation Club and management are again co-sponsoring the team, and they hope that a strong entry will be placed in the league this year.

Fall schedules will be placed on the bulletin boards so that all employees will know the time and place of all regularly scheduled games.

## With The Hunters



As we go to press the deer hunting season is in full swing and reports are rolling in.

Dave Blattenberger, Camera Assembly, downed his nine-point buck near Kalkaska; Bill Koernke, Tool Room, reports a kill; Les Schwanbeck and the other Production Planning boys are hopeful weekend hunters - and return the same way; the Roy (Leona) Smith's returned sporting a seven-pointer. Leona Breisch, Joe Jaroszyk, and Betty and John Shattuck headed for the North Woods again this year. If John hadn't fallen asleep he would have bagged the nice buck that walked by him, so says Betty.

## BOWLING

### — Men's League —

The last five weeks of the Argus league have been featured by the sharp bowling of the Machine Shop and Demons entries--each of which has been on a winning spree.

#### MACHINE SHOP LEADS LEAGUE

Captain Bill Betke's Machine Shop team has gone on a rampage that has carried his team to the top of the heap with a sensational 26-6 won and lost record. While it would perhaps be unfair to single out any member of the team as being most responsible for this early season showing, the nod would have to be given to anchorman Hank Smith. Before the start of the schedule the team was hardly considered a title threat, but at this time, the other teams in the league are beginning to take the Machine Shop entry very seriously. Only time will tell if the hot pace set by the leaders can be maintained.

#### DEMONS STEAL THE SHOW

While the machine shoppers have taken over the league lead, the showing of "Rapid Robert" Grampie's Demon entry has stolen much of the spotlight by their unexpected showing. During last year's schedule this team had served as the league doormat for the greater part of the time. With the same personnel back for this season, very little was expected of the Demons. In the last five weeks however, the team has been sensational in matching the pace of the Machine Shop by winning 17 out of the last 20 points. This remarkable spurt has vaulted the entry into the runner-up spot only three games back of the league leaders. The veteran, Hec Haas, has been the big noise in the Demon's early offensive showing. Regardless of what the future may hold this team is very deserving of congratulations for their early season showing.

#### TOOL ROOM AND PAINT SHOP FIVES STRONG

Before the two top teams become too smug and self-satisfied with their present position, they had better glance over their shoulders to keep an eye on the onrushing Tool Room and Paint Shop fives. These two teams form a family combination with Jim Fraser captaining the toolmakers and his Dad, Bill, leading the painters. Bill's paint potters were the pre-season favorites so it is not surprising to find them threatening the lead, but Jim's Tool Room is surprising again this year. The toolmakers do not seem to have the power to carry them to the top, but they have more than their share of the competitive fire and the will to win. This same spirit carried the team to one of the top spots last year, and the pattern seems to be the same for this year. After a rather slow start, Bill's Paint Shop boys have finally found the groove and are now steadily moving to the spot that they are so anxious to occupy when the season comes to an end next April. Last year this team was dethroned by the Quality Control team who broke up the monopoly that the brushers had on the title. As a result, their ego was damaged a little--and now they're rarin' to regain the prestige of Argus champs.

The rest of the league is pretty well bunched, and it is certainly too early in the year to count any of the entries as being out of contention. It is certain that Don Crumps' Quality Congrol entry will make a serious bid to retain the championship. Other strong teams are Bob Bultman's Ten Pins, Joe Dobransky's Five Fifths, Joe Jaroszyk's Planning, and even Les Schwanbeck's Green Hornets. Everything points to a very competitive year with a lot of fireworks before a champion is crowned.

#### INDIVIDUAL AND TEAM "HIGHS" SET

In these past weeks a couple of "highs" have been set that should prove rather difficult to better. In the team event the Quality Controllers posted a three game total that is one of the highest bowled since the league was first organized. Jan Gala had 540, Don Crump 612, George Kline 596, John Shattuck 503, and Russ Conley 508. This gave the team a grand total of 2759 without handicap. I believe that this is the highest series rolled by an Argus team in league competition.

On the same night that the controllers were showing their wares, Mel Bahnmler really turned on the heat by linking three big games together. Mel opened up with 212, came back with 221, and then tapered off with a 208 game. The very likeable Mel has always been one of the best bowlers we have had here at Argus, and the belief is that if Mel were to bowl in more leagues that he would be one of the best bowlers in Ann Arbor. The "big count" boosted Mel's season average to 178 and placed him in a tie for the lead in that department.



