

Philadelphia, Pa.
December 2, 1946

At a regular meeting of the Directors of John T. Lewis & Bros. Company, held this day at their offices in the Widener Building, there were present:

J. W. Gardiner, President
S. F. Reeves, Vice President and Treasurer
A. M. Wilson, Vice President
H. H. Merritt, Secretary
L. T. Beale, Director

The meeting was called to order by Mr. J. W. Gardiner, who presided, and Mr. H. H. Merritt reported the minutes of the meeting.

The minutes of the meeting of November 25 were read and approved.

On motion duly made and seconded, it was unanimously decided to make application for a C&R in the amount of \$2300.00 to cover the cost of rebuilding our #6 pipe press in the Metal Department.

On motion made by Mr. Reeves and seconded by Mr. L. T. Beale it was unanimously

RESOLVED, that the officers of the company be authorized to continue, at their discretion, during the year 1947, the system that has been in force for a number of years of giving a service button and cash award to employees (excepting officers) who have been employed by John T. Lewis & Bros. Company for five years or multiples thereof.

The number of persons who will receive service buttons in 1947, including the office and factory, will be 52, with a total cash award of \$935.00. This compares with awards of 49 service buttons and cash in the amount of \$815.00 in the year of 1946.

Mr. Reeves referred to our system of loans to ^{factory} employees which has been in effect for the past eleven years. During that time the company has loaned \$14,419.56 but as of December 1, 1946 there is only \$144.00 outstanding, none of which is past due. This service is very much appreciated by the employees and the above record would seem to fully justify its operation.

Mr. Wilson submitted the report of deliveries for the week ending November 29.

Mr. Gardiner reported that arrangements had been completed with Mr. Freiherr of the National Lead Company, Baltimore, for the discontinuance of the Lewis office in Baltimore as of January 1, 1947.

On motion duly made and seconded, it was decided that there should be paid to each employee of the company on its payroll at November 30, extra compensation equivalent to 5-1/2% of his total compensation (including overtime), up to and including a maximum of \$3,000.00 earned during the first eleven months of this year. On this basis the maximum extra compensation payable to any individual will be \$165.00. The Treasurer was authorized to calculate the proper amounts for each employee and to make payment thereof as soon as possible.