

Philadelphia, Pa.,
February 8, 1943.

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:

Edward F. Beale, Chairman of the Board
J. W. Gardiner, President
S. French Reeves, Vice President
A. M. Wilson, Vice President
Leonard T. Beale, Director

The meeting was called to order by Mr. Edward F. Beale, who presided, and Mr. A. M. Wilson reported the minutes of the meeting.

The minutes of the meeting of February 1, were read and approved.

Mr. Reeves stated that the lease had been finally signed with the Cramp Shipbuilding Company covering the leasing of the undeveloped lot adjacent to our plant. The lease is on the basis of \$125.00 monthly rental, on a two-year period.

Mr. Reeves stated that the War Manpower Commission had approved our application to participate in the Manning Table Plan. The procedure of this plan is to eliminate the difficulties and confusions which exist in industries because of the loss of men to the armed forces. It calls for a complete manpower inventory of each company using the plan and important factors such as training time necessary for job replacements, etc. The employers are authorized to use a certification stamp on all deferment requests, which, while it does not guarantee postponement, is given definite consideration by local draft boards.

Mr. Reeves referred to a resolution dated November 23, 1942, in which it was unanimously resolved to make a cash award to Mr. Stanley Malachoski, of our Oxide Department, in the amount of \$25.00 in consideration of a particular type of mold used in our flake litharge batch boxes. Since this plan was adopted greater savings to this company have accrued than the original estimate of \$17.50 per week. It was, therefore, unanimously voted to increase our cash award to Mr. Malachoski from \$25.00 to \$75.00.

Mr. Reeves outlined our accident experience during 1942, stating that the record was admirable and that only eight full days' time were lost as results of accidents at the plant by all workers during 1942. Statistics indicate that employees injured were 13% less and the number of total accidents were decreased 30% from the previous year.

Mr. Reeves expressed appreciation of factory personnel for the visit Messrs. Harold Rowe, Alex. Stewart, Karel Vettewinkle, Don Bolley and Gallagher made to our plant last Wednesday.

Mr. Wilson submitted the regular weekly report of shipments for the period ending February 5.

There being no further business, upon motion the meeting adjourned.

A. M. Wilson