# Between the Deadlines



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Best Wishes, Dave  
Approximately 30 fellows from the Engineering Department gathered recently to honor Dave Lowber at a farewell party and wish him good luck in his new position with General Electric Co.

Ruth and Denny O'Hare were kept busy in their spare time making cakes and cookies to send overseas to their son, Pat, who is now stationed in Japan. Denny, Chief Sampler, reports they were delicious.

Jim and Illa Sieloff have been in the process of building a new home at Horseshoe Lake. At present they are making their temporary home in the basement and are planning to come out from "down under" early in the spring.

Jesse Cope, Production Planning, paid dearly for the one-duck dinner that he enjoyed during the hunting season, Jesse tangled with some poison oak when he built the blind, and it was three weeks before he could return to work.

After a long delay, Aaron Otts and his wife, Jerry, are ready to start construction of their home on Packard Road, Sounds as though an "Open House" party will soon be under way.

We were sorry to learn that Merwin Campbell, of the Tool Room, fractured his ankle and wish him a speedy recovery.

Virginia Gregg, of the Personnel Department, celebrated her birthday, recently with cake and all the trimmings.

## argus eyes

Argus Eyes is published for the employees of Argus Cameras, Inc. and their families.

It is intended to be a means of friendly communication between them, and to provide a reliable source of information concerning the company's business.

Doris Walle of the Personnel Department makes sure that news is gathered and that pictures are obtained and arranged in readable fashion for publication the first week of each month. Sam Schneider, Eddie Girvan and Bill Sturgis furnish photos.

Reporters for this month's Argus Eyes were: Tess Canja, Art Parker, Jr., Andy Argus, Grace Radford, Babe Peterson, Jim Meldrum, Bill Fike, and Eleanor Logan.

Wilmot Gray  
306 Maple Ridge  
Ann Arbor, Mich.

## GIRVAN'S PHOTO CORNER.

Clip and save in Loose Leaf Notebook to build a Photo Manual

Christmas pictures are no harder to take than pictures at any other time of the year but a few exposure reminders may help you get a better photographic record of the Christmas Season.

Tree lights show up very well regardless of what other lighting is used so it is not necessary to give any special consideration to them.

Taking flash pictures of the children and the gifts will be easy if you save this information.

### SHUTTER SPEEDS

The C-3, EF and 40 should be set at 1/25 or 1/30 second for ALL flash bulbs other than S.M. or S.F. For those use any speed up to 1/100.

The 21 and C-4 should be set at 1/50 and "M" for ALL flash bulbs other than S.M. or S.F. For those use any speed up to 1/00 and set on "F".

The 75 has "Inst." and "Time" and for all flash bulbs set on "Inst."

### FOCUS

You set the distance scale yourself according to how far away from the subject you want to be.

### F. OPENING

That leaves the F opening or diaphragm and to find that we will supply you with some GUIDE numbers. Just remember "To find the f opening divide the GUIDE number by the distance." For example an S.M. bulb with Plus X film has a guide number of 75. You are taking the picture at 10 feet, so  $75 \div 10 = 7.5$ ; use f 7.5 (between f8 and f5.6).

### GUIDE NUMBERS

Plus X: With SM or SF, 75. With #5 or 25, 140, With #11 or 40, 190.

Super XX: With SM or SF, 110. With #5 or 25, 200. With #11 or 40, 260.

Kodachrome A or Ansco Tungsten. With SM or SF, 45. With #5 or 25, 70. With #11 or 40, 95.

Kodachrome Daylight: With #5B or 25B, 45.

These are for indoor shots with normal room lights on. In large halls or out doors open the diaphragm 1/2 stop more.

As you cannot change the f opening on the 75 camera, then change the distance.

Plus X or Super XX with SM or SF, 8 to 12 feet. With #5, 12 to 18 feet.

### KODACOLOR

Kodacolor Type A. With SM or SF 3-1/2 feet with a #1 diopter portrait lens. With #5, 8 feet (without portrait lens).

The model 40 guide numbers with Kodacolor Type A are: With SM or SF 50. With #5 or 25, 100.

The standard rules apply, hold the camera steady, focus exactly, and particularly with color film, "Frame" the scene carefully.